

Sustainability Report 2024

based on the VSME standard



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Introduction

Sustainability is an integral part of corporate responsibility at Fohhn Audio AG. With this sustainability report for the 2024 reporting year, the company transparently presents how ecological, social and economic aspects are integrated into corporate strategy and practice. The report is based on the [VSME standard](#) (Voluntary Sustainability Reporting Standard for non-listed **SMEs**) and follows its structure for voluntary, standardized sustainability reporting in small and medium-sized enterprises. In accordance with the VSME standard, data points are only reported if they are relevant to the company (“if-applicable”). If nothing is reported for a particular category, it is either not relevant to Fohhn's activities or data points are not available. In the latter case, this is communicated transparently. The Basic Module of the VSME standard is reported initially. In the coming years, reporting will be expanded to include the Comprehensive Module.

Due to the current developments in the EU Commission's Omnibus I on sustainability, it is possible that the standard will be modified. The 2024 report refers to the status as of April 2025, developed by EFRAG.

The aim of this report is to provide insights into the sustainability performance and goals of Fohhn Audio AG, to make progress visible and to openly identify challenges. The content is aimed at various interest groups: Investors receive a sound basis for assessing long-term corporate stability and risk management. Customers learn how the company assumes responsibility along the supply chain and in the product life cycle. Employees gain insights into internal measures and values that affect their day-to-day work. For the public, the report provides a comprehensible overview of the sustainable actions of a technology-oriented company in the field of professional audio technology.

With this report, Fohhn Audio AG expressly commits itself to responsible, future-oriented management and at the same time promotes open dialog with all relevant stakeholder groups, free of green window-dressing.

Basic Module

General Information

B1 – Basis for preparation

Only the basic module is reported. The VSME Sustainability Report was prepared on an individual basis. This means that the report is limited exclusively to information about the company Fohhn Audio AG. No information is omitted due to classified information. The most important company information is presented below:

Table 1: General information

<i>Category</i>	<i>Information</i>
<i>Legal form</i>	Aktiengesellschaft (= Public limited company)
<i>NACE classification</i>	C26.40 – Manufacture of consumer electronics
<i>Size of the balance sheet</i>	7,7 Mio. € (2023)
<i>Turnover</i>	22,6 Mio. €
<i>Number of employees (Headcount)</i>	127 people at the end of the year 2024
<i>Country of operations</i>	Nürtingen, Germany
<i>Geolocation</i>	48°36'42.8"N 9°19'02.6"E
<i>ESG-Certificates / Labels</i>	DIN EN ISO 14001 Corporate Carbon Footprint (CCF)

The KPI “*Size of the balance sheet*” is from the 2023 reporting year. The KPI for the 2024 financial year is not yet available at the time of publication of the sustainability report but will be submitted as soon as possible. A similar order of magnitude can be assumed for 2024 as in 2023.

Fohhn is certified according to the environmental management standard DIN EN ISO 14001:2015. The certification took place in September 2024 and is valid until September 2027. The audit is carried out by Intertek Italia S.p.A. The certificate is in [Appendix B](#).

B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy

Fohhn Audio AG sees sustainability not as a one-off measure, but as a consistent principle of corporate action. In order to actively contribute to the transition to a more sustainable economy, the company implements a variety of ecological, social and economic practices that go beyond regulatory requirements.

Sustainable practices

A central element of the company's environmental strategy is the balancing and continuous reduction of greenhouse gas emissions (see module [B3](#)). The company's entire electricity consumption already comes from 100% certified green electricity, supported by its own photovoltaic system, which covers around 30% of the company's own electricity consumption. The modern company building is built to the KfW-55 standard and has been comprehensively optimized in terms of energy efficiency - with an air heat pump, cross heat exchanger, LED lighting, green roofs and a software-controlled building management system for efficient control of energy consumption.

Fohhn also provides targeted incentives for environmentally friendly behavior in the employee mobility sector, for example through the company's own e-charging stations and an e-bike leasing program.

