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Sustainability Report 2024

Taking responsibility and improving

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Foreword by the executive board

Dear business partners, customers and companions of iron AG,

we are delighted to present iron’s second Sustainability Report. With the establishment of our Sustainability & ESG division in 2021, we set out to develop our own sustainability strategy for our company and have since set ourselves 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).

We are now reporting for the second time in this Sustainability Report 2024 on the progress we have made in pursuing our goals and the measures we have implemented and are planning to implement. 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 give you an insight in this report 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 emphasise the commitment of our employees, for example in their work for the Cologne food bank. 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 new impetus is constantly coming from the ranks of our employees, particularly regarding 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 sustainability goals in the coming years.

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

Fabian Kirchmann & Dariusch Manssuri

Executive board of iron AG

„Transparency is fundamental to our daily work in the areas of investor relations and financial communication as well as sustainability and ESG.”

About iron

Who we are.

As an owner-managed agency iron AG provides trusted advice on investor relations, financial communications, ESG and sustainability. For over 25 years, we have been supporting listed small and mid-cap companies, bond issuers, medium-sized businesses and family-owned companies – with a strategic vision and a clear understanding of the realities of business.

Our clients value us as a reliable sparring partner: professional, forward-looking and on equal footing. We provide good guidance and ensure pragmatic and targeted solutions.

We advise and support companies of all sizes across all industries in the development and implementation of investor relations strategies, in day-to-day IR activities, as interim IR managers, in capital market transactions, in financial press relations and in special situations such as restructuring and crises.

Our ESG consulting helps companies effectively embed sustainability in their corporate strategy, reliably meet regulatory requirements and leverage relevant opportunities in a targeted manner. At a time when responsibility is becoming a factor for success, we manage ongoing ESG communication, prepare reports in accordance with standards such as ESRS, GRI and VSME, and create a solid foundation for sustainable action.

We take responsibility in our use of resources, data and people. Compliance and transparency are just as important to us as sustainability and fairness. This is the only way we can operate credibly in our fields of work.

At iron, we work with conviction – for honest advice, clear communication and sustainable solutions. Our interdisciplinary team combines expertise, experience and passion to successfully manage the expectations of your stakeholders.

The members of the supervisory board of iron AG combine excellent legal expertise with many years of experience in strategy and ESG consulting and ensure that we stay on course in volatile times through competent supervision and strategic foresight.

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About iron

Our philosophy.

Hands-On

The lean organisation of iron enables a practical consulting approach. We are "hands on". This means for our customers: The consultant who designs a concept or develops a strategy also implements the measures with their team. 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 iron team has managed communication projects in various capital market stages. We also respond to different requirements sustainability communication. We combine experience from the day-to-day IR and ESG business of companies with comprehensive agency expertise. We offer our clients professional support for all strategic and operational issues in the field of investor relations, financial and sustainability communication and ESG.

Sense of responsibility

We consider mutual openness a prerequisite for successful cooperation with our customers. The resulting obligation and responsibility are 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

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

About iron

Our consulting services.

Investor relations and financial communication

Strategy and communication

In a world characterised by rapid technological development and a reduction in the attention span of target groups, effective strategic communication is essential. We help companies to develop strategies that are tailored to their individual needs and goals. We use our expertise to create a compelling equity story for your company in order to gain the trust of investors and stakeholders.

Through targeted financial PR, we increase the visibility and reputation of your company in the public eye. We also integrate modern social media strategies to effectively disseminate your messages and promote interaction with your target groups. We assist you in the strategic monitoring of trends, issues and regulatory changes, support your press relations and ensure that you are always informed about relevant developments. Effective, sophisticated media training prepares you, your board members, managing directors and company spokespeople for communicating with (financial) journalists and investors.

In difficult corporate situations, we are at your side with a comprehensive catalogue of services for a professional crisis communication to protect your organisation and minimize negative effects.

Financial reporting

Professional, informative financial reporting is crucial for creating transparency and trust on the capital market. We support you in the efficient preparation of obligatory and at the same time appealing annual reports as well as the associated half-year or quarterly reports, which present your business performance precisely and comprehensibly. We also help you to transform your reporting into a state-of-the-art digital format, from digital web PDFs and hybrid formats to a full HTML report.

