



Sustainability Report 2023

# Our solutions to the challenges of our time

JÄGER Group



## Foreword by the Management Board

As the Jäger family of entrepreneurs, we attach great importance to not only naming challenges in our sustainability report, but above all to presenting practicable solutions. We strongly believe that constructive dialogues and innovative approaches are the key to addressing the current and future challenges facing our society.

We are actively committed to identifying and avoiding or at least minimizing the negative effects of our actions and business activities on the environment and people. Our goal is to bring about positive changes beyond the boundaries of the company and to make a sustainable contribution to the world of tomorrow.

Our ambition in combining not only economic success but also social and ecological responsibility we see as an important factor for our long-term success. This orientation strengthens our resilience to the current crises and future challenges that are not yet foreseeable.

We are convinced that the triad of economy, sociology and ecology is not only in line with our corporate values, but also makes a significant contribution to shaping a sustainable and successful future for future generations.



Marius-Quintus  
Jäger

Julius Jäger

Sebastian Jäger

Dr. Andreas Jäger

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# General information about the report

*ESRS Index: BP-1, BP-2*

This report marks a milestone as the first sustainability report of the JÄGER Group. This report demonstrates our sense of responsibility and our determination to present, document and compare sustainability efforts and transformation processes in relevant areas in a transparent manner for our stakeholders. By publishing this report, we also underscore our commitment to responsible business conduct and provide insights into our efforts to bring about long-term positive changes through our business practices.

The report was prepared in accordance with the requirements of the Environmental and Social Reporting Standard (ESRS) in the July 2023 version. This internationally recognized guideline forms the basis for the structure and content of the report and ensures that all relevant aspects of environmental and social responsibility are adequately addressed.

As a voluntary report, it has not yet been subjected to an external audit by, for example, an auditor. However, the JÄGER Group plans to introduce this audit in 2026 for the Sustainability Report 2025 in accordance with the prescribed guidelines. Despite the lack of a formal audit, we are in close contact with our auditor and external consultants to ensure that the report meets the high requirements of the ESRS.

This report shows the key figures for the financial year 2023 compared to 2022 and for all JÄGER Group locations in Germany. The locations outside Germany in Europe, America and Asia are not yet included in this reporting period. We are aware that this report is incomplete, but we see it as a first step towards presenting the ecological and social impact of our business in a transparent manner. Through continuous improvements and expansions, the report will be further developed for the entire JÄGER Group in the coming years.

This report is as compact as possible, but as detailed as necessary and structured as follows. In the first section, "Company", the JÄGER Group introduces itself. In the second section, "Sustainability Strategy", we present our basic principles for sustainability, identify relevant topics and formulate our first sustainability goals. In the "Environment" section, we provide insights into our emissions, energy consumption and the handling of materials. Our commitment to our own employees and employees in the supply chain is demonstrated in the area Social Issues. Finally, our compliance and governance are briefly explained in the "Business Conduct" section.

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# Company

## Structure

ESRS Index: SBM-1

"Gummi-Jäger" was originally founded in October 1942 by Arnold Jäger senior and has since developed into a leading company for rubber goods in Hanover. In the meantime, the JÄGER Group supplies high-quality products and services worldwide – around the materials rubber, plastic and metal. Our employees work internationally at over 20 locations in Germany, Poland, the Netherlands, India, the USA, Canada and China on products and innovations related to these materials (see Fehler! Verweisquelle konnte nicht gefunden werden.).

With our know-how and passion for rubber, plastic and metal, we work daily on innovative solutions for the following markets and industries:

- Agricultural technology (agricultural machinery),
- Energy technology (renewable energies, oil and gas exploration and production),
- Environmental technology (wastewater treatment and offshore services), as well as
- Mechanical and plant engineering.



Figure 1: Locations of the Jäger Group worldwide.



### Agricultural technology

Based on our many years of experience and know-how in the field of agricultural technology, we develop bar belts and conveyor systems for harvesters, seed drills and round balers.



### Energy technology

We are a competent partner for projects in the field of renewable energies such as wind power (onshore/offshore) and solar energy. We also offer our expertise and products for conventional oil exploration and production.



### Environmental technology

In the field of wastewater treatment, we have been developing innovative textile fixed beds and proven aeration systems for four decades. In offshore hydraulic engineering, we offer in the maritime domain resource-saving and environmentally friendly products and services for the construction and maintenance of offshore structures. These include scour, corrosion and sound insulation.



### Mechanical and plant engineering

For the areas of mechanical engineering, plant engineering, production and automation technology, we develop high-quality components made of rubber and plastic for insulation, sealing and damping.

With over 80 years of experience, all companies in our group are proven specialists in their fields of activity (see Table 1). Our core competencies are characterized by outstanding expertise and the delivery of high-quality products. We see ourselves not only as a parts supplier, but we also accompany our customers beyond this pure function. Thereby, we offer the flexibility to choose individually between in-house production and a strategic partnership within the framework of the "Make or Buy" approach.

The challenges of rising raw material and energy costs and environmental impacts require a holistic view of the value chain and product life cycles. Especially when customers are already involved in the product development phase, we offer innovative approaches by a clever combination of a wide variety of materials, the integration of different functions and a resource-efficient production. In this way, we strive to offer sustainable solutions to our customers and contribute to the design of a future-oriented, sustainable industrial landscape.

Table 1: Overview of the JÄGER Group companies.

