

**SHAPING
THE FUTURE
TOGETHER
ACTING
SUSTAINABLY**



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The designation "Hoffmann Group" comprises all Group companies of Hoffmann SE pursuant to section 15 et seq. of the German Stock Corporation Act (Aktiengesetz, AktG). Our partner companies Hch. Perschmann GmbH, Gödde GmbH and Oltrogge Werkzeuge GmbH are not included solely for the purpose of this publication.



SILVER

Award for sustainability performance in the EcoVadis rating 2024.

100%

Share of certified green electricity at German locations.

0

Confirmed incidents of corruption (2024).

~ 96%

Share of renewable energy in purchased electricity.

approx. 14,000

Days attending in-person and live online events as well as e-training courses.

≥ 50%

Target for reducing CO₂ emissions (Scope 1 and 2) by 2030.

11

Projects funded by the Hoffmann Group Foundation (Germany).

+ 30%

More electric vehicles in the fleet compared to 2024 (GSA).

99%

Share of recycled carbide in sustainable machining tools.

> 70%

Share of recycled cardboard in shipping cartons.

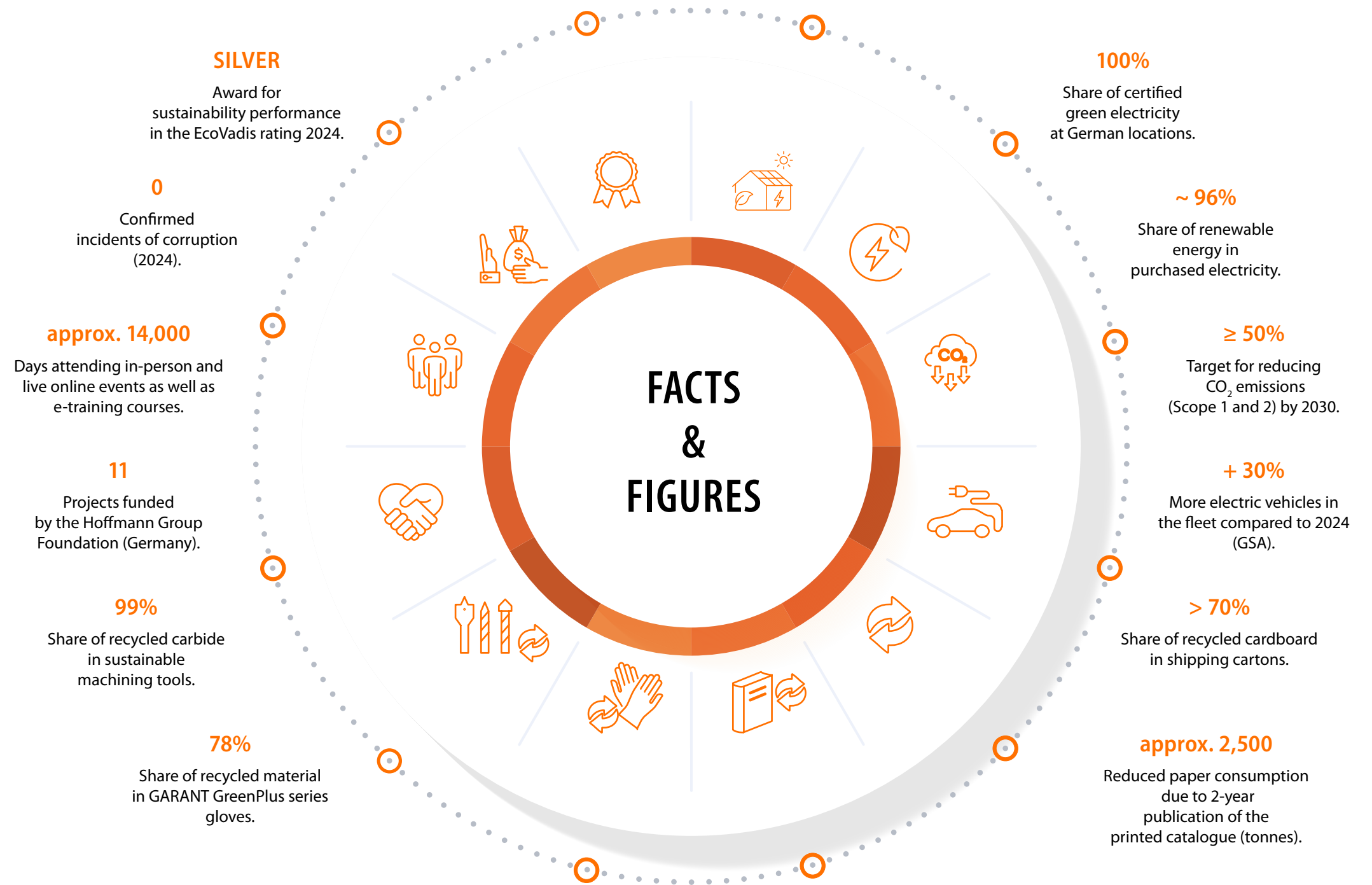
78%

Share of recycled material in GARANT GreenPlus series gloves.