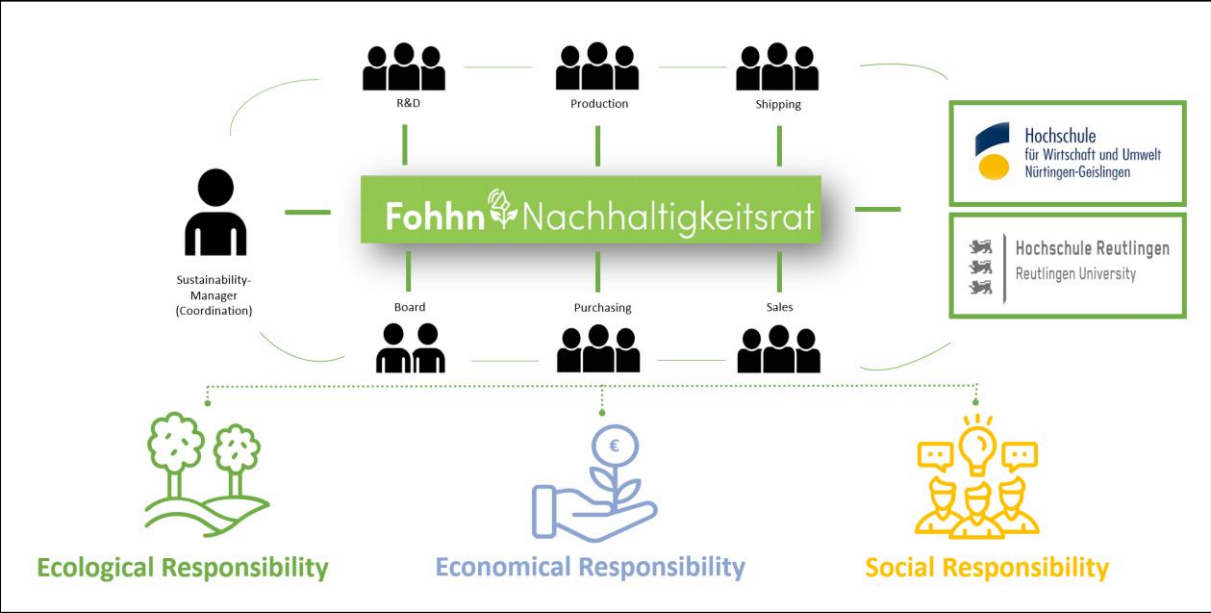
Fohhn also uses specially developed multi-transport systems. By using reusable systems, the use of disposable packaging and disposable inlays in delivery traffic has been reduced. The existing systems continue to be optimized on an ongoing basis. The cardboard packaging used, and the edge protection of the disposable packaging consist of 80% recycled material and 20% FSC-certified wood.

Sustainable policies

In addition to its operational activities, Fohhn Audio AG has established structural concepts that systematically address ESG issues. An internal sustainability council (= "Nachhaltigkeitsrat", see Figure 1) and a full-time sustainability manager promote the strategic development and anchoring of appropriate measures. The supply chain is characterized by short transport

routes and long-standing, partnership-based relationships. The products themselves are designed for durability, repairability, separability and energy efficiency - with functions such as auto-power-save and guaranteed backwards compatibility of the company's own software solutions. This is complemented by a comprehensive service promise (including a five-year warranty, ten-year availability of spare parts) and cooperation with universities to promote sustainable innovation and research. Social standards and fair working conditions are also firmly anchored in the company.

Figure 1: Structure of the Fohhn sustainability council



Future initiatives

In the future, Fohhn plans to analyze and further expand the area of Scope 3 emissions. At the same time, methods for calculating the Product Carbon Footprint (PCF) are also being worked on. In the context of ecological responsibility, the topic of biodiversity is also becoming increasingly important for Fohhn - with the aim of initiating concrete measures to improve biodiversity at the site.

Through these practices, concepts and initiatives, Fohhn Audio AG is making an active contribution to the transformation towards a resilient, sustainable economy.

Environment metrics

B3 – Energy and greenhouse gas emissions

Energy consumption

Total energy consumption in 2024 is broken down as follows:

Table 2: Energy consumption 2024

	<i>Renewable</i>	<i>Non-renewable</i>	<i>Total</i>
<i>Electricity</i>	371,42 kWh	0 kWh	317,42 kWh
<i>Fuels</i>	0 kWh	74,63 kWh	74,63 kWh
<i>Total</i>	371,42 kWh	74,63 kWh	446,05 kWh

By switching to 100% green electricity, the purchase of electricity from non-renewable sources was eliminated in 2024. In future, work will be carried out to reduce the proportion of fossil fuels and overall energy consumption.