In cooperation with our ESG team, we harmonise your financial reporting with your sustainability reporting or help you to expand it. Our customised analyst and investor presentations provide a precise and convincing picture of your company, while an informative fact book clearly summarises all important company information.

Investor Relations

Strong investor relations management is crucial for a company's success on the capital market. We support you in the optimal preparation and realisation of your Annual General Meeting and compliance with all follow-up obligations. With innovative approaches to digital IR and a professionally designed IR website, we ensure that your investors are always well informed. Our analyses (perception study, etc.) help you to understand the perception of your company on the capital market and subsequently improve it in a targeted manner.

We also support you in participating in capital market conferences to increase your presence and visibility. With our IR coaching, we also prepare your team and your managers optimally for the dialogue with investors and analysts.

About iron

Transactions

Successful transactions require strategic planning and professional support. Our team offers comprehensive advice on IPOs and other capital market transactions.

We prepare your company optimally for the transaction, support you with the issue of corporate bonds and provide professional advice and efficient project management for successful equity or debt financing. For M&A transactions, we ensure a smooth process and maximized value creation while ensuring compliance with regulations and adequate risk management. Our expertise in the field of restructuring helps you to successfully master financial and operational challenges.

With targeted transaction PR and effective financial marketing, we increase the visibility and acceptance of your transactions among all stakeholders.

ESG and sustainability

Strategy development

Would you like to incorporate sustainability into your business activities and corporate strategy? Are your stakeholders demanding for more sustainability & ESG commitment from your part? By carrying out a materiality assessment, we will identify the material topics that you should focus on when implementing and communicating on sustainability. A sustainability strategy with targets, indicators and measures can then be defined to ensure the sustainable development of your company in a targeted and measurable way.

Corporate governance

Would you like to set up your sustainability management or do you need strategic advice on regulatory requirements and new reporting obligations? We assist in navigating the complex environment and uncharted waters and support you, for example, in the creation of ESG guidelines and policies (e.g. Code of Conduct) and the organisation of internal workshops and training courses on sustainability and ESG topics.

Reporting and communication

Are you required to report on your sustainability management and performance in accordance with the Corporate Sustainability Reporting Directive (CSRD) and the EU taxonomy? Or would you like to integrate sustainability & ESG in your communication with your stakeholders and in your equity story? We support you from identifying and obtaining the relevant ESG key figures to publishing your communication materials. Together, we identify material topics for your company and develop a communication strategy and materials based on your needs.

ESG rating

Do you already have an ESG rating and want to be better prepared for the next rating or would you like to order an ESG rating for the first time? We support you throughout the entire rating process, from the selection of a suitable rating agency to the preparation and publication of relevant documents for the rating itself. The basis for the rating is, in particular, publicly available documents about your company.

