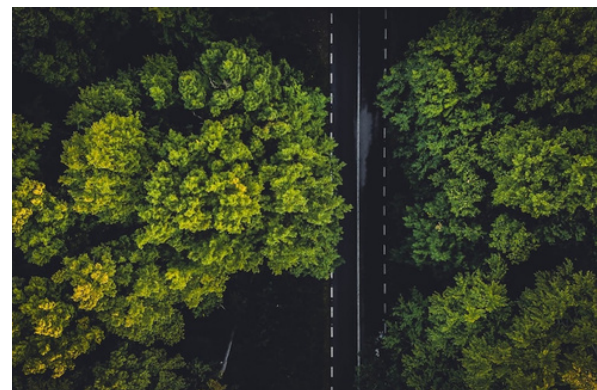
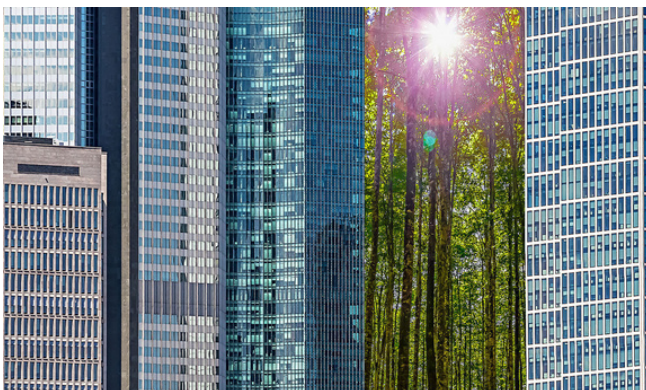




**SUSTAINABILITY
REPORT**
2023

TABLE OF CONTENTS

Foreword	03
About IR.on	04
Our sustainability strategy	09
Our fields of action	12
Facts, figures and data	33
About this report	36



FOREWORD

“



Dear customers and business partners,
Dear employees,

we are delighted to present IR.on AG's first Sustainability Report. With the establishment of our Sustainability & ESG business unit in 2021, we set out to develop our own sustainability strategy for our company and have since been setting annual targets for the four dimensions of our strategy – "Our employees are our most valuable resource", "Joint further development in a strong network", "Compliance as the basis of our actions" and "Strategic communication for a sustainable future" – which cover a total of seven United Nations Sustainable Development Goals (SDGs).

In this Sustainability Report 2023, we are reporting for the first time on the progress we have made toward our goals and on the actions we have taken and plan to take. Transparency is fundamental to our daily work in the areas of investor relations and financial communication as well as sustainability and ESG. We therefore want to set a good example and use this report to give you an insight into the steps we have successfully taken in the past financial year towards becoming a more sustainable company and where there is still room for improvement.

We would particularly like to emphasize the commitment of our employees, be it in our planting projects last year to increase biodiversity or the Zero Hunger Run in Düsseldorf. The numerous team events have also made an important contribution to strengthening team cohesion through the motivation and participation of our employees. In addition, we are delighted that our employees continue to provide us with new impetus, particularly with regard to our commitment to sustainability. With a strong and motivated team, we are looking to the future with confidence and are convinced that we will make good progress towards our 2024 sustainability goals.

We hope you enjoy reading about what we have achieved so far.

Fabian Kirchmann

Executive board of IR.on AG

Dariusch Manssuri

Executive board of IR.on AG

ABOUT IR.ON

Our combined expertise in investor relations and sustainability makes us a unique partner.

WHO WE ARE

IR.on AG is a consultancy for investor relations, financial and sustainability communication. Our focus is on serving listed and private corporations with increased communication requirements.

Our agency was founded as a limited company in 2000, is under owner management and has offices in Cologne and Frankfurt am Main. Our consultants apply their cross-sector experience gathered from over 400 communication projects, more than 300 annual and quarterly reports and more than 100 capital market transactions.

Based on this expertise, we implement investor relations activities as well as financial and sustainability communication with the reliability and efficiency that enables success in capital markets.

We support our clients not only in ongoing investor relations (IR) and communication activities but also in projects such as capital market and M&A transactions as well as special situations such as corporate crises and restructuring.

In addition, as part of our Sustainability & ESG business unit, we advise our clients on current regulatory requirements, support them in developing sustainability strategies and integrating these in corporations, and set up sustainability & ESG reports.



OUR PHILOSOPHY



Hands-On

The lean organization of IR.on AG enables a practical consulting approach. We are "hands-on". For our customers that means: the consultant who designs a concept or develops a strategy with his team is also responsible for the implementation of these measures. We provide a fast, reliable and efficient service geared to high client satisfaction. Our current client relationships date back seven years on average, including clients with a joint history of over 15 years.



Versatility

In its many years of consulting activity the IR.on team has actively managed communication projects in various capital market stages. Our team combines experience from the day-to-day IR and ESG business of companies with comprehensive agency expertise. We offer our customers professional support for all strategic and operational issues in the field of investor relations, financial and sustainability communications.