Greenhouse gas emissions

The company emitted total greenhouse gas emissions of 179.9 t CO₂e in 2024. These are broken down as follows, as shown in Table 3:

Table 3: Breakdown by Scopes

<i>Scope</i>	<i>Emissions</i>
<i>Scope 1 (direct emissions)</i>	16,2 t CO ₂ e
<i>Scope 2 indirect emissions)</i>	1,2 t CO ₂ e
<i>Scope 3 (indirect emissions)</i>	162,5 t CO ₂ e
<i>Total</i>	197,9 t CO ₂ e

It should be noted that not all Scope 3 emission categories are accounted for. The following Scope 3 emissions are reported:

- 3.3 Fuel and energy-related emissions
- 3.5 Waste generation (incl. wastewater)

- 3.6 Business travel (including overnight stays in hotels)
- 3.7 Commuter traffic of employees

Fohhn has set itself the task of reporting all other Scope 3 categories that are material for the company in the coming years. Until this is the case, we will report transparently on which emission categories are included in the accounting and which are not.

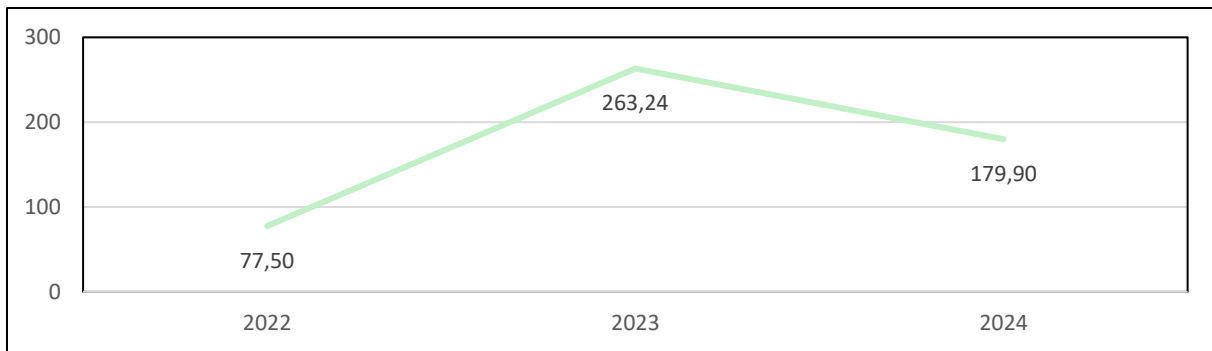
A presentation of the individual scopes and sub-scopes from 2022 (first reporting year) to 2024 can be found in Table 4.

Table 4: Greenhouse gas emissions Scope 1, 2 & 3

Scope	Emission source	2022	2023	2024	
Scope 1	1.1	Direct emissions from combustion processes in stationary plants	11,60	14,34	15,00
	1.2	Direct emissions from processes (EU Emissions Trading System)			
	1.3	Direct emissions of volatile gases		10,58	
	1.4	Direct emissions from combustion processes of mobile plants (vehicle fleet)	5,00	1,98	1,20
Subtotal Scope 1		16,60	26,91	16,20	
Scope 2	2.1	Indirect emissions from purchased electricity (stationary)	59,30	75,60	0,00
	2.1	Indirect emissions from purchased electricity (vehicle fleet)	1,60	3,01	1,20
	2.2	Indirect emissions from purchased district heating/cooling			
	2.3	Indirect emissions from purchased steam			
Subtotal Scope 2		60,90	78,62	1,20	
Scope 3a (Up-stream)	3.1	Purchased goods and services			
	3.2	Capital goods			
	3.3	Fuel and energy related activities		18,17	18,00
	3.4	Transportation and distribution (upstream)			
	3.5	Waste generated in operations		0,76	1,00
	3.6	Business travel		77,26	65,90
	3.7	Employee commuting		61,52	77,60
	3.8	Leased assets (upstream)			
Scope 3b (Down-stream)	3.9	Transportation and distribution (downstream)			
	3.10	Processing of sold products			
	3.11	Use of sold products			
	3.12	End-of-life treatment of sold products			
	3.13	Leased assets (downstream)			
	3.14	Franchises			
3.15	Investments				
Subtotal Scope 3		0,00	157,71	162,50	
Total		77,50	263,24	179,90	

Fohhn has managed to reduce its reported CO₂e emissions in 2024 by around 30% compared to 2023, from 263.24 t CO₂e to 179.90 t CO₂e. Figure 1 shows the progression graphically.