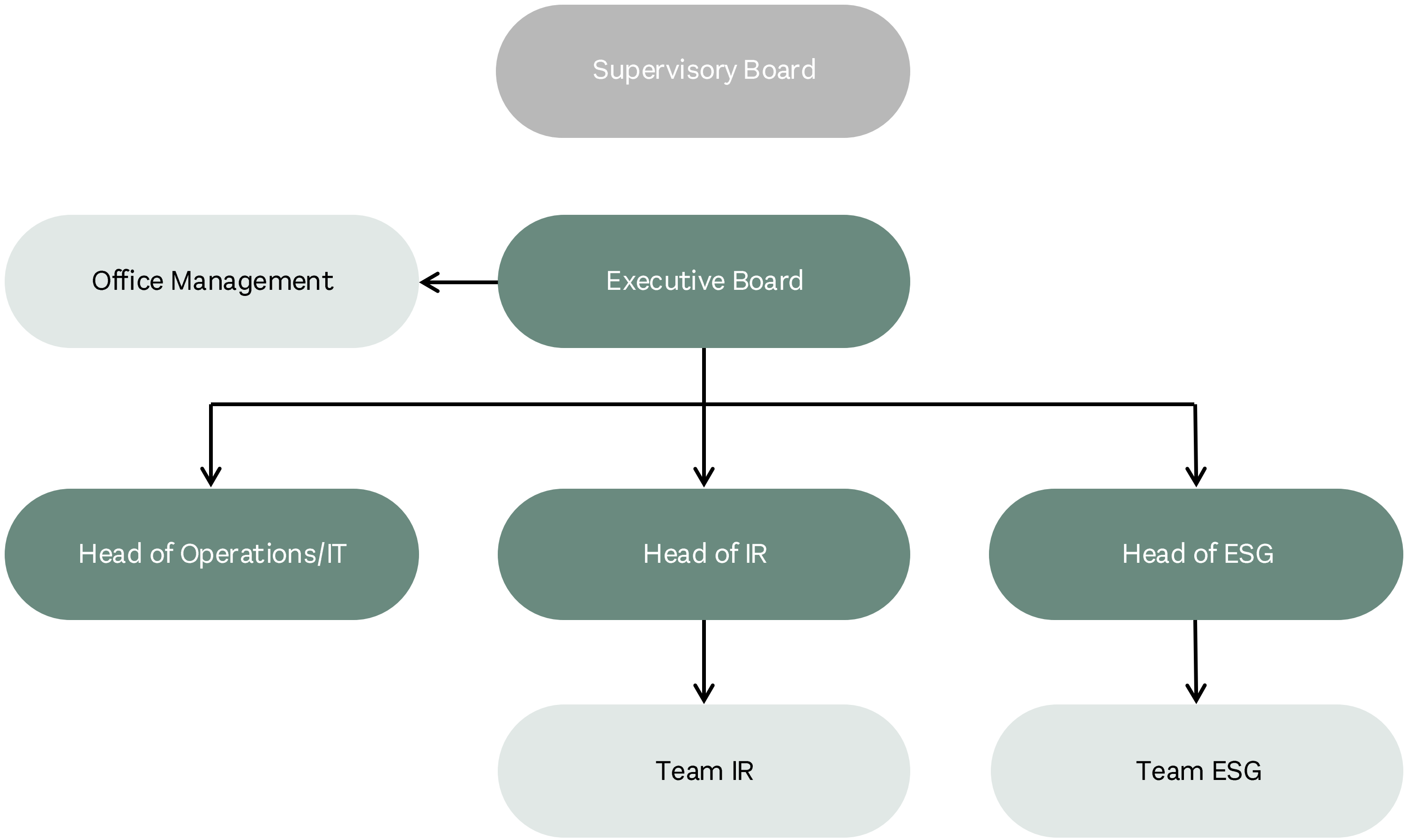
About iron

Employees & organization chart.

In 2024, an average of 17.4 employees, including 2.8 working students or 14 full-time equivalents, worked for iron. Our corporate 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

The strategy development process.

To make a concrete contribution to a sustainable future, we decided to develop our own sustainability strategy. The development process was accompanied by the establishment of the new Sustainability & ESG business unit. First, an environment and status quo analysis were 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 iron, four central dimensions were then developed, which form the basis of iron'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 iron contributes to sustainable development. The team coordinates at regular intervals to define and evaluate both goals and concrete measures. In this way, iron 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 four dimensions.

Our sustainability strategy encompasses four fields of action that form the basis of our daily activities.

Our employees are our most important resource.

Joint further development in a strong network.

Compliance as the basis of our actions.

Strategic communication for a sustainable future.

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Our fields of action

Our employees are our most important 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 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 programme 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 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 is why we have established a benefits programme at iron 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 afterwork events, 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. Since 2024, our employees have also been able to lease a bicycle via eurorad.

Employee survey

To increase general satisfaction, we once again conducted an employee survey in 2024. 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 of iron's strengths. Overall, the average employee satisfaction rate was 90.3%. This is an improvement compared to 2024 (88.4%). The survey will be repeated every two years in future. In addition, an Employer Caring Strategy was developed in 2024, and work is underway this year to fully implement it.

Our fields of action

Feedback meetings

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. This form of feedback meeting was established at iron last year.

Strengthen team cohesion

Afterworks & coffee breaks

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. Every week, the app assigns all employees to each other to spend a coffee break together. The Donut coffee break provides space and time for topics that we have less contact within 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 with various activities, 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 organised depending on the occasion. For example, the entire iron team celebrated a joint summer party in July 2024.

Integration of working 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.