Location	Region	Type	ISO 9001	IATF 16949	ISO 50001	ISO 14001
Arnold Jäger Holding GmbH	EU	Administration	✓		Being planned	✓
ARTEMIS Kautschuk- und Kunststoff-Technik GmbH	EU	Factory	✓		✓	
Artemis Metall GmbH & Co. KG	EU	Factory	✓		Being planned	
Jäger Gummi und Kunststoff GmbH	EU	Distribution	✓			✓
Jäger Gummi und Kunststoff GmbH (Logistic center	EU	Logistics	✓			✓
Windgassen GmbH	EU	Factory	✓			
Jäger Umwelt-Technik GmbH	EU	Factory	✓		Being planned	✓
Jaeger Maritime Solutions GmbH	EU	Service	✓			
Jaeger Polska Sp. z o.o.	EU	Factory	✓		✓	
Transportbandenfabriek EA Broekema B.V.	EU	Factory	✓		✓	
Broekema Beltway USA, Inc.	US	Factory	✓		✓	
Jaeger-Unitek Sealing Solutions, Inc.	US	Factory		✓	✓	
Jaeger Rubber & Plastics (Shenzhen) Ltd.	AS	Factory	✓		✓	✓
Jaeger EnviroTech India Private Limited	AS	Factory				
Spira Systems, Ltd.	CA	Factory				
Artemis PC Pump Systems Ltd.	CA	Factory				



## Mission Statement

ESRS Index: SBM-2

We in the Jäger Group decided to give our common orientation a visible expression. We see ourselves as a group of companies with a successful tradition and innovative potential.

„If you want to orient others,  
you have to orient yourself.“

Our foundation is a stable **operating core business**, that works in a future-oriented manner and occupies an unmistakable position in complex markets. Our mission is based on the following pillars, by which we evaluate our business:



The success of our companies is the success of our **employees**. They operate our business competently, with commitment and in close cooperation with customers and development partners.



We offer our **customer** comprehensive solutions for the tasks assigned to us. Speed and the joy of developing sophisticated solutions together and constantly optimizing them are the basis of our commitment to our customers.



With innovative **products** and **services**, we secure the future of the JÄGER Group. We understand the individual requirements of our customers in detail and translate them into concrete solutions.



In order to secure competitive advantages for our customers, we rely on **partners** who specifically complement our competencies and services. We set high standards when it comes to realizing new approaches and ideas together.



Our business activities are based worldwide on respect for universal human rights, the free exercise of religion and the economical use of energy and raw materials. In this way, we are fulfilling our responsibility towards the **environment and society**.

Of course, a mission statement can only become the basis of our success and our **corporate goals** to the extent that we make it the basis of our concrete behavior. We all know that this is easier said than done. Some may find this idealistic and therefore dismiss it as far removed from everyday life. Tell them that we do not succumb to the illusion that just writing it down means living it. So we set off again and again every day to bring our mission statement to life. That's how we evaluate ourselves. *In the truest sense of the word, we mutually take us "at our word".*

# Sustainability Strategy

## Understanding of sustainability

Our business activities are fundamentally based on respect for universal human rights, the free exercise of religion and the economical use of energy and raw materials. To this end, we observe the applicable national and international rules and regulations. We design a safe and healthy working environment for our employees. We ensure that no psychological or physical violence is used in our companies. Any kind of discrimination and especially child labor is strictly prohibited. In all production and service processes, we keep the pollution of air, soil and water as low as possible. In this way, we ensure a sustainable management.

Our business activities can be divided into three main value-adding activities (see Figure 2), which have a significant influence on our sustainability:

- In **product development**, potentials for material and energy savings are identified at an early stage. Customers are involved in development as early as possible in order to use design freedoms and contribute know-how. The result are products with lower weight, longer service life and easier maintenance.
- When **procuring** materials and intermediate products, the key focus is on efficiency and sustainability. The JÄGER Group focuses on short distances in the supply chain, with around 96% of suppliers currently based within the EU and around 80% located directly in Germany.
- The **production** of rubber and plastic is energy-intensive, but offers great potential for saving energy and avoiding waste. The JÄGER Group attaches great importance to the economical use of resources and the minimization of energy requirements, and proves this through environmental standards such as ISO 14001 and 50001.

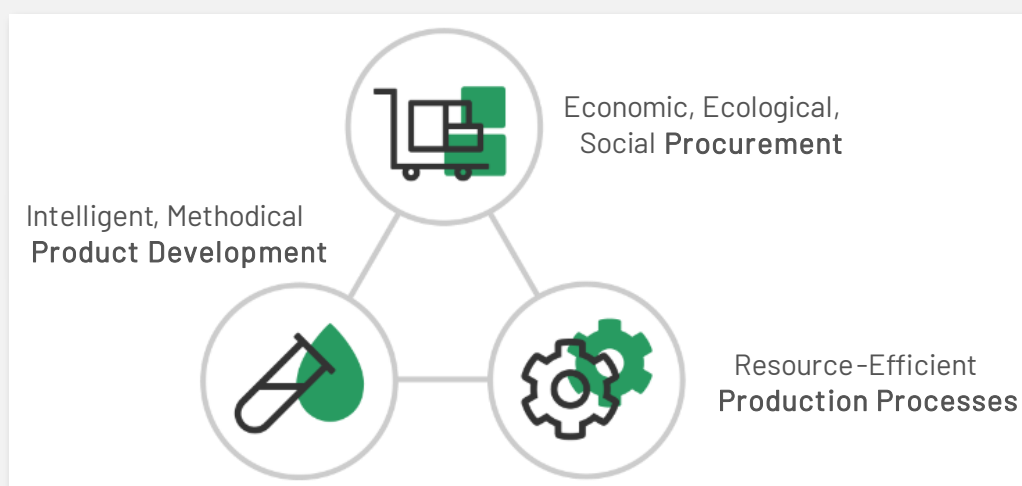


Figure 2: Essential value-adding activities of the JÄGER Group.