Figure 2: CO₂e emissions at Fohhn in tons



The main reasons for this are the switch to 100% green electricity at the end of 2023 and the scheduled absence of air conditioning maintenance in 2024. The increase from 2022 to 2023 can be explained by the first-time reporting of Scope 3 emissions for 2023. With the increasing number of material Scope 3 categories reported in the coming years, the value for 2025 is also expected to increase initially before falling in the future due to the implementation of further measures. The Corporate Carbon Foot-print Certificate is available in [Appendix A](#).

Greenhouse gas intensity

The greenhouse gas intensity is 0.7 g CO₂e/€. This is calculated by dividing Scope 1 and 2 greenhouse gas emissions by turnover.

B5 – Biodiversity

The company, located in Nürtingen, has an area of approx. 1.5 ha. The company site is not located within or in the vicinity of an area with biodiversity in need of protection in accordance with Natura 2000¹. Fohhn Audio AG recognizes the global challenge of biodiversity loss as one of the key environmental issues of our time. As a manufacturing company, Fohhn believes it has a responsibility to actively contribute to the protection and promotion of biodiversity, particularly within the direct sphere of influence of the company's location.

¹ Vgl. Natura 2000 Viewer (<https://natura2000.eea.europa.eu/>)

A first concrete step in this direction is the greening of the roof of the company building. The green roof not only improves the microclimate but also creates habitats for insects and birds in an increasingly sealed environment.

In addition, Fohhn is planning further measures in the future to specifically promote biodiversity on the company premises. These include insect-conscious mowing behavior to protect habitats, the installation of nesting aids for wild bees and other pollinating insects and the involvement of external experts for a holistic assessment of the outdoor area. The aim is to identify and implement suitable, site-specific measures to strengthen local biodiversity through expert analysis.

Fohhn does not see biodiversity as an isolated issue, but as an essential component of future-oriented environmental management - in the sense of holistic, sustainable corporate development.

B6 – Water

In 2024, Fohhn Audio AG had a total water withdrawal of 519 m³, none of which was taken from an area with high water stress.² As the manufacturing process does not involve any water-intensive processes, no measures are currently planned to reduce this. Employees are regularly called upon to take responsibility for using water sparingly in the sanitary facilities.

B7 – Resource use, circular economy and waste management

Material flows

Material flows are of key relevance for a manufacturing company like Fohhn. They provide information about the quality and quantity of the materials used and the environmental impact of the materials used. At the time of publication of this report, Fohhn is unable to provide a well-founded statement on the material flows used due to a lack of data availability. However, as we are aware of the importance of this data point, we will work hard to ensure that the next report is informative in this respect.

² Vgl. BUND (https://www.bund.net/fileadmin/user_upload_bund/publikationen/fluesse/grundwasserstress-deutschland-studie-wasser-analyse-strukturell-entnahme-landkreise-bund-isoe-2025.pdf)

Waste management

The total annual amount of waste generated in 2024 is 41.5 tons. The total annual amount of waste sent for recycling or reuse is 34.9 tons. This corresponds to all waste, except “Waste for recycling (AVZ) including kitchen waste”. A breakdown of waste by type can be found in Table 5.

Table 5: Waste by type

<i>Type of waste</i>	<i>Quantity in tons</i>
<i>Waste for recycling (AVZ) incl. kitchen waste</i>	6,65
<i>Foils</i>	1,59
<i>Cardboard</i>	16,66
<i>Wood</i>	8,47
<i>Styrofoam</i>	0,18
<i>Batteries</i>	0,46
<i>Electronic waste</i>	1,66
<i>Mixed metal / mixed scrap</i>	2,94
<i>Mixed aluminum scrap</i>	2,20
<i>Data protection papers</i>	0,7
<i>Total</i>	41,51

Fohhn is continuing its efforts to reduce the amount of waste and to use alternatives wherever possible.

