

# Future starts at home



***Future Report***  
***for Fackelmann and Zenker***  
***for the site in Germany***  
***Reporting years 2022 and 2023***



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The figures from fiscal years 2022 to 2023 contained within our future report relate to both of our German production sites: Fackelmann GmbH + Co. KG in Hersbruck, Nuremberg, and Zenker Backformen GmbH + Co. KG in Aichach. This future report has been created with reference to the international GRI standards. The Global Reporting Initiative (GRI) provides guidelines for the creation of sustainability reports with the objective of transparency, standardization and comparability. In this future report, we provide information on successes already achieved as well as sustainable measures and improvements we are striving to implement with regard to economy, ecology and social affairs. We plan to publish our future reports every two years.

All of the information in our Future Report has been collected and prepared with the utmost care. Nonetheless, errors cannot be entirely excluded. Any forward-looking statements have been formulated based on current assumptions and estimations at the time of publication.

***Dear Readers,***

Our products can be found in many kitchen cupboards and drawers around the world, and for good reason. We at Fackelmann have been passionately delivering well thought-out solutions that make everyday life in the kitchen, home and bathroom easier for more than 100 years.

With our kitchen tools, bakeware, and baking utensils, both simple and sophisticated recipes turn out perfectly. Our various household gadgets such as hooks, organisers and shoehorns are not only practical but also make everyday life much easier. The first glance at one of our bathroom mirrors in the morning makes our branded bathroom furniture an integral part of daily life. With our diverse portfolio, our products perfectly accompany people throughout their homes. We take on great responsibility within our customers four walls, with use of our extensive range of kitchen, household, and bathroom products – a responsibility we are always passionate about.

On the following pages, we explain in detail the specific measures we are taking to make a difference and how we fulfill this responsibility. We also present detailed developments in various areas since our last Future Report. To give you an initial overview, Fackelmann would like to introduce a few key topics at the outset.

In addition to further investments to strengthen our German production sites in Hersbruck and Aichach, we, as a globally active and interconnected medium-sized company, carefully assess the reliability and fairness along our value chains. Incorporating new legal requirements, along with our own strategic goals, direct us in determining the course of further supplier evaluations. Furthermore, we are working closely with our purchasing and product management teams to introduce innovative materials and products that continuously reduce our environmental impact. In addition to the products themselves, we have thoroughly reviewed and, where possible, optimised their packaging materials and transport packaging. At our Hersbruck logistics center, we now use filling materials made from recycled cardboard and standardised boxes help us make even better use of pallet volume.

On a daily basis, across all departments, we are working daily on many small and large projects that are aimed at improving our future sustainability. To measure our progress and above all make it comparable, we present numerous exciting key figures and insights, with reference to the globally recognised guidelines of the Global Reporting Initiative (GRI).

***Fackelmann are pleased to invite you on our journey again this year. On behalf of the entire management board, we wish you an informative read and warmly welcome you to join our progression for the future.***

With best regards,



Thomas Sperber  
Chief Procurement Officer and Chief Sustainability Officer  
Fackelmann Brands



# Future starts at home

*As a company with production sites and sales offices on all continents, we maintain a sustainable focus on one of the most important places – our home.*



In the more than 100 years since our company was founded, we have developed from a traditional commercial agency into a company with a global presence. Today, Fackelmann Brands offers a wide range of brands of kitchen utensils, household items, bathroom furniture and much more – and, with a huge range of over 10,000 items, is guaranteed to be found in every home: the place we really want to focus on when it comes to sustainability.

What unites us as a corporate family is our vision of the future and confidence in our shared creativity. We always keep pace with the times and do so with a keen innovative spirit.

We see ourselves as one big family; we are a traditional German company under the management of the third generation, 100% owned by the Fackelmann family.

In 2023, Mr. Fackelmann was awarded the Honorary Medal by the Nuremberg Chamber of Industry and Commerce. This award recognised four key factors that contributed to company's success: strong identification with the values of a family business, high quality products, continuous innovation and development of new products, as well as strategic investments in production facilities near target markets. In 2020, Martin Strack took over as CEO and is continuing to build the company's success story.

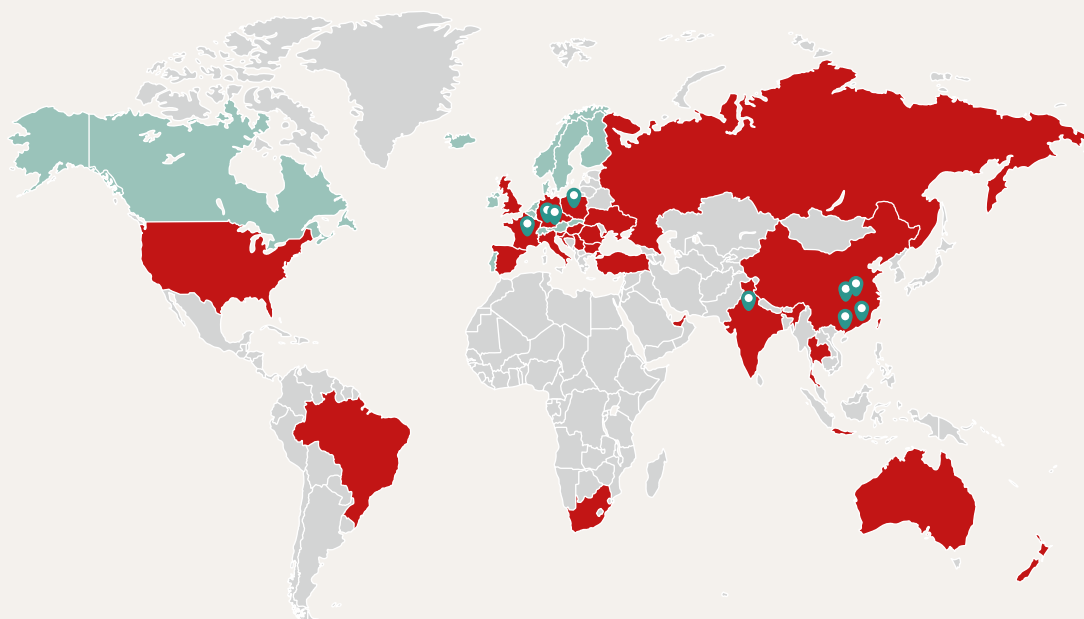
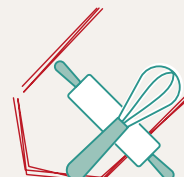
## From Franconia to the whole world

Our versatile range is produced at our headquarters in Hersbruck and the Zenker headquarters in Aichach, as well as other locations, and in four other countries worldwide at a total of nine production sites – and is available throughout the whole world. Our brand family comprises a wide range of brands, some of which are produced at the two German production sites. From Germany, we primarily serve the European market.

>40  
sites



>10,000  
products



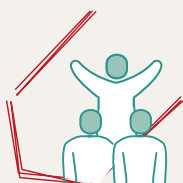
 Production sites    Business Units    Sales

*"In times of economic uncertainty and global political tensions, it is crucial to keep sustainability in focus. As a family-owned company, we think and act with a long-term perspective to ensure sustainable future development."*

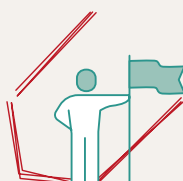


Martin Strack, CEO Fackelmann GmbH + Co. KG and Zenker Backformen GmbH & Co. KG

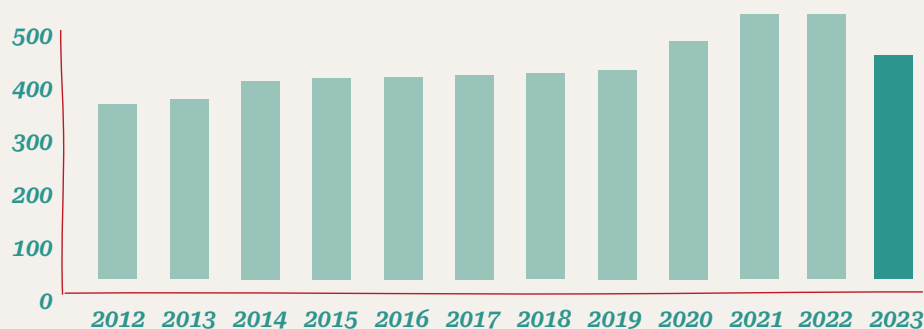
>2,600  
employees



1919  
company  
founded



Our sales figures from recent years:



# Fackelmann

at the site in Hersbruck (Bavaria)



Alexander Fackelmann, President of Fackelmann Brands (left), with Martin Strack, CEO of Fackelmann GmbH + Co. KG and Zenker Backformen GmbH & Co. KG.

**FACKELMANN®**

Export to

**54 countries**

Bathroom furniture from Hersbruck

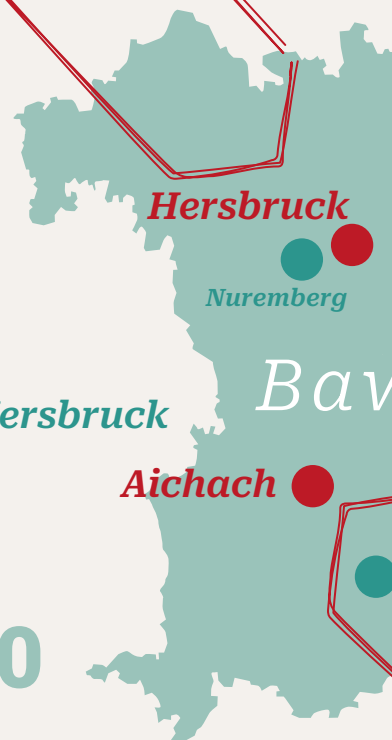
**since 1963**

Daily production:

**Around 60,000**

household products

**750** items of bathroom furniture



## Employees

2022

**590**

of which  
24 trainees,  
6 students

2023

**561**

of which  
32 trainees,  
3 students



# Zenker

at the site in Aichach (Bavaria)

Export to  
**51 countries**

Zenker has belonged to  
Fackelmann Brands  
**since 2003**

Daily production of  
**around 45,000**  
baking tins



Quality & tradition for  
**more than**  
**130 years**



## Employees

2022

**202**

of which  
5 trainees

2023

**183**

of which  
7 trainees

# Future starts with a good strategy

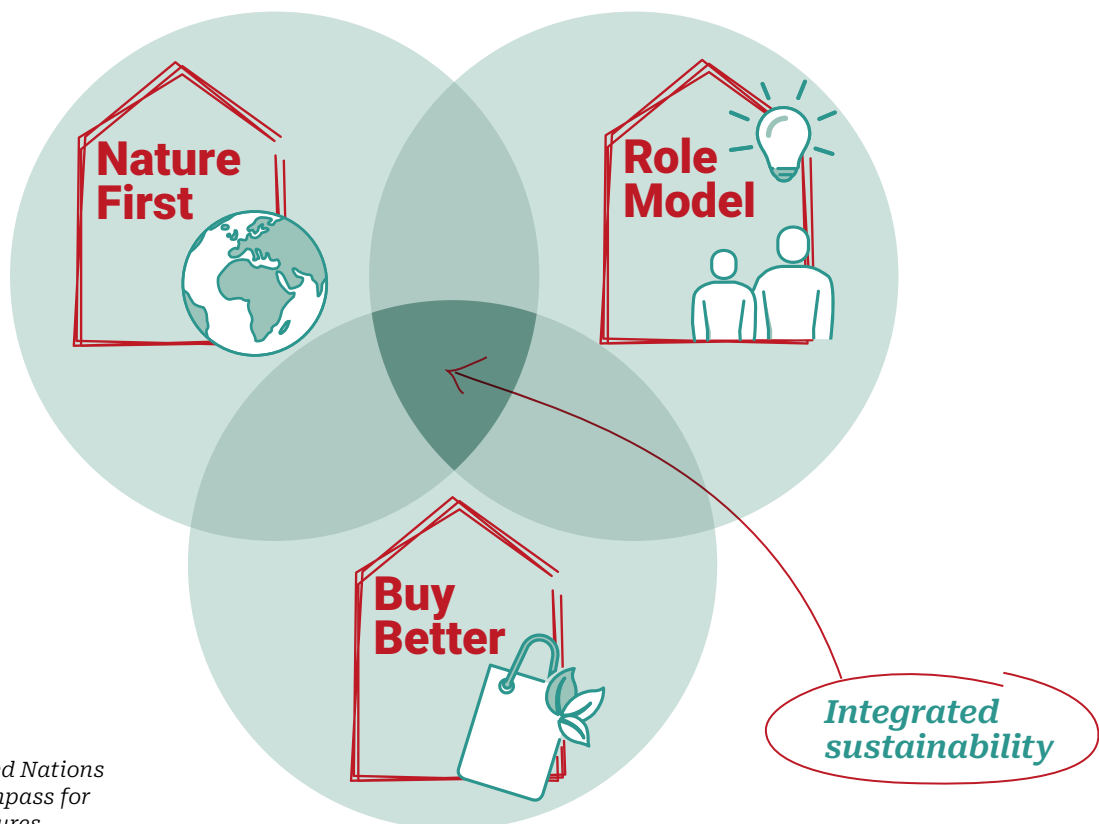
*Fackelmann Brands' understanding of sustainability is based on three guiding principles and their dimensions: Nature First for environment and resources, Role Model for all aspects relating to people and social responsibility, and Buy Better for our products and the materials from which they are produced. The weighting of these three dimensions is based on the so-called interface model: all aspects are equal. We see it as our main task to continuously expand this interface.*

## Environment & resources

We make responsible use of resources and invest in efficient production sites and processes.