# Materiality analysis

ESRS Index: SBM-3

The mission and self-image for sustainability sets out general rules of conduct on how we want to behave in relation to sustainability. In order to get a concrete statement in which sustainability areas our business has an impact, a materiality analysis was carried out in 2022. It consists of two perspectives: Inside-Out Perspective and Outside-In Perspective.

The **Inside-Out Perspective** refers to the perspective of the company itself. Thereby the view of relevant stakeholders, such as suppliers, customers, employees, the management and shareholders is taken, in order to find out which sustainability aspects are most relevant for the company. In addition, the company looks at its own activities, risks and opportunities in order to determine which issues may affect its long-term business and its relationships with stakeholders.

The **Outside-in Perspective**, on the other hand, refers to the perspective of the identified stakeholders. The company collects information about the expectations and concerns of these stakeholders with regard to sustainability and takes this into account when identifying material topics.

The result is presented as a materiality matrix (see Figure 3) and serves as basis to identify the main areas of action. Based on the results, key objectives, key figures and measures can be derived for a sustainable development.

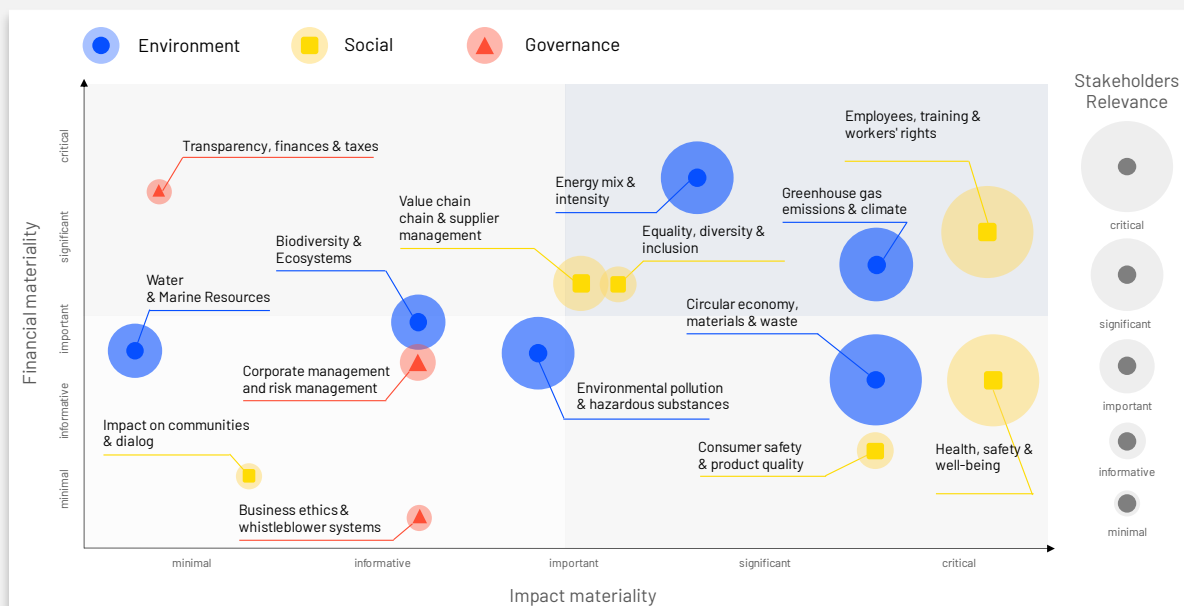


Figure 3: Materiality matrix of the JÄGER Group.

## Risks & Opportunities

*ESRS-Index: SBM-3*

In general, the global economy is affected by geopolitical, social and ecological crises. These affect the JÄGER Group in a wide variety of risks, but also opportunities.

### Climate change

As a company that processes rubber and plastics, the JÄGER Group has a significant impact on the environment that can only be minimized. The materials for production come from renewable sources such as natural rubber up to fossil sources for synthetic rubbers and plastics. In addition, the processing of these raw materials requires energy. The main energy sources are electricity from the public grid and process steam, which is usually obtained from natural gas.

The JÄGER Group addresses the challenge to restructure its business model and production in a climate-friendly way. This requires extensive investments, such as substituting fossil fuels and materials, improving energy and material efficiency, and offsetting unavoidable environmental impacts. But by responding appropriately to these challenges, the JÄGER Group sees an opportunity to present solutions as a role model for SMEs and thus gain competitive advantages. Reducing dependence on fossil fuels offers the opportunity to minimize the negative impact of possible geopolitical crises and to keep the costs for one's own business competitive.

### Shortage of skilled labour

Skill shortages can significantly affect a company's productivity because important positions remain vacant. This can lead to delays in projects and an increased workload for existing employees. In the long term, this can weaken the company's competitiveness and lead to financial losses.

We want to attract the best people to our company and then keep these people with us for a long time. Occupational safety and ergonomically efficient workplaces reduce physical stress, investments in cooperative robotics and automation technology go hand in hand with continuous training and further education and increase productivity. For us, the exchange between managers and employees is essential in order to distinguish ourselves as an employer brand being attractive for new employees and to bind our existing workforce to us in the long term.

### Regulations and bureaucracy

The United Nations and the European Union are responding to the crises of our time with a variety of regulations and due diligence obligations. As a result, companies are increasingly obliged to disclose their impact on the environment and people to their stakeholders, define goals and draw up action plans. No economic added value can be derived directly from compliance with regulations and leads to further standardization of companies in the area of sustainability.

Nevertheless, we are convinced that the new reporting and due diligence requirements offer the opportunity to create resilience against future crises, as they can be detected early and appropriate measures can be proactively developed. This results in new opportunities to differentiate oneself from the competition and strengthen the business in the long term.