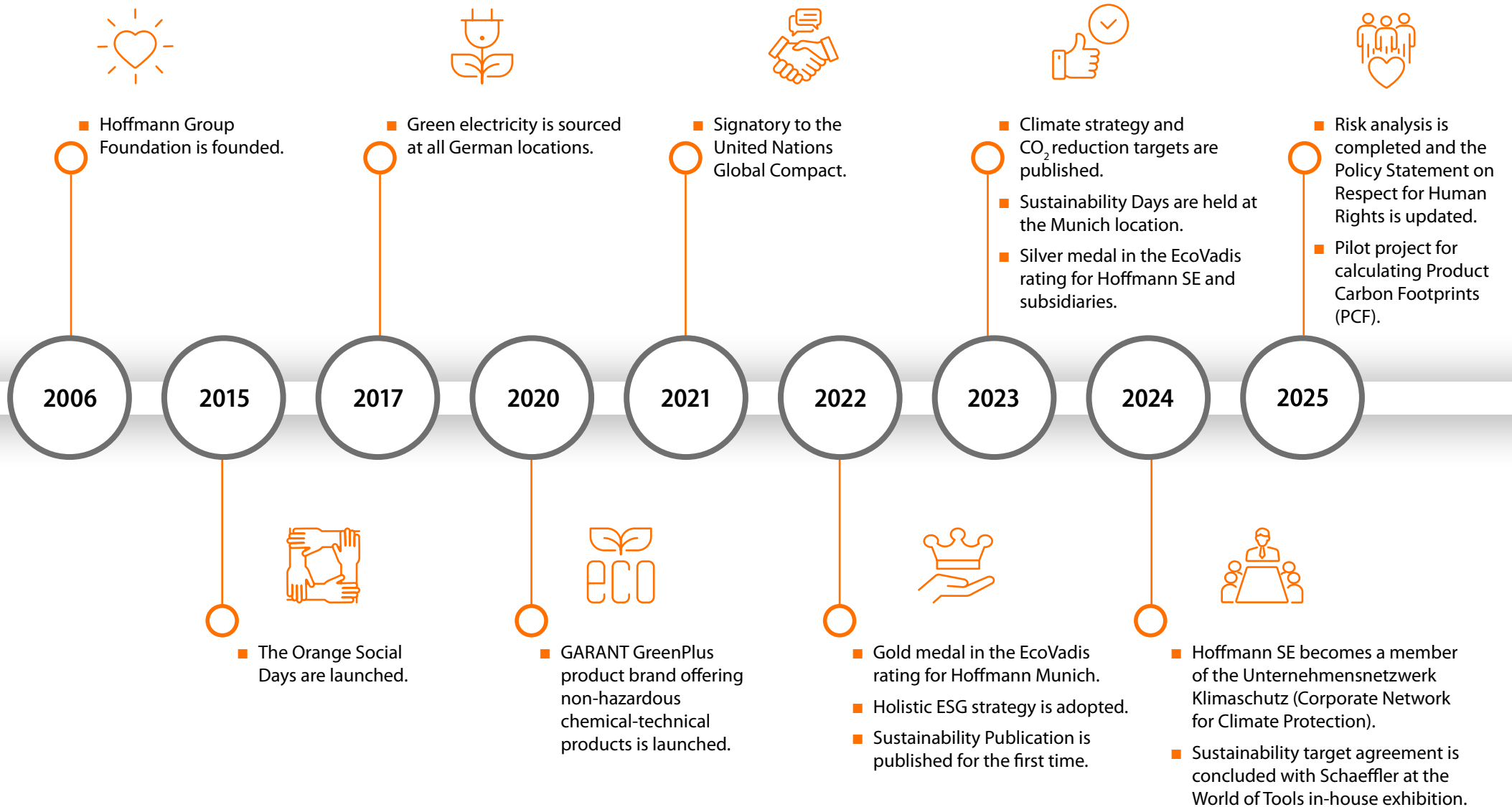
approx. 2,500

Reduced paper consumption due to 2-year publication of the printed catalogue (tonnes).

FACTS & FIGURES



MILESTONES



FOREWORD & COMPANY PROFILE

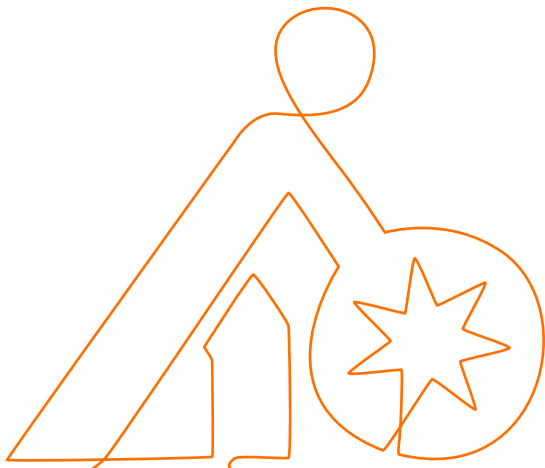
Dear readers,

Sustainability focuses on corporate responsibility and the impact on society in general. Working together with our employees and through our strong, lasting partnerships, we intend to live up to this responsibility – even in challenging economic times.