## People & social affairs

We set a good example and take responsibility for our employees, customers, suppliers, partners and society.



*The goals of the United Nations serve as a further compass for our sustainable measures.*

**ZIELE FÜR  
NACHHALTIGE  
ENTWICKLUNG**

## Products & materials

With our sustainable products, we offer our customers a better choice. Selected raw materials, future-proof materials and conscientious packaging form the basis for our product development.

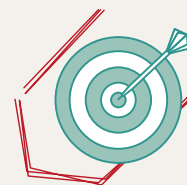
# The materiality analysis

## The most important considerations at a glance.

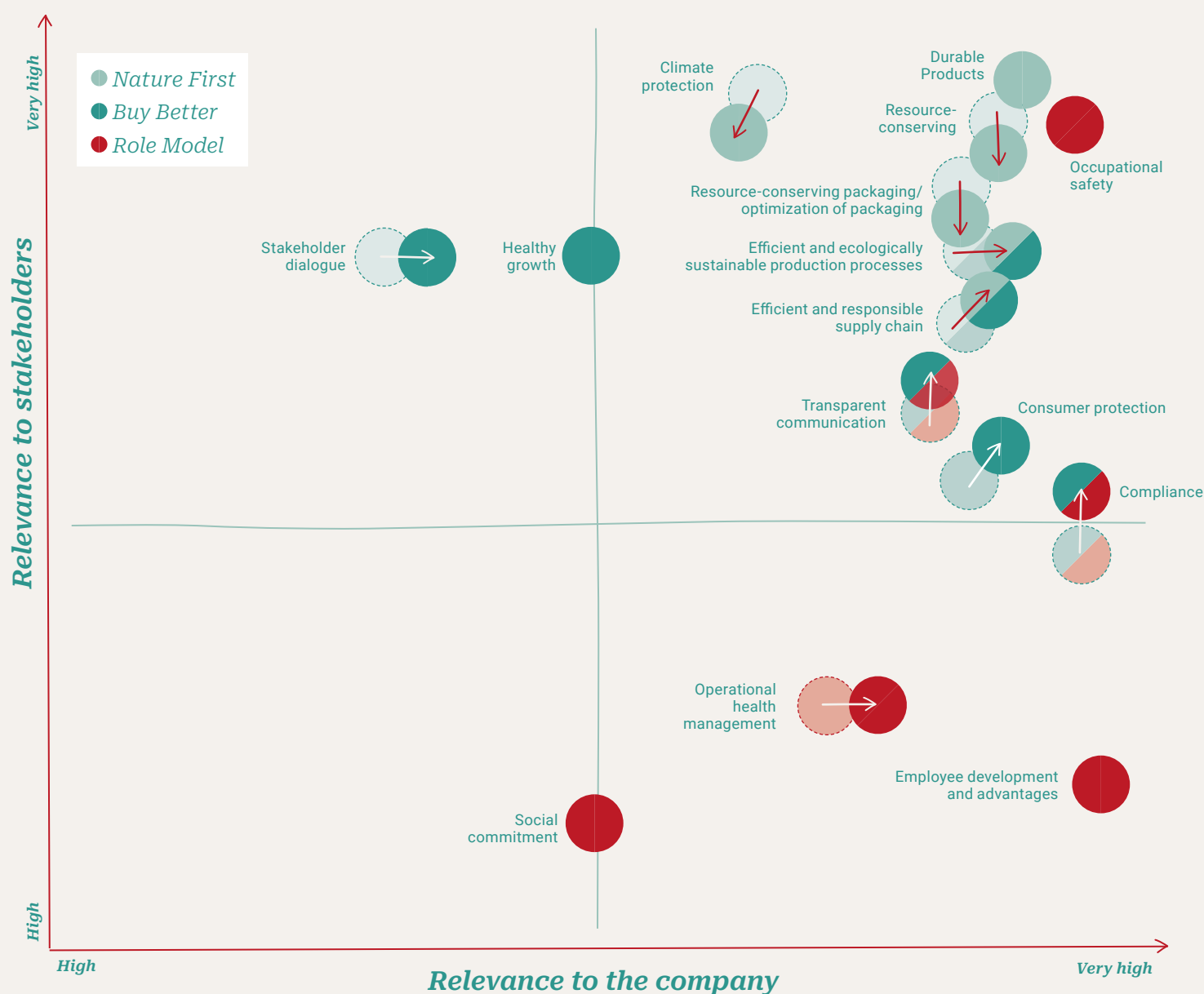
The materiality analysis in the last Future Report was based on a 'Climate Impact Check'. We conducted this together with Fraunhofer Institute for Intelligent Analysis and Information Systems (IAIS) in Sankt Augustin and other relevant stakeholder groups. The importance of our stakeholders has changed significantly by 2022/2023.

With growing uncertainties due to wars, energy crisis and the tense global economic situation have made customers more cautious about sustainability at product level. At the same time, responsibility for people along the entire value chain is becoming increasingly important for companies. This is due in part to new a legislation within German and European levels.

## Our strategic fields of activity



- Which products do we produce?
- How are these products produced?
- What are the effects of this?





# Future starts with a good foundation

*We cannot assume that the earth will be as livable in the future as it is now.*

*We want to make our own contribution to ensure that our world remains intact for future generations.*

**W**hen it comes to future-proof and conscientiously produced products for everyday use, we want to lead the market in our segment – this is the Fackelmann Brands vision. We want to help shape a livable tomorrow today. With this in mind, we have set off on a sustainable journey into the future and are always thinking about ways we can make changes.

We want to offer our customers a versatile selection of durable and sophisticated products for the bathroom, kitchen and home, allowing them to design their home with sustainability in mind.

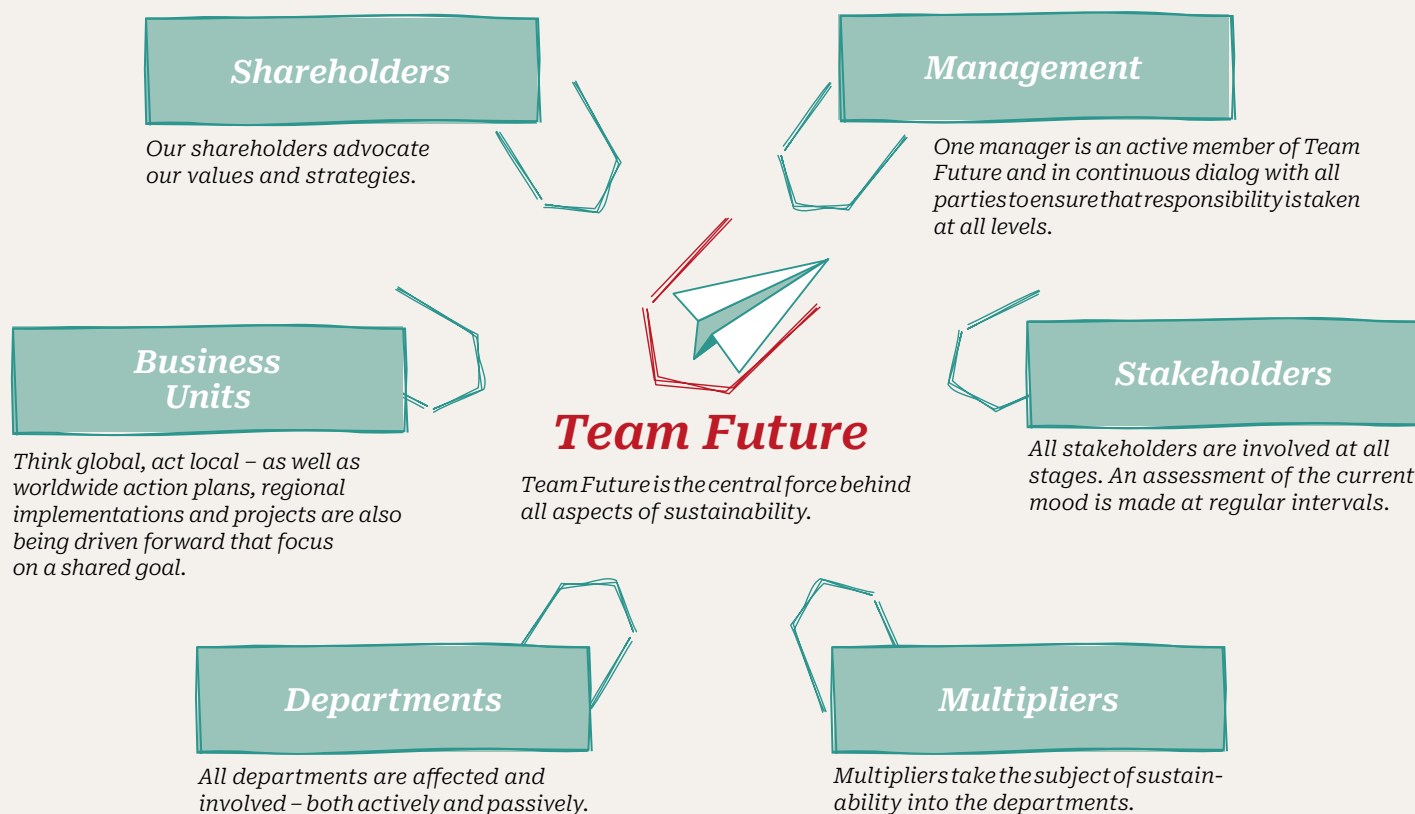
## Team Future

*Creating together, moving forward together.*

At the beginning of 2021, we established the "Team Future" task force at our headquarters in Hersbruck. This specialist team supports the management in all aspects of sustainability.

We as a team have thereby set the course for the sustainable future of our company and are looking forward optimistically to the tasks involved in creating a sustainable home for the future.