## Sustainability goals

ESRS-Index: GOV-2

General sustainability goals were defined on the basis of the materiality analysis and the risk and opportunity assessment. The JÄGER Group complies with all national and international legal requirements and ethical principles at all levels of our business, while preserving our corporate purpose, minimizing environmental impacts and avoiding social problems.

Our actions follow the sustainability guidelines:



### Energy mix & intensity

The JÄGER Group is committed to the continuous improvement of energy efficiency in production and a gradual conversion to renewable energies. In this way, our ecological footprint in terms of energy use is constantly minimized.



### Greenhouse Gas Emissions & Climate

The JÄGER Group strives to make its production and business models climate-friendly in the long term within the framework of what is possible according to the state of the art. In this way, we are making our positive contribution to mitigating global climate change.



### Employees

The JÄGER Group creates the best possible working conditions by respecting work-related rights, promoting a regular exchange between the company management and employees and offering high-quality training opportunities. In return, employees bring their full potential to the company.



### Circular Economy, Materials & Waste

The JÄGER Group is committed to continually improving material efficiency in production. A transition to material recycling up to circular economy is pursued where possible within the framework of the technical requirements for our products and their materials. In this way, our ecological footprint in terms of material use is constantly minimized.



### Value Chain & Supplier Management

The JÄGER Group ensures that potential negative effects on employees in the value chain, including their suppliers, arising from its own business activities are prevented, mitigated or completely eliminated.

The shareholders, managing directors and all employees work together to ensure that these sustainability guidelines are adhered to and pursued by concrete measures in order to achieve the goals.

# Environment

## Energy

ESRS-Index: E1-2, E1-3, E1-4, E1-5

### Strategy

High energy efficiency and the transition to renewable energy are crucial for reducing a company's overall environmental footprint. By comprehensively recording and monitoring energy consumption and implementing energy-efficient technologies, we strive to minimize our energy consumption and energy intensity. In doing so, we rely on transparent reporting, the involvement of our employees and a sustainable energy culture in order to act as a pioneer. Further information can be found in our [energy and environmental policy](#).

### Goal

The JÄGER Group is committed to the continuous improvement of energy efficiency in production and a gradual transition to renewable energies. In this way, our ecological footprint in terms of energy use is constantly minimized.

### Measures

The JÄGER Group has established a comprehensive energy management system in accordance with ISO 50001 in its own business area. The energy efficiency of our production processes is continuously monitored through efficient measurement concepts and reporting structures. Thereby, the management is informed in regular energy team meetings and the effectiveness of all energy-saving measures is reviewed.

Rubber and plastics processing without energy consumption is impossible why we want to develop also renewable and economical energy sources at the sites in addition to energy savings. Therefore, the installation of solar systems at suitable locations is being promoted and waste heat sources are being used to provide heat for the buildings and production. These measures reduce our dependence on fossil fuels and increase our resilience to potential energy crises.

Table 2: Overview of key energy figures.

ESRS	Key figures	Unit	2023	2022
E1-5	Total energy consumption	kWh	13,608,149	10,519,297
E1-5	Share of electricity (conventional)	%	25.5%	37.9%
E1-5	Share of electricity (renewable)	%	0.0%	0.0%
E1-5	Share of natural gas	%	36.2%	43.3%
E1-5	Share of marine diesel	%	27.7%	0.0%
E1-5	Share of diesel	%	6.4%	7.9%
E1-5	Share of heating oil	%	3.9%	10.9%
E1-5	Share of liquid gas	%	0.3%	0.0%

## Energy culture: Saving as standard

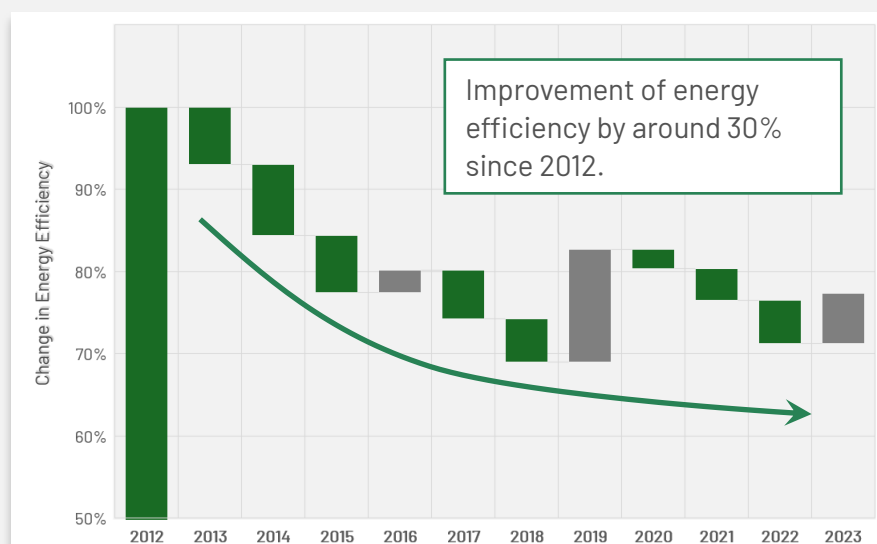
Since 2012, the JÄGER Group has been pursuing at its Hanover site a systematic approach to energy management in accordance with ISO 50001. The aim is to reduce energy consumption annually through standardised processes and continuous improvements. Thereby, the energy efficiency is measured by energy indicators that evaluate the energy consumption in the processing of rubber. Particular attention is paid to the regular monitoring of energy consumption – not only for machines and systems, but also for buildings and processes.