Our fields of action

Targets and measures

Targets from 2024	Measures in 2024
Maintaining regular team events (twice a quarter)	Established regular afterworks on the last Thursday of every month and organisation of other events.
Introduction of eurorad	eurorad was successfully introduced as a benefit and is already being used by our employees.
Development of an employer caring strategy	The Employer Caring Strategy was developed, presented within the company and will be implemented in 2025.

Targets for 2025
Implementation of the individual measures from the Employer Caring Strategy
Promoting the health of employees, e.g. through collaborations or internal training programmes
Implementation of strength-orientated work (Clifton Strengths)

Our fields of action

Update from 2024

Wine hike in the Ahr valley

As part of our team-building activities, we went on a wine hike through impressive vineyards in the Ahr valley in autumn. In addition to a wine tasting, we gained exciting insights into the winemaking trade and the regional grape varieties. It became clear how the Ahr Valley is being rebuilt with great commitment and cohesion after the flood disaster in 2021. Despite the visible signs of destruction, the positive energy of the local people was palpable. A special team event that brought us closer to nature, enjoyment and community in a special way.

Employer Caring Strategy

In 2024, we further developed our Employer Caring Strategy to create a sustainable and attractive working environment. This includes structured processes for recruitment and onboarding, a central training platform and transparent career paths. We are also strengthening our employer brand through targeted employer branding and the expansion of our digital presence. In this way, we promote sustainable growth and long-term employee retention.

Deployment at the Cologne food bank

In winter, we had the opportunity to actively support the Cologne food bank as part of our Social Days. At several locations in the city, five teams of three people each supported the distribution of food over two days and gained moving insights into the important work of the food bank.

The food banks in Germany are an indispensable help for many people in difficult times. At the same time, food banks are facing major challenges: Demand is increasing, while food donations and volunteers are in short supply in many places. It was therefore even more impressive for us to see the commitment and passion with which the volunteers ensure that surplus food is used sensibly and distributed fairly every day. The days at the food bank were a valuable experience that reminded us how important solidarity and social cohesion are. In addition to the impressive amount of food that was rescued, we also realised that everyone can make a contribution - be it through time, donations or small gestures of support.

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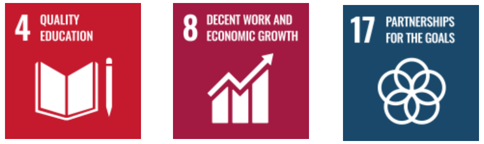
Our fields of action

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 expand our network through strategic partnerships.

In relation to the United Nations Sustainable Development Goals (SDGs), our field 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 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 iron 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 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. (Kapitalmarkt KMU) 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,

Our fields of action

capital market institutions, interest groups and the public, thus exerting influence before rules and laws are passed.

BAUM e.V.

In 2023, we joined BAUM - 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 BAUM 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

To expand the knowledge of our employees and increase their expertise, each employee at iron has an annual training budget at their disposal. In consultation with the division management, employees can decide for themselves in which specialised 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 units and utilize all the expertise within the company. Topics of internal training have so far included artificial intelligence, gap analysis and bond issues.

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 specialised topics, employees can present exciting tools, books or films, for example, or simply talk about their last holiday.

Our fields of action

Thinking ESG and IR together

Topic-related working groups

Iron 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. In addition, we set up an AI working group last year to look at the potential uses of artificial intelligence and special tools in investor relations and ESG communication.

Expansion of the bond study to include the topic of sustainability bonds

Last year, the "Thinking ESG and IR together" working group once again included sustainable bonds in our semi-annual bond study. The study analyses current 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.

Research on the topic of green bonds

From March to May 2024, we supported the master's thesis of a student at the University of Kassel on the topic of "Motivations for issuing green bonds". Under the mentorship of an employee, we supported him in the development of a questionnaire and the acquisition of company contacts for the survey. The insights gained help us to better understand the behaviour of SMEs on the sustainable bond market. In addition, we organised a webinar on the topic of "Green bonds in practice - from standard to structuring to communication" together with two partners at the beginning of 2025.

Our fields of action

Targets and measures

Targets from 2024	Measures in 2024
Increase the frequency of participation in major ESG events	Participation in events such as the Sustainability Summit, the DIRK ESG conference and the BAUM annual conference.
Stronger networking within the BAUM network	Participation in the BAUM annual conference.
Hold a webinar on the topic of "Sustainable Bonds" (Green Bonds) with a network partner	Our webinar "Green Bonds in Practice" was successfully held together with ABO Energy and Bankhaus Metzler at the beginning of 2025.