Loyalty and Discretion

We consider mutual openness a prerequisite for successful cooperation with our customers. The resulting obligation and responsibility is something we take extremely seriously. As a long-standing member of the financial and sustainability community we reject any actions which could be detrimental to these maxims.



Independence

The IR.on AG is independent. At IR.on there are no conflicts from cross-shareholdings with one of the large communication networks, nor do we have any obligations to other participants in the capital market. This independence secures our customers neutral advice and the implementation of measures that are serving the solution of the task in an uncompromising manner.

OUR CONSULTING SERVICES

INVESTOR RELATIONS

Many companies underestimate the positive economic effect of an active, open and professional communication in the capital market. Good investor relations work strengthens the effectiveness of a company. Those who are showcasing their business model in a transparent and comprehensible manner and are seeking the dialogue will be rewarded by the capital market and other stakeholders. Gaining reputation due to active communication results in long-term customer and shareholder relationships and allows subsequent capital measures to be more successful – real competitive advantages.

We advise companies on developing customised, long-term investor relation strategies, with the objective to demonstrate existing potentials and to provide additional perspectives.

CAPITAL MEASURES

In times of increased banking regulation, funding your business is becoming more and more of a challenge. More than ever, it is important to promote the diversification of the financing structure and to create a healthy mix of debt and equity. Apart from the classic variants like bank loans or an IPO, today for medium-sized companies additional financing channels such as the issuance of corporate bonds or of promissory notes are at hand to ensure a stable development of the company and to finance growth. IR.on assists companies of all sizes in the implementation of capital measures. Communication is a crucial factor for the positive outcome of such capital measures: only by plausibly explaining the companies' motivation and thus creating a dialogue with the relevant target groups, the desired results will be realized. Delivering persuasive messages through the proper communication channels with the right timing is essential for the success of any capital measure.

SUSTAINABILITY & ESG

In our "Sustainability & ESG" division, which was newly created in 2021, we advise our clients on a wide range of sustainability and ESG topics. The combination of our expertise in the areas of investor relations and ESG consulting enables us to offer holistic solutions for our clients.

We understand the dynamic requirements of the market and offer strategic advice that considers both the financial and sustainable performance of your company. Our approach thus combines environmental, social and governance aspects with the aim of promoting sustainable growth for our clients while at the same time assuming and ensuring social responsibility.

M&A, SPECIAL SITUATIONS

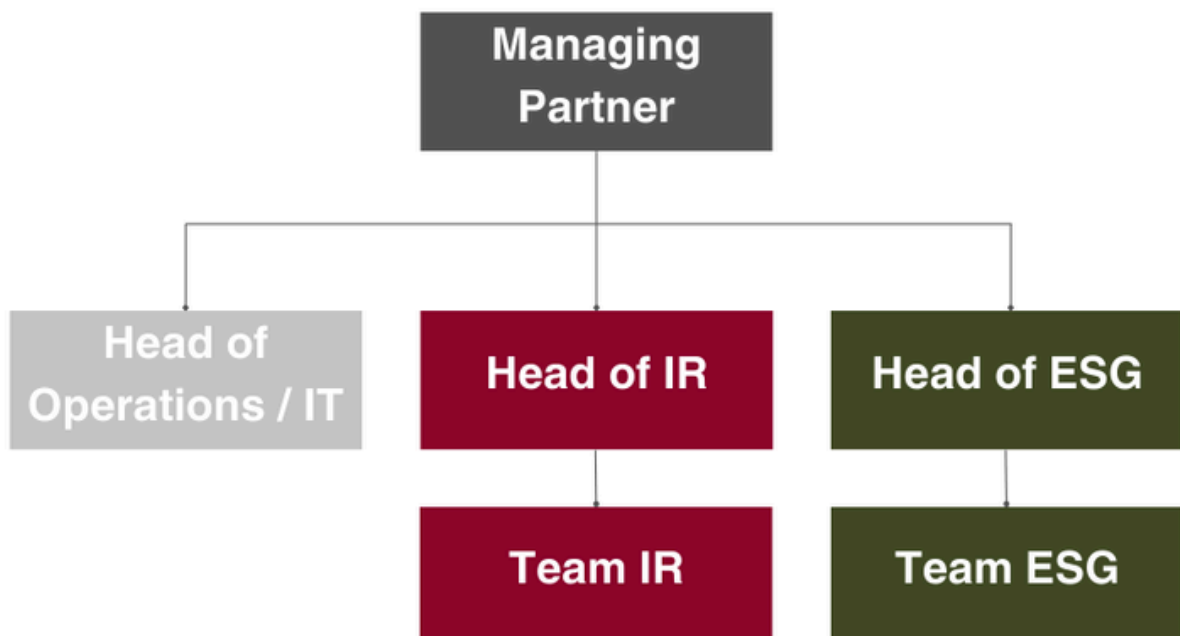
Communication is the key to success of an M&A transaction. This also applies to special situations such as a corporate crisis or restructuring measures. Inadequate communication during such processes usually turns out to be very costly. Investors, employees, customers and suppliers often get little information about new structures or situations – sometimes with fatal consequences. In terms of communication especially tactics, speed and liability count most within special situations and M&A processes. Defined goals are reached only with consistent communication – at best, on basis of prepared communication scenarios.