**Do you have questions or suggestions for our Team Future?**  
Please get in touch at: [teamfuture@fackelmann.de](mailto:teamfuture@fackelmann.de)

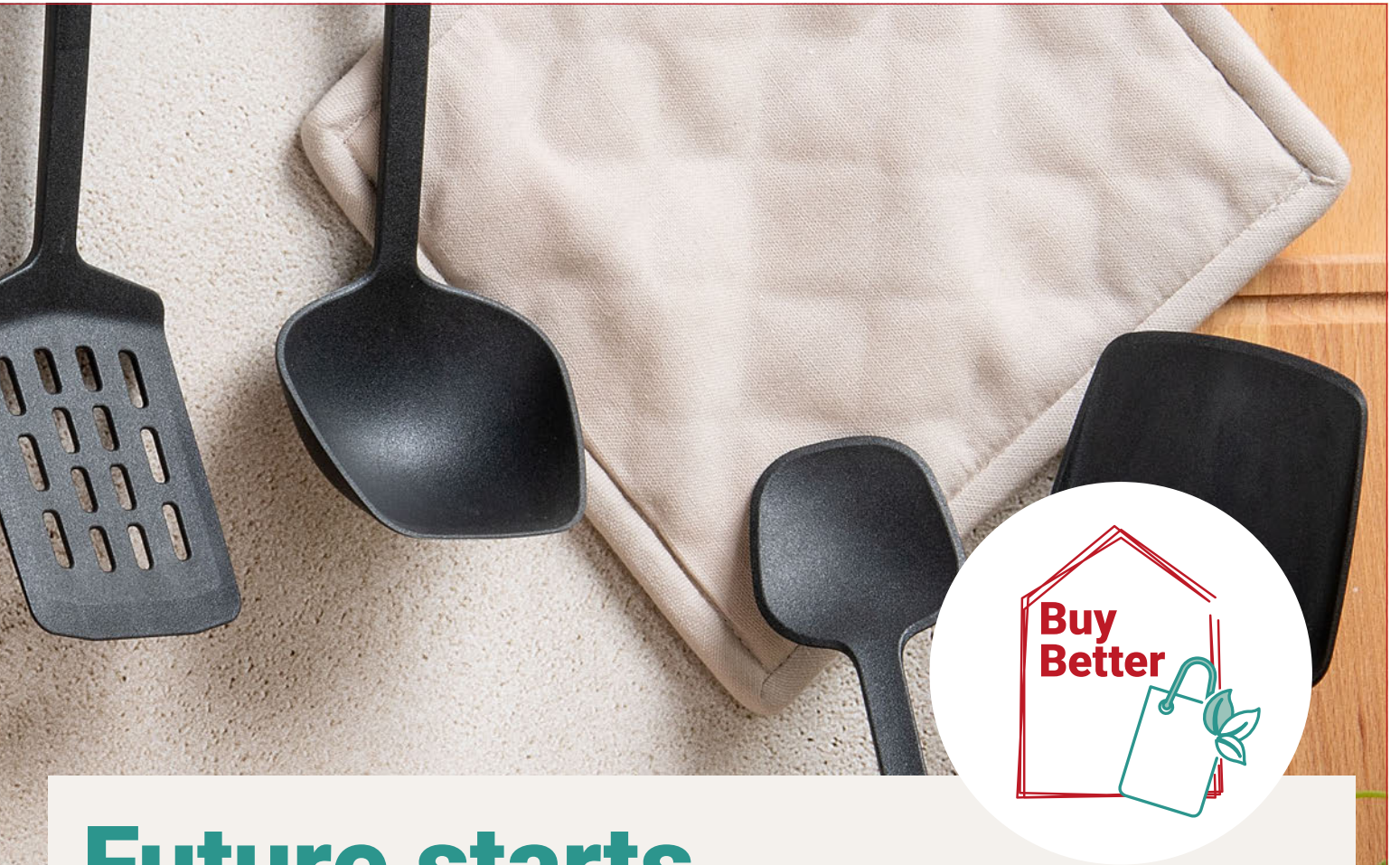




***“In 2022 and 2023, we expanded the range of materials for our kitchen and baking tools with the addition of an innovative bio-based plastic. Additionally, more materials with a reduced CO<sub>2</sub> footprint are being used in our products, making our portfolio increasingly future-proof as we move forward.”***

*Alexa Faißt, Head of Product Development*





# Future starts with better products

*Buy Better defines our approach to products, packaging, and materials. Focusing on product development, we always maintain our focus on selecting the best and most future-proof materials and raw materials alike. This is how we fulfill our promise of designing our products in a way that conserves resources, while ensuring that they are durable, easy to repair and functional. We always keep an eye on our supply chain and look for places where it can be made more transparent, shorter and more purposeful.*

## What exactly does that involve?

The passion and experience of our Fackelmann Brands family go into every single one of our products. We place great emphasis on material quality and functionality in order to provide our customers with real added value every day. To achieve this, we are continuously developing new materials that meet our high-quality standards, ensuring we can fulfil the demands of the future.

In our household range, we focus on materials that do not have a complex composition and come from verifiably safe and transparent sources. In order to reduce the use of fossil

resources, we replace many materials with those that are made completely or at least in part from renewable or recycled raw materials:

- Bakeware coating, containing up to 5% carnauba wax.
- Transition to FSC™-certified wood and paper products since 2019. License No. FSC™ C111264 or FSC™ C151899
- Second generation bioplastic (New Green PP) with ISCC certification.
- Frying pans made from recycled aluminum.
- Bathroom furniture made from high-quality chipboard and MDF panels, produced with raw materials from certified source forests.

# Future starts local and global

*Rooted locally and at home throughout the world. We are proud to have manufacturing facilities both in Germany and worldwide. Many of our products are Made in Germany – produced at our Bavarian sites in Hersbruck and Aichach.*

In Hersbruck, we primarily produce plastic kitchen utensils as well as bathroom furniture. In Aichach, we manufacture baking tins according to a 130-year-long tradition. All products that are Made in Germany are labeled accordingly on their packaging. Strengthening and protecting our German sites is hugely important to us. We make continuous investments that ensure their ongoing development – for our employees and the region.

The investment in our automated small parts warehouse (AKL) in Hersbruck, completed in 2023, underscores the importance of the location. Our state-of-the-art small parts warehouse spans 1,500 m<sup>2</sup> and houses approximately 1,500 different items, ranging from cookie cutters to lemon squeezers, and much more. The newly developed process reduces physical strain on our employees by eliminating extra steps, as the goods are delivered directly to them.



*Our picking stations, where goods from the automated small parts warehouse (SPW) arrive.*



*The most diverse range of granulates, paints and molds for our products is made at the plastics molding facility in Hersbruck.*



## Regional Sourcing with Fackelmann Brands

Our goal for the future is to strengthen and expand production in Europe.

### 1. Risk minimization:

Regional sourcing increases the resilience of our supply chains, as transport routes are made considerably shorter.

### 2. Planability:

Delays in acquiring materials have various consequences. If supply chains are secure, production can be planned and a continuous supply of goods can be guaranteed.

### 3. Cost advantages:

Shorter transport routes reduce the cost of transport and emissions.

### 4. Climate goals and sustainability factors:

Regional sourcing has a positive effect on environmental balance and makes it easier to satisfy ESG (Environmental Social Governance) requirements.

### 5. New and old business relationships:

Regional sourcing strengthens both new and old business contacts. Geographical proximity and simplified communication processes make it easier to work together.

*Bathroom furniture production by Lanzet and Fackelmann in Hersbruck (excluding accessories):*

**100%** Made in Hersbruck

*Production of Zenker, Dr. Oetker and private label baking dishes:*

**95-100%** Made in Aichach

*Bathroom furniture and household products for all brands produced at the Hersbruck site and the private label brand:*

approx.

**50%** Made in Hersbruck

approx.

**55%** of German turnover is produced in Germany.

*The main material used by Zenker in Aichach is steel. This is used to produce the most diverse range of baking tins.*



# Future starts with a vision

*At the heart of Fackelmann Brands is our diverse product portfolio. With high standards, an innovative spirit, and a keen eye for detail, we create practical helpers for the kitchen, bathroom, and home. Our products have been inspiring people around the world for over 100 years.*

**W**e continuously question our status quo and consistently develop our products and packaging - with the goal of making our range more sustainable, step by step.

The demands on our products are high. They must be durable, long-lasting, and reliable. To meet our high standards, we are always in search of for ideal materials. These must not only perfectly suit their intended use, but also be more sustainable than those previously used.

## New Green PP

New Green PP, is plastic that has impressed us in product development. It is currently used in various products such as cake transport lids, kitchen tool handles, and knives.

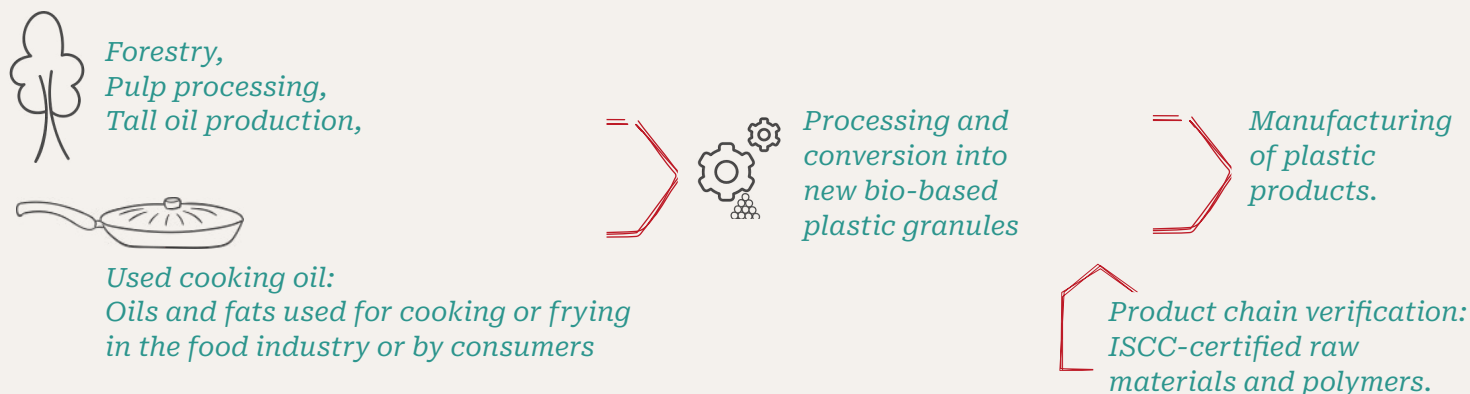
In 2022, we launched our first products containing components made from the New Green PP, a second-generation bioplastic. New Green PP was launched after gaining extensive experience since 2019 with a product range made from first-generation bioplastic, Green PE. The key difference between the two generations lies within the source material. Green PE is derived from renewable sugarcane, while New Green PP is sourced from cellulose cultures, residues, and/or agricultural waste.

## Facts about New Green PP:

- **Future-proof**  
The plastic does not directly conflict with the human food chain.
- **Reduced consumption of natural resources**  
Helping to prevent the depletion of fossil resources.
- **Safe & High Quality**  
Safety regulations for our applications are ensured, with no compromises on quality.
- **Reduction of ecological footprint**  
Compared to petroleum-based plastics, 4 kg of CO<sub>2</sub> is saved for every 1 kg of plastic produced.



## New Green PP explained clearly:





### *Coil vs. Spray-Coating-Material*

Coatings for bakeware can be applied in different ways, each method provides unique properties. For our bakeware, which is manufactured at Zenker in Aichach, we use coil-coating material.



### *What are the differences between Coil and Spray-Coating materials?*

The coil-coating material we use has always been the superior alternative compared to the spray coatings predominantly used in Far East manufacturing.

| <i>Properties</i>                 | <i>Coil</i>                       | <i>Spray</i>   |
|-----------------------------------|-----------------------------------|----------------|
| Durability of Non-stick Effect    | Long-lasting                      | Limited        |
| Stain Resistance                  | More resistant                    | Less resistant |
| Corrosion Resistance              | More resistant                    | Less resistant |
| Temperature Resistance            | Higher                            | Lower          |
| Color Options                     | Limited                           | Broader        |
| Usability for Sweet Baking        | PTFE weaker / PTFE-free very good | Very good      |
| Usability for Grilling & Roasting | Very high                         | Weak           |
| Coating Loss/Waste                | Lower                             | Higher         |

Our coil coatings offer an increased supply chain security and product availability as they are manufactured in Europe. We source the coil coating material within the EU.

# Sustainable facts about our products at a glance

To provide greater transparency about the use of certified, more sustainable materials in products for our customers at the point of sale, we have developed a new packaging icon. The “Buy Better” icon was derived from our strategy and offers customers a clear indication that the packaging contains a more sustainably sourced product.



## How does the new packaging icon work?

The new icon on the packaging provides general information about the product, and the additional printed QR code offers further details about the product’s specific attributes. The icon was developed internally with input from various departments and is intended to establish a framework for when products can be promoted as having more sustainable materials.

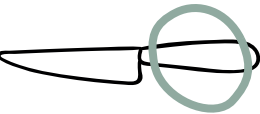
| Categories           | Materials                                 | Restrictions                                                 |
|----------------------|-------------------------------------------|--------------------------------------------------------------|
| plant based material | 1st generation bioplastic (Green PE)      | Verifiable, certified                                        |
|                      | Paper                                     | FSC™ quality                                                 |
|                      | Wood                                      | FSC™ quality                                                 |
|                      | Cork                                      | FSC™ quality                                                 |
|                      | Wood fiber                                | FSC™ quality                                                 |
| recycled material    | Recycled paper                            | FSC™ quality                                                 |
|                      | Recycled aluminum                         | Verifiable, certified                                        |
|                      | Recycled stainless steel                  | Green Steel (CO2-saving)                                     |
|                      | Recycled plastic                          | GRS certified                                                |
|                      | 2 nd generation bioplastic (New Green PP) | ISCC certified                                               |
|                      | Recycled PET                              | GRS certified                                                |
| natural fibres       | Textiles (natural fibers)                 | Ökotex, Blue Angel, BCI, GOTS, Green Button                  |
| synthetic fibres     | Textiles (synthetic fibers)               | Recycled material or bio-based plastic verifiable, certified |

## Examples:



Case 1: The product is made entirely from a more sustainable material

Includes: Buy Better Icon + Material Specification + QR Code



Case 2: The product is made from at least 25% of a more sustainable material.

