

CSR Report 2025

Corporate social responsibility

Our CSR mission

Our mission in the field of CSR (Corporate Social Responsibility) is deeply rooted in the core values and many years of experience of our company. Since its foundation in 1996, we have established ourselves as a trusted service provider for industrial and commercial customers in the B2B sector. Our focus is on tailor-made product development and the procurement of OEM products.

Our company distinguishes the close cooperation with customers to find solutions that not only meet their specific requirements, but clearly stand out from market standards. For us, human beings and responsible use of the environment and resources are of central importance in our actions.

To achieve this goal, we invest in our employees by providing them with the resources they need to successfully implement projects. This is evident not only in the material resources, but also in the promotion of further education, a healthy working environment and a healthy working environment.

Our commitment to CSR is expressed in concrete measures, such as the implementation of environmentally friendly technologies and sustainable procurement practices. We take responsibility for the environmental footprint of our company and are actively committed to preserving our environment.

In summary, CSR is not just a strategic initiative for our company, but a deeply rooted value that is present in all our activities and decisions. Our quest for entrepreneurial success goes hand in hand with responsible and sustainable action towards society and the environment.



Our CSR values reflect the deep-rooted connection between the Agency SUKO and the Bergisch city-triangle economic region of Solingen, Remscheid and Wuppertal. This region is characterised by its high productivity and innovative strength in industries such as the key, tool, cutlery and automotive supply industries. As a responsible company, corporate social responsibility (CSR) is of central importance to us.

Our three pillars of sustainability:

- **Environmental sustainability** – In all our considerations, it is a priority to use resources efficiently and purposefully. Our focus is on environmental aspects, which means that we strive to minimise environmental impacts as far as possible.
- **Economic sustainability** – This ensures the long-term economic success of the Agency SUKO and enables the sustainable provision of services to the workforce. We attach particular importance to investing in charitable, cultural and non-profit projects as well as popular sport, while at the same time taking ecological sustainability into account.
- **Social justice** – People take centre stage here. We are committed to workplace safety, fair pay, the protection of employees interests, and the promotion of training and further education opportunities and free professional development.



We are aware that the complete fulfilment of our Corporate Social Responsibility (CSR) can only be achieved if a sensible balance is created between ecological sustainability, economic sustainability and social justice. These three pillars are inextricably linked and form the foundation of our CSR initiatives. Our mission as a company is to not only achieve economic success, but also to harmonise this success with the needs of the environment, the economy and society. Our values are a clear commitment to sustainable and responsible corporate management.

Our comprehensive CSR measures reflect our responsibility as a company and are designed to target different target groups and achieve different positive effects.

CSR measures for employees:

- **Health measures:** We are committed to the well-being and health of our employees. These can include preventive healthcare, sports and fitness programmes, ergonomic workplaces and similar initiatives.
- **Transparent income structure:** We create trust and transparency with regard to our employees' remuneration by clearly and openly organising the income structure.
- **Training and further education:** We invest in the professional development of our employees by offering them opportunities for further training and professional qualifications. This not only strengthens their individual skills, but also the performance of our company.
- **Co-determination rights:** We enable our employees to actively participate in decision-making processes and help shape the company. This promotes employee identification and satisfaction.
- **Flexible working hours:** We take the individual needs of our employees into consideration and offer flexible working hours.

CSR actions for the environment:

- **Use of renewable energy:** We rely on sustainable energy sources to reduce our ecological footprint and contribute to climate protection.
- **Sustainable production:** Our focus is on environmentally friendly production processes in which resources are used sparingly and harmful effects on the environment are minimised.
- **Short transport routes and supply chains:** We optimise our logistics to reduce CO2 emissions while ensuring more efficient processes.
- **Recycling:** We are committed to efficient waste management and the recycling of materials in order to conserve resources and reduce environmental impact.

CSR measures for society:

- **Donations:** We are committed to making a positive contribution to society by providing financial support to charitable projects and organisations.
- **Promote diversity and equality:** We actively promote diversity and equality in our company by promoting equal opportunities and countering discrimination.
- **Avoid corruption:** We attach great importance to integrity and transparency in our business practices in order to prevent corruption and unethical behavior.
- **Tax fairness:** We act responsibly in the tax matters and contribute fairly to the communities in which we operate.