FINANCIAL MARKETING

Whether corporate measure or ongoing investor relations work: sometimes a picture is worth a thousand words. As a supplement to the capital market communication, financial marketing activities provide great potential to increase the perception of a company respectively its operations. Crucial for successful marketing activities is to address the relevant target groups through an appropriate mix of different communication channels. As an independent company, IR.on carries out efficient marketing campaigns perfectly tailored to the target groups of its customers.

ORGANIZATION CHART & EMPLOYEES

In 2023, 16 employees, including 2 working students, worked for IR.on AG. Our company structure* is as follows:



Our team is complemented by an extensive network of freelancers and service providers, some of whom we have been working with for many years.

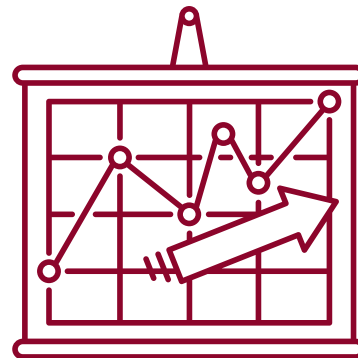
*simplified illustration

OUR SUSTAINABILITY STRATEGY

DESCRIPTION OF THE IR.ON SUSTAINABILITY STRATEGY

To make a concrete contribution to a sustainable future, we decided to develop our own sustainability strategy. The process of developing it was accompanied by the establishment of the new business unit. First, an environment and status quo analysis was carried out and relevant topics were identified. In bundling the topics, we were guided by the three dimensions of sustainability - social, ecological and economic. With the use of a stakeholder and materiality analysis, we were then able to develop a materiality matrix. Through the assessment of business relevance by the Management Board of IR.on AG, four central dimensions were then developed, which form the basis of IR.on's sustainability strategy and cover a total of seven Sustainable Development Goals (SDGs) of the United Nations.

The four dimensions are fields of action in which IR.on AG contributes to sustainable development. The team coordinates at regular intervals to define and evaluate both goals and concrete measures. In this way, IR.on AG not only wants to promote sustainable development with its clients, but also to make a sustainable contribution to people and the environment through its own activities.



SUSTAINABILITY IN 4 DIMENSIONS

Our employees are our most valuable resource

Good employees are the basis for our success. That is why we focus on their recruitment and long-term satisfaction. We aim at creating an attractive, fair and respectful working environment that results in long-term relationships by recruiting new colleagues and constantly improving the working conditions for all our employees.



Compliance as the basis of our actions

For us, compliance is the basis of economically responsible action. It is our aim to strengthen trust in us, in our clients and in the capital market as a whole through responsible corporate governance and by acting with integrity, competence and sustainability thus, to create added value for all stakeholders.



Joint further development in a strong network

We want to constantly expand our competences, broaden our knowledge and at the same time apply and convey it in a targeted manner. To this aim, we have set ourselves the goal of further education of our employees and to expand our network through strategic partnerships.



Strategic communication for a sustainable future

In a changing environment is purposive, sustainable action and the continuous development of sustainability communication essential. It is our goal, through our Sustainability & ESG business unit, to develop sustainability strategies for companies in dialogue with stakeholders and to promote the measurability and comparability of sustainability commitment. Therefore, we want to set a good example.



FIELD OF ACTION 1

OUR EMPLOYEES ARE OUR MOST VALUABLE RESOURCE

STRATEGIC APPROACH

Good employees are the basis for our success. That is why we focus on their recruitment and long-term satisfaction. We aim at creating an attractive, fair and respectful working environment that results in long-term relationships by recruiting new colleagues and constantly improving the working conditions for all our employees.

In relation to the United Nations Sustainable Development Goals (SDGs), our employee strategy covers the following goals:



INCREASE IN EMPLOYEE SATISFACTION

MENTORING PROGRAM

We have developed a mentoring program so that our employees feel at home with us right from the start and quickly find their feet. Depending on availability, each new employee can choose a different team member as a mentor, who is the first point of contact for questions and problems. Regular mentoring meetings ensure that new employees feel that they have been taken on board and that no problems or questions remain unresolved. The mentoring program also helps to build trust and integrate new employees into the existing team more quickly.

BENEFITS

An employer should offer its employees more than just a monthly salary to ensure everyone's satisfaction and long-term loyalty to the company. That's why we have established a benefits program at IR.on that is designed to promote both employee satisfaction and health. In addition to a discounted Urban Sports membership, our employees are regularly provided with fresh fruit in the office and benefit from various team events such as monthly afterworks, exciting workshops and workations. We offer flexible home office options for a better work-life balance. Each employee is also entitled to a fixed annual budget for further training. The introduction of eurorad in the company is planned for 2024.

