

FELDER
— seit 1979 —
LÖTTECHNIK



Sustainability Report

Foreword by the management

It is with great pleasure and conviction that we present our first sustainability report for the 2024 financial year. This report represents our clear commitment to transparency, responsibility and sustainable business practices. It forms the basis for the systematic measurement and evaluation of our progress and for the continuous development of our sustainability strategy.

For us, sustainability is not a trend, but a central component of our corporate culture and decision-making processes. We see it as a key factor for long-term success and consider it our responsibility to align ecological, social and economic aspects.

Our decision to use the ESRS-VSME (Voluntary Sustainability Reporting Standard for non-listed SMEs) is based on the conviction that this standard is not only internationally recognised, but particularly takes into account the specific requirements of SMEs. In order to provide as complete a picture as possible of our sustainability performance, we have opted for a combination of the basic module and the comprehensive module. This enables us to present relevant information in a precise and comparable manner, both for our stakeholders and for the general public.

The ESRS-VSME is characterised by its holistic, transparent and comparable approach. We are convinced that this report not only makes our commitment to sustainability visible, but can also serve as a source of inspiration for other companies of our size. We hope that other SMEs will follow this example and contribute to the dissemination of standardised, high-quality sustainability reporting.

At the same time, we are aware that sustainable development is an ongoing process that requires continuous adjustments and improvements. We are therefore addressing challenges in a targeted manner and working to further optimise our processes.

With this report, we lay the foundations for structured and transparent sustainability reporting. In coming years we will continue to expand our measures, systematically record progress and develop new sustainable strategies.



Marco Wild
Managing Director



Frank Schröer
Managing Director

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Basics



B1: Basics for report preparation

Company presentation

Founded in 1979, FELDER GMBH is one of Europe's leading manufacturers of high-purity soldering agents. With almost half a century of experience, our company develops customised products and services for electronics, industry, specialist retailers and the trade sector.

Our extensive product portfolio includes soldering technology solutions for the electronics industry, metal construction/industry, surface technology, copper pipe installations, roofing and the automotive industry.

Sustainability and environmental awareness take centre stage; our products are environmentally friendly and designed to reduce emissions and pollutants. Thanks to close cooperation with reliable partners, our company stands for precision, quality and service worldwide.

The following overview shows the main framework conditions of the report.

Scope of the sustainability report

Option when preparing the sustainability report	Basic Module and Comprehensive Module
Has information been omitted due to being considered confidential?	No
Basis of preparation	Customised report

Table 1: Scope of the sustainability report

We have summarised our general company information in the following overview.

General company information

Legal form of company	Limited liability company
NACE sector specificity code	25.99 – Manufacture of other fabricated metal products
Balance sheet total (euros)	20.585.000,00 €
Turnover (euros)	44.310.000,00 €
Number of employees (in headcount or full-time equivalents)	129
Country of principal activity and location of significant assets	Oberhausen, Germany

Table 2: General company information

Both our production and our headquarters are located in Oberhausen, Germany. Our specialised waste management company for the recycling of tin-based non-ferrous metals is located in Loffenau.

Location	Address	Postcode	City	Country	Coordinates
Production facility and administration	Im Lippfeld 11	46047	Oberhausen	Germany	51.48428° N, 6.87418° E
Specialised waste management company	Obere Dorfstraße 93	76597	Loffenau	Germany	48.77462° N, 8.39479° E

Table 3: Geographical location of the site

We also have the following ESG certification in the area of sustainability management:

Certificate name	Certificate description	Issued by
ISO 14001:2015	ISO 14001:2015 is an internationally recognised standard for environmental management systems. It confirms that FELDER GMBH has implemented sustainable environmental practices, uses resources efficiently and minimises environmental impact. The certification covers the development, production and sale of soldering and sealing technology products as well as technical advice.	DEKRA Certification GmbH
Specialised waste management company according to § 56 KrWG	Certification as a specialised waste management company in accordance with Section 56 of the German Circular Economy Act (KrWG) in conjunction with the Ordinance on Specialised Waste Management Companies (EfBV) confirms that FELDER GMBH handles waste in a legally secure, reliable and professional manner. It demonstrates compliance with high standards of organisation, equipment, expertise and self-monitoring in waste disposal processes. The certification covers the proper collection, storage and treatment of waste as part of operational activities.	DEKRA Certification GmbH

Table 4: ESG-certificate

The remainder of this sustainability report focuses entirely on our Oberhausen location. The Loffenau site is not included in the following analyses and key figures.

- Technical advice for soldering process optimisation
- Order development of customised alloys and fluxes
- Analyses of metal and flux samples

C1: Strategy: Business model and Sustainability

FELDER GMBH has positioned itself as a premium supplier of industrial soldering solutions with Europe-wide market leadership and an international focus. Our company combines innovative product developments with customer-specific development services for a wide range of industry requirements.