Includes: Buy Better Icon + Material Specification + Partial Specification + QR Code



## Reduction

*of packaging material components*

## Minimisation

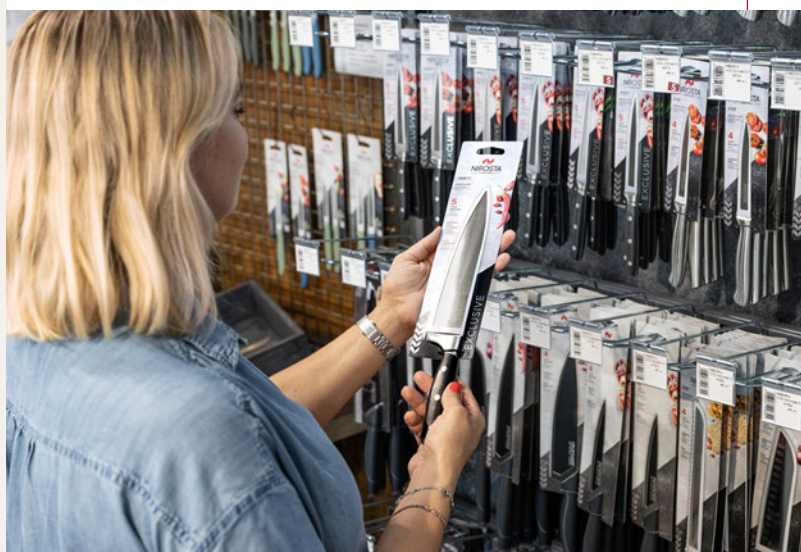
*of interweaving paper layers for protection during transport of sliding blister packs*

## Improvement

*of the base material by using certified materials  
Reduction of interweaving paper layers for protection during the transport of sliding blister packs*

# Packaging relaunch of all Nirosta knives

In 2023, a brand-new packaging concept for knives was rolled out at Nirosta. Previously, the knives were supplied in blister packs. Since the rollout in 2023, an increasing number of knives can be found in the market packaged in foldable adhesive cards made from FSC™-certified paper mix. While most of the packaging has already been converted, no old packaging was discarded for the re-launch. For this reason, the transition is being carried out in multiple cycles to conserve resources and avoid unnecessary packaging waste. In the search for a packaging alternative, the focus was on resource conservation, the quality of the raw materials and the specific requirements of the packaging.



## Knife packaging with a twist:

Plastic blister (sliding blister) + loose card with imprint + cable tie (plastic) became folding adhesive card made of FSC™-mix paper + paper wire (if necessary).

For exceptions where plastic blisters must be used for safety reasons, recycled plastic is used.

Other product categories outside of knives, such as scissors, have also been converted from blister packaging to insert cards made from FSC™-certified material.



# Future starts with local production

*The bathroom furniture from the Fackelmann and Lanzet brands is produced at our site in Hersbruck. We have a comprehensive and holistic understanding of production, which affects both the origin and sustainable quality of our products.*

**W**e exclusively use high-quality wood from European forests for all bathroom furniture from Fackelmann and Lanzet. All wood placed on the market in the EU must satisfy EUTR – EU Regulation 995/2010 on timber products. This prohibits illegal felling. It also contributes to halting climate change.

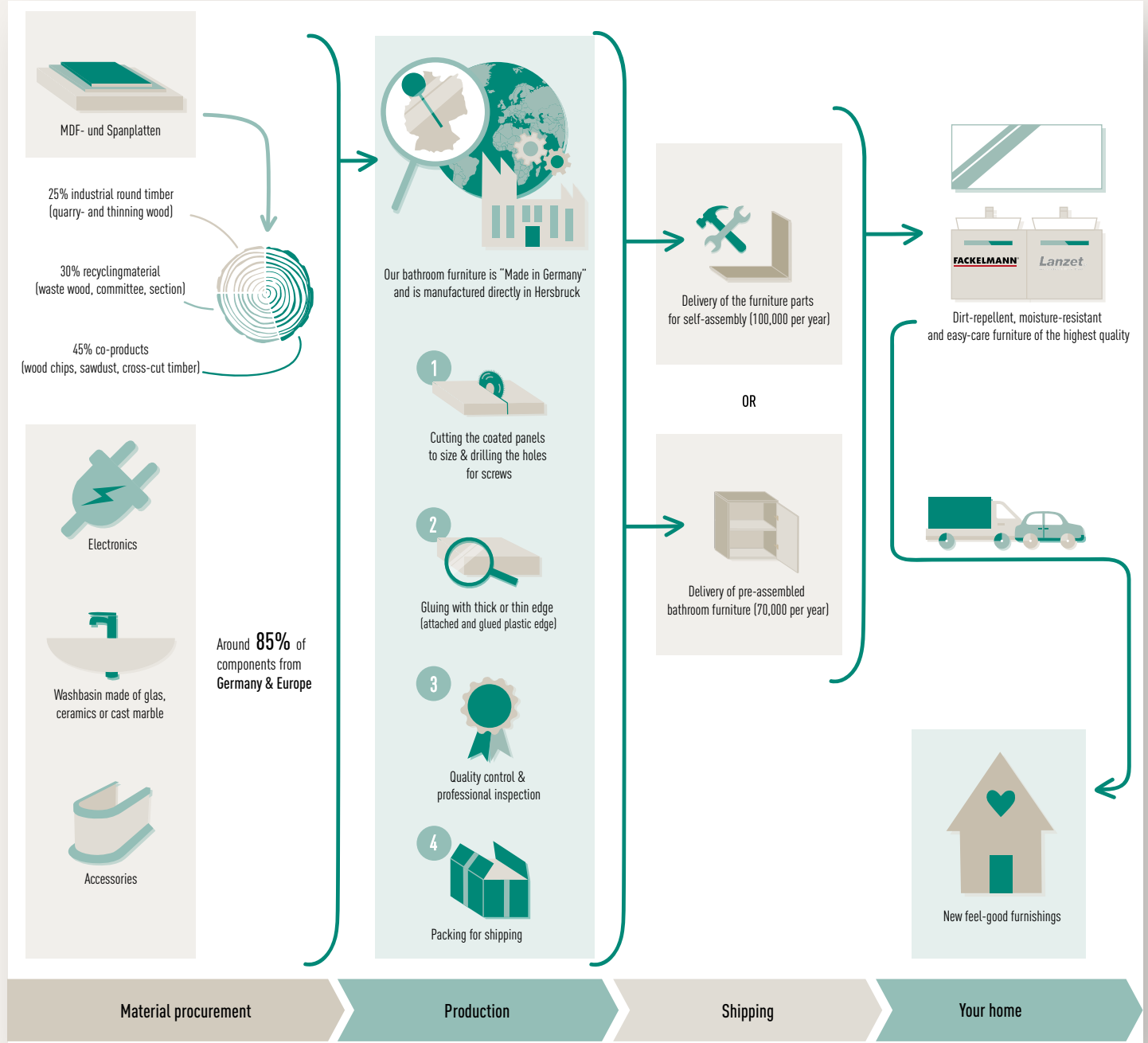
Our furniture is based on MDF boards and chipboard. The majority of washbasins come from Europe. Accessories such as fittings or towel rails come from either Europe or Asia. We produce our siphon covers at our site in Hersbruck.

## ***Saving energy and resources with intelligent packaging concepts***

Within the scope of our environment and resource protection policy, we have introduced various measures with regard to packaging. As our bathroom furniture is extremely well packaged, we have a very low rate of transport damage and therefore a very small number of returns. The packaging is neither printed nor bleached and consists of FSC™-certified corrugated board that we cut to size ourselves to ensure only as much packaging is used as is necessary. These intelligent packaging concepts allow us to significantly reduce our logistics costs.

# Around 85%

of the components of our bathroom furniture from the Fackelmann and Lanzet brands come from Germany and Europe.



***"We are proud of our sustainable bathroom furniture production, which combines not only the highest quality, but also sustainability and innovation. Every piece of furniture that leaves our production facility proudly bears the "Made in Germany" seal because, like us, it stands for precision, reliability and durability."***

Anna-Maria Grünbauer, Marketing Manager in the Bathroom Furniture Sector, Hersbruck

# Future starts with quality

*The quality of our products is a key sustainability factor. Supplying our customers with products that last makes us an inspiring, powerful and reliable partner. Safety and environmental consciousness are the top priority here.*

**W**e guarantee the safety of our products with a comprehensive product development process, our expertise in regulatory affairs and competent and trained personnel who ensure product conformity throughout every stage of manufacture. Our products are environmentally conscious as a result of the specific selected materials (e.g. sustainable ISCC material or FSC™-certified wood/paper), the efficient use of resources, an economical production process optimized with sustainability in mind and the shortest possible transport routes.

## How we satisfy our quality standards

In order to satisfy our high quality standards, we have implemented a comprehensive quality management system for our processes and products as well as good manufacturing practice for materials that come into contact with food. Both at our headquarters in Hersbruck and at the site in Aichach, process stability, process quality, sustainability and continuous improvement take top priority.

*We inspect all of the products we produce before they leave the factory.*



### Excerpt from our product tests

- Incoming goods inspection according to AQL
- In-process tests
- Final inspections
- Function tests and serviceability of the guaranteed product properties (e.g. baking and roasting tests, dishwasher tests, endurance tests, non-stick tests, corrosion tests)
- Regulatory compliance (e.g. multi-stage approval scenario for product packaging – including check for correctness and comprehensibility of usage instructions/symbols to ensure safe use and disposal)
- Chemical tests – routine tests and individual substances
- Mechanical tests – to prevent the risk of injury

### Number of commissioned external test reports from test institutes

| 2022 | 2023 |
|------|------|
| 962  | 984  |

### Number of samples taken by regulatory authorities

| 2022 | 2023 |
|------|------|
| 135  | 149  |



*During the goods receiving process, all product deliveries are thoroughly inspected. Only flawless products are processed further.*



Quality is not merely achieved, it must be created – this is why product tests are an integral part of our work. These include regular internal and external tests by accredited test institutes in the following areas:

- Chemical safety
- Mechanical safety
- Serviceability and fitness for use
- Regulatory compliance

All of our product tests, which start during the development process, are based on regulatory requirements, customer requirements and internal quality standards.

Auditing is mandatory in order to demonstrate conformity in different areas. This includes:

- Certification audits
- Customer audits
- Supplier and internal audits.

### *Excerpt from the quality management system for our bathroom furniture*

#### **1. Products with electrical components:**

During production, the safety of mirror cabinets is checked using testing equipment at testing/measuring stations. A 100% test of all electrical connections is carried out on all switches and sockets. Our mirror cabinets are also subjected to an electromagnetic compatibility test (EMC test) in order to ensure compliance with the emission and immunity requirements of the EMC Directive.

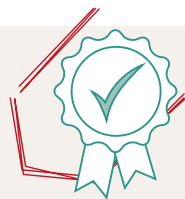
#### **2. Products without electrical components:**

Every workstation in the production area contains procedural instructions that describe what needs to be tested and how, including tolerances, in addition to the activity in question. A risk analysis, which is stipulated by a standard, is created for every bathroom furniture series. This procedure ensures that our quality standards are satisfied and guarantees maximum customer safety.

#### **3. External items:**

We carry out strict quality controls on all incoming goods and products that are not produced at our German sites.

### *The pillars of quality management*



## **Quality management**

**Regulatory affairs**  
*Standards, laws, authorities*



# Future starts in the country of origin

*We keep an eye on our entire supply chain.*

**T**he fact that a sustainable approach is required in order to guarantee a future-proof supply to society has become a global consensus. We are convinced that anyone who wants to continue doing business long into the future must start with their supply chain. This is why we take the requirements of various stakeholders and apply them to a sustainable and transparent supply chain.