Social metrics

B8 – Workforce – General characteristics

The company employed 127 people at the end of 2024. This corresponds to an annual average of 98.3 full-time equivalents. Of the 127 employees, 94 are male and 33 females. The number of fixed-term employment contracts was 11. The fluctuation rate at Fohhn Audio AG was 11% in 2024.

B9 – Workforce – Health and safety

There were two recordable work-related accidents in 2024. This corresponds to a work accident rate of 1.9%. In 2024, there were no fatalities attributable to work-related injuries and illnesses.

B10 – Workforce – Remuneration, collective bargaining and training

In 2024, the payment of employees was equal to or higher than the German minimum wage of € 12.41 per hour in all cases. There are no employees at Fohhn Audio AG to whom collective agreements or collective bargaining agreements apply.

No gender-specific data on the average number of annual training hours per employee is available for the 2024 reporting period, as this has not yet been systematically recorded.

Concluding remarks

Sustainability is not a snapshot in time, but a long-term development process and a journey that requires perseverance, a willingness to learn and continuous improvement. Fohhn is aware that a manufacturing company always leaves an ecological footprint. At the same time, Fohhn sees this reality as an obligation to take responsibility and minimize its impact on the environment and society.



This report documents the first steps, progress and challenges on the way to more sustainable business practices. Fohhn attaches great importance to transparency, realistic targets and an open approach to unresolved issues. In the future, we will continue to develop measures, question existing processes and work together with employees, partners and the public to actively and credibly help shape change.

After all, sustainability does not begin with the perfect state, but with the determined will to do better. Step by step.

For more information on our sustainability efforts, please take a look at the “Fohhn Sustainability 2025” presentation or visit our website under the “Responsibility” tab (<https://www.fohhn.com/en/responsibility>).

If you have any questions, comments or suggestions for improvements to the Fohhn Sustainability Report 2024, please do not hesitate to contact us at nachhaltigkeit@fohhn.com.

Appendix A: CCF-Certificate

CERTIFICATE ◆ ZERTIFIKAT ◆ CERTIFICATE ◆ ZERTIFIKAT ◆ CERTIFICATE ◆ ZERTIFIKAT																		
	<h2>Certificate</h2> <h3>Corporate Carbon Footprint (CCF)</h3>																	
	Company: <u>Fohhn Adio AG</u>																	
	Base year: <u>2024</u>																	
	The Steinbeis-Beratungszentrum climate solution has established an individual CO ₂ -Balance, also known as Corporate Carbon Footprint (CCF), of the named company for the specified base year in accordance with the guidelines of the Greenhouse Gas Protocol - Corporate Accounting & Reporting Standard .																	
	Selected accounting approach (organizational boundaries): operational control approach																	
	The business activities caused greenhouse gas emissions amounting to:																	
	<u>179,9 t CO₂ equivalent</u>																	
	The following emission sources were considered in the course of the accounting:																	
	Mandatory: <input checked="" type="checkbox"/> Scope 1 <input checked="" type="checkbox"/> Scope 2 <input type="checkbox"/> marked-based-method <input type="checkbox"/> location-based-method Optional: <input checked="" type="checkbox"/> Scope 3 (upstream & downstream activities)																	
<table border="0"><tr><td><input type="checkbox"/> Purchased goods</td><td><input type="checkbox"/> Downstream transportation and distribution</td></tr><tr><td><input type="checkbox"/> Purchased services</td><td><input type="checkbox"/> Processing of sold products</td></tr><tr><td><input type="checkbox"/> Capital goods</td><td><input type="checkbox"/> Use of sold products</td></tr><tr><td><input checked="" type="checkbox"/> Fuel- and energy-related activities</td><td><input type="checkbox"/> End-of-life treatment of sold products</td></tr><tr><td><input type="checkbox"/> Upstream transportation and distribution</td><td><input type="checkbox"/> Downstream leased assets</td></tr><tr><td><input checked="" type="checkbox"/> Waste generated in operations (incl. sewage)</td><td><input type="checkbox"/> Franchises</td></tr><tr><td><input checked="" type="checkbox"/> Business travel (incl. hotel accommodation)</td><td><input type="checkbox"/> Investments</td></tr><tr><td><input checked="" type="checkbox"/> Employee commuting</td><td></td></tr><tr><td><input type="checkbox"/> Upstream leased assets</td><td></td></tr></table>	<input type="checkbox"/> Purchased goods	<input type="checkbox"/> Downstream transportation and distribution	<input type="checkbox"/> Purchased services	<input type="checkbox"/> Processing of sold products	<input type="checkbox"/> Capital goods	<input type="checkbox"/> Use of sold products	<input checked="" type="checkbox"/> Fuel- and energy-related activities	<input type="checkbox"/> End-of-life treatment of sold products	<input type="checkbox"/> Upstream transportation and distribution	<input type="checkbox"/> Downstream leased assets	<input checked="" type="checkbox"/> Waste generated in operations (incl. sewage)	<input type="checkbox"/> Franchises	<input checked="" type="checkbox"/> Business travel (incl. hotel accommodation)	<input type="checkbox"/> Investments	<input checked="" type="checkbox"/> Employee commuting		<input type="checkbox"/> Upstream leased assets	
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<input checked="" type="checkbox"/> Employee commuting																		
<input type="checkbox"/> Upstream leased assets																		
Sources of the emission factors used:																		
Datenbank der DEFRA (Department for Environment, Food and Rural Affairs), Deutsches Umweltbundesamt (UBA), Bundesamt für Wirtschaft und Ausfuhrkontrolle (BAFA), GEMIS (Globales Emissions-Modell), ProBas (Prozessorientierte Basisdaten für Umweltmanagementsysteme), other specific emission factors (e.g., for the electricity mix), if applicable																		
																		