Targets for 2025
Further networking within the BAUM network, e.g. by organising a joint webinar
Organisation of various webinars on current ESG topics, if possible, in cooperation with partners
Become an ESG partner at an event (e.g. mkk)
Gain a new network partner (e.g. a tool provider)

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Our fields of action

Update from 2024

Workshop highlights

In an instructive in-house workshop in May 2024, our team expanded its knowledge of project management. We were visited by Dagmar Gerigk. Among other things, she is a leadership coach for committed managers and spoke to us in this interactive workshop about the topics of personal responsibility, communication of benefits and optimized time management.

Lectures at universities and schools

Last year, we had the opportunity to pass on our expertise at various educational institutions. At the Media University on the Cologne campus, we gave a presentation on investor relations and drew a connection to the growing importance of sustainability communication. We also gave insights into current developments and challenges in the field of investor relations at the Technical University of Munich. To sensitize young people to economic issues, we were also guests at a secondary school in Düsseldorf. There we spoke about fundamental financial topics and the opportunities of investing.

ESG sponsor at the MKK

We were an official ESG sponsor at the MKK - Munich Capital Market Conference. The 38th MKK offered an excellent opportunity to get to know new companies and business models and to exchange ideas with the participants on the topics of CSRD, EU taxonomy and trust in the capital market. For us, participation was a complete success!

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Our fields of action

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 Sustainable Development Goals (SDGs) of the United Nations:

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 through transparent communication in order to create sustainable value for all stakeholders. Responsible behaviour 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 a self-evident prerequisite 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 behaviour that govern the business activities of the Management Board, the Supervisory Board and the employees of iron. 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.

In 2025, we plan to review and update our Code of Conduct.

Our fields of action

Data protection & IT security

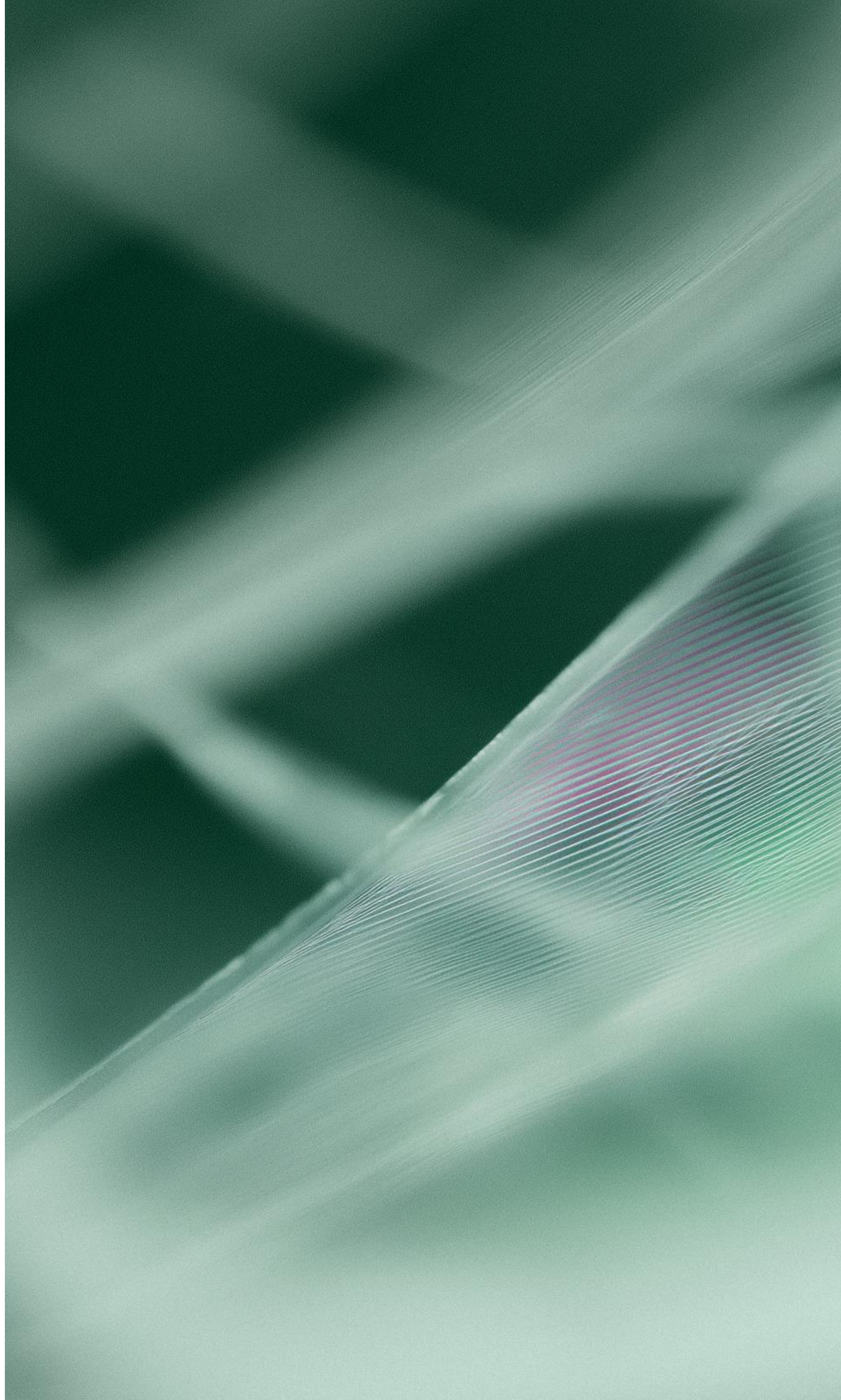
We are aware of the highly sensitive nature of the personal data entrusted to us. We therefore protect company data, personal customer data and employee data with suitable organisational and technical measures. For example, as part of their onboarding process, all employees must complete many online 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 by using 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 regarding cybersecurity and to test the knowledge acquired with "phishing campaigns". A new data protection training course for all employees is also planned for 2025.