EMPLOYEE SURVEY

To increase general satisfaction, we conducted an employee survey for the first time in 2023. In over 40 questions on various areas, such as general tasks, office equipment and communication within the company, our employees were able to give us anonymous feedback and name potential areas for improvement. The results of the survey identified some potential for improvement but also some strengths of IR.on. Overall, the average employee satisfaction rate was 88.4%. Over the course of 2024, various measures are to be taken to increase satisfaction. The survey is to be repeated every year from now on. In addition, an employer caring strategy is to be developed in order to meet the needs of employees even better.

FEEDBACK MEETINGS

In order to promote the development of our employees, we conduct regular feedback meetings. In 2023, we developed a structure within this context which defines the topics, duration and frequency of the meetings. In addition to a comprehensive annual appraisal, employees can choose between one or two interim appraisals. Both a member of the Executive Board and the relevant division manager are present at each meeting. The aim is to establish this structure at IR.on from 2024.

STRENGTHENING TEAM COHESION

AFTERWORKS & COFFEE BREAK

In addition to professional and project-related exchanges, personal dialogue within the team is also very important to us. Since 2022, we have been using the "Donut" app for this purpose, which assigns all employees to each other every week to spend a coffee break together. The Donut coffee break provides space and time for topics that we have less contact with in our day-to-day work and encourages the transfer of knowledge between employees.

We also use regular afterworks to exchange ideas as a team on a personal level. The afterworks take place once a month and various activities are organized, such as bowling or going out to eat. The suggestions come from the employees themselves. Participation in the afterworks is not compulsory, so employees can join in as and when they feel like it. Other joint activities are also organized depending on the occasion. For example, the entire IR.on team celebrated a joint summer party in July 2023.



INTEGRATION OF STUDENTS

It is important to us that our working students are also fully integrated into the team. They should feel like a fully-fledged team member and be included in all activities. In 2023, we therefore appointed a student integration officer to keep an eye on the interests of working students and be available to them as a point of contact. In addition, the working students are also integrated into the mentoring program and can also address any problems there.

GOALS AND MEASURES



Targets from 2023	Measures
Organizing regular team events (once a quarter).	Introduction of a fixed afterwork every last Thursday of the month and organization of other events.
Increase of the feel-good atmosphere in the office.	A partial step was achieved: plants were purchased for each office. Another goal: wall design.
Promotion of health through the introduction of eurorad, a fruit basket and joint sporting events.	The fruit basket was introduced on a weekly basis. The sports meetings are unofficial but take place regularly. The introduction of eurorad is being planned and will be implemented in 2024.
Conducting a survey on employee satisfaction.	The survey was conducted in 2023 and evaluated together with the team.

Targets for 2024

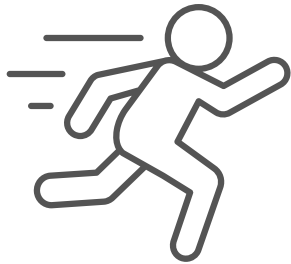
The introduction of eurorad.

Implementation of various measures from the employee survey, such as the development of an employer caring strategy, the rebranding of IR.on and the redesign of the website.

SPECIAL ACTIONS

Zero Hunger Run

In June 2023, some of our employees took part in the Zero Hunger Run in Düsseldorf's Volksgarten in summery temperatures. The aim of the run was to collect donations for a project in Sierra Leone. The run, which was organized by Welthungerhilfe, raised a total of 17,000 euros. Together, our team achieved 6th place out of a total of 40 teams and was thus not only able to make a contribution to the fight against hunger, but also to strengthen team cohesion.



FIELD OF ACTION 2

JOINT FURTHER DEVELOPMENT IN A STRONG NETWORK

STRATEGIC APPROACH

We want to constantly expand our competences, broaden our knowledge and at the same time apply and convey it in a targeted manner. To this aim, we have set ourselves the goal of further education of our employees even more and to expand our network through strategic partnerships.

In relation to the United Nations' Sustainable Development Goals (SDGs), our area of action "Joint development in a strong network" covers the following objectives:



OUR NETWORK



OUR PARTNERS

It is important to us to develop long-term business relationships and strengthen our network. We therefore work with a solid core of different partners, e.g. in the areas of editing, translation and graphics. Many of these partnerships have been in place for several years.



STRATEGIC ESG-PARTNERSHIP

One of our long-standing partners is Michael Werner, an independent Sustainability Advisor. With over twenty years of experience in the field of sustainability, he supports our still relatively young Sustainability & ESG division with his expertise. Michael Werner has been active in ESG consulting projects as a cooperation partner since 2019 and as a strategic advisor to IR.on since October 2021.



OUR CUSTOMERS

In addition to working with service providers, we also have long-standing customer relationships. Our current customer relationships have existed for more than seven years on average. This testifies to a high level of customer satisfaction and good cooperation. We welcome every opportunity to get to know our business partners on a personal level and regularly invite them to carnival events in Cologne.