Stuttgart, <u>15.05.2025</u>																		
<table border="0"><tr><td>Steinbeis-Beratungszentrum: climate solutions Schwieberdinger Straße 3 70435 Stuttgart Internet: www.steinbeis.de/su/2295</td><td>Leiter Steinbeis-Beratungszentrum: Dipl.-Wirt.-Ing., Dipl.-Betr. Jürgen Gackstatter Dipl.-Ing. Dipl. Energiewirt Andreas Rosenfelder</td><td>Ein Unternehmen im Steinbeis-Verbund Zentrale: Steinbeis Beratungszentren GmbH Adornostr. 8, 70599 Stuttgart 70174 Stuttgart Germany</td></tr></table>	Steinbeis-Beratungszentrum: climate solutions Schwieberdinger Straße 3 70435 Stuttgart Internet: www.steinbeis.de/su/2295	Leiter Steinbeis-Beratungszentrum: Dipl.-Wirt.-Ing., Dipl.-Betr. Jürgen Gackstatter Dipl.-Ing. Dipl. Energiewirt Andreas Rosenfelder	Ein Unternehmen im Steinbeis-Verbund Zentrale: Steinbeis Beratungszentren GmbH Adornostr. 8, 70599 Stuttgart 70174 Stuttgart Germany															
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Appendix B: DIN EN ISO 14001:2015

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ZERTIFIKAT DER REGISTRIERUNG

Hiermit wird bescheinigt, dass das Managementsystem der:

Fohhn Audio AG

Hauptstandort: Großer Forst 15
72622 Nürtingen
Deutschland

Durch Intertek auditiert und zertifiziert wurde in Bezug auf die
Anforderungen der:

DIN EN ISO 14001:2015

Geltungsbereich des Managementsystems:

Entwicklung von Audiosystemen (Lautsprecher, Verstärker, Controller,
Simulations- u. Steuerungssoftware) für den professionellen Audiobereich.

IAF-Code: 19 / 33

Die Gültigkeit dieses Zertifikats ist abhängig von periodisch wiederkehrenden Überwachungen

Zertifikatsnummer:

2024-0191906

Erst-zertifizierung am:

24. September 2024

Datum der Zertifizierungsentscheidung:

24. September 2024

Ausstellungsdatum:

25. September 2024

Gültig bis:


23. September 2027



intertek



SGA N° 0044MS
Signatory of EA, IAF and ILAC
Mutual Recognition Agreements


Calin Moldoveanu

Presidente, Business Assurance

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ITALY



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