Product portfolio

Our range includes a broad spectrum of soldering materials, offering both standard solutions and specialised products for demanding applications:

- Soft solders, electronic solders, solder wires, fusible solders, solder pastes and fluxes
- Copper brazing alloys, silver brazing alloys and special alloys
- Aluminium solders, bearing metals, anodes and spray
- Soldering tip cleaner, desoldering braid and cleaning fleece

Services

- In addition to supplying materials, we support customers with custom-tailored services that guarantee optimum process reliability and efficiency:

Customer structure and markets

As a B2B specialist, we supply EMS service providers, automotive suppliers, specialist wholesalers for copper pipe installations and roofing. In this way, we specifically serve various key industries and rely on an efficient sales strategy with an international presence. Our products and solutions are used in electronics production, the automotive industry, sanitary and heating technology and in the solar energy sector. We support companies with high-quality soldering and joining technologies, reliable coating solutions and innovative materials for durable and efficient applications.

We sell our products both directly to industrial companies and in cooperation with wholesalers, which enables us to guarantee broad market coverage. In addition to a strong presence on the European market which accounts for around 90% of our business activities, we are also involved in the export business and supply customers in overseas markets. This targeted market focus ensures that our products are optimally tailored to the requirements of our business partners and fulfil the highest quality standards.

By combining material expertise and application-orientated engineering, the company secures long-term partnerships with customers from the manufacturing industry and trade sectors.

Sustainability

To ensure the long-term sustainability of the key elements of our strategy, we have established a cyclical model for identifying and validating our strategies. Our IMS Circle plays a central role in this. The IMS Circle is a committee made up of management and department heads that makes strategic decisions together and ensures the continuous development of our sustainability approach.

Based on this responsibility for sustainable management, we have implemented a double materiality analysis and decided to prepare a voluntary sustainability report in order to transparently document and further develop our measures.

B2: Practices, strategies and future initiatives for a more sustainable economy

Sustainability is a central component of our corporate philosophy. Through our continuous commitment, we ensure that ecological, social and economic aspects are harmonised. We are constantly optimising our processes in order to use resources efficiently, reduce emissions and boost sustainable solutions. In doing so, we not only contribute to environmental protection, but also strengthen our competitiveness and responsibility towards future generations in the long term.

Our commitment to sustainability is documented in a comprehensive catalogue of measures. The basis for this is a double materiality analysis which we used to identify and analyse key sustainability issues. Based on these findings, we developed targeted short- to long-term measures and strategic guidelines that address our key sustainability issues. The catalogue of measures serves to provide a structured overview of our actions, as well as to derive and define our sustainability goals, monitor their implementation and measure progress.

A key result of the double materiality analysis is the evaluation matrix, which visualises the most important sustainability issues for our company and our internal and external stakeholders. It also indicates which aspects are particularly relevant to our business activities and the company's success and which topics are of particular interest to our stakeholders. The matrix was validated in dialogue with selected internal and external stakeholders such as employees, customers, suppliers and lenders. The following figure shows our final materiality matrix.

Financial materiality

- Sustainable building
- Occupational safety
- Attractiveness of the employer
- Family-friendly workplace

- Corporate culture
- Use and production of renewable energies
- Substitution of substances of very high concern
- Community involvement
- Recycling and waste avoidance
- Electromobility

Materiality due to exceeding a threshold value

Materiality due to falling below a threshold value

- Use of recycled metals
- Socially responsible working conditions in the supply chain of non-ferrous metals
- Hazardous waste
- Greenhouse gas emissions

- Resource utilisation
- R&D of sustainable products
- Energy efficiency

Impact materiality

Environment

- E1 – Climate change
- E2 – Environmental pollution
- E5 – Resource utilisation & circular economy

Social

- S1 – Own workforce
- S2 – Workers in the value chain
- S3 – Affected communities

Governance

- G1 - Business practice

Figure 1: Evaluation matrix of the double materiality analysis

Topic	Sustainability measures available?	Publicly accessible?	Targets defined?
E1: Climate change	✓	✓	✓
E2: Environmental pollution	✓	✓	✓
E3: Water/marine pollution	✗	✗	✗
E4: Biodiversity and ecosystems	✗	✗	✗
E5: Resource utilisation & circular economy	✓	✓	✓
S1: Own workforce	✓	✓	✓
S2: Workers in the value chain	✓	✓	✓
S3: Affected communities	✗	✗	✗
S4: Consumers and end users	✗	✗	✗
G1: Business practice	✓	✓	✓

Table 5: Overview of sustainability measures

In order to anchor sustainability in our company in the long term, we will continuously integrate the identified sustainability issues into our business strategy and constantly develop our sustainability management. By regularly reviewing and optimising our strategies, we actively contribute to the transition to a more sustainable economy.

The table above provides an overview of our sustainability measures in key topic areas for the transition to a more sustainable economy. No measures were defined for topics E3, E4, S3, S4 and G1, as no significant points of contact were identified for FELDER GMBH in these areas (marked with an ✗ in the table above).