Inside trading

Iron 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. To avoid personal bias and conflicts of interest among our employees, we have reached an internal agreement that employees of iron will not trade in our clients' securities.



Our fields of action

Targets and measures

Targets from 2024	Measures in 2024
Implementation of compliance training for all employees	The training was conducted in the first quarter of 2024.
Creation of a guideline for handling customer data and documents	We started creating it in 2024. The guideline will be finalised in 2025.
Freshen up data protection training for all employees	The target was postponed to 2025.
Compliance with the dual control principle for all publications	This principle is consistently applied to all publications.

Targets for 2025
Creation of a guideline for handling customer data and documents
Conducting data protection training for all employees
Creation of a guideline on the handling and use of artificial intelligence
Update of our Code of Conduct and a written confirmation of the CoC in the form of a signature by all employees

Our fields of action

Strategic 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 measurability and comparability of sustainability commitment. Therefore, we want to set a good example.

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

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. Over the past year, we have gradually filled the website with ESG and sustainability topics and plan to continue this in 2025 as part of our website relaunch.

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 and 2024 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 is very popular. In 2023, our employees' consumption of oat milk was twice as high as that of cow's milk, and this trend continues one year later.

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. Additionally, we completely digitalized our invoices in 2024 in order to further reduce paper waste and unnecessary bureaucracy in the long term.

Sustainable travel

We try to reduce our business travel by using 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 iron in 2024. By offering a job ticket to all employees, we also encourage the use of public transport for the daily commute to work. We have also offered our employees the option of leasing bicycles via eurorad since 2024.

Our fields of action

CO_2 footprint

We have calculated our CO_2 footprint annually since 2021. For 2024, we calculated the Scope 1, 2 and 3 emissions for our location in Cologne based on the Greenhouse Gas Protocol. Our total emissions amounted to 21.2 tonnes of CO_{2e}, of which 9.7 tonnes of CO_{2e} are attributable to Scope 1, 1.9 tonnes of CO_{2e} to Scope 2 and 9.7 tonnes of CO_{2e} to Scope 3. The CO_{2e} emissions per employee are 1.5 tonnes of CO_{2e}.

Due to the significant increase in business travel and a higher number of employees, our CO_2 footprint has risen compared to 2023, although we were able to reduce our Scope 2 emissions. However, emissions per employee have remained at a similar level. We plan to gradually reduce our CO_2 footprint over the next few years.

