Environmental Statement 2025

with the data from 2022-2024

adam hall®

Contents

Forward

Dear reader,

2025 is a special year for us: 50 years of Adam Hall. Half a century full of ideas, courage and passion – and the start of a new chapter. With our claim “Engineering Fascination”, we are not only celebrating our history but also formulating a promise for the future. It’s more than just a slogan: it’s a mindset that sustains us.

“Engineering Fascination” stands for the combination of technical excellence and emotional impact. We develop solutions that bring people together and create lasting experiences. At the same time, we see technology as a responsibility – for the environment, society and future generations.

In a world that is increasingly characterised by digital content and AI experiences, there is a growing desire for real encounters. We are convinced that real-life experiences will become more important. Live events create community, promote friendship and support mental health.

For us, sustainability is not an afterthought but an integral part of our engineering. We shape the future systematically – through data-based decisions, efficient processes and partnership-based responsibility along the value chain. Our EMAS certification is the common thread running through everything we do: from energy efficiency and CO_2 reduction to sustainable packaging and transport solutions.

With Leadership 2.0, we are developing a new attitude in leadership – away from simple coordination and towards genuine responsibility, transparency and impact. Our managers see themselves as drivers of a culture that combines performance, sustainability and purpose.

For us, sustainability also means responsibility for people and the region we’re based in. My fellow managing director, Markus Jahnel, and I are committed to projects that strengthen the sense of community in Neu-Anspach – for example through affordable housing for employees and inhabitants. This commitment was honoured in 2025 with the German Citizens’ Award for the Main-Taunus and Hochtaunus districts – a recognition that encourages us to combine economic success with a sense of community.

This Environmental Statement 2025 shows what we have achieved and where we are still working. We pursue our goals with determination, curiosity and the conviction that true fascination can only arise when it has a lasting effect.

Sincerely,
Alexander Pietschmann
Managing Director and CEO of Adam Hall GmbH

1 Our organization

1.1 Company portrait

Adam Hall GmbH is an owner-managed, medium-sized company based in Neu-Anspach in Germany (headquarters), Barcelona in Spain, Riverdale in the US, Singapore, and Essex in the UK. As part of the EMAS validation, we are initially focussing on the Neu-Anspach site (headquarters). We are one of the world‘s leading companies in the field of event technology. Our manufacturing and product portfolio includes professional audio and sound solutions such as loudspeakers and power amplifiers, professional LED lighting solutions such as moving lights, cables and cable protectors, and stands, stage systems and flight case fittings.

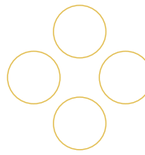
In total, Adam Hall GmbH has more than 5,500 products immediately available from the warehouse, and offers industry customers, dealers, event service providers and integrators an all-round package of innovative quality products for a multitude of applications in event technology and installation. Today, 50 years later, Adam Hall GmbH has developed into a global manufacturer and distributor, with comprehensive solutions for the event technology industry. Today, Adam Hall GmbH employs over 370 people worldwide, is one of the top employers in the Rhine-Main region and in 2025 was recognized with a Top Company Award from Kununu for the fifth time in a row.

In 1975, Mr Adam Hall founded Adam Hall Ltd. in the British city of Southend-on-Sea (near London) as a manufacturer of high-quality, robust flight case fittings. More than 45 years later, Adam Hall GmbH has developed into a global manufacturer and distributor, with comprehensive solutions for the event technology industry. In that time, numerous new brands have been developed and created at the current company location in Neu-Anspach, Hesse, Germany. As an international distribution company and service provider for more than 30 well-known brands, Adam Hall GmbH has been impressing its customers and business partners for decades with its strong and sustainable concepts for an innovative and diverse event industry. Today, Adam Hall GmbH employs over 350 people worldwide, is one of the top employers in the Rhine-Main region and was recognized with a Top Company Award from Kununu in 2024.