C2: Beschreibung der Praktiken, Strategien und künftigen Initiativen

Description of practices, strategies and future initiatives

The measures are described in detail below, including their scope of application and the time frame for implementation. The implementation and continuous monitoring of the measures is carried out by the IMS circle set up as part of ISO 9001:2015 and ISO 14001:2015.

Environment

E1: Climate change – Sustainable building

Sustainable buildings are an essential part of improving energy efficiency in our company. To this end, we have set ourselves the goal of improving the thermal insulation of our administrative building by **more than 40 %** by the end of 2026. This target is to be realised through the construction of a new building.

1 st measure	Construction of a new administration building in line with current sustainability requirements
Scope of application	Internal
Time frame	1 – 5 years
2 nd measure	Identification and implementation of sustainable options, such as efficient heating systems, air-conditioned ceilings, etc., in new buildings
Scope of application	Internal
Time frame	Continuous

E1: Climate change – Greenhouse gas emissions

In the area of greenhouse gas emissions, we have set ourselves the target of reducing emissions by around **5 % annually**

compared to the previous year, with the overarching goal of achieving climate neutrality. We have defined eight specific measures to for this purpose.

3rd measure Replacement of a further gas-fuelled melting furnace with an electric furnace

Scope of application Internal

Time frame 1 – 5 years

4th measure Commissioning of a heat pump

Scope of application Internal

Time frame 1 – 5 years

5th measure Increased purchase of electrolytically extracted tin (secondary tin)

Scope of application Specific business area

Time frame < 1 year

6th measure Conversion of the vehicle fleet to electric vehicles

Scope of application Internal

Time frame 1 – 5 years

7th measure Identification of heat sources (e.g. new compressors) and feeding of heat into the heating network

Scope of application Internal

Time frame Continuous

8th measure Analysis of the possibilities for optimising/renewing production with new machines

Scope of application Internal

Time frame 1 – 5 years

9th measure Replacement of hydraulic presses and wire drawing machines to reduce emissions

Scope of application Internal

Time frame 1 – 5 years

10th measure Reduction of delivery routes and emissions by replacing Asian suppliers with European suppliers

Scope of application Global

Time frame Continuous

E1: Climate change – Research & development of sustainable products

In the area of research and development of sustainable products, we focus on the continuous investigation and identification of opportunities to improve the sustainability of our range of products.

As part of this commitment, five specific measures were defined to help us achieve our goals in this area.

11th measure **Extending the shelf life of chemicals through research and development**

Scope of application Global

Time frame Continuous

12th measure **Development of new solder**

Scope of application Spezifischer Geschäftsbereich

Time frame Continuous

13th measure **Review of future sustainability requirements to ensure responsiveness in product development**

Scope of application Global

Time frame Continuous

14th measure **Research on demand and requirements for climate-neutral products (e.g. recycled metals and packaging)**

Scope of application Spezifischer Geschäftsbereich

Time frame Continuous

15th measure **Establishment of a foundation to award scholarships to students with the aim of researching business-related topics**

Scope of application Internal

Time frame < 1 year



E1: Climate change – Energy efficiency

In the area of energy efficiency we are pursuing the goal of reducing electricity consumption for **production by 2 %** by the end of 2028.

To achieve this goal, we have defined four specific measures aimed at the sustainable and resource-efficient use of energy.

16th measure **Conversion of lighting to LED light sources throughout the company**

Scope of application Internal

Time frame < 1 year

17th measure **Software-based recording and evaluation of energy consumption to identify further KPI-based measures**

Scope of application Internal

Time frame 1 – 5 years

18th measure **Increasing the efficiency of the cooling system of the smelter by renewing the cooling including free-cooler unit**

Scope of application Internal

Time frame < 1 year

19th measure **Replacement of hydraulic presses with machines with higher energy efficiency**

Scope of application Internal

Time frame 1 – 5 years

E2: Environmental pollution - Resource utilisation

In the area of environmental pollution we are focussing on five specific measures to reduce the use of resources in our business operations by **2 % annually compared to the previous year**.

20th measure **Continuous expansion of the use of solder wire spools made from recycled materials**

Scope of application Specific business area

Time frame Continuous

21st measure **Identification of options to utilise recycled packaging materials (e.g. bottles, cardboard packaging)**

Scope of application Specific business area

Time frame Continuous

22nd measure **Expansion of options for taking back non-ferrous metal waste from customers for reuse in our own production**

Scope of application Specific business area

Time frame Continuous

23th measure **Continuous expansion of the “paperless office”**

Scope of application Intern

Time frame Continuous

E5: Resource utilisation & circular economy -

Use of recycled metals

Our goal is to increase the proportion of recycled metals by **at least 10% annually compared to the previous year**. We have defined two specific measures to realise this goal.