DIRK

We have been a member of DIRK, the German Investor Relations Association, through our employees for many years. It is the largest association for connecting companies and capital markets and represents around 90 % of listed capital in Germany. The association provides us with professional support, practical knowledge and access to an international network.



KAPITALMARKT KMU

The Association of Capital Market-Oriented Small and Medium-sized Enterprises e.V. is particularly committed to improving the relevant framework conditions for SMEs in capital market financing. In doing so, it actively promotes the interests of capital market-oriented SMEs in dialogue with politicians, legislative bodies, supervisory authorities, capital market institutions, interest groups and the public, thus exerting influence before rules and laws are passed.



B.A.U.M.

In 2023, we joined B.A.U.M. – a network for sustainable business. The network is committed to a future worth living through sustainable economic activity within planetary boundaries. The association was founded in 1984 and now has over 800 members. It acts at both national and European level as a voice for companies that operate sustainably and as a driving force for the socio-ecological market economy. By joining, we have committed ourselves to the B.A.U.M. Sustainability Code and thus to responsibility for sustainable management, for nature, for society, for the future and for transparency.



FURTHER TRAINING FOR OUR EMPLOYEES

EXTERNAL TRAINING

In order to expand the knowledge of our employees and increase their expertise, each employee at IR.on has an annual training budget at their disposal. In consultation with the division management, employees can decide for themselves in which specialized subject areas they would like to receive further training. To ensure the transfer of knowledge, the relevant documents for each training course are stored centrally at our company so that every employee can access them.

INTERNAL TRAINING

Once a month, there is an internal training session for the entire team, which is held alternately by colleagues from the IR and ESG departments. In this way, we ensure that knowledge is shared across business areas and utilize all of the expertise within the company. Topics of internal training have so far included green bonds, ESG ratings or follow-up obligations and the European Market Abuse Regulation.

STAND-UP

In addition to the internal training sessions, our weekly stand-up-meeting takes place. Here, each employee can talk about any topic for fifteen minutes. In addition to specialized topics, employees can present exciting tools, books or films, for example, or simply talk about their last holiday.



THINKING ESG AND IR TOGETHER

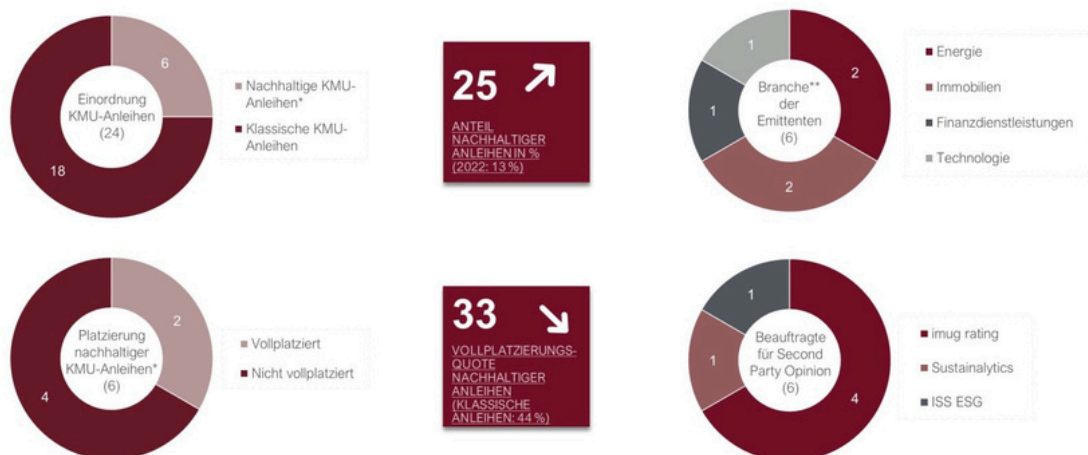
FOUNDATION OF A WORKING GROUP

IR.on has various topic-related working groups to promote interdisciplinary dialogue. One of these groups was founded in 2023 and deals with the topic of "Thinking ESG and IR together". Four employees – two from each of the two divisions – meet at regular intervals to develop and implement ideas and measures for cross-divisional projects.

EXPANSION OF THE BOND STUDY TO INCLUDE THE TOPIC OF SUSTAINABLE BONDS

The first result of the working group is an update to our bond study, which is published every six months. The study analyses developments on the German SME bond market. For 2023, a separate overview was created for the first time, listing all SME bonds that comply with an ICMA standard (GBP, SBP, SLBP) or a comparable standard and for which a rating and/or an SPO (Second Party Opinion) is available. In this context, the working group dealt with the definition and existing standards for sustainable bonds and the growing number and importance of these.