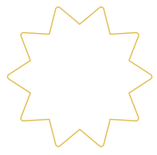
Sustainability is very important to our company, which is why we constantly strive to improve. In recent years, we have already received awards such as Green Globe certification, signed the Diversity Charter and supported various sustainability initiatives within the event industry.

1.2 Facts and figures

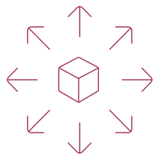
Founded in London (UK) in 1975, now based in Neu-Anspach near Frankfurt (Germany). International presence, employees, innovation, delivery performance, and sales: an overview of the Adam Hall Group‘s key figures for 2024.



More than 300 employees on site

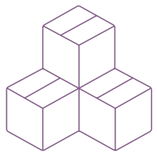


94% customer satisfaction



356 new product presentations

60 % export quota to 109 countries



95% product availability for approx. 5,500 items

228 active patents, utility models and registered designs

Our locations

Adam Hall Group Experience Center (HQ)
Adam Hall Str. 1,
61267 Neu-Anspach, Germany

Adam Hall Group – North America
8 Fairfield Crescent, West Caldwell,
NJ 07006, United States

Adam Hall Group Showroom – Barcelona
Carrer Ramón Turró 124,
08005 Barcelona, Spain

Adam Hall Group UK Show Space
Unit 5, North Edge Business Park, Alfreton Rd, Darley Abbey, Derby DE21 4BN, Great Britain

China Trading Co., Ltd.
43 Yingbin Avenue, Tangxia Town,
Dongguan, China

Headquarter and Experience Center

The town of Neu-Anspach is located in the Taunus Nature Park and is divided into the four districts of Anspach, Rod am Berg, Westerfeld and Hausen-Arnsbach. Neu-Anspach enjoys direct connections to the spa town of Bad Homburg and the Rhine-Main metropolis of Frankfurt am Main.

Neu-Anspach has a railway connection, on the Taunus Railway, to Friedrichsdorf (approx. 16 minutes), Bad Homburg (approx. 25 minutes) and Frankfurt (approx. 50 minutes). Frankfurt city centre is barely 30 km away and can be reached via the A5 or A661 in just half an hour. Bad Camberg and the slip road to the A3 motorway can be reached in around 25 minutes.

Our headquarters in Neu-Anspach were built in two construction phases (administration building & warehouse: construction phase 1; Experience Centre: construction phase 2) in accordance with the ‘Am Kellerborn’ development plans, which designate the area as a business park. Our administration building and warehouse were built in 2007. Our Experience Center, with its laboratories and auditorium, followed in 2015. Approval for the warehouse expansion was then granted in 2016.

There is no pollution from previous industry on the site. Our headquarters are located outside a flood zone (see GeoPortal Hessen & B-Plan) and are not in a drinking water or groundwater recharge zone. The noise limit in commercial areas is 50 dB. There have been no noise complaints to date. The nearest residential area is approximately 100 metres from our headquarters.

Headquarter & Experience Center

Our history

1980

An English musician brings Adam Hall to Germany: David Kirby founds Adam Hall GmbH in Oberlauken, Hesse.

1975

Adam Hall founded Adam Hall Ltd. in a small building in Southend-on-Sea near London, England.

1993

After acquiring English Ltd., David Kirby established the German branch in Neu-Anspach as the company headquarters.

1998

The company has launched the Adam Hall B2B online shop as a “digital pioneer.”

2008

The new European logistics center of Adam Hall GmbH in Neu-Anspach, Hesse, is complete.

2013

David Kirby presents his succession plan and hands over management to M. Jahnel and A. Pietschmann.

2017

The new logistics park now brings the storage area to 14,000 square meters.

2022

LD Systems® has launched the modular all-round product Intelligent Line Array MAILA®.

Cameo® illuminates the Queen‘s 70th birthday with over 600 Cameo® lighting devices at Buckingham Palace.

2025

Adam Hall Group has successfully opened its show space in High Wycombe, UK.