Our aim is to combine economic success with a responsible approach to the environment, people and society along the entire value chain. In order to achieve this, we require our direct suppliers to comply with ecological and social standards. Sustainable supply chain management also offers several opportunities; our commitment allows us help establishing sustainable business practices in the market — and thereby make a valuable contribution to respecting and preserving human rights as well as protecting the environment and climate.

## Transparency and responsibility along the entire supply chain

### Supplier management at Fackelmann:

1. Code of Conduct for suppliers
2. Self-disclosure for suppliers
3. Personal contact
4. Supplier evaluation

### 1. Code of Conduct for suppliers

This is where we define the ideal supplier relationship. It serves as an instrument for specifying the way in which products are manufactured. Products must be manufactured in a socially acceptable manner and in ecological harmony with nature. In 2023, we are planning to revisit and revise our Code of Conduct.

Our current Code of Conduct can be found at:  
[www.fackelmann.com/download](http://www.fackelmann.com/download)

### 2. Self-disclosure for suppliers

Our suppliers are required to provide us with detailed and structured information on various aspects of their business. Such as their upstream supply chains, production conditions, and quality management and assurance processes.

## Our production locations:

**Fackelmann GmbH + CO. KG / Hersbruck**  
**Zenker Backformen GmbH & Co. KG / Aichach**  
Plastic, Wood materials, Non-stick enameled  
and tinplate baking pans, Steel

**Fapro Sp. z o.o / Uzdrawo**  
Wood

**Fackelmann France SAS / Bussang**  
Plastic fleece, Wood, Mouth-nose-mask

**Fackelmann Inda Household pvt. Ltd. / Jaipur**  
Stainless steel, Aluminium

**New Stars Plastic & Metal Products Co., LTD / Dongguan**  
Plastic, Metal, Silicone, Wood  
**Dongguan Xin Heng Kitchenware Company Ltd. / Dongguan**  
Plastic, Metal  
**Fackelmann Plastic & Metal Fty. Ltd. / Shenzhen**  
Plastic, Metal  
**Loyal Way Housewares Ltd. / Yangjiang City**  
Stainless steel

### 3. Personal contact

Despite the existence of modern means of communication, we (our colleagues in the Far East) still have an on-site presence with our suppliers. Open and transparent communication on an equal level with our partners is important to us. Without a local presence, it would be difficult to purchase products from Western Europe in Asia, for example. Our own on-site purchasing organizations (EQH and MCP) allow us to provide our suppliers with personal and continuous support and to oversee and, if necessary, intervene in their processes. Structured quality controls at our suppliers' sites are an important element in trusting and transparent supplier relationships.

### 4. Supplier evaluation

All factors involved in cooperation – e.g. quality, transparency, communication – are incorporated into a comprehensive evaluation of suppliers. We revise this process continuously to ensure that we can identify any deviations in good time and introduce any necessary countermeasures. If a supplier fails to meet requirements or is found not to be demonstrably and sustainably working to ensure compliance or improvements, we will terminate the supplier relationship immediately. For suppliers in high-



risk countries, the evaluation also incorporates certification according to the amfori Business Social Compliance Initiative.

### Specification of the country of origin – transparency for end consumers

Transparent communication is extremely important to us. We specify the country of origin on the packaging of all our products. This enables our customers to see exactly where their product has come from. We are also working on communicating further details regarding the country of origin openly and transparently. We have already achieved this with our Zenker Green Vision baking tin series.



Our headquarters  
in China: European Quality  
Housewares in Hong Kong.



### Locations abroad

#### How it all began

In 1987, we set an important milestone for international business. With the foundation of European Quality Housewares in Hong Kong, we opened the door to the Far East. From this point on, the Asian market and increasing production could be managed on site.

#### What happened next

We have more than 40 business units worldwide and manage production sites in Germany, France, Poland, China and India. We have developed a series of measures to support us in making our supply chain management as future-proof as possible. Each individual measure helps us and our partners fight corruption as well as child, forced and compulsory labor, and promotes a more environmentally friendly approach to the climate and resources.

#### Production sites at a glance:

- **France:** Fackelmann France SAS, Bussang (since 1994)
- **Poland:** Fapro Sp. z o.o, Uzdowo (since 2015)
- **India:** Fackelmann Inda Household pvt. Ltd., Jaipur (since 2022)
- **China:** Loyal Way Housewares Ltd., Yangjiang City (since 2006); Fackelmann Plastic & Metal Fty. Ltd., Shenzhen (since 2011); New Stars Plastic & Metal Products Co., Ltd., Dongguan (since 2016); Dongguan Xin Heng Kitchenware Company Ltd., Dongguan (since 2019)

### Future stats at the bottom

Our production sites differ not only in their geographic locations but also in the materials and raw materials they process. We place special emphasis on producing close to target markets, ensuring the availability of the respective raw materials, and optimising transport routes.



*“Since the last Future Report, we have made further investments in the sustainability of our locations. For example, in 2023, we installed an additional photovoltaic system on the roof of our new building in Hersbruck. Allowing us to fully utilise the potential of solar energy on all of our rooftops. This increases the share of self-generated renewable electricity and reduces the need for purchased green energy.”*

*Alexander Bär, Operations manager and authorized signatory, Hersbruck*



# Future starts with our ecosystem

*With our Nature First guiding principle, we have committed ourselves to nature. Nature is the source of all life and our home and it is vital that we protect it. With our strategy, we are consciously setting the course for a sustainable future worth living. Improved processes and various projects contribute to reducing our impact on nature on the one hand and to preserving it to the best of our abilities on the other.*

## What exactly does that involve?

Deep-rooted in Germany and at home throughout the world: this applies to our products as well as their manufacture. At our headquarters in Hersbruck and the Zenker headquarters in Aichach, Bavaria, we set the highest standards for our production and operate within closed energy and resource loops wherever possible. Waste wood from the furniture production in Hersbruck is burnt in a biomass boiler and used to heat the site.

The waste heat from the plastic production is used to heat process water via a heat recovery plant. In Aichach, the waste heat

from production machines and compressors is used to heat the logistics center and management building.

At both German sites, we use photovoltaic systems to generate solar energy and have installed energy-saving LED lighting. We make sure that appropriate measures are implemented at all of our production sites throughout the world. Since 2019, we have been tracking our CO<sub>2</sub> emissions at our headquarters in Hersbruck and since 2021 at our Aichach site. The emissions are recorded in accordance with the GHG Protocol through a "Corporate Carbon Footprint" calculation.

# Future starts with every step

*As an international company, we see it as our responsibility to actively promote sustainability in the economy as well as climate protection.*

*At our sites in Germany and worldwide, we ensure a holistic and ecologically sound approach when making new investments. Existing infrastructure, processes and systems undergo critical evaluation. This is the only way we can meet our climate responsibility.*

**W**e want to continue to reduce our emissions and are already making good progress – as demonstrated by the CO<sub>2</sub> balance of both our sites in Germany and our products. The yearly calculation of our Corporate Carbon Footprint represents an important step in continuously reducing our greenhouse gas emissions. The Corporate Carbon Footprint, or CO<sub>2</sub> footprint, is the calculation of all greenhouse emissions produced across all divisions of a company.

Within the scope of our "E-Mission" emissions strategy, we are working on reducing our CO<sub>2</sub> emissions in all business areas – in the context of the Paris Agreement and the Greenhouse Gas Protocol, or GHG Protocol for short. Here we follow the three principles of Avoid, Reduce, Offset: We avoid and reduce our emissions whenever possible. If this is not possible, we offset them.

## **Our approach to emissions: Avoiding and reducing as a priority**

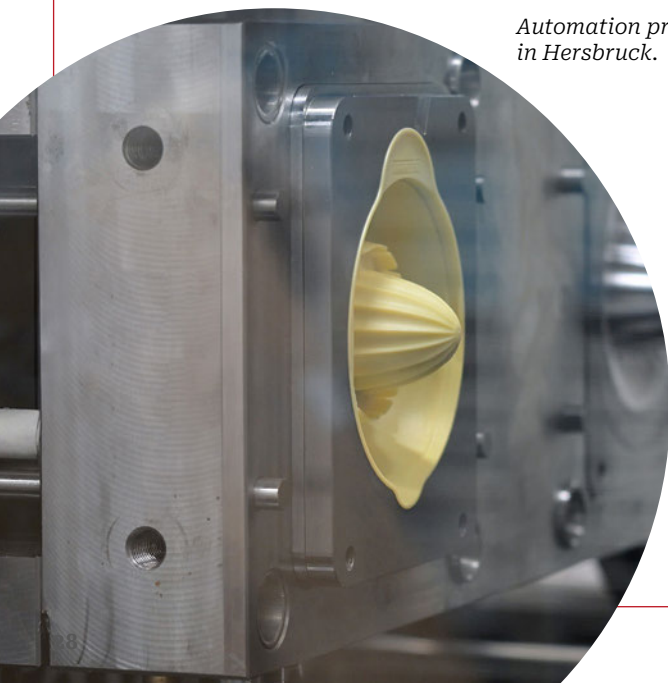
### **1. Avoid what can be avoided:**

- Waste-free production processes (plastic production using special tool designs)
- Closed heating circuit at the site in Hersbruck with a regenerative energy carrier (waste wood)
- Energy-efficient production lines
- Partial self-generation of electricity by means of photovoltaics on production halls

### **2. Reduce that which cannot be avoided:**

- Conversion to LED lighting
- Short transport routes
- Efficient route planning
- Use of resource-conserving materials
- Durable products and high product quality

*Automation project  
in Hersbruck.*



**An automation project at our Hersbruck site is saving us over 1,850 pallets in transportation. With the new machine, we can fully automate the production and packaging of our funnel set and lemon press in a single production step at our location. With a total volume of nearly 900,000 units per year, this provides a significant lever to reduce our emissions.**

# Our CO<sub>2</sub> footprint

## at the sites in Hersbruck and Aichach.

In order to increase transparency and generate comparable figures, we disclose our CO<sub>2</sub> footprint according to Scopes 1, 2 and 3 of the Greenhouse Gas Protocol (GHG). This helps us as a company to keep an eye on our emissions and provides the impetus for us to continuously reduce our emissions. We calculate our emissions figures with the support of climate partners.

At our Aichach site, we have significantly reduced our carbon footprint by switching to green energy. In 2021, we recorded a total Corporate Carbon Footprint (CCF) of 1,380.3 tons of CO<sub>2</sub>, which decreased to 795.15 tons of CO<sub>2</sub> in 2023.

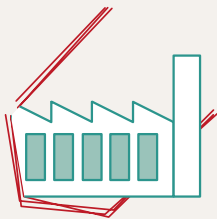


By shifting part of Zenker's external logistics to a new local provider, we are reducing our CO<sub>2</sub> emissions. We save more than 20 km per transport for a one-way trip. With 110 truck routes, this results in an annual savings of 4,774 km.

## Total emissions

| Hersbruck site (Sebastian-Fackelmann-Straße) |                            |         |         |         | Aichach site |                          |         |         |        |
|----------------------------------------------|----------------------------|---------|---------|---------|--------------|--------------------------|---------|---------|--------|
|                                              |                            | Scope 1 | Scope 2 | Scope 3 |              | Scope 1                  | Scope 2 | Scope 3 |        |
| 2022**                                       | 2,617.99 t CO <sub>2</sub> | 25.7 %  | 0.3 %   | 74 %    | 2022*        | 862.42 t CO <sub>2</sub> | 1.2 %   | 29.7 %  | 69.1 % |
| 2023**                                       | 2,566.69 t CO <sub>2</sub> | 23.3 %  | 0.4 %   | 76.3 %  | 2023         | 795.15 t CO <sub>2</sub> | 1.1 %   | 36.2 %  | 69.7 % |

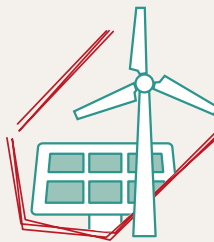
### Scope 1



Direct emissions from equipment belonging to the company and the company fleet

| Hersbruck site |                          |
|----------------|--------------------------|
| 2022           | 678.19 t CO <sub>2</sub> |
| 2023           | 598.05 t CO <sub>2</sub> |
| Aichach site   |                          |
| 2023           | 8.76 t CO <sub>2</sub>   |

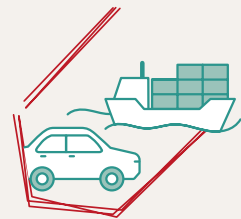
### Scope 2



Indirect, external greenhouse gas emissions produced from bought-in energy

| Hersbruck site |                          |
|----------------|--------------------------|
| 2022           | 8.46 t CO <sub>2</sub>   |
| 2023           | 9.49 t CO <sub>2</sub>   |
| Aichach site   |                          |
| 2023           | 288.04 t CO <sub>2</sub> |

### Scope 3



Indirect, external greenhouse gas emissions along the value chain

| Hersbruck site |                            |
|----------------|----------------------------|
| 2022           | 1,937.34 t CO <sub>2</sub> |
| 2023           | 1,959.15 t CO <sub>2</sub> |
| Aichach site   |                            |
| 2023           | 498.35 t CO <sub>2</sub>   |

\*Data collected between mid-2021 and mid-2022

\*\*The transport volume of materials and products was no longer taken into account in Scope 3 and is attributed to the PCFs.