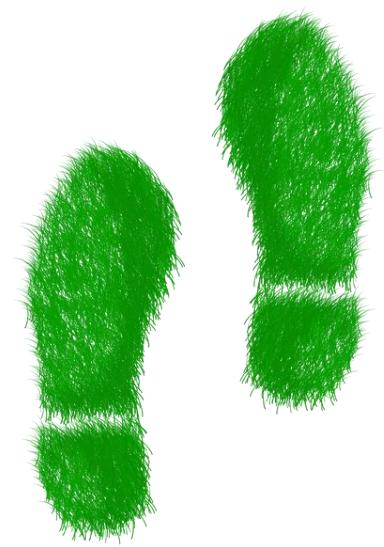
Our Ecological Sustainability

Our long-standing and deep-rooted commitment to environmental sustainability is impressively reflected in our history.

A key component of our sustainability strategy is that our shareholders not only invest in the Agency SUKO, but also in other renewable energy projects. The Agency SUKO and its shareholders have been active in the fields of energy, climate and the environment for many years. Our primary goal is to minimise CO2 emissions.

- **Efficient use of renewable energy:** The Agency SUKO relies on a sustainable energy supply through the efficient use of renewable energies such as electricity, heat and solar energy. This approach not only helps to reduce CO2 emissions, but also supports the long-term switch to climate-friendly energy sources.
- **Innovative office design with state-of-the-art technology:** When designing the office unit, the Agency SUKO relies on state-of-the-art techniques that enable resource-saving use. These include renewable energies in the form of a photovoltaic system, a pellet heating system and efficient building insulation. These measures contribute to the efficient use of energy in the office.
- **Environmentally friendly company fleet:** A major initiative to reduce CO2 emissions is the conversion of the company fleet to electric and hybrid vehicles. This utilises clean electricity from the company's own photovoltaic system. Through this measure, the Agency SUKO is actively helping to minimise the environmental impact of transport.
- **Commitment of shareholders to renewable energy projects:** In addition to the measures already mentioned, our shareholders are actively investing in renewable energy projects to further promote the use of sustainable energy sources and drive the transition to climate-friendly resources. This commitment is another important step in our comprehensive sustainability strategy.

Thanks to these comprehensive ecological measures, the Agency SUKO is now largely self-sufficient and climate-neutral in its office. This means that the required energy needs are met by the self-produced renewable energy. This step towards self-sufficiency underscores Agency SUKO's strong commitment to environmental sustainability and its responsibility in environmental and climate protection.



Our Regional Nature & Education Management

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As a company deeply rooted in Solingen, we are actively committed to protecting our local natural environment and promoting environmental education in the region. One of our key initiatives is supporting the Gräfrath Nature Trail – the “Grä-Pfad,” an interactive educational path located in the Gräfrath forest. The trail was developed through a collaboration of several regional partners, including the Gräfrath Game & Wildlife Management Community, the Municipal Department for Nature & Environment, the Solingen Farmers’ Association, and the Gräfrath Heritage Association. Together, these partners make an important contribution to fostering environmental awareness, species knowledge, and sustainable thinking.

Project Objectives

- The nature trail provides educational content on forests, wildlife, forestry, and agriculture. Its content is designed for kindergartens, schools, families, and nature enthusiasts of all ages.
The educational goals include:
 - Promoting a conscious and respectful interaction with forests and nature
 - Conveying knowledge about native tree species, wildlife, agricultural crops, and ecological interrelationships
 - Raising awareness about climate change, invasive species, and sustainable forestry
 - Creating an accessible and interactive nature-learning experience for children and adults
(including QR codes, information boards, digital content, and “Rostkameraden” – metal figures depicting local animals and plants)

Content Design and Implementation

The trail combines hands-on nature experiences with modern knowledge transfer:

- 22 native tree species are presented along the path, each placed according to the local site conditions.
- “Rostkameraden” – metal figures representing animals and plants – make ecological topics visually tangible.
- QR codes provide information at various levels of depth, from child-friendly explanations to more advanced content.
- The Municipal Department for Nature & Environment planted the tree groups at defined intervals, while existing trees such as walnut, maple, and cherry were integrated into the concept.
- The Heritage Association manages administration, donation coordination, and guided tours for visitor groups.
- The first guided tour took place on April 8th, 2025.