Adam Hall GmbH celebrates its 50th anniversary

1990

The Palmer® brand – founded in 1980 by Martin Schmitz – has been part of the Adam Hall family since 1990.

1997

Defender® cable protection systems, a new brand, is being added to the portfolio.

2004

LD Systems®, a new proprietary brand, has expanded the range.

2011

Cameo®, a new brand, has expanded its range to include LED lighting.

2015

Gravity®, a new premium tripod brand, was introduced to expand the company’s portfolio.

2018

The new Experience Center at the German headquarters opens with a showroom, an auditorium, and a company restaurant.

Another milestone in the company’s history: the successful founding of Adam Hall North America Inc.

Figure 1: Timeline of Adam Hall GmbH’s history

1.5
Our corporate policy

As a continuously growing, globally oriented company, we are aware of our responsibilities – to our customers, our business partners and naturally also to our more than 350 employees (as of 2024). The music and event technology industry has its own specific requirements and sensitivities. As a manufacturer and distributor with almost 50 years of experience, we help shape the industry every day – all based on interpersonal relationships with our customers and partners. These include values such as trust and integrity, teamwork and cooperation with partners, transparency and a culture of open feedback, customer focus, acceptance of responsibility, and social responsibility and commitment. In addition to our headquarters in Neu-Anspach, we now offer our comprehensive service concept at international service centre locations in Spain, Poland, Switzerland and the United Kingdom.

1.5.1
Our positioning in the market

At Adam Hall GmbH, our top priority is the high quality of the products we manufacture and distribute. However, quality is a basic expectation – especially for products with the quality seal “Design & Engineering Made in Germany”. As a manufacturer and distributor, we rely on feedback from our customers and offer comprehensive, service-oriented solutions that create clearly recognizable added value for our customers:

- We focus on our customers’ needs.
- We develop innovations that enable our customers to stand out from the competition.
- We are in constant dialogue with our customers.
- We customize our products and create strong brands with distinctive characteristics.

1.5.2
Many brands, one identity

From portable sound systems and creative LED and laser effects to sturdy cable protectors and versatile stands, Adam Hall GmbH’s products and brands are as innovative and unique as they are cohesive. They’re united by a strong brand and corporate identity: open and communicative in our relationships, dynamic and forward-thinking in product development, responsive and respectful in service, and bold and strategic in brand and corporate governance. These characteristics define both us as a company, manufacturer and distributor, and all of our brands. And our customers can rely on that, regardless of whether they need just one cable, a DI box or comprehensive stage or venue equipment from a single source.

1.5.3
Our HR policy

“Come as you are” – With this advanced understanding of employee management, we focus on people and not just on skills and talents. At our company, everyone is first and foremost a person and is welcome just as they are! We particularly value our culture of open feedback and our corporate culture of cooperation. Our rules of conduct are set out in our Code of Conduct.

1.5.3.1
Work and health

Employee well-being is very important to us. In addition to free coffee, tea and water, we place great importance on our employees’ daily nutrition. In “Come Together”, our staff restaurant, balanced, vitamin-rich, varied and tasty meals of restaurant quality are created every day. The staff restaurant also has a cosy atmosphere that encourages informal conversation.

To further promote health in the workplace, we offer corporate health management and support an extensive sports programme, including free yoga and back classes, membership of a nearby gym and participation in fun runs. Our workstations are modern and ergonomically designed, and our employees are regularly offered training on the subject of occupational health and safety.

1.5.3.2
Work and family

The balance between work, leisure and family has always been an integral part of Adam Hall GmbH’s corporate culture. The contractually agreed working hours are a concrete reference point that our employees can rely on. To enable our employees to achieve a better work–life balance, we offer a range of working time models with flexible working hours and locations:

Flexitime: The core working hours vary depending on the department and position, and extend up to 100% flexible trust-based working hours.

Part-time: We offer part-time positions and flexibly adjust weekly working hours depending on the needs of our employees and the company.