24th measure	Increase in purchase volume of electrolytically extracted tin (secondary tin)
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Scope of application	Specific business area
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Time frame	Continuous
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25th measure	Research on options for partnerships with suppliers to increase the proportion of reusable materials
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Scope of application	Global
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Time frame	Continuous
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E5: Resource utilisation & circular economy –

Hazardous waste

In the area of hazardous waste, our goal is to gradually reduce its amount and to promote more environmentally friendly alternatives.

Hazardous waste can be reduced through more efficient utilisation, providing savings on exhaust air filters. We have defined a targeted measure for this purpose.

26th measure	Identification of possibilities for more effective utilisation of exhaust air filters
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Scope of application	Intern
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Time frame	Continuous
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Sozial

S1: Own workforce – Occupational safety

Our goal in the area of occupational safety is to reduce the number of work-related accidents to **less than 1 per 100,000 working hours**

by 2028. To achieve this goal, we have developed four targeted measures aimed at improving safety in the workplace and protecting our employees.

27th measure	Implementation of instructions and training for employees at divisional level
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Scope of application	Internal
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Time frame	Continuous
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28th measure	Reduction of lead blood levels by increasing hygiene in the workplace
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Scope of application	Internal
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Time frame	Continuous
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29th measure	Further reduction of corrosive components in breathing air by optimising selective extraction to avoid vapours in the working environment
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Scope of application	Internal
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Time frame	Continuous
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30th measure	Planning of new extraction system in the melt under consideration of existing technical challenges
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Scope of application	Internal
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Time frame	1 – 5 years
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S1: Own workforce – Attractiveness of the employer

A motivating and appreciative working environment is of central importance to us, which is why we take targeted measures to ensure the satisfaction and long-term loyalty of our employees.

We have set ourselves the goal of reducing employee turnover **annually by 1% compared to the previous year.** To this end, we are implementing the following initiative:

31st measure	Development of a sustainable model for remote working
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Scope of application	Internal
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Time frame	< 1 year
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S1: Own workforce – Family-friendly workplace

We are actively committed to creating a family-friendly workplace that helps our employees achieve a better work-life balance. Through targeted support for family-related activities and flexible,

needs-based solutions, we create an environment that takes individual life situations into account. To further expand our commitment, we are planning to make working hours more flexible.

32nd measure Definition of options for more flexible working hours

Scope of application Internal

Time frame Continuous

S2: Workers in the value chain – Socially responsible working conditions in the non-ferrous metals supply chain

Our goal is to audit all A-suppliers in the non-ferrous metals supply chain by the end of 2026 to ensure that socially responsible working condition standards are met.

In order to achieve this, we have defined four specific measures aimed at a sustainable and ethical organisation of the supply chain.

33rd measure Adaptation of the procedure for evaluating suppliers for improved transparency

Scope of application Global

Time frame < 1 year

34th measure Creation of an audit plan and implementation of supplier audits in accordance with ISO 9001 and ISO 14001

Scope of application Global

Time frame 1 – 5 years

35th measure Initiation of suitable measures for suppliers depending on the results of audits carried out in accordance with ISO 9001 and ISO 14001

Scope of application Global

Time frame < 1 year

36th measure Replacement of Asian suppliers with European suppliers

Scope of application Internal

Time frame Continuous

Environmental data



FAIR
RESOURCING



SAFE
WORKSPACE



FAIR
PAYMENT



NO CHILD
LABOR



RESPONSIBLE
SOURCING



FELDER
seit 1979
LÖTTECHNIK

OUR RANGE
OF PRODUCTS

● ● ● MADE IN GERMANY

YOUR END PRODUCTS



MANUFACTURING
WASTE



FELDER
Entsorgungsfachbetrieb
RECYCLING

CERTIFIED DISPOSAL CONTRACTOR



NEW CONVENTIONAL SOLDERS
● ● ● MADE IN GERMANY

Basic module – Environment

B3: Energy and Greenhouse gas emissions

Energy

As a manufacturing company, FELDER GMBH has a high energy consumption, which is a key sustainability lever. We are continuously working to reduce this consumption and increase our energy efficiency.

In the reporting year, our **total energy consumption from fossil fuels amounted to 368 MWh**. This corresponds to a **reduction of around 52%** compared to consumption in 2021. This was largely achieved by switching from a gas-powered melting furnace to an energy-efficient electric furnace in 2023.

In the reporting year, our **electricity consumption** totalled **604 MWh** and was, as since 2021, met 100% by certified, **climate-neutral green electricity**.

Significant steps were also taken to reduce our ecological footprint. For example, the successful design and installation of a heat pump enabled us to further minimise the consumption of fossil fuels. In addition, a photovoltaic **system with an output of 110 kWp** was put into operation, significantly increasing the proportion of self-generated, renewable electricity.