Importance of the Project for Our CSR Strategy

Supporting the nature trail integrates seamlessly into the areas already anchored in our CSR report:

- **Ecological Sustainability**
Promotion of regional biodiversity, raising awareness of climate impacts, and strengthening local environmental education
- **Community Engagement**
Partnership with local associations and institutions, strengthening the community within the Bergisches Städtedreieck region
- **Knowledge Transfer & Education**
Providing access to nature-related knowledge for children, families, and schools – free of charge and publicly accessible



Through this initiative, Agentur SUKO supports a project that has a direct impact on the region, ensures long-term value, and strengthens environmental awareness among future generations.

The Agency SUKO considers social justice as a crucial aspect of its CSR initiatives. Our goal is to attract the right employees for our company and to support and develop them in a targeted manner. We firmly believe that satisfied employees are a central driver for the economic development of our company.

In order to achieve this goal, we offer comprehensive training opportunities at Agency SUKO and rely on systematic personnel development in order to promote and further develop our employees in a targeted manner. In addition, we support our employees with the possibility of a bonus payment as well as through numerous measures in health management.

Our benefits and services for our employees include:

- **Continuing education and training:** We invest in the professional development of our employees in order to offer them the best possible opportunities for their careers.
- **Bonus payment:** In addition to the existing services, we enable our employees to maintain an individual bonus at their own disposal. We want to respect and support your individual needs and wishes.
- **Health management:** We value the well-being of our employees and offer programs such as flu shots.
- **Support in different stages of life:** We support our employees in different life situations, for example through daycare offers and opportunities for breaks to care for family members.
- **Participation in the bike on job program:** We promote environmentally friendly mobility and enable our employees to participate in the bike on job program.
- **Company cars for private use:** Our employees have the opportunity to obtain a company car for private use by converting part of their salary into this additional benefit. As a result, we offer a comfortable and flexible mobility solution.
- **Mobile work:** We advocate and promote mobile work to give our employees greater flexibility and improved work-life balance. This not only contributes to individual satisfaction, but also reduces travel times and associated environmental impacts.

These measures reflect our commitment to social justice and show that we respect and support the individual needs and life situations of our employees. At the SUKO agency, people are at the heart of our actions.

In our CSR report, we not only want to present our wide-ranging social commitment, but also emphasise how deeply rooted our agency SUKO is in the community.

Our support covers a wide range of areas, from charitable and cultural projects to the promotion of grassroots sports.

We are actively involved in museums, youth initiatives and art projects to promote cultural diversity and creative development in our region. We are also involved in supporting political parties and other non-profit organisations that are committed to the common good.

Through these diverse efforts, we want to actively contribute to the social well-being and sustainable development of local communities to create a vibrant and thriving environment for all.

We are also committed to promoting inclusion by supporting programs that enable people with special needs to actively participate in society.

Volunteering and employee engagement also play an important role for us. Our employees are actively involved in charitable projects and we encourage and support them to make a personal contribution to the community.

We also provide financial support and in-kind contributions to ensure that non-profit organisations can do their important work in the best possible way.

Our social commitment as part of our CSR activities is a central part of our corporate culture. We are convinced that it not only strengthens our ethical sense of responsibility, but also makes a positive contribution to the sustainable development of our society.

The Agency SUKO has committed itself to actively contributing to reducing our CO2 impacts and taking concrete measures to be more environmentally friendly. Here are some of the key initiatives:

1. Transport-related reductions:

We implement numerous measures to reduce the CO2 impact associated with the transport of goods. In particular, our purchasing team optimises transport fill rates to the maximum to minimise our footprint.