*The roof areas of our new warehouse in Hersbruck are used for the photovoltaic system.*



# Future starts with a circular economy

*Important resources will not last forever. Finding our way to an economic system that makes intelligent use of raw materials and further reduces emissions is a huge challenge both for us and for future generations. It has therefore become even more important for us as a company to find renewable alternatives.*

***“The goal of a circular economy must be to see new resources in waste materials. Innovative processes and systems offer many opportunities to use resources more efficiently and optimise our waste management throughout the manufacturing steps.”***

*Horst Bär,  
Head of Production*



**W**ithin a circle, nothing gets lost. This is the principle of a "Circular Economy". This means reusing existing materials as far as possible and using new resources as little as possible. It also includes avoiding and reducing waste. We are taking several small steps to follow this principle at our sites in Hersbruck and Aichach.

## ***Environment & resources – how we manage energy, water and waste***

We use closed energy and material loops to set high standards in our production processes. Selected examples of this include photovoltaic systems to produce our own electricity, the burning of wood chips from the furniture production to heat the Hersbruck site and the use of waste heat from our production machines and compressor for producing baking tins to heat the logistics center and administrative building in Aichach.

# Energy

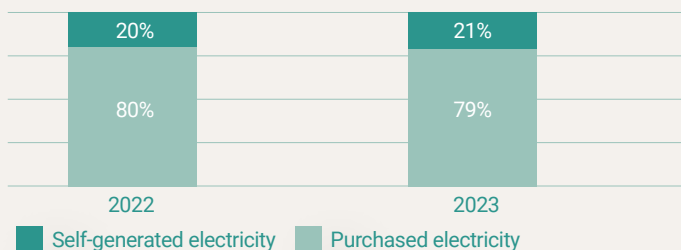


## Generated electricity from PV 2022 and 2023

### PV system Hersbruck 725 kWp

|                                             | 2022        | 2023        |
|---------------------------------------------|-------------|-------------|
| <b>Electricity generation PV system</b>     | 703,923 kWh | 685,745 kWh |
| <b>Of which self-consumption</b>            | 563,138 kWh | 548,596 kWh |
| <b>Of which self-consumption share in %</b> | 80%         | 80%         |

### Increasing share of self-generated electricity in Hersbruck



- We meet our heating needs by burning biomass production waste. Annually, we produce around 500 tons of this material, generating approximately 2,400,000 kWh of heat.
- A new photovoltaic system with 180 PV modules, each with a capacity of 420 W, was installed on the roof of the Fackelmann E-Commerce and Furniture Center.
- Additionally, our warehouse lighting was completely upgraded to LED technology. A total of 1,180 fluorescent tubes were replaced with LEDs, resulting in energy savings of about 125,000 kWh per year.
- In 2022 and 2023, we invested approximately €342,500 in sustainability improvements at our site.

### Fackelmann energy consumption

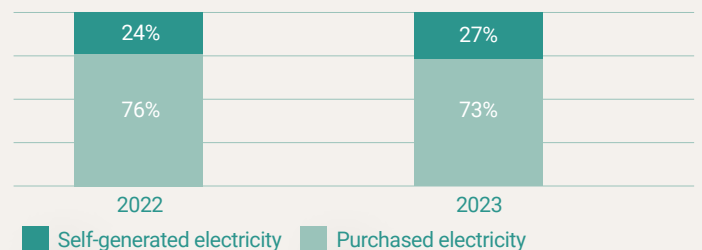
|                              | 2022          | 2023          |
|------------------------------|---------------|---------------|
| <b>Total</b>                 | 4,842,008 kWh | 4,376,505 kWh |
| <b>Renewable electricity</b> | 2,306,546 kWh | 2,061,616 kWh |
| <b>Biomass</b>               | 2,535,462 kWh | 2,314,889 kWh |

The photovoltaic system on the roof of our logistics hall in Aichach is also capturing energy from the sun and helping reduce CO<sub>2</sub>.

### PV system Aichach 562,8 kWp

|                                             | 2022        | 2023        |
|---------------------------------------------|-------------|-------------|
| <b>Electricity generation PV system</b>     | 543,662 kWh | 480,923 kWh |
| <b>Of which self-consumption</b>            | 365,686 kWh | 304,632 kWh |
| <b>Of which self-consumption share in %</b> | 67%         | 63%         |

### Increasing share of self-generated electricity in Aichach



- Further investments have been made in more efficient production processes through the use of servo technology. We invested in a new press line, where energy is consumed only during the pressing process and electrical braking energy is fed back into the power grid for internal use. The total investment for these upgrades amounted to approximately € 1,900,000.
- The waste heat from our production machines and compressors is used to heat the logistics center and administration buildings. This covers approximately 30% of our energy needs for heating.

### Zenker energy consumption

|                              | 2022          | 2023          |
|------------------------------|---------------|---------------|
| <b>Total</b>                 | 2,782,881 kWh | 2,540,654 kWh |
| <b>Renewable electricity</b> | 1,522,536 kWh | 1,119,442 kWh |
| <b>Natural gas</b>           | 1,260,345 kWh | 1,421,212 kWh |



## Water and wastewater



We do not use any fresh water for our production processes at our headquarters in Hersbruck. The water used to cool our plastic injection molding machines is cooled in a cooling unit and always fed back into the circuit. Fresh water is used exclusively for sanitary purposes, e.g. for showers and kitchens.

### Water consumption

|            | 2022     | 2023       |
|------------|----------|------------|
| Fackelmann | 3.339 m³ | 4.478,5 m³ |
| Zenker     | 1.313 m³ | 948 m³     |

We conserve resources – no fresh water is used for production in Hersbruck and various packaging materials have been eliminated by switching to paper pallet boxes in Aichach.

## Waste



- As a result of a new machine, we can now produce packing material from our old cardboard boxes. Materials that were once discarded can now be recycled and reused. This initiative allows us to save two pallets of continuous paper per month, equivalent to 15,000 linear meters of paper.
- Through an internal standardisation project for cardboard boxes, we have implemented new transport savings measures. Instead of using folding cartons made from corrugated cardboard in various sizes, we now use standardized boxes in a few sizes. With these new boxes, we were able to better utilise empty space on pallets, achieving a volume optimisation of around 20%. In the regular transport between Hersbruck and one of our European business units, this project allows us to save approximately 1,800 pallets. Additional projects in this direction are planned.



### Waste produced at the Fackelmann Hersbruck site

|                    | 2022      | 2023     |
|--------------------|-----------|----------|
| Wastepaper         | 209,75 t* | 265,9 t* |
| Industrial waste   | 178,8 t   | 153,18 t |
| Metal              | 35,09 t*  | 24,2 t*  |
| Construction waste | 18,99 t   | 7,88 t   |
| Glass              | 12,78 t*  | 12,3 t*  |
| Film               | 17,81 t*  | 14,62 t* |
| Polystyrene        | 57 m³*    | 70 m³*   |
| Wood               | -         | 6,21 t   |
| Ash                | 13,16 t   | 7 t      |

\*Waste that is treated and reused or recycled or fed back into the circuit by means of other recovery processes.

### Waste produced at the Zenker Aichach site

|                                   | 2022       | 2023      |
|-----------------------------------|------------|-----------|
| Old wood mixture                  | 19.98 t*   | 12.43 t*  |
| B19 department store              | 134.45 t*  | 107.46 t* |
| Wood                              | 0.76 t*    | -         |
| Copper cables                     | -          | 0.852 t*  |
| Mixed and collected scrap         | 3.654 t*   | 6.57 t*   |
| Operating supplies containing oil | 0.463 t*   | 0.178 t*  |
| Paper and cardboard boxes         | 14.94 t*   | 0.92 t*   |
| PE compound films                 | 6.58 t*    | 4.37 t*   |
| Black plate                       | 1220.43 t* | 792.61 t* |
| Small electrical appliances       | -          | -         |
| Other packaging                   | 0.04 t*    | -         |
| Tin plate                         | 2.66 t*    | 5.74 t*   |
| Aluminium                         | -          | 0.237 t*  |
| Lead batteries                    | -          | 0.064 t*  |
| Mixed batteries                   | -          | 0.028 t*  |
| Tree and bush cuttings            | -          | 3.76 t*   |
| Electric motors                   | -          | 0.628 t*  |
| Spray cans                        | -          | 0.12 t*   |
| Industrial waste                  | 17.8 t     | 14.55 t   |

\*Waste that is treated and reused or recycled or fed back into the circuit by means of other recovery processes.

We have our own colony of bees at the site in Hersbruck to remind us of the importance of species conservation.



## Welcome to the Bee City

### We give honeybees a home

A dedicated bee colony at our Hersbruck site raises awareness about the important issue of species conservation.

The protection of biodiversity is another pressing challenge of our time. The extinction of entire species of animals and plants is progressing at an alarming rate. It is very important to us to raise awareness and educate others on this critical issue. With our own bee colony at our headquarters in Hersbruck, we aim to address this topic: it is a project created by and for employees. This makes an important contribution to our company's culture by sharing knowledge, raising awareness and working together. Since 2021, our "Bee City" in Hersbruck has housed a colony of 50,000 bees. Around 20 employees, under expert guidance, take care of all tasks related to bee maintenance. This project is primarily about imparting knowledge and raising awareness about this vital issue. Through our "Bee City News", we regularly provide updates on the project, share knowledge and experiences and ensure that this important topic remains present within our company.

### A Home for Insects. Future Matters Project 2023

As part of our 2023 Future Matters apprentice project, we created an insect hotel for insects of all kinds. Crafted with attention to detail and carefully selected materials, it offers a warm welcome to all insects. The insect hotel, named "Fly Inn", can be found on Sebastian-Fackelmann-Straße. Surrounded by greenery, and sheltered from wind and weather, it provides a comfortable and safe environment where insects can thrive.



*“As a family-owned business, what sets us apart is that we are more than just a company. At Fackelmann, we are one big corporate family. We stand together and share responsibility for our success. We combine economic success with ecological and social responsibility to make a positive contribution to society and the environment. Our goal is to ensure that our company continues to thrive for future generations.”*

*Alexander Fackelmann, President of Fackelmann Brands*



# Future starts with you and me

*We want to set a good example and inspire others with our behavior, our values and our way of doing business. This includes maintaining an open corporate culture based on respect for one another and the opportunity to unlock potential. The health of our employees and continuously improving our processes play a central role within our company. We believe our internal and external educational work holds the key to sustainable development.*

## What exactly does that involve?

Upholding social standards and optimum working conditions for employees, creating space for their further development and advancement and establishing a positive working atmosphere are at the heart of what we do here in Germany and at more than 40 company locations throughout the world. These standards are certified and examined by means of detailed internal audit systems and higher-level regulations such as the BSCI that apply not only to the corporate family but also to everyone involved in the supply chain. We hold regular discussions with our employees and share our experiences for the benefit of all stakeholders by means of transparent communication. In ad-

dition to this exemplary behavior, transparency, openness, accessibility and education for the Fackelmann Brands family and society as a whole are at the heart of our Role Model guiding principle.

Future goals include maintaining our current working conditions and social standards to a high level and continuously adapting to new circumstances. We also want to maintain our reputation as a role model when it comes to education by continuing our material campaigns, workshops, campaign days, projects, assignments and social commitments such as our Bee City, the Europa Miniköche and the Fackelmann charitable children's foundation.

# Future starts with our health

*Healthy employees form the backbone of a company and are also a prerequisite for its future success. We at Fackelmann Brands have introduced measures and instruments to enhance the occupational safety, health and performance of our employees.*

**T**he way in which we do business and work together on a day-to-day basis has a direct impact on the health of our employees. As well as health checks, we offer an extensive range of sports and fitness activities. In this way, we fulfill our social responsibility as an employer and inspire our employees to adopt a more conscious and healthy lifestyle. We have established a clear distribution of responsibilities with regard to health management as well as codes of conduct that have proven effective since they were introduced.