### Success factors

- **Engagement:** The role of employees is critical to the success of energy management. Simple actions, such as turning off the lights or reporting leaks, make a significant contribution to energy savings.
- **Communication and understanding:** It is essential that the measures and their significance are communicated in a clear and understandable way, because this is the only way they can be implemented by the employees .
- **Active participation:** Employees are encouraged to become active as providers of ideas and to make their own suggestions for further energy savings. Due to their proximity to machines and processes, they can effectively identify where energy is being wasted in everyday work.

### Conclusion

The JÄGER Group shows that significant energy savings are possible through systematic energy management and the commitment of each individual. Continuous improvement and the active involvement of employees are the key to success. This approach not only contributes to sustainable development, but also increases the awareness and the responsibility of each employee for using resources carefully.



## Climate

ESRS-Index: E1-2, E2-4, E1-6

### Strategy

Greenhouse gas emissions have a significant impact on climate change and are a central issue for a company's sustainability management in the current times. We rely on innovative technologies, future-proof business models and an environmentally friendly supply chain to reduce our CO<sub>2</sub> emissions and assume our responsibility towards the environment and future generations. Further information on this can be found in our [Energy and Environment Policy](#).

### Goal

The JÄGER Group strives to make its production and business models climate-friendly in the long term within the framework of what is possible according to the state of the art. In this way, we are making our positive contribution to mitigating global climate change.

### Measures

To switch to a climate-friendly company, we have to change the way we process rubber and plastic in meaningful steps. To this end, the JÄGER Group has developed a transformation plan that shows the necessary technologies and measures to make the transformation economically successful. This roadmap is now being implemented step by step and progress is regularly reported to the management.

In addition, it is necessary to record our emissions along the supply chain up to the customer (Scope 3 emissions). By accurately recording and evaluating these emissions, we can take targeted measures to holistically reduce our CO<sub>2</sub> footprint and that of our customers. To this end, the JÄGER Group is in close contact with its stakeholders in order to determine its impact in the supply chain and to develop measures and minimize them.

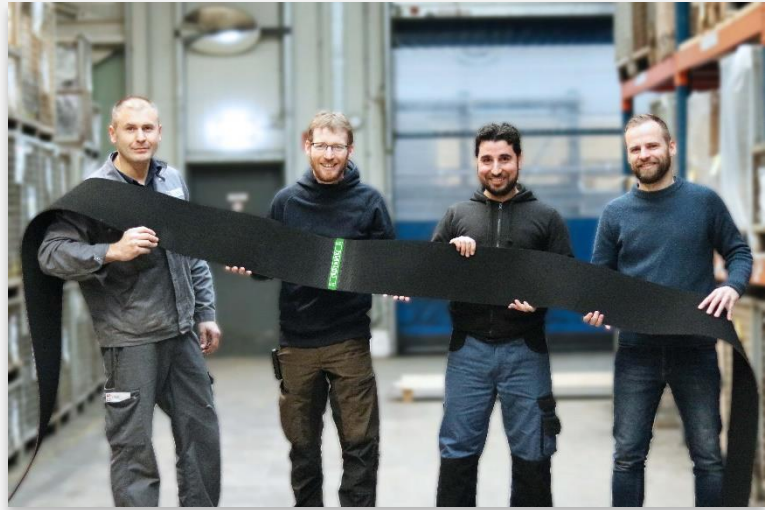
Table 3: Overview of key climate figures.

ESRS	Key figure	Unit	2023	2022
E1-6	Total greenhouse gas emissions	CO <sub>2</sub> e t	4,017	3,232
E1-6	thereof Scope 1	CO <sub>2</sub> e t	2,506	1,496
E1-6	thereof Scope 2	CO <sub>2</sub> e t	1,511	1,736
E1-6	thereof Scope 3	CO <sub>2</sub> e t	n.a.	n.a.
E1-6	Total greenhouse gas emissions per turnover	CO <sub>2</sub> e t/ mio. €	44.06	43.79



## Sewing instead of vulcanization – A completely new type of joining technology

ARTEMIS Kautschuk- und Kunststoff-Technik GmbH specializes, among others, in the production of endlessly wound belts, which are used in agriculture and industry in many different ways. The conventional vulcanization process for these endless belts requires considerable effort and consumes a high amount of energy.



### The solution

ARTEMIS Kautschuk- und Kunststoff-Technik has developed an innovative joining process in which already vulcanized fabrics can be sewn together. This new product, known as Grizzly Splice, makes it possible to make the complex and energy-intensive vulcanization process of endlessly wound belts more efficient.

In order to investigate the impact of this new process on the CO<sub>2</sub> balance, an internal study was carried out in accordance with ISO 14067. The direct and indirect greenhouse gas emissions were assessed at the direct supplier, during production at Artemis and during application at the customer's site.

The results of the study are extremely promising. In the manufacturing process, it was shown that the CO<sub>2</sub> footprint of the Grizzly Splice is reduced by 48.6% compared to the endless vulcanized belts, which shows the efficiency of the Grizzly Splice process.

When using these belts by the customer, an additional 17% CO<sub>2</sub>e can be saved. This is mainly due to the lower energy required to drive the lighter sewn belt.

The switch to Grizzly Splice therefore makes a significant contribution to reducing CO<sub>2</sub> emissions in agriculture and industry. The ARTEMIS team is determined to continue on this sustainable path and continuously minimize the environmental impact of its products.

## Material, Waste & Water

ESRS-Index: E2-4, E3-4, E5-1, E5-2, E5-3, E5-4, E5-5, E5-6

### Strategy

The transition from a linear economy to a circular economy can be a great opportunity to decouple economic activities from resource extraction. By sourcing materials responsibly, fulfilling due diligence obligations in the supply chain and reducing the amount of waste, we strive for an efficient use of resources and a sustainable value creation. Further information on this can be found in our [Energy and Environment Policy](#).