Home office & mobile working: Where possible, we enable our employees to work from flexible work locations, e.g. from home or while travelling. To facilitate this, we provide our employees with the appropriate work equipment.

Further flexible working models: We will continue to offer our employees the option of mobile working. If our colleagues’ circumstances change as a result of a temporary move abroad, we endeavour to support them, e.g. by seconding them. We are currently working on new models, such as shared desk and “workation” options.

Holidays: Holiday periods are agreed flexibly and by mutual agreement between the employees and the company. We take school holidays into consideration for parents with school-age children. In addition, Adam Hall GmbH gives its employees more annual leave than required by law.

1.5.3.3
Development and career

We are committed to supporting our employees in both a professional and personal capacity, so that they can keep pace with our rapid growth. A broad spectrum of development opportunities contributes to this. This starts with English courses and continues with specialized workshops and exchanges of ideas in the Ideas Café or at the Meet & Greet.

We aim to maintain a lively exchange of ideas with the whole world through the opportunity to take part in international trade fairs, internal events and industry conferences. It is also possible to work at one of our international locations, and we welcome the resulting global synergies.

1.6
Our corporate structure

Adam Hall GmbH would not be what it is today without our employees. Everyone contributes to the success of the company through their daily work and by taking responsibility in their area. Our corporate structure makes this possible, and our employees are involved in decision-making processes. Thanks to our strong team spirit as a company, problems can often be resolved quickly and solutions developed jointly. This enables us to achieve the best results every day.

Our employees

As a continuously growing, globally oriented company, we are aware of our responsibilities – to our customers, our business partners and naturally also to our more than 350 employees (as of 2024). The music and event technology industry has its own specific requirements and sensitivities. Adam Hall GmbH is headed by our managing directors Alexander Pietschmann (CEO) and Markus Jahnel (CRO), together with four other C-level executives: Diana Schöneich (COO), Sven Wagner (CFO), Andreas Modschiedler (CTO) and Kati Eismann (Co-CRO). The various departments are formally divided among them.