2. Energy efficient office building:

Our office building is characterised by a particularly high energy efficiency. For this purpose, we have focused on sustainable technologies. For many years, we have been using a pellet heating system that ensures an environmentally friendly heat supply, while our photovoltaic system generates 25.000 kWh of environmentally friendly electricity annually. In addition, efficient building insulation ensures optimum energy utilisation in the office building. These measures contribute significantly to the efficient use of energy and underline our commitment to sustainable management.

3. Energy-efficient lighting:

Most of the Agency SUKO is equipped with LED panels for lighting. These consume less energy and are more durable than neon lamps, which contributes to a further reduction in our energy consumption.

4. Energy-efficient IT devices:

Our IT department actively contributes to reducing energy consumption by selecting electronic devices with a good energy rating and a high reparability index. We also encourage our employees to engage in these efforts by turning off devices after working hours, applying smart standby features, and using dark themes in their applications.

5. Digitalisation and paper reduction:

We actively promote the digitalisation of processes and thereby reduce our paper consumption. This contributes not only to the reduction of CO2 emissions, but also to the efficiency of our processes.

These actions are part of our efforts to minimise the impact of our activities on the environment and to make our contribution to climate protection. We are proud to make an active contribution to reducing CO2 emissions and are continuously committed to further improvements.

The future visions of the Agency SUKO in the area of Corporate Social Responsibility (CSR) are characterised by a deep commitment to sustainable, fair and responsible corporate governance. Our CSR initiatives are designed to achieve long-term positive impacts on the environment, society and our employees.

Our key goals for the future are:

- 1. Environmental protection and sustainability:** We strive to continuously improve our environmental sustainability. These include the reduction of CO2 emissions, the efficient use of renewable energies and the promotion of environmentally friendly technologies wherever possible.
- 2. Innovation and Technology Promotion:** We want to be a pioneer in the use of innovative technologies that have a positive impact on the environment and society. In this context, we think in particular of technologies in the field of renewable energies and sustainable product development.
- 3. Sustainable product development:** We strive for sustainable product development based on two key pillars – environmentally friendly products and a long service life. This means that we use resource-efficient materials, minimise the environmental impact throughout the life cycle, while meeting the highest quality standards. We attach great importance to ensuring that our products have a long lifespan to ensure that they not only contribute to sustainability, but also provide long-term benefits for our customers. This goal is at the heart of our CSR efforts and reflects our firm commitment to a sustainable future.
- 4. Energy efficient production of products:** We strive to further optimise our production processes to reduce energy consumption and minimise the use of resources. We rely on innovative technologies and sustainable production processes.
- 5. Reduction of waste and resource consumption:** We work with our production facilities to reduce the amount of waste and promote the efficient use of resources. These include recycling initiatives, the reuse of materials and the implementation of circular economy principles.
- 6. Sustainable transport and logistics:** We plan to continuously improve our transport and logistics processes to reduce the carbon footprint of our supply chain. This includes the implementation of efficient route planning, the use of environmentally friendly means of transport and the promotion of alternative delivery methods wherever possible.
- 7. Promoting environmental awareness and sustainability:** We will intensify our efforts to raise awareness of environmental protection and sustainable action both within our company and with our business partners.

8. Social justice and employee promotion: We are committed to improving the quality of life of our employees and supporting their professional development. This includes promoting training programmes, providing support at different stages of life and creating an inclusive working environment.

9. Charitable engagement and social projects: We want to further expand our support for non-profit organisations and projects, especially in the areas of education, health and environmental protection. In doing so, we strive to make a sustainable and positive contribution to society.

10. Ethics and transparency in management: We are committed to the highest ethical standards and strive for transparent and responsible corporate management. This creates trust with our customers, partners and employees.

Our visions for the future in the field of CSR reflect our long-term commitment to sustainable and responsible corporate governance. We believe that our commitment will make a positive contribution to shaping a better and more sustainable future, especially if this is supported by our valued customer base and end-users.

Your trust and support are crucial to us on this path.

“Companies that act in a socially responsible manner not only earn social recognition, but also create long-term value for their employees, customers and the environment”.

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