ÜBERSICHT NACHHALTIGE KMU-ANLEIHEN 2023*



* Kriterien: I. Befolgen eines ICMA- (GBP, SBP, SLBP) oder eines vergleichbaren Standards, II. Vorliegen eines Ratings und/oder einer SPO (Second Party Opinion)
** Brancheneinteilung gemäß Industry Classification Benchmark (Dow Jones, FTSE)

GOALS AND MEASURES



Targets from 2023	Measures
Reintroduce internal further training.	Internal training takes place every month, alternating between the IR and ESG teams.
Join an ESG network.	In 2023, we joined the B.A.U.M. sustainability network.

Targets for 2024
Increase the frequency of participation in major ESG events.
Stronger networking within the B.A.U.M. network.
Hold a webinar on the topic of "sustainable bonds" (green bonds) – possibly with a network partner.

SPECIAL ACTIONS



AI-DAY IN MÜNSTER

In July, IR.on organized an offsite workshop with the entire team on the topic of "The influence of AI models on our business model and our daily business" in Münster. In a fantastic setting by the Aasee lake, we created a common basic understanding of AI for everyone and identified numerous potential application examples that could be useful for our consultancy.

B.A.U.M.-ANNUAL CONFERENCE

A highlight in 2023 was the B.A.U.M. annual conference at the Europapark stadium in Freiburg. For two days, exciting people were honored with the B.A.U.M. Environmental Award under the motto "Rethink Business", interesting keynote speeches were held, and workshops were held on various topics. Between the presentations, there was plenty of time to exchange ideas with the other participants and thus expand our network.



HSBC-LECTURE

A further step towards dovetailing our two business areas ESG & IR more closely was a presentation by IR.on AG at the 20th HSBC Investor Relations Workshop in Düsseldorf on the topic of "IR & ESG: Growing Together". Our colleagues on site gave the audience some theses and suggestions on the working environment of IR and ESG and how the two areas will change in the future and grow ever closer together.

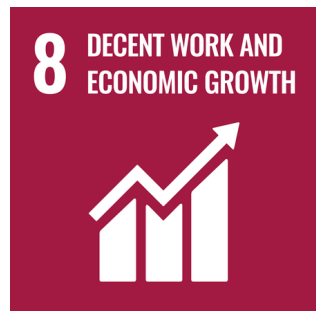
FIELD OF ACTION 3

COMPLIANCE AS THE BASIS OF OUR ACTIONS

STRATEGIC APPROACH

For us, compliance is the basis of economically responsible action. It is our aim to strengthen trust in us, in our clients and in the capital market and corporate players as a whole through responsible corporate governance and by acting with integrity, competence and sustainability, thus creating added value for all stakeholders.

By acting responsibly, we contribute to achieving the following United Nations Sustainable Development Goals (SDGs):



CODE OF CONDUCT

As an established partner for investor relations as well as financial and sustainability communication, we work every day to strengthen trust and understanding of our customers' activities as well as the corporate world and the capital market as a whole through transparent communication in order to create sustainable value for all stakeholders. Responsible behavior with integrity towards our employees, our customers and business partners, society and the environment is an integral part of our value system. Compliance with the law and upholding ethical and moral principles are self-evident prerequisites for our business activities. Based on our values of integrity, trusting cooperation on an equal footing, transparency, flexibility and sustainability, we are working on the further development of our service portfolio as well as transparency and building trust on the capital market.

Our Code of Conduct sets out the values and principles of behavior that govern the entrepreneurial activities of the Management Board, the Supervisory Board and the employees of IR.on AG. Our binding principles of conduct cover the areas of human rights, fair working conditions, respectful cooperation, standards for working with business partners and third parties, sustainability and social responsibility as well as data protection and IT security. Compliance with these principles creates a working environment that promotes integrity and respectful and fair cooperation.



DATA PROTECTION & IT-SECURITY

We are aware of the highly sensitive nature of the personal data entrusted to us. We therefore protect company data, personal customer data and employee data with suitable organizational and technical measures. For example, as part of their onboarding process, all employees must complete a large number of online courses via a learning platform on how to handle personal data, passwords and so on. Even after onboarding, our employees are constantly encouraged to take insider information and IT security very seriously.

We invest specifically and continuously in the protection of our IT environment through the use of professional hardware and software. Added to this is the support of an experienced IT service provider. We are also supported by a professional data protection specialist when it comes to data protection issues.

To further raise awareness of data protection and IT security, we are currently planning to significantly increase the learning content of the online platform with regard to cybersecurity and to test the knowledge acquired on "phishing campaigns". A new data protection training course for all employees is also planned for 2024.

INSIDER TRADING

IR.on AG undertakes to comply with all laws and regulations for the prevention of insider trading. Insider trading is the unlawful use or disclosure of insider information, i.e. information that is not generally known and influences the share price, relating to companies operating on the capital market or their securities. In accordance with Article 18 of the Market Abuse Regulation, we diligently fulfil our obligation to maintain insider lists. In order to avoid personal bias and conflicts of interest among our employees, we have also reached an internal agreement to ensure that no one at IR.on trades in our customers' securities.

GOALS AND MEASURES



Targets from 2023	Measures
Implementation of compliance training for all employees.	The target was postponed to 2024.
Compliance with the dual control principle for all publications.	This principle is consistently applied to all publications.