The last few years have been dominated by regulatory pressure and compliance requirements, but we are now seeing new options opening up for us, with less pressure from outside and more scope to address key priorities and opportunities. As a result, we can focus even more on our customers' needs and, in doing so, ensure we meet their growing demands when it comes to our sustainability performance.

However, if we take a closer look at the developments, it also becomes clear that the legislative changes primarily aim to reduce bureaucracy in companies, without tackling the core area of ESG regulations for the long term. For this reason, we want to continue playing an active role in shaping sustainability, by taking an ambitious yet responsible approach and looking to the future.

Executive Board of Hoffmann SE



Together with its affiliated companies, Hoffmann SE employs around 3,400 people (reference date: 30 September 2025). Since 2021, the Hoffmann Group has been operating LogisticCity in Nuremberg, the most efficient tooling logistics facility in Europe. LogisticCity can handle up to 40,000 parcels per day and is the Hoffmann Group's central warehouse.

In 1993, the Hoffmann sales companies in GSA founded the Hoffmann Group together with the other family companies Perschmann, Oltrogge and Gödde. SFS, a family-owned business from Switzerland, subsequently joined the group. The range comprises around 500,000 products from more than 500 brands, of which around 120,000 are immediately available from stock. The Hoffmann Group operates in over 50 countries, with its own offices or through partners. In 2024, it generated a turnover of around 1.5 billion euros.

As the largest company within the Hoffmann Group, Hoffmann SE develops and controls the alignment of the group of companies in coordination with the partner companies. Among its central tasks are the updating and ongoing development of products in the GARANT and HOLEX ranges, which are marketed exclusively by the Hoffmann Group. A responsible approach that looks to the future and an absolute focus on customer benefits are the most important criteria here.

In order to further expand international growth, long-standing partners SFS Group AG and Hoffmann SE merged in mid-2022. By joining forces, the companies can offer their customers an even broader range of products and services. As a company with a long tradition, we stand for continuity, stability, reliability and sustainability. We challenge ourselves to live up to this standard every day.



40,000
parcels per day



500,000
products



50
countries

SUSTAINABILITY STRATEGY

As Europe's leading provider of quality tools, workstations and storage solutions and personal protective equipment, putting sustainability into action is a cornerstone of our philosophy. Here at the Hoffmann Group, sustainability isn't just an add-on, rather we embody it in our day-to-day work and have made it an intrinsic part of our company culture.

We have actively been championing environmental protection, social responsibility and values-based corporate governance for decades. We firmly believe that true added value can only be achieved by holistically integrating ESG criteria (Environmental, Social, Governance) in our business processes.

As part of our commitment to sustainability, we focus in particular on delivering tangible benefits to our customers. Our products and services aren't just kind to the climate and environment, they're also synonymous with the highest quality standards and an excellent customer experience.

We believe that a systematic focus on sustainability opens up major opportunities for us, as it enables us to further strengthen our market position and effectively expand our long-term collaborations with our business partners.



Taking a holistic approach to sustainability

For us, sustainability means taking equal account of economic, ecological and social aspects in our business activities in order to create lasting value.