Alexander Pietschmann
CEO / Managing Director

Diana Schöneich
COO

Kati Eismann
Co-CRO

Markus Jahnel
CRO / Managing Director

Andreas Modschiedler
CTO

Sven Wagner
CFO

adam hall®

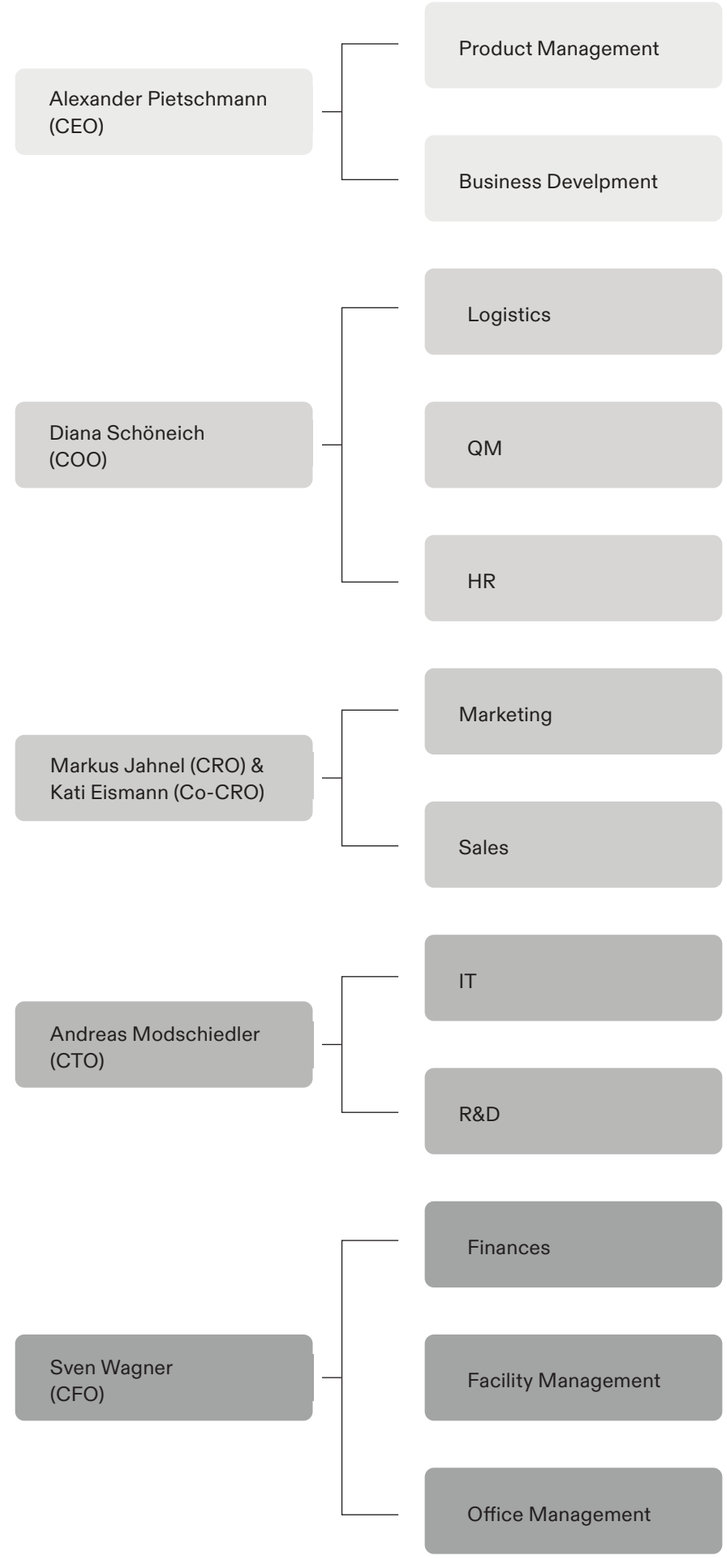


Figure 2: Organizational structure

1.7 Our stakeholders

Our actions have an impact on various stakeholders in our environment. They have different requirements of us, all of which we must meet. For example, our customers expect us to manage resources in a sustainable and responsible manner, have a climate-positive carbon footprint, offer pollutant-free products, generate little packaging waste and ensure that our products can be repaired for a long time.

Our employees want, above all, to have opportunities to participate, a high level of information and identification with their work, and the benefits arising from the sustainability concept. Our management and owners primarily want to take responsibility for future generations and implement an environmental management system that is in line with the company's strategy. The public sector also places demands on us. Authorities expect us to comply with all laws, regulations and standards. Banks also assess a company's sustainability as part of the financing process.

Figure 3: Stakeholders

2 Our products and services

Our brands and products are used in many different industries and areas: on concert stages, in theatres, clubs and television studios, in museums, conference centres and company head offices, in industry and in public spaces. That's why we offer a broad portfolio of services and products, tailored to an equally diverse customer base.

Our brands

2.1.1 Palmer

For decades, musicians have appreciated the unadulterated sound that they can achieve with Palmer® products, whether live or in the studio. With our DI boxes, line isolators, speaker simulators, monitor controllers, studio monitors and many other sound assistants, we always place the highest value on sound purity and ease of use.

2.1.2 Cameo

Nothing fascinates people as much as spectacular light, and professional light designers, technicians and other "Lumen Beings" dedicate themselves to their craft with great enthusiasm. Cameo develops innovative and energy-efficient lighting solutions in Germany for stages, events and architecture. With the slogan "For Lumen Beings", the brand connects professionals and enthusiasts worldwide and promotes the exchange of information and knowledge. The product range includes moving heads, spots, LED Fresnels, lasers and effects machines.