Scope 1

9,694.92 kg CO_{2e}

Scope 2

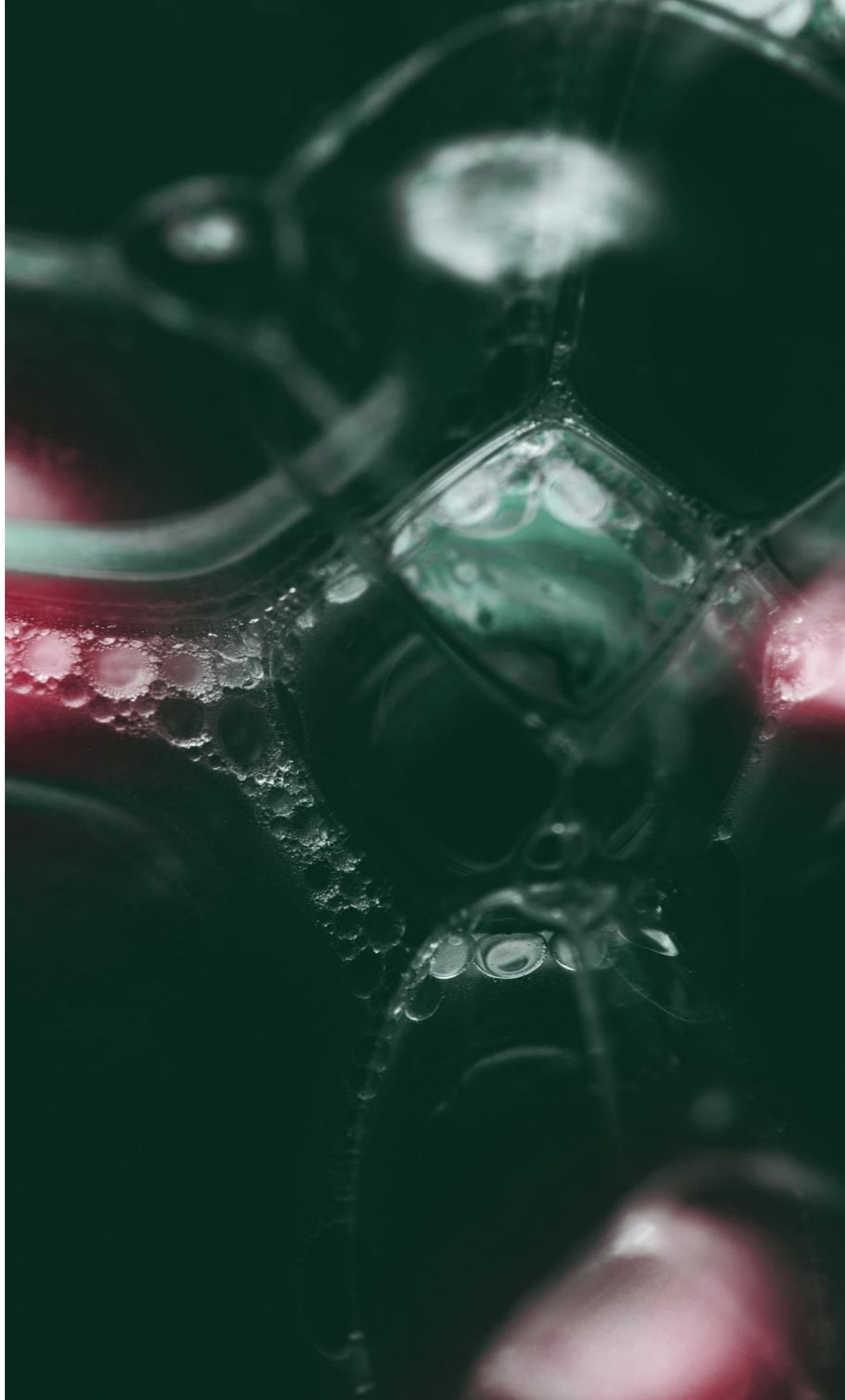
1,874.25 kg CO_{2e}

Scope 3

9,677.64 kg CO_{2e}

Total

21,246.81 kg CO_{2e}



Our fields of action

Targets and measures

Targets from 2024	Measures in 2024
Calculation of our CO_2 footprint in 2023 and introduction of appropriate measures	The CO_2 footprint was calculated. A major measure, the replacement of our leaky windows in the office, was initiated in 2024 but not implemented until 2025.
Further expansion of the iron website.	The sustainability section on the website was expanded further and new modules were added.
Realisation of a corporate volunteer project	Our team supported the food bank in Cologne on two days in 2024.
Publication of iron's first sustainability report	The Sustainability Report 2023 was published.