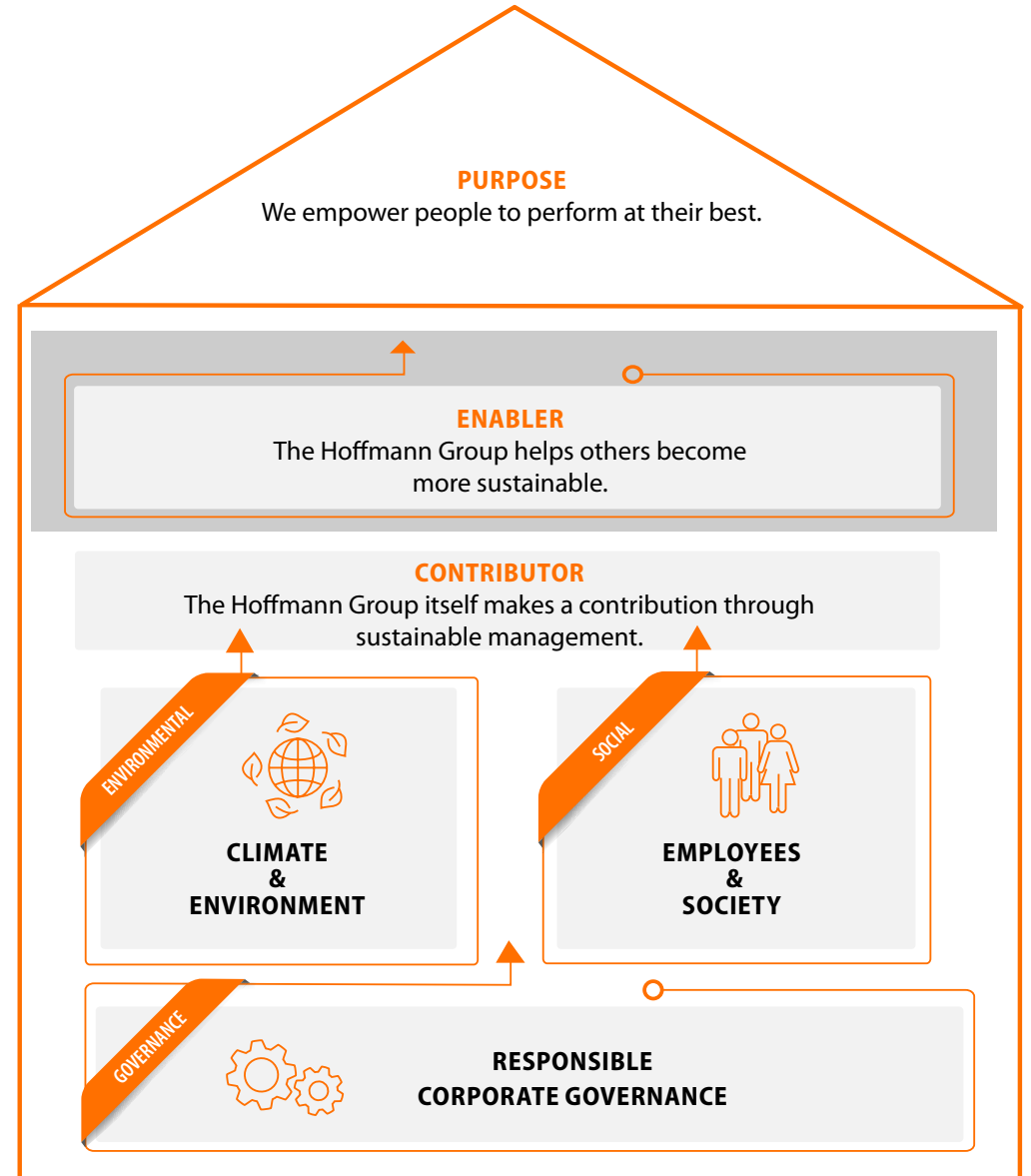
The Hoffmann Group helps others become more sustainable

Our innovative product ranges and solutions help our customers to become more sustainable and successful themselves.



The Hoffmann Group itself makes a contribution through sustainable business practices

Together with our employees and through our strong, long-term partnerships with our suppliers and customers, we put sustainability into action.



The Hoffmann Group takes an integrated approach to sustainability management and is convinced that companies can make a positive contribution to achieving society's sustainability goals through both a sustainable range of services and sustainable value creation.

The United Nations (UN) Sustainable Development Goals (SDGs) provide the framework for our sustainability strategy. They define global priorities and goals for sustainable development by 2030 and aim to mobilise global efforts to achieve a common set of goals and targets. The Hoffmann Group also wants to contribute to this transformation.



Through the participation of our parent company SFS in the United Nations (UN) Global Compact, we also support its ten principles in the areas of human rights, labour, the environment, and anti-corruption. The UN Global Compact is the world's largest and most important initiative for responsible corporate governance. Based on ten universal principles and the SDGs, it pursues the vision of an inclusive and sustainable global economy.

The Hoffmann Group is already deploying many different measures that highlight the company's integrated approach and its assumption of responsibility for sustainability in action. These include the Hoffmann Group Foundation's social commitment to disadvantaged children and adolescents and a company-wide Compliance Management System for good corporate governance. The measures also include various initiatives in the areas of climate and environmental protection, such as an environmentally friendly packaging concept with recyclable filling and shipping materials, the purchase of green electricity at all German locations, the GARANT GreenPlus product line, and certifications in accordance with international standards, for example in the areas of environmental and energy management.

Responsibility for the sustainability goals and the decision about strategic thrusts rests with the Executive Board of Hoffmann SE. The Compliance, Risk & Sustainability (CRS) department is responsible for the development and management of the group-wide sustainability strategy (especially the climate strategy). It reports to the CFO, continually optimises the substantive focus of the company's sustainability activities in line with stakeholder requirements and is responsible for the implementation of the sustainability strategy, reporting and communication.

The ESG team from the CRS division coordinates closely with parent company SFS on strategic sustainability issues and specifies the guidelines and the framework for sustainability activities in the Hoffmann Group. In addition, the Sustainability Committee coordinates the group-wide sustainability issues and strategic projects of the Hoffmann Group.

Below are the goals that we have identified as particularly relevant for our business activities and their contribution to the SDGs, as well as a selection of measures that have already been implemented.

3



Good health and well-being

- Occupational health management, promotion of health, occupational safety, reintegration management.
- Other social and fringe benefits such as free company restaurants (at selected locations) and company pension schemes.
- ISO 45001 certification (occupational health and safety management systems).

4



Quality education

- Social commitment within the framework of the Hoffmann Group Foundation.

5



Gender equality

- Competency model for the participation of women and equal opportunities in taking on leadership roles.

7



Affordable and clean energy

- Use of green electricity at all German locations.
- Modern and environmentally friendly energy concepts in LogisticCity.
- ISO certifications for environmental and energy management (ISO 14001 and 50001).

8



Decent work and economic growth

- Code of Conduct, including essential principles of integrity and ethical conduct.
- Code of Conduct for suppliers, including compliance with human rights standards.