Energy sources	Consumption 2021 [MWh]	Consumption 2022 [MWh]	Consumption 2023 [MWh]	Consumption 2024 [MWh]
Total energy consumption	1,392	1,134	1,031	972
Fossil fuels	760	567	406	368
Power consumption	632	567	625	604
from non-renewable energy sources	0 %	0 %	0 %	0 %
from renewable energy sources	100 %	100 %	100 %	100 %

Tabelle 6: Energiequellen und -verbrauch 2021 – 2024

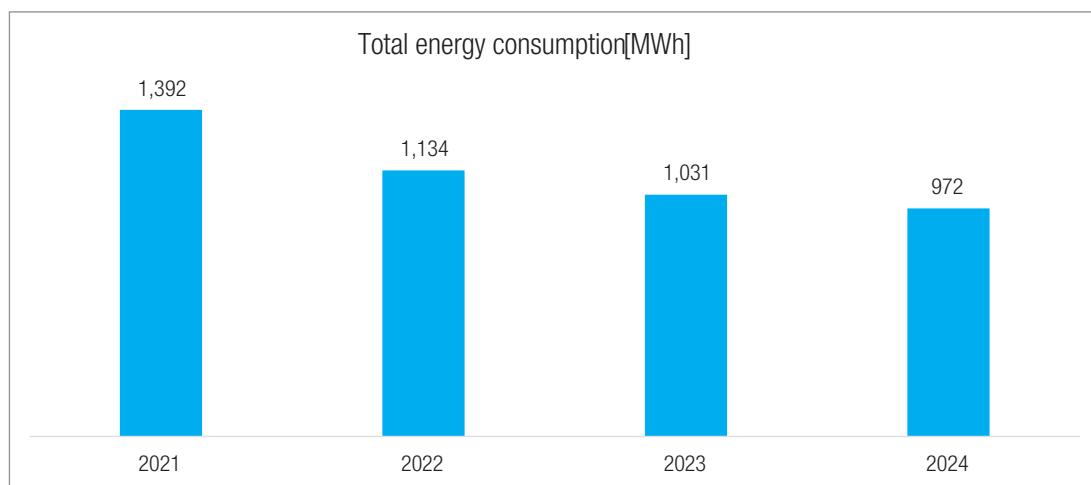


Table 6: Energy sources and consumption 2021 – 2024

Greenhouse gas emissions

As a manufacturing company, FELDER GMBH has a particular responsibility to reduce greenhouse gas emissions. These present a key challenge for climate protection and are an essential part of our sustainability strategy. Through targeted measures, we continuously work to reduce our emissions and minimise our ecological footprint.

Our direct greenhouse gas emissions from our own or controlled sources are calculated and certified annually by Ecocockpit. In 2024, these totalled 100 **tCO₂e**, which corresponds to a reduction of 56.14% compared to 2021.

In 2024, our **location-based Scope 2 emissions** totalled **208 tCO₂e**. At the same time, our **market-based Scope 2 emissions** amounted to **0 tCO₂e**, as all of our electricity consumption was met by certified green electricity and therefore exclusively from climate-neutral, renewable energy sources. Due to a lack of transparency in the supply chain, it is not yet possible to calculate our Scope 3 emissions and we are currently working with our suppliers to this effect. Reporting of our Scope 3 emissions is planned for the 2025 financial year.

Scopes according to GHG protocol	Consumption 2021 [tCO ₂ eq]	Consumption 2022 [tCO ₂ eq]	Consumption 2023 [tCO ₂ eq]	Consumption 2024 [tCO ₂ eq]
Scope 1	228	154	106	100
Scope 2 (standortbasiert) ¹	249	238	232	208
Scope 2 (marktbasiert)	0	0	0	0