Targets for 2024

Implementation of compliance training for all employees.

Creation of a guideline for handling customer data and documents.

Update on data protection training for all employees.

Establishment of an online platform for IT security.

FIELD OF ACTION 4

STRATEGIG COMMUNICATION FOR A SUSTAINABLE FUTURE

STRATEGIC APPROACH

In a changing environment, purposive, sustainable action and the continuous development of sustainability communication is essential. It is our goal, through our Sustainability & ESG business unit, to develop sustainability strategies for companies in dialogue with stakeholders and to promote the measurability and comparability of sustainability commitment. Therefore, we want to set a good example.

With our communication strategy, we are also making a contribution to the following two United Nations Sustainable Development Goals (SDGs):



COMMUNICATION

As part of the establishment of our new Sustainability & ESG business unit, we published our own sustainability strategy at the beginning of 2023. As we want to advise our customers and set a good example, communicating our own sustainability initiatives is particularly important to us. This also includes establishing our own sustainability section on our website. Last year, we were able to gradually fill the website with ESG and sustainability topics and plan to continue this in 2024. We also achieved our goal of establishing a team of five permanent employees in this area in 2023. With the publication of this report, we are achieving another goal of our sustainability strategy.

CLIMATE PROTECTION MEASURES

SUSTAINABLE OFFICE

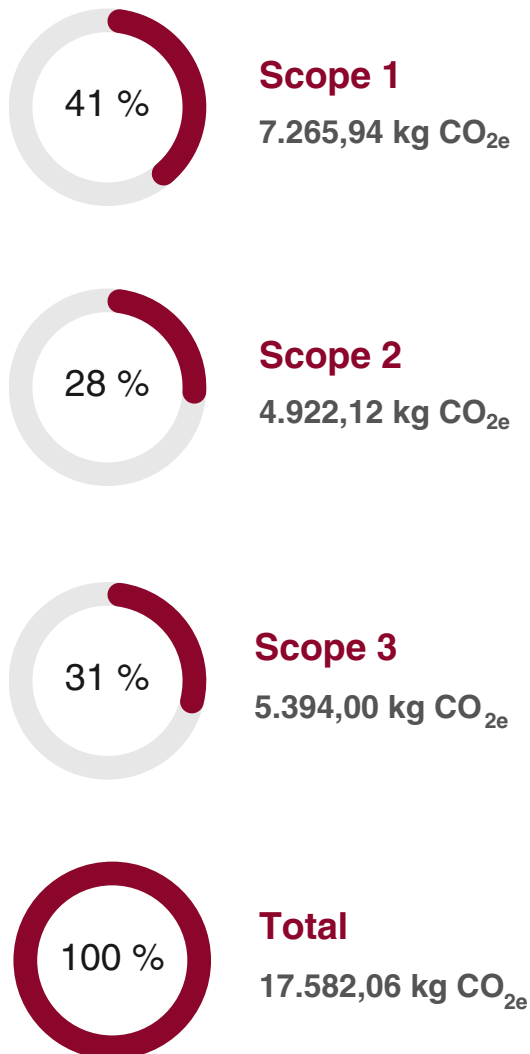
We try to make our site in Cologne as environmentally friendly as possible. Back in 2022, we switched to green electricity and have been using electricity from renewable sources ever since. We were also able to significantly reduce our packaging waste in 2023 by introducing reusable containers for our employees' lunches. In addition to cow's milk, we also offer oat milk for our organic coffee in our office, which has been very well received. In 2023, our employees' consumption of oat milk was twice as high as that of cow's milk. In addition to all the measures mentioned above, we also ensure that our office materials such as paper, Post-Its, etc., as well as sanitary paper, have a high recycled content and are sustainably sourced.

SUSTAINABLE BUSINESS TRAVEL

In recent years, our business travel has been greatly reduced as we have switched to online meetings for many appointments. For personal business appointments on site, we ensure that our employees use the train wherever possible and only use the car in rare cases. There was no air travel at IR.on in 2023. By offering a job ticket to all employees, we also encourage the use of public transport for the daily commute to work.

CO₂ FOOTPRINT

We have been calculating our CO₂ footprint annually since 2021. For 2023, we calculated the Scope 1, 2 and 3 emissions for our site in Cologne based on the Greenhouse Gas Protocol. Our total emissions amounted to 17.6 tonnes of CO_{2e}, of which 7.3 tonnes of CO_{2e} are attributable to Scope 1, 4.9 tonnes of CO_{2e} to Scope 2 and 5.4 tonnes of CO_{2e} to Scope 3. The emissions per employee are 1.6 tonnes of CO_{2e}. We plan to gradually reduce our CO₂ footprint over the next few years.