9



Industry, innovation and infrastructure

- Long service life thanks to the highest product quality and services such as regrinding and recalibration service.
- Certification according to ISO 9001 (quality management systems).

10



Reduced inequalities

- Social commitment within the framework of the Hoffmann Group Foundation.

12



Responsible consumption and production

- Gradual expansion of the GARANT GreenPlus product series for more sustainability in workshops and production.
- Use of alternative raw materials as an option for customers (e.g. bamboo for GARANT GridLine).
- Sale of products from manufacturer brands with sustainability labels (e.g. "protecting planet").

13



Climate action

- Gradual conversion of the company fleet to electrically powered vehicles.
- Sustainable mobility offerings for employees (e.g. company bicycles, public transport subsidies).
- Environmentally friendly packaging for shipping, with a high percentage of recycled materials.

16



Peace, justice and strong institutions

- Company-wide Compliance Management System (CMS).
- Internal Trade Compliance Program (Trade ICP) for export control.
- Sustainability Directive as a policy document for responsible conduct in the company.



CLIMATE & ENVIRONMENT

Strategic thrust

The Hoffmann Group sees it as its responsibility to contribute to achieving the Paris climate targets by **reducing direct and indirect greenhouse gas emissions**. We endeavour to **treat the environment responsibly**, and to **use natural resources sustainably and efficiently** and take measures to reduce our energy consumption.



In the area of sustainability, climate and environmental protection are the top priority for the Hoffmann Group. As a company, we are committed to a responsible approach to the environment and natural resources. Our goal is to use energy as sustainably and efficiently as possible and to take measures to reduce our energy consumption. In addition, we have implemented processes and procedures to properly identify, manage, handle, dispose of, and replace hazardous materials and prohibited materials. A particular challenge is the development and distribution of sustainable products and solutions that reduce direct and indirect emissions, optimise the use of raw materials and promote the use of recycled materials.

Based on the calculations of greenhouse gas emissions for 2022, we have defined the target of reducing the scope 1+2 emissions of the Hoffmann Group by at least 50 percent by 2030. The reduction pathway is geared towards Science Based Targets (SBTs) and compliant with the requirements set out in the Corporate Sustainability Reporting Directive (CSRD)

for the Climate Transition Plan. The main lever we can pull to decarbonise our company is to switch our fleet over to electric vehicles. Other factors include ensuring a high proportion of renewable energy in the electricity we purchase, and to increase the amount of energy we generate ourselves from photovoltaic systems. Due to the business model, Scope 3 emissions account for the majority of total emissions. The key emission categories in which we intend to implement reductions in future together with our supplier are the purchase of products and services as well as upstream and downstream transport.

By defining the reduction pathway and further developing the climate management approach, the Hoffmann Group helps to achieve the SFS Group's climate and environmental targets. In the future, we will continue to regularly verify the objectives and make adjustments if necessary, including against the background of new regulatory developments, changes in the underlying data, updates to emission factors and methodological improvements. For details of how we

have calculated the greenhouse gas emissions for 2022 and 2023, please see the previous Hoffmann Group Sustainability Publications. For 2024, please see the corresponding Sustainability Report from the SFS Group.

Greenhouse gas emissions in tonnes of CO₂e

	2022	2023	2024
Scope 1	6,675	6,998	4,940
Scope 2	645	877	223
Scope 3	357,782	356,147	359,801
Total	365,101	364,021	364,964

SFS Sustainability Report 2024
(Energy and emissions)

<https://reports.sfs.com/annual-report/2024/en/homepage>

Greenhouse Gas Protocol
<https://ghgprotocol.org/>

Hoffmann Group guide
(Conserving resources)

<https://www.hoffmann-group.com/GB/en/houk/areas-of-application/saving-resources/e/877307/>

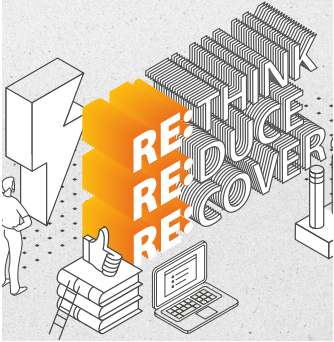
Hoffmann Group certificates

<https://www.hoffmann-group.com/GB/en/houk/consulting-and-support/downloads/certificates/e/63863/>

GARANT GreenPlus

<https://www.hoffmann-group.com/GB/en/houk/hoffmann-group/brands/garant/garant-greenplus/e/1138375/>

Outstanding product quality and more efficient use of resources



We aim to continually improve and enhance our product quality and internal workflows. Our quality policy is systematically designed with this in mind, and is supported by a quality management system certified to ISO 9001. In addition to the high quality of our products, supplementary services such as the regrinding of machining tools also play an important role in ensuring the tools last longer. This service doesn't just save our customers money compared to buying a new tool, it also actively helps to protect the environment. By reusing valuable resources such as steel and reducing the associated transportation, the regrinding service has a positive impact on our environment and climate alike.