### Goal

The JÄGER Group is committed to the continuous improvement of material efficiency in production. A transition to material recycling up to a circular economy is pursued where possible within the framework of the technical requirements for our products and their materials. In this way, our ecological footprint in terms of material use is constantly minimized.

### Measures

The JÄGER Group systematically collects data on material use, waste and water consumption and assesses its ecological footprint. In addition, the companies Jäger Umwelt-Technik GmbH and Jäger Gummi und Kunststoff GmbH have an environmental management system in accordance with ISO 14001. This international standard helps us to systematically record, evaluate and ultimately reduce or completely avoid environmental impacts. By continuously improving our environmental performance, we not only reduce costs, but also make a significant contribution to environmental protection.

In addition to optimizing processes, the JÄGER Group focuses on products that offer an ecological added value either through their purpose or through their special design. For example, the [marine technology](#) division offers, among others, plastic-free solutions for scour protection. Another innovation is a new type of [aeration technology for water treatment](#), which significantly reduces waste generated during operation through replaceable membranes. These product innovations contribute to reducing the ecological footprint of the JÄGER Group and are actively promoted by the management and implemented through new developments in product design.

Table 4: Overview of key figures water, materials & waste.

ESRS	Key figure	Unit	2023	2022
E3-4	Total water consumption	m <sup>3</sup>	12,435	12,011
E5-4	Pri. Total raw material use	t	2,050	2,313
E5-5	Total waste	t	775	914

## Sustainable solutions for scour protection by Jaeger Maritime Solutions

Jaeger Maritime Solutions GmbH, a service provider in the field of offshore wind energy, maritime industry and environmental and marine technology, specializes in scour protection, among other things.

Scours are erosion phenomena in water bodies, caused by currents and are a general problem in the construction and operation of systems located in the sea. They can form, for example, on the foundations of offshore wind turbines and the associated submarine cables.



To secure these systems, nets are used, among others, which are filled with two to eight tons of stones and are placed as foundations on the systems or to support the cables. These nets must meet high requirements for tear resistance and durability, as they are installed in challenging environmental conditions and go through numerous lifting cycles from filling the stones to precise placement under water.

One problem with this is, that the nets typically used are made of plastic. These nets are furthermore exposed to the conditions caused by scour and rub off over time, whereby microplastics is released directly into the sea.

### The solution

Jaeger Maritime Solutions GmbH has developed an environmentally friendly solution for securing the systems. Instead of plastic fibers, basalt fibers – a natural product – are used to produce the nets.

The nets are not only filled with stones, but are also made of stone – more precisely of basalt, which is processed into yarn. This basalt yarn complies with DIN EN 13253:2016-12 and meets all requirements for use in erosion control systems in coastal protection.

For the foundation of an offshore wind turbine, about 50 nets, each with 8 tons of stones, are needed. The commercially available plastic nets for this scour protection weigh 48 kg per net. The use of basalt nets therefore avoids approx. 2,400 kg of plastic or microplastic input into the sea per foundation.

The transition to basalt nets therefore contributes to the prevention of plastic and microplastic inputs into the sea in the expansion of the maritime economy. Jaeger Maritime Solutions GmbH is determined to continue on this sustainable path and to continuously minimize the environmental impact of its actions.

# Social

## Employees

ESRS-Index: S1-1, S1-2, S1-5, S1-6, S1-7, S1-8, S1-9, S1-10, S1-11, S1-12, S1-13, S1-14, S1-15, S1-16

### Strategy

Dealing with employees, their working conditions and respect for work-related rights is a crucial aspect of a company's sustainability management. This includes healthy and safe working conditions, which on the one hand prevent damage to health and promote the health of employees, on the other. By disclosing our health promotion, occupational safety and training measures we strive for a positive corporate culture, that focuses on the well-being of our employees. Further information on this can be found in our [Policy](#).

### Goal

The JÄGER Group creates best possible working conditions by respecting work-related rights, promoting regular exchange between management and employees, and offering high-quality training opportunities. In return, employees bring their full potential to the company.

### Measures

In 2023, the JÄGER Group introduced a Company Health Management (CHM) to assess and improve the health, occupational safety and satisfaction of its employees. CHM includes health promotion initiatives and measures to increase employee satisfaction. The JÄGER Group is proud of the progress it has made with its CHM and defines this as an essential part of its sustainability strategy. The Group is determined to continue its efforts to improve the well-being of its employees.

Table 5: Overview of key figures for employees.

ESRS	Key figure	Unit	2023	2022
S1-6	Total number of employees	Number	564.5	543
S1-6	Share of female employees	%	22.2	22.2
S1-6	Share of full-time employees	%	90.2	90.4
S1-6	Share of employees with collective agreements	%	39.6	41.2
S1-6	Share of employees supervised by employee representatives	%	40.1	41.8
S1-6	Fluctuation rate	%	15.2	14.6
S1-9	Total number of executives	Number	43	42
S1-9	Share of female executives	%	8.2	4.8
S1-13	Eligible for performance reviews	Number	267	415
S1-13	Share of participation in performance evaluations	%	29.6	58.1
S1-14	Rate of accidents at work	No./ mio. h	20.04	17.7
S1-17	Total number of complaints from the workforce	Number	0	0

## The success of our companies is the success of our employees

For over 80 years, talented people have given our company a face. Today, the JÄGER Group is an international and diverse group of companies with more than 1,000 employees worldwide. Despite our growth and size, we retain our family character as a medium-sized company. Whether in the neighboring office or thousands of kilometers away, as part of the JÄGER Group we are connected by common values, collegial cooperation and the endeavor to be successful together.