Table 7: Gross greenhouse gas emissions 2021 – 2024

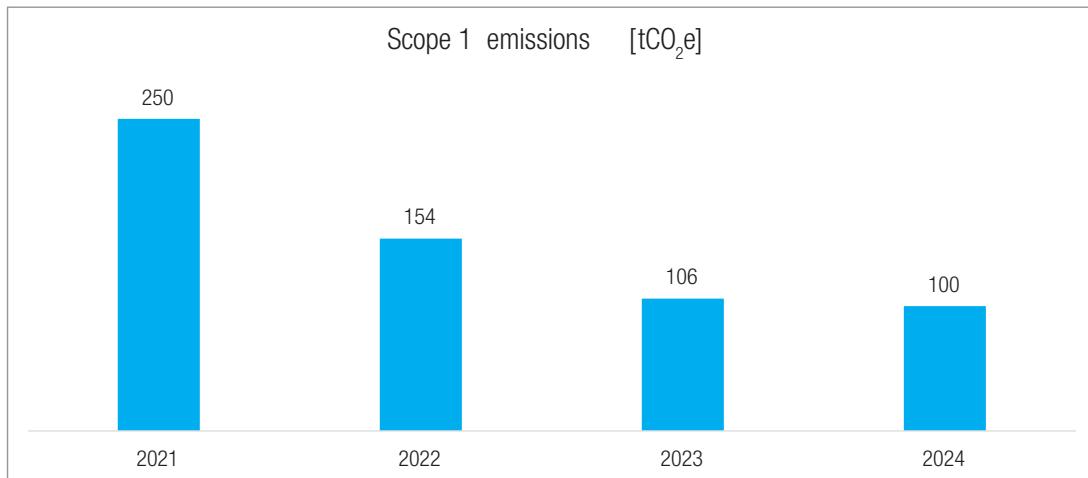


Abbildung 3: Scope-1-Emissionen 2021 – 2024

Our sales-related greenhouse gas intensity in the reporting period was 2.256 g CO₂e per euro of sales. If we consider the emissions in relation to the quantity of products produced, this results in a greenhouse gas intensity of **0,071 g CO₂e per gramm of product**.

¹ Location-based Scope 2 carbon emissions [tCO₂e] = Electricity consumption [kWh] * emission factor [gCO₂e/kWh]/1.000; emission factors for electricity generation in Germany: 2021: 394.53 gCO₂e, 2022: 420.22 gCO₂e, 2023: 371.43 gCO₂e, 2024: 343.96 gCO₂e (Quelle: Statista)

Water withdrawal 2024	Amount [m ³]
Total water withdrawal (without rainwater)	1.386
Quantity of water withdrawals in areas with high water scarcity	0

Table 8: Water withdrawal 2024

Water consumption 2024	Amount [m ³]
Total water consumption	54,148
Quantity of water withdrawals in areas with high water scarcity	0

Table 9: Water consumption 2024

B4: Air, water and soil pollution

We are not currently obliged to make information on emissions to air, water and soil publicly available. Nevertheless, we attach great importance to transparency and environmental responsibility. The corresponding data for the 2024 reporting year will therefore be published in the course of 2025.

B5: Biodiversity

Our company does not currently have any sites in or in the immediate vicinity of areas with sensitive biodiversity. However, we carefully monitor the potential ecological impact of our sites and are committed to protecting the environment. **The total land consumption** in 2023 and 2024 amounts to 11,137 m², with the **total near-natural area** in both years amounting to 650 m².

B6: Water management

In the reporting year, our total water withdrawal (excluding rainwater) totalled **1,386 m³**. Sustainable water use is an important concern for us. According to the WWF Water Risk Filter, our site in Oberhausen is located in a region without high water scarcity. We therefore only draw water from sources that are not considered particularly at risk, which ensures that we use this valuable resource responsibly.

B7: Resource utilisation, circular economy and waste management

Circular economy

Circular economy plays a central role in our sustainability strategy. Our aim is to utilize resources as efficiently as possible, minimise waste and keep materials in the economic cycle. Instead of a linear approach, we focus on closed material cycles that reduce environmental impact while ensuring long-term resource security. Through this sustainable approach, we actively contribute to conserving natural resources and reducing our ecological footprint.

Elimination of waste and environmental pollution

An efficient material cycle is a central component of our resource-conserving production. Since 2008, we have **voluntarily offered to take back waste from our customers** in order to reuse it systematically in our production. In addition, we prioritise the use of EUR exchange pallets for shipping and are continuously optimising our packaging concepts. By reducing the volume of packaging, we minimise both the material input and the amount of waste produced, thus making a further contribution to the sustainable use of resources.

Circular economy for products and materials

An efficient material cycle is a central component of our resource-conserving production. Since 2008, we have **voluntarily offered to take back waste from our customers** in order to reuse it systematically in our production. In addition, we prioritise the use of EUR exchange pallets for shipping and are continuously optimising our packaging concepts. By reducing the volume of packaging, we minimise both the material input and the amount of waste produced,

thus making a further contribution to the sustainable use of resources.

Regeneration of nature

In addition to the efficient use and recycling of materials, the promotion of regenerative processes plays an important role. We record our resource consumption annually in order to identify potential savings and implement targeted measures to reduce our ecological footprint. Where possible, we favour the use of recycled and recyclable materials in order to reduce the burden on natural sources of raw materials.

Our aim is to close cycles and create more sustainable products that offer both ecological and economic added value. To achieve this, we work closely with stakeholders and consistently implement statutory and voluntary sustainability standards.

Waste management

In 2024, our total waste volume amounted to **130.69 t**. 56.78 % of this was non-hazardous, and 43.22 % was hazardous waste. A detailed breakdown of our non-hazardous waste is shown in the tables below.