Modern energy concepts and certified management systems



Our buildings and premises use state-of-the-art, environmentally friendly energy concepts to minimise the ecological impact of our business activities. This is particularly evident in our highly automated logistics centre in Nuremberg, which has been in operation since 2021. For our new company headquarters in Munich-Freiham, we're also aiming to obtain certification according to the internationally recognised LEED standard (Leadership in Energy and Environmental Design), which recognises sustainable construction practices. Most of our sites are already certified in accordance with ISO 14001 today, and Munich is additionally certified to ISO 50001 for environmental and energy management systems.

Environmentally friendly packaging concepts in logistics



Together with an external partner, the Hoffmann Group switched from using bubble wrap as the filling material for parcels to a solution made from 100 percent recycled paper in 2020. In addition, waste paper (about 600 tonnes per year) has been processed in the in-house baling press at LogisticCity in Nuremberg since 2023. The supplier can use the bales produced in this way to produce paper for the paper padding machines used by the Hoffmann Group as part of the regular material deliveries. The result of the cooperation is not only a modern, efficient packaging solution, but also a sustainable circular economy. We also restrict the volume of packaging to whatever is really necessary and ensure we use reusable shipping materials.

Hoffmann Group focuses on the electrification of its fleet



Since 2022, we have tested electromobility in the Hoffmann Group as part of a cross-site pilot project. In this context, we have also expanded our charging infrastructure, enabling customers, suppliers, guests and employees to charge their e-vehicles. After the successful completion of the pilot project, the Hoffmann Group started implementing it as part of routine operations in 2023. Through this approach, we want to gradually change our fleet and significantly reduce greenhouse gas emissions in the next few years. At the Hoffmann Group's subsidiary in the UK, electric vehicles already make up 100 percent of the fleet. We are placing a greater focus on electromobility at further international sites as well.

EMPLOYEES & SOCIETY

Strategic thrust

The Hoffmann Group offers an **attractive working environment** that is characterised by mutual trust and where performance and commitment are rewarded. **Health and safety at work** are important criteria for **employee satisfaction** and a prerequisite for a high level of motivation. **Social responsibility and social commitment** are an integral part of the company culture.



The Hoffmann Group is a company whose international Group structure reflects the diversity of its workforce. Diversity promotes a positive working environment and strengthens our entrepreneurial performance. It can be seen in things like gender, ethnic background, age and physical impairments, as well as in religion, individual lifestyles and sexual orientation. We are committed to providing a working environment that values and respects the differences between our employees. Ensuring fair and equal treatment lies at the heart of what we do.

By systematically upholding high social standards in our business activities and promoting ethical awareness and an understanding of values – both internally and among our suppliers – the Hoffmann Group plays an active role in ensuring we coexist harmoniously alongside one another in society. Social commitment and responsibility have been firmly anchored in our company culture for decades. One of the ways we can see them in action is by looking to the work of the Hoffmann Group Foundation.

The Hoffmann Group's social commitment

There are numerous opportunities for Hoffmann Group employees to support the projects of the Hoffmann Group Foundation. For example, sports initiatives for charitable causes have been launched in recent years as a great way of promoting our employees' social commitment. Donations made at events including company runs or the ORANGE Sports Challenge (OSC) go directly to the Foundation's projects – the respective Hoffmann company donates a set amount per kilometre that was run or per minute of sports activity. The more sporting minutes are accumulated, the bigger the donation. It is particularly gratifying that the OSC is taking place not only in Germany, but also at many international locations. It strengthens the team spirit across the company's global sites, and this year resulted in more than 330,000 sporting minutes being earned.

The Foundation's work is also supported by various Christmas campaigns and other seasonal initiatives. Examples include the Christmas markets at our sites in Munich and Nuremberg, a cross-site charity tombola with great prizes plus an Easter campaign – they all generated donations for a good cause.



Apprenticeships at the Hoffmann Group



The way we see it, training up the next generation of talents is an important social responsibility and a key way for us to maintain and strengthen the competitiveness of the Hoffmann Group. We therefore provide individual support for young people entering professional life. Supporting the development and expansion of skills includes dual forms of education for the targeted training of skilled workers and facilitating moves into the company or between positions. 2025 once again saw many new apprentices and students on a degree apprenticeship start their first year of training. At the start of October, the new talents met up in Munich from all corners of Germany for the official kick-off.

Health and safety for employees and customers



Through our quality, environmental and safety policies, we endeavour to ensure the health and safety of employees in the performance of their duties, prevent accidents at work and promote mental and physical health. We have the appropriate certifications, e.g. according to ISO 45001 (Occupational Safety and Health Management Systems) at our Munich location. We comply with all applicable regulations for the health and safety of our customers. We also have a wide range of personal protective equipment for industrial workplaces in our product portfolio. In addition, we offer training and specialist seminars for customers to effectively prevent damage to health.

Training courses for personal development



In line with our company goal “We empower people to perform at their best”, providing continuous development and up-skilling opportunities for our employees is a cornerstone of the Hoffmann Group’s approach. For us, personal development is essential in order to remain competitive, innovative and fit for the future. Our internal, certified training academy (Tool Campus) is one of the ways in which we support the personal and professional development of our employees. It provides training in the areas of basic knowledge, products and processes, sales, leadership, methods and social matters. There are also special training programmes such as Digital Fitness in 2025, which focused on artificial intelligence and automation.