GOALS AND MEASURES



Targets from 2023	Measures
Calculation of our CO ₂ footprint in 2022 and introduction of appropriate measures.	The CO ₂ footprint was calculated. Possible reduction measures were presented to the employees.
Establishment of a dedicated sustainability section on the IR.on website.	The first preparations have been made. However, the dedicated section will not be published until the website relaunch.
Implementation of an internal sustainability project.	The entire IR.on team planted a meadow orchard in 2023.

Targets for 2024

Calculation of our CO₂ footprint in 2023 and introduction of appropriate measures.

Further expansion of the IR.on website.

Realization of a corporate volunteer project.

Publication of IR.on's first sustainability report.

SPECIAL ACTIONS

REFORESTATION PROJECT

In March 2023, IR.on carried out the "Site-appropriate reforestation in Flammersbach" project together with the planting company H&B Forstdienstleistungen. With this project, IR.on is helping to protect and preserve our forests and thus safeguard species diversity and biodiversity. As in many parts of the country, the reforested area in Siegerland was overgrown with spruce trees that had fallen victim to drought and the bark beetle and therefore had to be felled in spring 2022. It was reforested by IR.on with around 2,700 native and resilient deciduous trees such as sessile oak, sycamore maple and wild cherry. Together with the Unternehmen Wald foundation,

a fundraising campaign was launched for the project, in which IR.on donated 300 trees on behalf of its customers.



ORCHARD MEADOW PROJECT



Following the successful reforestation project in March, IR.on launched another donation project in October 2023. To promote biodiversity, the IR.on team planted a meadow orchard in Burbach in Siegerland with the help of a professional orchard pedagogue. Orchard meadows are an important part of a species-rich cultural landscape and are among the most species-rich biotopes in Central Europe. They serve as a habitat for more than 5,000 animal and plant species such as bumblebees, mice, birds and beetles. As a dramatic decline in orchard meadows has been recorded since the 1960s, IR.on wanted to help preserve this valuable habitat. As well as helping to promote biodiversity, we were able to use the day as a team-building exercise and grow closer together as a team.

FACTS, FIGURES, DATA

ENVIRONMENTAL INDICATORS

Preliminary remarks on emissions

The CO₂ emissions for 2023 were calculated based on the Greenhouse Gas Protocol. A different calculation method was used for 2022, which is why the key figures are only comparable to a limited extent. For example, it was not possible to correctly distinguish between the different scopes in 2022, which is why the Scope 1 emissions incurred had to be included in Scope 3. It should also be considered that a workation took place in Mallorca in 2022, which accounted for a significant proportion of the CO₂ footprint in that year.

Key figure	2022	2023	Comment
Greenhouse gas emissions			
Scope 1	0 t CO _{2e}	7,3 t CO _{2e}	
Scope 2	5,5 t CO _{2e}	4,9 t CO _{2e}	
Scope 3	25,3 t CO _{2e}	5,4 t CO _{2e}	
Total	30,8 t CO _{2e}	17,6 t CO _{2e}	
Emissions per employee	3,2 t CO _{2e}	1,6 t CO _{2e}	
Energy, water, waste			
Energy consumption	4.374 KWh	4.165 KWh	
District heating	23.660 KWh	17.579 KWh	

Kennzahl	2022	2023	Kommentar
Waterconsumption	45,3 m ³	94,18 m ³	In 2023 including drinking water, 2022 was calculated separately
Waste (residual waste)	433 kg	433 kg	
Waste (recyclables & paper)	206 kg	170 kg	
Business trips			
Long-distance transport	11.027 km	19.136 km	
Car	3.026 km	1.987 km	
Flights	28.754 km	-	All flights are attributable to a workation in 2022

HR KEY FIGURES

Key figure	2022	2023	Comment
Employees	16	16	All employees, including part-time employees
Thereof women	7	6	
Thereof men	9	10	

Key figure	2022	2023	Comment
Average age	33,31 years	33,24 years	
Fluctuation	14,3 %	7,1 %	Exclusive working students
Employee satisfaction	-	88,4 %	Was surveyed for the first time in 2023
Average period of employment	-	5,75 years	Surveyed for the first time in 2023 (excluding working students)
Further training rate	-	64,3 %	Surveyed for the first time in 2023 (excluding working students)

ABOUT THIS REPORT

IR.on AG is voluntarily publishing a Sustainability Report for the first time this year. This report relates to the 2023 financial year (1 January 2023 to 31 December 2023).

The editorial deadline for the Sustainability Report 2023 was 31 May 2024.

The report for the 2024 financial year is expected to be published in May 2025.

This Sustainability Report has not been audited.

In the event of deviations, the German version applies.

Rounding note

The use of rounded amounts and percentages may result in minor discrepancies due to commercial rounding.

Publisher
IR.on AG
Mittelstraße 12-14 / Haus A
50672 Cologne

Concept, editing and overall
coordination
IR.on AG, Cologne
www.ir-on.com

Contact
Anna-Lena Mayer
Head of the Sustainability & ESG
business unit

Picture source reference
IR.on AG
iStock
Unsplash



Phone

+49 221 914097-0



Website

<https://ir-on.com/>



Email

esg@ir-on.com