Waste type	Amount [t]
Hazardous waste	56.49
Non-hazardous waste	74.2
Total waste volume	130.69

Table 10: Breakdown of waste volume in 2024

Waste type	Amount of waste [t]	Total [t]
Paper and cardboard	23.25	
Pallets A III with composite material	12.16	
Total commercial municipal waste collected separately (recycling)		35.41
Mixed packaging, waste for recycling	28.05	
Total commercial municipal waste mixed collection		28.05
Mixed metals	8.84	
Mixed scrap	1.90	
Total metals		10.74

Table 11: Breakdown of non-hazardous waste (source: Remondis Waste Report 2024)

Resource utilisation 2024	Share of total weight of materials in products and packaging [%]
Recycled material in products and packaging	43
Reusable material in products and packaging	11

Table 12: Resource utilisation 2024

In the reporting period, around 43% of the material used in our products and packaging was recycled material and around 11% was reusable material.

The collection of our annual mass flows is currently under development. Reliable data is not yet available for the current report - we plan to report these key figures for the first time next year.

for future measures to reduce our indirect emissions. We are thus taking another important step towards a holistically sustainable corporate strategy.

Comprehensive module – Environment

C3: Greenhouse gases: Emission reduction targets

Scope 1

We have defined clear targets for reducing our direct greenhouse gas emissions (Scope 1). By the end of 2026, the **thermal insulation of our building** is to be improved by more than 40% in order to reduce energy consumption. In addition, we aim to annually reduce our **Scope 1 emissions by 10%** compared to the previous year, with the long-term goal of **climate neutrality**.

To achieve these goals, we are implementing specific measures from the catalogue of measures specified above. These include the commissioning of a heat pump and the replacement of a gas-fuelled melting furnace with an electric furnace. The measures are controlled by our governance model, in which responsible persons from the IMS circle ensure continuous monitoring and control of the development processes.

Scope 2

Our Scope 2 emissions are **0 tCO₂e**, as we only use certified **green electricity**. This does not result in any additional emissions in this area, which is why we have not defined any further reduction targets in this regard.

Irrespective of this, we have set ourselves the goal of reducing **electricity consumption by 2% by the end of 2028** in order to become even more energy efficient overall.

Scope 3

To increase transparency in our supply chain, we are currently developing a concept for systematically recording our cradle-to-gate Scope 3 emissions data at product level. This includes emissions along the upstream value chain as well as our own production. The insights gained provide us with a sound analysis and form the basis

C4: Climate-related physical risks

We have identified climate-related hazards and transition risks and anchored these in our dual materiality analysis and catalogue of measures. Measures already implemented to adapt to climate change are described in detail there. We have also analysed the potential financial impact as part of our risk assessment. The first 23 measures in particular demonstrate our commitment to actively tackling the challenges of climate change and integrating sustainable solutions into our processes.

Social data



Basic module – Social

B8: Workers

We have a total workforce of **129 employees**. 92.25% of these are on permanent contracts and 7.75% on fixed-term contracts.

The gender distribution in our company is **51.2% male and 48.8% female**. As at the reporting date, no employees with an alternative gender or no gender were recorded.

In the reporting period, the **staff turnover rate was 9.29%²**, which corresponds to a **reduction of 0.5%** compared to the previous year.

This development reflects our continuous measures to retain employees and create an attractive working environment.

A country-specific breakdown of the workforce is not necessary as all employees work exclusively in Germany and reside there.

Type of employment contract	Number of employees	Share [%]
Fixed-term employment contract	10	7.75
Permanent employment contract	119	92.25
Total number of employees	129	100

Table 13: Employment contracts 2024

Gender	Number of employees	Share [%]
Male	66	51.2
Female	63	48.8
Other	0	-
Total number of employees	129	100

Table 14: Gender distribution 2024

B9: Workers: Occupational safety

Three reportable workplace accidents were recorded in the reporting period, which corresponds to a rate of 4.06³ – an improvement on the **previous year's rate of 4.5** from 2023. The number of work-related injuries and health problems totalled **23 cases**.

B10: Workers: Wages, labour agreements, training

We ensure that all employees receive at least the statutory minimum wage in Germany in accordance with the national minimum wage law. Remuneration in our company is job-dependent and standardised within a job, regardless of gender or other demographic characteristics. In doing so, we ensure fair and transparent remuneration without a pay gap. Our company does not currently have a collective labour agreement with its employees.

² The fluctuation rate is calculated by setting the number of departures in relation to the sum of initial stock and additions.

³ To calculate the rate of reportable accidents at work, the number of accidents at work in the reporting year is divided by the total number of hours worked by all employees in a year and multiplied by 200,000. The rate indicates the number of accidents at work per 100 full-time employees in an annual period, based on the assumption that a full-time employee works 2,000 hours per year.

Training courses 2024	Average training hours
Total	7.18
Male employees	8.1
Female employees	6.2

Table 15: Training hours 2024

The average number of **annual training hours** per employee is **7.18 hours**. This is a significant increase compared to 2023, when only 2.1 training hours per employee were achieved. Male employees accounted for 57% of training hours and female employees for 43%.

The training courses are geared towards individual development needs and support employees in continuously expanding their professional skills.

to offer customers a secure and confidential way to report violations.