Employee survey with above-average ESG results



The Hoffmann Group regularly conducts employee surveys, most recently in 2024 on topics such as diversity and inclusion, health and safety at work, fair salaries and employee loyalty, and good corporate governance. With a participation rate of around 80 percent, the company almost consistently outperformed national and international benchmarks indices. The results of the ESG survey demonstrate that the commitment to sustainable action is also supported internally and highlights the areas where further progress is necessary. The next survey of Hoffmann Group employees is planned for 2026.

“TOOLS CREATE VALUES”: THE HOFFMANN GROUP FOUNDATION LEND A HELPING HAND

Under the motto “Tools create values”, the Hoffmann Group Foundation has been supporting primarily charitable institutions in Germany since 2006 that promote the development of disadvantaged and traumatised children and adolescents. These include young people who are disadvantaged or traumatised by severe illness, disabilities of any kind, or a difficult social environment. The Foundation projects are intended to serve as a place of retreat where children can recharge their batteries, while at the same time offering them plenty of space for creativity and to realise their potential. Working in the workshops is a lot of fun for the children and helps them on many levels.

They can try things out, grow with their own artwork and gain new self-confidence. The Foundation wants to give children confidence and not only sees itself as a funder of charitable institutions and projects, but also acts cooperatively, in partnership and on an equal footing. The broad range of support we provide in workshops, the riding hall or in art, music and dance therapy enables children and young people to discover their talents, develop their skills, and in this way build their self-confidence.

The Hoffmann Group Foundation also supports animal-based therapy with horses. This year, a new therapy horse was co-funded for the ORANGE HOUSE Peißenberg. Riding lessons taken as part of therapy have many positive effects: children get immediate feedback on their actions, they learn to handle the horse carefully, and the act of being carried gives them a feeling of security. What’s more, they are often proud to be able to control the horse themselves, which boosts their self-confidence.



RESPONSIBLE CORPORATE GOVERNANCE

Strategic thrust

The Hoffmann Group believes that a strong **culture of integrity, reliability and transparency** leads to better business performance and is essential not only for our long-term success, but also for the protection and well-being of our employees. Through **responsible supply chains**, the Hoffmann Group also contributes to the **protection of human rights and fair working conditions**.

Integrity is the foundation of a modern, transparent and successful company. Clear values that provide a framework for all employees are essential to us at the Hoffmann Group – they are what underpins sustainable commercial success and a future-proof company culture.

To more firmly anchor the concept of value-based conduct at the company, we set up the Compliance department, led by a Compliance Officer. A key part of this is our Group-wide Compliance Management System (CMS), which ensures that all business activities follow the applicable rules and ethical standards.

We firmly believe that a strong culture of integrity, reliability and transparency not only makes the company perform better, it also protects the well-being of our employees. In addition, by ensuring responsible supply chains, we play an active role in protecting international human rights, preventing forced labour and child labour, and promoting fair working conditions.

Hoffmann SE Code of Conduct

https://www.hoffmann-group.com/media/media/_global/downloads/forms/Code_of_Conduct_EN_v2.2.pdf

Hoffmann Group Code of Conduct for Suppliers

https://www.hoffmann-group.com/media/media/_global/downloads/20230801_Hoffmann_Code_of_Conduct_for_Suppliers_EN_V3.0_final.pdf

Our Code of Conduct summarises the key principles and rules that apply to all employees worldwide. It serves as a binding guideline for our daily business activities – internally and externally – and, above all, sets out how we respect human rights. With respect to our suppliers, we also expect them to fully uphold these principles. The obligation to respect human rights is also firmly anchored in the Code of Conduct for suppliers. In addition to these regulations, our Sustainability Directive forms the basis of how the Hoffmann Group sees itself in terms of responsible business practices. Furthermore, we base our approach on the ten principles of the United Nations Global Compact, the world's largest initiative for responsible corporate governance.

EcoVadis sustainability rating

<https://recognition.ecovadis.com/0DnvVybkI0uMRcxr25DzCA>

Hoffmann SE Policy Statement on Respect for Human Rights

https://www.hoffmann-group.com/media/media/gb/downloads_12/Policy_Statement_Human_Rights_2025.pdf



WE ARE COMMITTED TO RESPECTING HUMAN RIGHTS.

Hoffmann wants to live up to its responsibility in society and towards its employees as well as its customers and business partners. We are therefore committed to clear principles as a framework for our business activities.

Economic success and moral commitment are not contradictory for us, but are an indispensable prerequisite for sustainable positive economic activity.

As a company with high standards for compliance, due diligence and integrity, it is particularly important for us to adequately address human rights risks in our business areas and in our supply chain. In doing so, we base our approach particularly on the following standards and frameworks:

- United Nations Universal Declaration of Human Rights (UN-UDHR).
- International Labor Organization (ILO) Declarations on Fundamental Principles and Rights at Work.
- Principles of the United Nations Global Compact (UNGC).
- United Nations Guiding Principles on Business and Human Rights and their implementation within the framework of the National Action Plan (NAP) on Business and Human Rights.
- Basel, Minamata and Stockholm Convention.
- OECD Guidelines for Multinational Enterprises.
- OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas.