Targets for 2025
Implementation of a sustainability or corporate volunteer project
Publication of an update to our sustainability report
Implementation of concrete measures to reduce the CO_2 footprint (focussing on replacing our leaky windows in the office)

Our fields of action

Update from 2024

Reforestation and orchard meadow project

In 2023, iron initiated the reforestation of an area in Siegerland together with H&B Forstdienstleistungen. Around 2,700 native deciduous trees were planted there to help preserve the forests and promote biodiversity. The reforested area in Siegerland was previously overgrown with spruce trees, which had to be felled in spring 2022 due to drought and bark beetle infestation. In addition to that, iron donated 300 trees on behalf of its customers as part of a campaign with the Unternehmen Wald foundation.

Another project followed in the autumn: together with an orchard pedagogue, the team planted a species-rich orchard meadow in Burbach - as a contribution to biodiversity and as a team-building measure. Such orchard meadows are among the most species-rich biotopes in Central Europe and provide a habitat for more than 5,000 animal and plant species - including bumblebees, mice, birds and beetles.

One year later, in 2024, we were back on site to look at the development of the reforestation area and the orchard meadow - and the progress is clearly visible. The young trees have established themselves well and are growing, resulting in the development of a stable, sustainable mixed forest and a diverse orchard meadow.

Facts, figures and data

Environmental indicators.

Preliminary remarks on emissions

CO_2 emissions were calculated for 2024 based on the Greenhouse Gas Protocol. Due to minor changes in the calculation of individual values, the footprint for 2023 is only comparable to a limited extent. Individual values of the 2023 CO2 footprint were adjusted retrospectively, as the district heating and water bills were not available to us until the end of 2024. The same values for 2024 were estimated on this basis.

Greenhouse gas emissions

Key figure	2023	2024
Scope 1	7.3 t CO_{2e}	9.7 t CO_{2e}
Scope 2	1.8 t CO_{2e}	1.9 t CO_{2e}
Scope 3	5.4 t CO_{2e}	9.7 t CO_{2e}
Total	14.4 t CO_{2e}	21.2 t CO_{2e}
Emissions per employee	1.3 t CO_{2e}	1.5 t CO_{2e}

Energy, water, waste

Key figure	2023	2024	Comment
Energy consumption	4,165 kWh	4,275 kWh	Electricity is sourced from renewable energies
District heating	6,290 kWh	6,694 kWh	Projection for 2024, as the value is not available until the end of 2025
Water consumption	35.52 m^3	37.8 m^3	Projection for 2024, as the value is not available until the end of 2025
Waste (residual waste)	433 kg	530 kg	Slight increase due to higher average office occupancy
Waste (paper)	170 kg	52 kg	Reduced use of paper in the office

Business trips

Key figure	2023	2024	Comment
Long-distance transport	19,136 km	26,588 km	
Car	1,987 km	12,389 km	
Flights	-	-	

Facts, figures and data

HR key figures.

Employees (Total number, gender and age)

Key figure	2023	2024	Comment
Employees	11.4	14	Full-time equivalents
Thereof women	4.09	5.04	
Thereof men	7.92	8.93	
Average age	33.4 years	32 years	

Further HR key figures

Key figure	2023	2024	Comment
Fluctuation	7.1%	14.2%	Excl. working students
Employee satisfaction	88.4%	90.3%	
Average period of employment	5.76 years	5.88 years	Excl. working students
Further training rate	64.3%	58.2%	Excl. working students

iron.

About this report

This year, iron is presenting an update to its first voluntary sustainability report. This report relates to the 2024 financial year (1 January 2024 to 31 December 2024).

The editorial deadline for the Sustainability Report 2024 was 31 May 2025.

The report for the 2025 financial year is expected to be published in May 2026.

This sustainability report has not been audited.

The Sustainability Report is also available in German. 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.

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