## *Offers and benefits for employees – for a healthy work-life balance*

Our in-house health management takes care of the physical as well as mental health of our employees. This includes a varied range of sports and health courses, various campaign days as well as measures at the workplace such as "Safe lifting". These measures are organized and supervised by our Human Resources departments in Hersbruck and Aichach. We also fund ergonomic and efficient modifications at workstations as well as equipment and individual customizations.

What does health management mean to Fackelmann Brands? It means having a clear focus on the protection of health. Regular exercise and good stress management not only keep fit, but also prevent many illnesses. We want to take care of the needs of different target groups while prioritizing individual offers. Our aim is to continuously expand health management and workplace health promotion in order to provide a versatile and regular offering that benefits every employee.

## *Keeping fit at the workplace*

When selecting and putting together the courses we offer, we focus on three core themes:

- Physical health
- Mental health
- Medical care and occupational safety.



*Yoga offers the perfect antidote to day-to-day work.*



*“With our corporate health management, we create the foundation for the well-being and satisfaction of our employees. Various actions not only strengthen their physical and mental health, but also foster a sense of community and togetherness.”*

Vera Philipp, HR Manager

### Physical health

When it comes to physical health, we distinguish between exercise classes, sports courses, one-off campaigns and services offered by external experts. Our weekly yoga class in Hersbruck, for example, is extremely popular. The class is led by a certified yoga teacher, is held outside during the summer and was also offered online during the COVID lockdown. Participation in district and corporate races is actively encouraged and subsidized within the company.

Various sports groups are also meeting again following a long break due to COVID. These include running groups and Nordic walking groups, for example. Our employees are also able to use our company-owned e-bikes. Measures to improve back health as well as health days with health checks are offered on a regular basis.

### Mental health

When it comes to mental health, we try to take care of the needs of different target groups. Training measures for managers, such as the "Healthy Management" workshop, or health days for junior staff that focus on a healthy diet, exercise and stress management, are offered on a regular basis. Various options are available for all employees. These include courses on addiction prevention, mindfulness and cognition training as well as specialized presentations on relaxation, breaks and motivation.

### Medical care and occupational safety

Our third core theme is medical care and occupational safety. This covers annual training, for example, as well as appointments with our company doctor, our works council, our safety specialist and our safety officers. Together with our company doctor, we also hold regular safety committee and integration management meetings.

### Prevention and health promotion at Fackelmann



- Cycle to work campaign
- Newsletter with health tips
- Health circles and joint sports events (Nuremberg District Run, B2Run, internal and external company soccer matches)
- Yearly campaigns such as "Safe Lifting", health day, gym
- Stop smoking service
- Subsidies for/purchase of equipment such as work glasses, padding, mouse mat, etc.



# Future starts with our employees

*As well as having a responsible approach to nature and the environment, our corporate family is particularly important to us. The way we work together is characterized by mutual respect, a real sense of community and the opportunity to further develop our individual skills – across all levels.*

**W**e are continuously working on concepts that enhance the satisfaction of our employees – particularly when it comes to health, flexibility at the workplace and opportunities for training and promotion. Fostering talent, consolidating and expanding skills, offering opportunities for further personal and professional development – these are the specific objectives at the heart of our employee management. By establishing various communication channels, we are in constant dialog with one another, which enables us to respond more quickly and directly to suggestions, requests and criticism.

## Guidelines for a healthy working environment

In order to ensure compliance within our company, we have drawn up resilient guidelines that apply across all levels of the company and support our family structures.

- Our compliance guidelines for employees encourage exchange and support equal and meaningful cooperation.
- The Code of Conduct that applies to our supply chains helps maintain fair and long-term partnerships.
- Our employees can use our reporting system in confidence to notify us of a breach of rules.

## Pilot Project Office Park

A new office concept was introduced at our Hersbruck location. The so-called Flex-Office or Open-Space concept is a large open-plan office, accommodating three departments. One of the key features is that employees no longer have assigned desks. Instead, a room-within-a-room solution and a co-working area encourage interaction and collaboration between colleagues and departments. Additional benefits include height-adjustable desks and individual desk niches that provide a quiet and focused work environment. Another advantage of this concept is the optimal use of space, requiring fewer workstations, while also contributing to a more sustainable workplace through resource conservation.



Office Park  
in Hersbruck



## Join the conversation to help shape the future

**Green Box:** Feedback welcome: the Green Box is the place where we collect suggestions, compliments, criticisms and suggestions for improvement at the site in Hersbruck. It is overseen by the works council, which discusses the topics that arise in every meeting – including with the Board of Management. Responses and results are shared with our employees on the intranet.

**Team Box and Works Council Box:** At the site in Aichach, the Team Box and the Works Council Box are the interfaces between employees and managers. Installed in central locations within the company, these boxes represent a "sympathetic ear", where any concerns can be expressed by name or anonymously. The Works Council Box in Aichach is predominantly used for personal concerns addressed to the works council, which are then discussed in confidence in personal meetings. The works council then takes these concerns to the Board of Management, where they are sometimes discussed in the presence of the person affected. The Team Box in Aichach is primarily used for suggestions for improvement, which are discussed together with production managers. The Board of Management then decides whether or not these should be implemented.

## Annual employee review

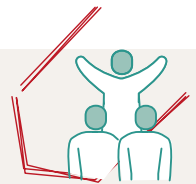
Dialog is extremely important to us, so once a year we invite our employees to take part in an employee review. This provides the opportunity for regular discussions. The objective of these confidential meetings is not only to provide mutual feedback, but also to identify potential for personal further training and development. Our managerial training, for example, provides differentiated training content for administration and production. This includes content designed to help identify individual potential as well as training on negotiating skills, dealing with conflict and team leadership.

## Future Matters project Hersbruck

With the Future Matters project, we actively involve our apprentices in the topic of sustainability at Fackelmann Brands. The projects vary in nature. We've had a strategic project focused on the sustainable development of our company. In 2023, we launched a biodiversity project at our site.

## Our benefits at a glance:

- Flexible working models
- Health management: yoga classes, health days with a free check-up, presentations on health topics, participation in sports events
- Company subscription to the Nuremberg transport association
- Employee events
- Corporate benefits: Special discounts from various partners and in our outlets
- Allowances such as end-of-year bonus or vacation/Christmas allowance as well as anniversary bonus
- E-bike rental
- Subsidized/paid for further training



## Employee key figures

|                                                                                       | Fackelmann<br>Hersbruck |               | Zenker<br>Aichach |               |
|---------------------------------------------------------------------------------------|-------------------------|---------------|-------------------|---------------|
|                                                                                       | 2022                    | 2023          | 2022              | 2023          |
| <b>Total</b>                                                                          | <b>590</b>              | <b>561</b>    | <b>202</b>        | <b>183</b>    |
| <b>Full-time</b>                                                                      | <b>513</b>              | <b>474</b>    | <b>180</b>        | <b>157</b>    |
| <b>Part-time</b><br><i>Part-time models are tailored to each individual employee.</i> | <b>77</b>               | <b>87</b>     | <b>22</b>         | <b>26</b>     |
| <b>Female*</b>                                                                        | <b>250</b>              | <b>232</b>    | <b>121</b>        | <b>110</b>    |
| <b>Male*</b>                                                                          | <b>340</b>              | <b>329</b>    | <b>81</b>         | <b>73</b>     |
| <b>Trainees</b>                                                                       | <b>24</b>               | <b>32</b>     | <b>5</b>          | <b>7</b>      |
| <b>BA students</b>                                                                    | <b>6</b>                | <b>3</b>      | <b>-</b>          | <b>-</b>      |
| <b>Retention rate</b><br><i>following training/studies</i>                            | <b>80 %</b>             | <b>75 %</b>   | <b>100 %</b>      | <b>80 %</b>   |
| <b>Average sick days</b>                                                              | <b>7,29 %</b>           | <b>6,11 %</b> | <b>7,21 %</b>     | <b>6,96 %</b> |
| <b>Occupational accidents</b>                                                         | <b>13</b>               | <b>12</b>     | <b>9</b>          | <b>10</b>     |
| <b>Job tenure</b><br><i>(average in years)</i>                                        | <b>13</b>               | <b>13</b>     | <b>11</b>         | <b>12</b>     |
| <b>50 Jahre</b>                                                                       | <b>-</b>                | <b>-</b>      | <b>-</b>          | <b>1</b>      |
| <b>Company anniversaries</b>                                                          |                         |               |                   |               |
| <b>40 years</b>                                                                       | <b>2</b>                | <b>4</b>      | <b>-</b>          | <b>1</b>      |
| <b>30 years</b>                                                                       | <b>-</b>                | <b>-</b>      | <b>2</b>          | <b>2</b>      |
| <b>25 years</b>                                                                       | <b>7</b>                | <b>5</b>      | <b>3</b>          | <b>1</b>      |
| <b>10 years</b>                                                                       | <b>11</b>               | <b>17</b>     | <b>3</b>          | <b>10</b>     |

\*Non-binary not currently recorded.



The Future Matters project is driven by the commitment & imagination of our trainees.



# Future starts with our talents

This double page was designed by our apprentices as part of the Future Matters project.



*“I find the introductory days helpful for getting to know each other.”*

*Franziska Göldner, Trainee Industrial Management Assistant*



*Our young talents hold a particularly high value for the long-term development of the company. To prepare all talents in the best possible way for professional life, we offer extensive training programs in addition to the introductory days, with the goal of facilitating a placement in their desired departments.*

## *How are these events structured?*

The new talents are introduced to the company through a presentation, a tour, and a concluding company rally.

Trainings are provided to teach work processes and knowledge that will later be applied in their respective departments.

To foster a relaxed atmosphere and strengthen collaboration from the very beginning, various team-building activities are organised.

The entire program is topped off with a group outing for all apprentices.

Not only is the start of our Future Talents in the company designed to be as smooth as possible, throughout the year we also strengthen their well-being and team spirit through various events. In the past, we have organised outings to the climbing park, laser tag arena, adventure park, or Christmas market. We also visited Fackelmann World to bake Christmas cookies together, enjoy the holiday season and wrap up the year with a team event.

## *... and why are they so important?*

They encourage new employees to get to know one another and connect with their future colleagues.

These events help ease their integration into the company and make the transition into working life smoother.



*“Before my apprenticeship, I worked as a holiday worker at Fackelmann. Since I felt comfortable at the company right away, I decided to start my training here.”*

*Kimberly Pieger, Trainee Industrial Management Assistant*

## Our future talents...

... have the opportunity to regularly participate in a Future Matters project. We are very proud of last year's result. Our apprentices, with the support of our furniture design team, built an entire insect palace, the 'Hotel Fly Inn'. The process spanned four weeks, starting with the apprentices sketching the design and coming up with a name for the hotel. This was followed by a meeting with the furniture design team to discuss details regarding materials and the design.



### Many opportunities for our future talents

We do our best to offer all young talents numerous educational and development opportunities, allowing them to acquire additional skills beyond their designated training content. Our industrial clerk apprentices rotate through various departments every three months throughout their apprenticeship. After completing all relevant departmental rotations, they have the opportunity to be placed in their desired department. Additionally, they can express preferences for departments not originally included in their training plan, providing them with even more opportunities for their future. For example, during their time in sales departments, we offer a day in field sales to provide variety and deepen their understanding.

### Career at Fackelmann or Zenker

All apprenticeships and dual study programs can be found on our careers page:

<https://www.fackelmann.com/karriere/>

<https://www.zenker-backformen.de/zenker/Karriere/>

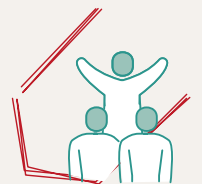


After collaboratively creating a parts list, they purchased all necessary items to build the basic structure of the insect hotel. The apprentices then gathered suitable filling materials from the forest and filled the individual rooms of the hotel. Finally, they mounted the nameplate. Our CPO, Mr. Thomas Sperber, presented our apprentices with certificates and a small gift for their outstanding achievement.