Another silver EcoVadis medal for the Hoffmann Group



At the end of 2024, we were once again awarded the silver EcoVadis medal for the entire Group. With a total of 67 points, we succeeded in improving our performance compared with the previous year (2023: 63 points), placing us among the top 15 percent of companies assessed by the ratings agency. EcoVadis is a comprehensive and renowned sustainability assessment platform for global supply chains. The EcoVadis assessments focus on 21 criteria, divided into four thematic areas. In addition to the impact on the environment, the focus is on labour and human rights, ethics and sustainable procurement. We were able to either maintain or improve our score from last year in all four areas.

Corruption and bribery don't stand a chance



The Hoffmann Group rejects any form of corruption and bribery in the strongest terms. We do not tolerate the offering, granting, demanding or accepting of undue advantages or gifts with the aim – or even just the impression – of illegally influencing decisions made by third parties so as to obtain an unfair advantage. This firm stance applies not only to our employees, but also to all persons and organisations acting on our behalf or in our interest. The corresponding rules are anchored in the Code of Conduct, the Integrity Directive and the Sustainability Directive, among others.

Analysis of human rights risks and environmental risks now complete



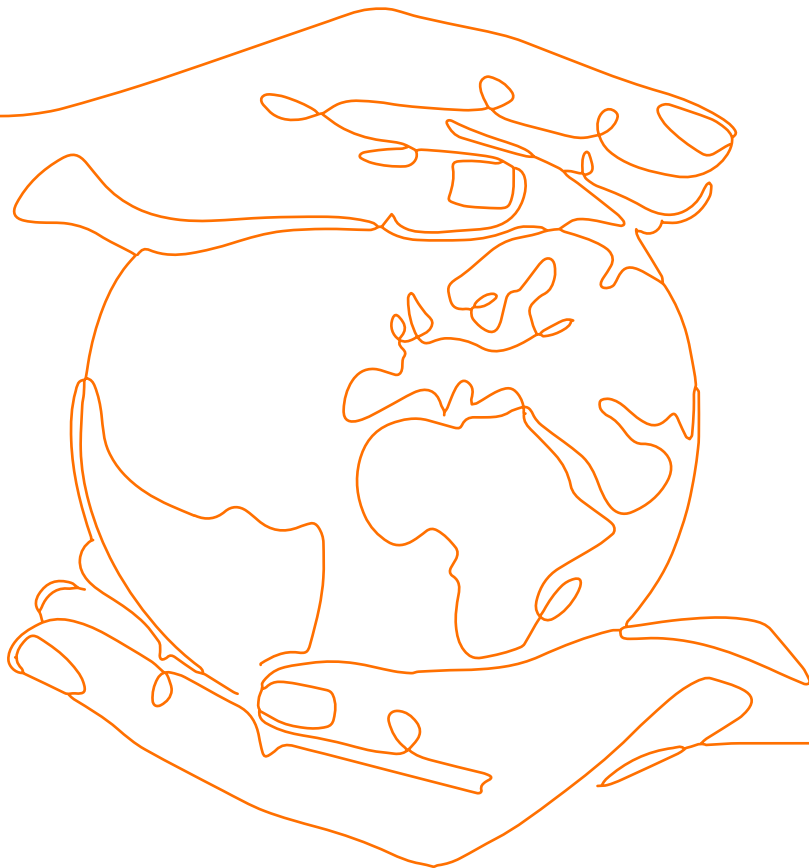
The relevant human-rights-related and environment-related legal positions protected by the German Act on Corporate Due Diligence Obligations in Supply Chains (the "Lieferkettensorgfaltspflichten-gesetz") include the prohibition of the employment of children, all forms of slavery, occupational health and safety, discrimination and freedom of association, as well as the handling of mercury and hazardous waste. We have summarised our position on this important issue in the Policy Statement on Respect for Human Rights, which was updated in 2025. Among other things, the policy statement includes the Hoffmann Group's commitment to respecting human rights, specific requirements for our business partners and the results of the risk analysis which was successfully completed in 2025.

Our joint responsibility and legal obligation to protect data



For the Hoffmann Group, data protection goes well beyond just a legal obligation. Protecting the personal data of employees, customers, suppliers and other business partners has top priority for us and requires us to actively take appropriate steps and think ahead. We implement targeted measures to keep data safe from misuse, loss and unauthorised access and undertake to uphold a high standard of data protection. Our Group Data Protection Policy forms the basis of the responsible handling of information. In addition, we hold compulsory training sessions on information security to raise awareness among our employees and improve their capabilities in this respect for the long term.

IMPRINT



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We have used the standards of the Global Reporting Initiative (GRI) as a guide in preparing this publication.

Further information can be found in the [Sustainability Report 2024 of the SFS Group AG](https://reports.sfs.com/annual-report/2024/en/homepage)
<https://reports.sfs.com/annual-report/2024/en/homepage>

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