C7: Serious violations of human rights

There were no serious violations of human rights at FELDER GmbH Löttechnik in the 2024 financial year. There are also no known confirmed incidents involving employees in the value chain, affected communities, consumers and end users.

Comprehensive module – Social

C5: Workers: Additional information

The gender ratio at management level was 1:7 (female to male) in the reporting period. We also rely on a stable employment structure, supplemented by three temporary employees, while no self-employed persons worked for the company.

C6: Additional workforce metrics:

human rights policies and processes

We have implemented a comprehensive code of conduct and a human rights policy for our workforce that covers all aspects defined in the VSME regulations. These include protection against child labour, forced labour, human trafficking and discrimination. In addition, the rules also cover key topics such as environmental protection, corruption prevention, bribery, dealing with non-state armed groups and conflict minerals.

To promote transparency and compliance, an anonymous complaints e-mail address was set up in accordance with our Code of Conduct. In 2023, we also implemented a reporting office in accordance with the German Whistleblower Protection Act in order

Governance data



Basic module – Governance

B11: Convictions and fines for corruption and bribery

In the current reporting period, there are no cases of convictions or fines in connection with violations of anti-corruption and anti-bribery laws. FELDER GmbH upholds ethical standards and conducts all activities in accordance with legal requirements.

A digital compliance management system was introduced for the structured prevention of breaches to legal and internal regulations. The software enables the centralised management of legal requirements, internal guidelines and ethical standards. Among other functions it maps the requirements of the ISO 9001 and ISO 14001 standards and supports the effective implementation of all relevant specifications through automated reminders, audit-proof documentation and intelligent analyses. The integrated analysis functions enable potential weak points to be identified at an early stage for the initiation of specific countermeasures. Regular updating of the connected legal databases ensures that new legal developments are promptly factored in.

Comprehensive module – Governance

C8: Income from certain sectors and exclusion from EU benchmarks

The direct customers of FELDER GMBH come exclusively from the following industries and specialist areas:

- **Electronics industry:** automotive, consumer electronics, telecommunications electronics, household appliances, medical technology, power electronics, PCB manufacturers, cable assemblers, assembly production.
- **Specialist Trade:** electronics distribution, specialist electronics trade, specialist welding trade, roofing wholesale, specialist sanitary trade, DIY wholesalers, specialist tool trade.
- **Other industries:** refrigeration and air conditioning technology, railway technology, mechanical engineering, copper tube industry, electroplating industry, sliding bearing industry and exporters.

The versatility and applicability of our products and services is reflected in our broadly diversified customer base. The indirect supply of customers via intermediaries does not guarantee complete transparency along the supply chain. As a result, we cannot fully trace the final use of our products in certain industries and cannot completely exclude critical sectors.

Even though a 100% exclusion of certain sectors cannot be com-

pletely ensured by this, we aim for maximum transparency: a signed proof of delivery is mandatory for all exports outside the EU. FELDER GMBH has also established a wide-ranging governance system to ensure ethical, human rights and environmental standards along the entire value chain. Essential instruments in this are two obligatory codes of conduct:

- **The Code of Conduct for Customers and Business Partners** obliges all non-European customers to declare that there is no end use in critical, human rights-relevant or security-sensitive areas.
- **The supplementary Code of Conduct for Suppliers** specifies binding requirements – including the exclusion of child labour, forced labour and corruption, the guarantee of fair working conditions and pay, environmentally responsible conduct and compliance with international regulations regarding conflict minerals.

Implementation of these standards is via contractual obligations, regular supplier self-disclosure, risk analyses and targeted audits. All partners are also obliged to actively pass on the content along their own supply chain.

In the area of raw materials procurement, FELDER GMBH has voluntarily committed to complying with the principles of a conflict-free supply chain in accordance with the EU Conflict Minerals Regulation (EU 2017/821) and uses the benchmarks of this regulation as an internal standard. Customers are actively guaranteed that only metals from certified and authorised smelting works are sourced that are demonstrably not connected with armed conflicts or systematic human rights violations. Traceability is ensured among other methods via the internationally recognised Conflict Minerals Reporting Template (CMRT). Indications of non-compliant smelting works are consistently reviewed; business relationships with the suppliers concerned are modified or terminated if required.

FELDER GmbH Löttechnik is not excluded from EU reference benchmarks in accordance with the Paris Agreement. As a non-listed company, these benchmarks are currently not directly relevant.

C9: Gender diversity in the management and supervisory body

There is no management or controlling body at FELDER GMBH.

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APPLICATIONS



Electronics



Installation



Refrigeration and
air conditioning



Metal processing



Roofing



Automotive
body



Surfaces

TYPES OF PRODUCT



Solder rods
and solder bars



Solder wires



Solder pastes



Welding
Flux



Brazing solders



Special soft
solders



Bearing metals



Accessories