2.1.3 LD Systems

LD Systems® develops customized audio solutions for event technicians, DJs, musicians and installers. The slogan "Your Sound. Our Mission" encapsulates the brand's pursuit of perfect sound, user friendliness and durable design. The product range includes mobile PA systems, speakers, installation solutions and wireless microphone and in-ear systems that are renowned for their reliability and innovative technology. With a focus on German development and the highest standards in sound and aesthetics, LD Systems® is committed to delivering products that fulfil even the most demanding expectations.

2.1.4 Defender

Event organizers have a special responsibility for people and materials. Cables and hoses can quickly become trip hazards or get damaged themselves. The solution, made in Germany, is DEFENDER® cable protectors with their innovative, non-slip surface design. They protect cables and lines with different load-bearing capacities, up to and including supporting heavy goods vehicles. These highly robust cable protection systems are made of particularly hard-wearing, recyclable TPU (thermoplastic polyurethane). They are also easy to handle, thanks to their securely locking lids and self-cleaning hinges. Their high quality requirements are regularly and rigorously monitored by TÜV-SÜD. DEFENDER® also offers custom-made products and system solutions developed specifically to meet individual requirements.

2.1.5 Gravity

Developed in Germany, these stand solutions combine the highest material quality and reliability with well-thought-out features and an aesthetic design that appeals to professional technicians, musicians and content creators alike. With its comprehensive portfolio of solutions – from clever mounts for tablets and action cameras to the Touring series designed for the professional rental market – Gravity® offers reliable companions for almost any application.

2.1.6
Adam Hall Hardware

The discerning case maker requires hard-wearing, reliable and precise parts in order to be able to manufacture their professional flight cases to the specific requirements of their customers in a high-quality and cost-effective manner. Adam Hall® Hardware is a pioneer in this field and has been developing a comprehensive range of case components in Germany since the 1970s. From 19" rack accessories and innovative wood and plastic panels with special properties to every type of fastener, corner, handle and aluminium profile.

2.1.7
Adam Hall Stage Equipment

At events, stage technicians and musicians use various equipment, accessories and materials that the audience may not necessarily notice, but that are indispensable. Without reliable, high-quality cables, power distributors and plugs, there can be no smooth-running concerts, and no theatre performances or installation projects. Stage accessories and consumables such as stage molton, gauze mesh fabric and gaffer tape, among many other resources, are also essential on stage or in permanent installations. Adam Hall® Stage Equipment offers a wide range of these “silent heroes”.

2.1.8
Adam Hall Cables

Cables are so much more than just signal conductors – they form the central backbone and lifeline of every system. They are emotion carriers that usually do their work inconspicuously in the background and yet play a decisive role in the quality of a live show, studio production or permanent installation, whether they run between a guitar and an amplifier, an amplifier and a speaker or a lighting console and a spot.

2.2
Our raw materials

To ensure that our customers receive a safe, high-quality product, we adhere strictly to legal requirements regarding product design. We use high-quality raw materials in the manufacturing process, and we check our products again before final delivery.

2.3
Our production

We work together with our long-standing suppliers in our production process. We maintain a close business relationship with them, which has a positive effect on our products. We develop our products in close co-operation with our suppliers. They then carry out the production, while we closely monitor the process.

2.4
Our service

The longer a product is used, the more sustainable it becomes. That’s why we offer an in-house repair service for our products. This means that our products can continue to be used for a long time, conserving resources. To ensure that our customers choose the right product for them and can use it properly, so that returns are avoided, we set great store by providing competent, personalized advice. Sales aids to help customers choose the right product are available in our online shop. We also offer project services, product training, value-added services, OEM/ODM services and financial services.

2.5
Our value creation cycle

Our products have already undergone a long process before they reach our customers. This starts with the development and design process in our R&D department. Once the right manufacturers have been found for the products, they take charge of sourcing the raw materials. A sample product can then be created and sent to our development team. All tests are carried out with the sample, and change requests are noted. These are then communicated to our production partners, after which, the product goes into mass production and is sent to us. Quality tests are carried out again here. Only then are our products sent to the customer for use. If problems occur during a product’s service life, our technicians can usually solve them on site by carrying out repairs. Once a device has reached the end of its service life, customers can refer to the information supplied with the product on how to treat it at the end of its life. Instructions for its proper disposal are also provided.