New members of the JÄGER family meet a colorful mix of skills and personalities in the circle of colleagues. It is important for us that everyone can develop its individual talents and abilities. For us, it is therefore a matter of course to offer our employees an optimal working environment and working conditions.

In doing so, we concentrate on the various phases that employees go through during their time at JÄGER and in which we can accompany them through explicit measures.



### Attention & Recruiting

We make ourselves attractive as employer for our future employees and recruit the best employees with the help of market-oriented recruitment strategies.



### Onboarding & Offboarding

We make sure that new employees can start working quickly and smoothly, feel comfortable and that former employees recommend us as a good employer.



### Retention & Development

We develop our employees in a targeted and individual way. We offer a framework that gives all employees room for development, independence and responsibility.

## Supply chain

ESRS-Index: S2-1, S2-4, S2-5, G1-2

### Strategy

The commitment to a value chain and supplier management that eliminates child and forced labor is a central principle of human rights and is the subject of national legislation in almost all countries. This includes working conditions, equal opportunities, health and safety. Information on the evaluation of suppliers, including the verification of social criteria, is an essential part of this topic. Further information on this can be found in our [Code of Conduct](#).

### Goal

The JÄGER Group ensures that potential negative effects on employees in the value chain, including its suppliers, arising from its own business activities are prevented, mitigated or completely eliminated.

### Measures

The JÄGER Group has established a comprehensive risk management system with regard to human rights in its own business area and in the supply chain. Efficient risk management process structures ensure the success of our measures and a continuous improvement process. We monitor the effectiveness of all risk management measures regularly and on an ad hoc basis and make adjustments if necessary. The management is informed at least once a year about potential risks and decides on appropriate remedial measures. Risk management is divided into the sub-processes of risk analysis, preventive measures, complaint procedures, remedial measures, effectiveness testing as well as documentation and reporting.

Table 6: Overview of Key Figures Suppliers.

ESRS	Key figure	Unit	2023
S2	Share of direct suppliers in Germany	%	77.2
S2	Share of direct suppliers in Europe	%	94.4
S2	Share of direct suppliers with increased risk	%	79.3
S2	Total number of complaints from supply chain workforce	Number	0

## Arnold's

In the Arnold's company restaurant are offered regional, healthy and varied dishes – freshly prepared every day and if you are very hungry, you get a second helping. There, the „Jäger family“ meets at the common lunch table. Stimulating conversations and good food create a feel-good atmosphere and bring strength for the rest of the working day.



38.8 % of all dishes sold are now meatless. We focus on sustainability, regional and seasonal products as well as on a high quality of the processed ingredients. All drinks are offered in reusable bottles, chilled and sparkling tap water is available for all employees in the kitchenettes, PET bottles are frowned upon at Jäger. In addition to catering for its guests, the Arnold's team also repeatedly realizes great projects where the topic of sustainability is clearly in the foreground: During campaigns such as the "Origin Day", the team, for example, together with the supplier Transgourmet, provides information about regional suppliers, short distances and where meat and vegetables come from.

These are just a few examples in which we, as an employer, set an example for our employees on how sustainability can also be lived in private. This also has an indirect influence on how people behave sustainably in municipal areas.

Table 7: Dishes served at Arnold's.

Key figure	Unit	2023	2022
Total number of dishes served	Number	14,792	10,835
thereof meat & fish	Number	7,778	5,266
thereof Currywurst	Number	986	652
thereof vegetarian	Number	5,744	4,660
thereof salad plates	Number	284	257
Proportion of meat and fish	%	52.6%	48.6%
Proportion vegetarian	%	38.8%	43.0%

# Business Conduct

## Compliance & Governance

*ESRS Index: S1-3, S1-4, S1-17, S2-2, S2-3, G1-3, G1-4; GOV-1, GOV-2, GOV-3, GOV-4, G1-1, , G1-5, G1-6*

The JÄGER Group attaches great importance to compliance with rules and values in its business activities. All employees are obliged to observe and apply the legal regulations relevant to their tasks. They should act independently, use their professional knowledge and skills and strengthen and maintain the reputation of the JÄGER Group.

We promote a positive working environment by ensuring the safety and health of our employees and protecting the environment. This includes a variety of preventive occupational health and safety measures, compliance with safety and health standards, the minimization of waste and emissions, and the economical use of natural resources.

Of course, we attach great importance to compliance with national and international legal regulations and ethical principles. This includes avoiding corruption, unfair competition and conflicts of interest. Employees can contact a compliance officer if they want to report or investigate questionable behaviors or practices. In addition, as required by the Whistleblower Protection Act, there is a whistleblower portal to submit concerns and complaints anonymously if necessary. This portal is available to both employees and external stakeholders.



## ÖkoProfit award for JÄGER Umwelttechnik

On January 29, 2024 the ÖkoProfit Award 2023 was presented for the 24<sup>th</sup> time at the Hanover Congress Center. One of the award winners was the Jäger Umwelt-Technik GmbH. The award recognizes the commitment and continuous efforts of companies in the field of environmental and climate protection.



The ÖkoProfit programme, which was launched in 1991 by the Environmental Office of the City of Graz and which is now regarded as an international model for successful cooperation between local environmental authorities and small and medium-sized enterprises, has established itself as an important platform for sustainable business. The acronym "ÖKOlogisches PROject Für Integrierte Umwelttechnik " represents the approach of integrating environmentally friendly practices and technologies into operational processes.