***"Thanks to Fackelmann, I have the opportunity to work in the field of social media and communication. This has shown me once again the many opportunities this company offers."***

*Elif Ucar, Trainee Industrial Management Assistant*



*Participants of the Future Matters Project 2024*

# Future starts with our society

*Whether it is for children, the region, healthy eating or sport – our social commitment has many faces.*

**W**e feel part of a community. Our social commitment is therefore diverse and applies to many areas of our society. With the Fackelmann charitable children's foundation, we support regional and international projects in schools, nurseries, institutions and charities that primarily support children and families in need.

Our major projects include the "Europa Miniköche" and "AckerRacker" (gardening for children) – both educational programs that teach children all about healthy eating and cooking.

When devastating earthquakes struck Turkey, one of our employees organised an incredible relief effort. In addition to collecting donations of goods, she raised financial contributions and reached out to Fackelmann for support. Both our employees and the Fackelmann family were eager to help, showing their solidarity and providing assistance.

***"Our commitment to social projects is a matter close to our hearts."***

Alexander Fackelmann,  
President of Fackelmann Brands



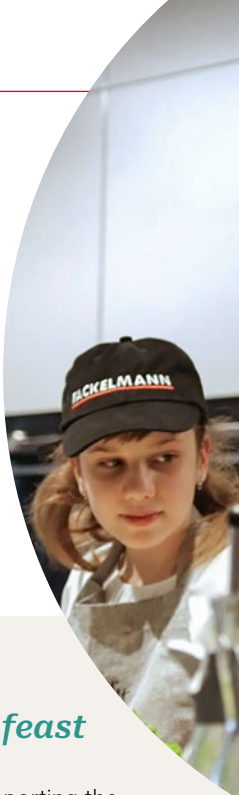
## *Young participants in the "Europa Miniköche" cook up a feast*

Something that is very close to our hearts is supporting the regional Hersbruck group of the "Europa Miniköche" project. For more than thirty years, Europa Miniköche GmbH has been organizing cooking workshops for children aged between ten and twelve. From growing the crops to harvesting the ingredients, all the way through to preparing and serving the dishes, over the course of two years, the "mini chefs" learn everything there is to know about the kitchen, cooking and healthy eating from experienced chefs and an expert nutritionist. From 2021 to 2023, 17 children were part of the Hersbruck group. This exceptional non-profit project has been transforming the food habits of children and families for decades. In 2010, Alexander Fackelmann took on the patronage of the regional Hersbruck group and in July 2022 extended our support to the whole of Germany.

There is always something on offer for the mini chefs; tips and tricks relating to healthy eating, communal planting, harvesting and food preparation, visiting farms in the region, and serving and eating the dishes they have prepared together are amongst the highlights of the monthly meetings. The project covers a huge amount of content; nutrition, health, environmental protection and teamwork are just some of the subjects the children learn about and take with them into their later (professional) lives.

Mini chefs also step up in challenging situations. The Hersbruck group organised, as an example, a summer program for Ukrainian refugee children in the summer of 2022 and was specially praised by Interior Minister Joachim Herrmann during the presentation of the 'Bavarian Engagement Award'.

*"Look what's growing!" The "AckerRacker" educational program teaches nursery children how to grow vegetables through play.*





*Cooking with joy and creativity, learning everything there is to know about healthy eating and growing food; Alexander Fackelmann has been a patron of the regional Hersbruck "Europa Miniköche" group since 2010.*

## ***Caring for our region – the Fackelmann thermal bath in Hersbruck***

Since September 2010, the wellness bath in Hersbruck has been known as the "Fackelmann Therme". By sponsoring and putting our name to the bath and providing financial support for renovations, we are sending a clear message to the Hersbruck region and its inhabitants.

## ***"AckerRacker" – where adventure and responsibility are cultivated***

In 2022, we became a regional sponsor of "AckerRacker", a multi-award-winning educational program that sparks nursery children's interest in nature and sustainability. The mission of Acker e.V. is that by 2030, every child will have the opportunity to grow their own vegetables, actively experiencing nature, conscious eating, and sustainability firsthand. Children aged between three and six learn about growing crops on the nursery's own land. The Altstadtzwerge from Hersbruck were the first nurseries in Nuremberg to enter into the program.

## ***Staying on the ball***

In the sports sector, Fackelmann is one of the main sponsors of the Franconian HC Erlangen premier league handball team. "The team's continuous development is reflected in its strong position in the league table. And they may not yet have reached its full potential, which means we are delighted to support the HCE on its path to success. Taking the leap into the European championships is certainly within reach and, as an international company, we are looking forward to the next few years", says Alexander Fackelmann, longtime member of the supervisory board of HC Erlangen.

## ***Our Fackelmann projects***

### **Charitable children's foundation**

- Regional and national projects supporting children

### **Local sponsoring**

- Product sponsoring through tombolas, advent calendars, etc.
- Social institutions and associations, for example, the Hersbruck Tierheim (animal shelter)
- Fackelmann Therme Hersbruck

### **Long-term projects**

- Europa Miniköche
- AckerRacker

### **Short-term relief projects**

- Support for a relief project organised by an employee to help the victims in the earthquake-stricken region of Kahramanmaraş, Turkey, following the earthquakes.

### **Sports sponsoring**

- HC Erlangen
- Local sports clubs

## ***Zenker – from the region, for the region***

Each year, we support social institutions such as Lebenshilfe, sports clubs, youth organisations, and workshops for people with disabilities in Aichach. This is achieved by donating products from our factory outlet as in-kind contributions.

# Future starts with a mission

*Questioning things, embracing innovation and continuously moving forward is part of our mission. Through a variety of small and large projects, we shape the future sustainability of our company. On the final double pages, we provide you with insights into all key figures as well as an overview of our current projects from the Future Team.*



***“The foundation for any optimisation is the status quo. This is where we start, and we look forward to measurable successes in the future.”***

Caroline Jakober,  
Sustainability Managerin Fackelmann Brands



## Upcoming Projects

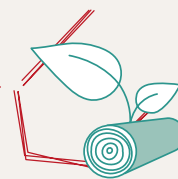


| Project / Initiative                                                              | Time Horizon | Status      | Comment                                                                               |
|-----------------------------------------------------------------------------------|--------------|-------------|---------------------------------------------------------------------------------------|
| Revision of our Compliance Strategy with the new CSRD and CSDDD regulations       | -            | In Progress | We are overhauling our Corporate Governance and Code of Conduct.                      |
| Examination of an Integrated Management System                                    | -            | In Progress | New EU regulations offer new opportunities and requirements.                          |
| Expansion of the Key Metrics System                                               | -            | In Progress | The ESRS standard will lead to an expansion of our key metrics system.                |
| Calculation of Additional Product Carbon Footprints                               | -            | Pending     | The ESRS standards prompt a reassessment.                                             |
| Increasing the Degree of Digitalisation in the Supply Chain                       | -            | In Progress | Integrated with the new internal project for LkSG/CSDDD.                              |
| Strategy Rollout Worldwide                                                        | -            | In Progress | International decentralised regulations must be considered.                           |
| Comprehensive Stakeholder Survey                                                  | -            | Pending     | The topic of stakeholder surveys is being redefined as part of the CSRD requirements. |
| Risk Assessment within the Supply Chain through a Supplier Self-Assessment System | -            | In Progress | Linked to the new internal project for LkSG/CSDDD.                                    |

## Goals

|                                                      |             |             |                                                                          |
|------------------------------------------------------|-------------|-------------|--------------------------------------------------------------------------|
| Climate Neutrality at the Product Level              | By 2030     | Pending     | New strategic focus on climate neutrality; release planned for 2025.     |
| FSC™ Transition of Packaging and Products            | By mid-2025 | In Progress | Our FSC™ transition continues steadily for both packaging and products.  |
| FSC™ further development through the EUDR Regulation | -           | In Progress | The EUDR Regulation requires a further development of the FSC™ standard. |

## Environment & resources

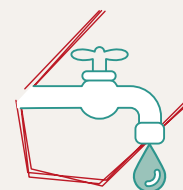


|                | Fackelmann Hersbruck       |                            | Zenker Aichach           |                          |
|----------------|----------------------------|----------------------------|--------------------------|--------------------------|
| <b>Total</b>   | <b>2022</b>                | <b>2023</b>                | <b>2022*</b>             | <b>2023</b>              |
| <b>Total</b>   | 2,617.99 t CO <sub>2</sub> | 2,566.69 t CO <sub>2</sub> | 862.42 t CO <sub>2</sub> | 795.15 t CO <sub>2</sub> |
| <b>Scope 1</b> | 672.19 t CO <sub>2</sub>   | 598.05 t CO <sub>2</sub>   | 10.28 t CO <sub>2</sub>  | 8.76 t CO <sub>2</sub>   |
| <b>Scope 2</b> | 8.46 t CO <sub>2</sub>     | 9.49 t CO <sub>2</sub>     | 255.81 t CO <sub>2</sub> | 288.04 t CO <sub>2</sub> |
| <b>Scope 3</b> | 1,937.34 t CO <sub>2</sub> | 1,959.15 t CO <sub>2</sub> | 596.33 t CO <sub>2</sub> | 498.35 t CO <sub>2</sub> |

\*Data collected between mid-2021 and mid-2022

## Energy consumption

|                    | <b>2022</b>   | <b>2023</b>   | <b>2022</b>   | <b>2023</b>   |
|--------------------|---------------|---------------|---------------|---------------|
| <b>Total</b>       | 4,842,008 kWh | 4,376,505 kWh | 2,782,881 kWh | 2,540,654 kWh |
| <b>Electricity</b> | 2,306,546 kWh | 2,061,616 kWh | 1,522,536 kWh | 1,119,442 kWh |
| <b>Biomass</b>     | 2,535,462 kWh | 2,314,889 kWh | -             | -             |
| <b>Natural gas</b> | -             | -             | 1,260,345 kWh | 1,421,212 kWh |



## Water consumption

|              | <b>2022</b>          | <b>2023</b>            | <b>2022</b>          | <b>2023</b>        |
|--------------|----------------------|------------------------|----------------------|--------------------|
| <b>Total</b> | 3,339 m <sup>3</sup> | 4,478.5 m <sup>3</sup> | 1,313 m <sup>3</sup> | 948 m <sup>3</sup> |



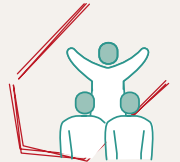
## Waste

|                                                 | <b>2022</b>       | <b>2023</b>       | <b>2022</b> | <b>2023</b> |
|-------------------------------------------------|-------------------|-------------------|-------------|-------------|
| <b>Waste generated (t)</b>                      | 486.38 t          | 491.29 t          | 1,421.74 t  | 959.84 t    |
| <b>Waste generated (m<sup>3</sup>)</b>          | 57 m <sup>3</sup> | 70 m <sup>3</sup> | -           | -           |
| <b>Reused or recycled waste (t)</b>             | 275.43 t          | 317.02 t          | 1,403.94 t  | 936.25 t    |
| <b>Reused or recycled waste (m<sup>3</sup>)</b> | 57 m <sup>3</sup> | 70 m <sup>3</sup> | -           | -           |
| <b>Waste forwarded for disposal (t)</b>         | 210.95 t          | 174.27 t          | 17.8 t      | 14.55 t     |





## People & social affairs



|                                                        | <i>Fackelmann Hersbruck</i> |             | <i>Zenker Aichach</i> |             |
|--------------------------------------------------------|-----------------------------|-------------|-----------------------|-------------|
|                                                        | <i>2022</i>                 | <i>2023</i> | <i>2022</i>           | <i>2023</i> |
| <i>Number of employees</i>                             | 590                         | 561         | 202                   | 183         |
| <i>Full-time</i>                                       | 513                         | 474         | 183                   | 157         |
| <i>Part-time</i>                                       | 77                          | 87          | 22                    | 26          |
| <i>Female</i>                                          | 250                         | 232         | 121                   | 110         |
| <i>Male</i>                                            | 340                         | 329         | 81                    | 73          |
| <i>Trainees</i>                                        | 24                          | 32          | 5                     | 7           |
| <i>BA students</i>                                     | 6                           | 3           | 0                     | 0           |
| <i>Retention rate<br/>(following training/studies)</i> | 80 %                        | 75 %        | 100 %                 | 80 %        |
| <i>Average sick days</i>                               | 7.29 %                      | 6.11 %      | 7.21 %                | 6.96 %      |
| <i>Occupational accidents</i>                          | 13                          | 12          | 9                     | 10          |

***Legal notice***

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**Your opinion matters to us.**

**Please send any feedback on this future report to**  
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