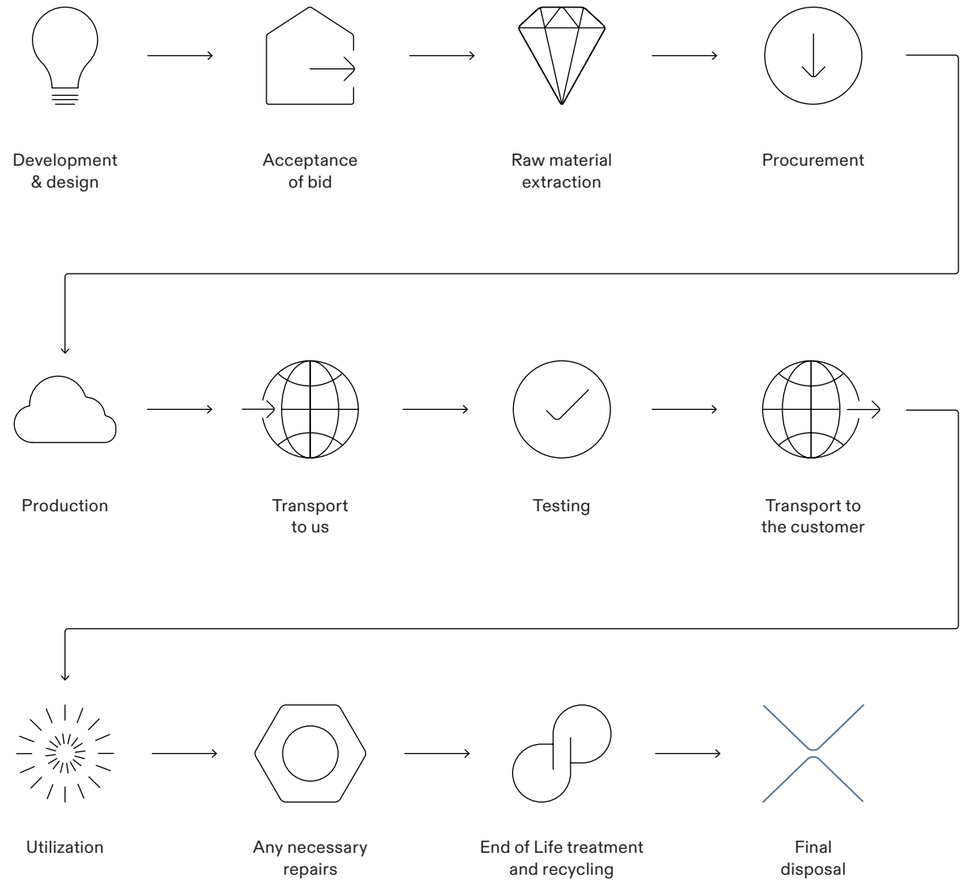


Figure 4: Our schematic value creation cycle

Our environmental policy

More than just a show – the Adam Hall GmbH's environmental policy

The event and live industry must also take active responsibility for a successful transition to a more sustainable world. Given the climate and environmental challenges, the industry must lead this change creatively by reorganising its working methods and structures, as well as by bringing sustainability to life in live formats.

As a global manufacturer of professional event technology and AV solutions, our mission is to enhance emotions through event technology and create space for social interaction, thus promoting social sustainability. We are aware that our actions have an impact on the environment and society as a whole. We have therefore established clear guidelines for ecological, social and economic responsibility at Adam Hall GmbH.