In the current round of the ÖkoProfit programme (2022/23) of the city of Hanover, Jäger Umwelt-Technik GmbH and 57 other companies have implemented or started a total of 261 individual measures to increase their environmental friendliness. These measures have not only contributed to reducing the environmental impact, but also contributed to significant cost savings. A total of 2.05 million euros have been saved in the current round and with the planned savings, the total sum amounts to impressive 2.64 million euros for all participating companies. In addition, around 3,125 tons of carbon dioxide emissions have been saved and with the planned measures, this figure is expected to rise to 4,886 tons.

Thanks to its existing environmental management system in accordance with ISO 14001, Jäger Umwelt-Technik GmbH was able to join the ÖkoProfit Club directly. By participating in the programme, the environmental management system was critically reviewed externally and further improved. In addition, measures for energy saving and proactive protection in the handling of hazardous substances were identified and successfully implemented.



# ESRS Index

*ESRS Index: IRO-2*

*Table 8: Information on general disclosures (ESRS 2).*

ESRS Index	Designation	Page number
<b>BP-1</b>	General basis for preparation of sustainability statements	3
<b>BP-2</b>	Disclosures in relation to specific circumstances	3
<b>GOV-1</b>	The role of the administrative, management and supervisory bodies	22
<b>GOV-2</b>	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	11, 22
<b>GOV-3</b>	Integration of sustainability-related performance in incentive schemes	22
<b>GOV-4</b>	Statement on due diligence	22
<b>GOV-5</b>	Risk management and internal controls over sustainability reporting	
<b>SBM-1</b>	Strategy, business model and value chain	4
<b>SBM-2</b>	Interests and views of stakeholders	7
<b>SBM-3</b>	Material impacts, risks and opportunities and their interaction with strategy and business model	9, 10
<b>IRO-1</b>	Description of the process to identify and assess material impacts, risks and opportunities	
<b>IRO-2</b>	Disclosure Requirements in ESRS covered by the undertaking's sustainability statement	

*Table 9: Information on Climate change (ESRS E1).*

ESRS Index	Designation	Page number
<b>E1-1</b>	Transition plan for climate change mitigation	14
<b>E1-2</b>	Policies related to climate change mitigation and adaptation	12, 14
<b>E1-3</b>	Actions and resources in relation to climate change policies	14
<b>E1-4</b>	Targets related to climate change mitigation and adaptation	14
<b>E1-5</b>	Energy consumption and mix	12
<b>E1-6</b>	Gross Scopes 1, 2, 3 and Total GHG emissions	114
<b>E1-6</b>	GHG Intensity based on net revenue	14
<b>E1-9</b>	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	

*Table 10: Information on pollution (ESRS E2).*

ESRS Index	Designation	Page number
<b>E2-4</b>	Pollution of air, water and soil	16
<b>E2-5</b>	Substances of concern and substances of very high concern	

*Table 11: Information on Water and marine resources (ESRS E3)*

ESRS Index	Designation	Page number
<b>E3-4</b>	Water consumption	16

Table 11: Information on Resource use and circular economy (ESRS E5)

ESRS Index	Designation	Page number
<b>IRO-1</b>	Description of the processes to identify and assess material resource use and circular economy-related impacts, risks and opportunities	
<b>E5-1</b>	Policies related to resource use and circular economy	16
<b>E5-2</b>	Actions and resources related to resource use and circular economy	16
<b>E5-3</b>	Targets related to resource use and circular economy	16
<b>E5-4</b>	Resource inflows	16
<b>E5-5</b>	Resource outflows	16
<b>E5-6</b>	Anticipated financial effects from material resource use and circular economy-related risks and opportunities	

Table 12: Information on Own workforce (ESRS S1).

ESRS Index	Designation	Page number
<b>SBM-2</b>	Interests and views of stakeholders	
<b>SBM-3</b>	Material impacts, risks and opportunities and their interaction with strategy and business model	
<b>S1-1</b>	Policies related to own workforce	18
<b>S1-2</b>	Processes for engaging with own workforce and workers' representatives about impacts	18
<b>S1-3</b>	Processes to remediate negative impacts and channels for own workforce to raise concerns	18
<b>S1-4</b>	Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	18
<b>S1-5</b>	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	18
<b>S1-6</b>	Characteristics of the undertaking's employees	18
<b>S1-7</b>	Characteristics of non-employees in the undertaking's own workforce	18
<b>S1-8</b>	Collective bargaining coverage and social dialogue	18
<b>S1-9</b>	Diversity metrics	18
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<b>S1-14</b>	Health and safety metrics	18
<b>S1-15</b>	Work-life balance metrics	18
<b>S1-16</b>	Remuneration metrics (pay gap and total remuneration)	18
<b>S1-17</b>	Incidents, complaints and severe human rights impacts	18

Table 13: Information on Workers in the value chain (ESRS S2).

ESRS Index	Designation	Page number
<b>SBM-2</b>	Interests and views of stakeholders	
<b>SBM-3</b>	Material impacts, risks and opportunities and their interaction with strategy and business model	
<b>S2-1</b>	Policies related to value chain workers	20
<b>S2-2</b>	Processes for engaging with value chain workers about impacts	20
<b>S2-3</b>	Processes to remediate negative impacts and channels for value chain workers to raise concerns	20
<b>S2-4</b>	Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	20
<b>S2-5</b>	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	20

Table 14: Information on Business conduct (ESRS G1).

ESRS Index	Designation	Page number
<b>GOV-1</b>	The role of the administrative, management and supervisory bodies	22
<b>IRO-1</b>	Description of the processes to identify and assess material impacts, risks and opportunities	22
<b>G1-1</b>	Business conduct policies and corporate culture	22
<b>G1-2</b>	Management of relationships with suppliers	22
<b>G1-3</b>	Prevention and detection of corruption and bribery	22
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<b>G1-6</b>	Payment practices	22