Our sustainability principles:

- **Resource efficiency:** We focus on the smart use of resources, use energy, water and natural resources sparingly and promote renewable energies.
- **Waste management:** We are constantly working to avoid and reduce waste, dispose of it properly and promote recycling and reuse.
- **Product responsibility:** We are committed to developing and manufacturing products that are made from environmentally friendly and durable materials that are easy to recycle. Their design and consequent ease of repair support the sustainable use of our products.
- **Supply chain:** Globally networked metal and electronics production requires a sustainable supply chain policy, to which we are committed. As a result, we work with suppliers who procure raw materials in an environmentally conscious manner and follow socially and ecologically responsible labour practices.
- **Environmental awareness:** We regularly inform our employees and major stakeholders about environmental issues and encourage them to actively contribute to environmental protection. We use our internal communication, campaigns and training to raise awareness of our environment.
- **Compliance and continuous improvement:** Compliance with regulations and the continuous improvement of our environmental management system and our environmental performance, particularly with regard to our carbon footprint, are a matter of course for us.

We don't just talk the talk, we walk the walk too. EMAS validation helps us to make our successes transparent, set clear targets and continue to pursue them ambitiously.

4
Our management system

Our environmental management system is based on the requirements of the international standard ISO 14001:2015 and the European EMAS Regulation. It is a living system that takes into account company developments and is adapted when changes occur.

4.1
Environmental Management Officer

We have appointed two environmental management officers to set up and maintain our environmental management system. They are available to our employees for all questions relating to environmental protection and sustainability. They report to the management and coordinate the associated processes.

4.2
Environmental core team

The environmental core team carefully monitors its environmental targets. When major issues and decisions arise, the team meets to work together on a solution and agree on it. A representative from each relevant department has been appointed to this team. In addition, the team members support the environmental management officers.

4.3
Team Green

Team Green is a group of committed employees. Various people can be involved in the process through the team. The team primarily carries out high-profile campaigns and addresses environmental issues that affect all employees.

4.4
Environmental handbook

Our environmental handbook is an important aid for all employees and is available to everyone on the intranet. The environmental handbook clearly outlines responsibilities and roles. It covers all relevant standards and requirements relating to the environment. Procedures and work instructions are also described in the manual.

4.4.1
Waste guide

The waste guide provides a concise decision-making tool for correct waste sorting. The guide can be found on the intranet and in print at the main waste collection points.

4.4.2
Waste fact sheets

The waste fact sheets provide more detailed information than the waste guide. The types of waste are explained in more detail in the fact sheets and can be found on the intranet and in print at the main waste collection points.

4.5
Training courses

To ensure the success of our environmental management efforts, it is important to involve our employees in the process and provide them with appropriate training. A training plan has been developed for this purpose. As a first step, we are focusing on advanced training courses on hazard prevention. We also want to provide more explicit training on waste management.

To raise awareness within the company and improve internal communication, a regular meeting with the corporate communications department has been introduced. In addition, several high-profile events were organised in 2025.

4.6
Internal audits

Our regular internal audits determine the current status and define improvement measures. Potential problems are recognized early, and measures are taken to rectify them.

4.7
Internal communication

We are keen to offer various options for our internal communication. We generally keep our employees informed about the latest developments and opportunities for participation via regular intranet posts and circular emails. We have also set up a dedicated email address for direct comments or ideas.

In order to involve the workforce, participation formats such as workshops or surveys must be carried out.

A team (Team Green) must meet regularly to organize and plan low-priority projects. It can also act as a source of inspiration for the core team. Team Green is open to anyone interested but requires a certain level of commitment to the cause.

The core team is the central, defined organizational group that jointly implements high-priority projects and supports the environmental management officers. They are committed to the purpose and are responsible for key areas of environmental management.

Spring 2025

- Hosting of the lecture The Journey to Climate by nature photographer Markus Mauthe at the Adam Hall GmbH Experience Centre (organised by the local BUND group)

Summer 2025

- Workshop with Team Green on a company-wide sustainability survey to analyse the existing situation and define a common understanding of the concept of sustainability beyond scientifically recognised definitions
- Creation of the survey and questionnaire design, and preparation of its internal communication
- Donation (proceeds from a raffle held as part of the 50th anniversary celebrations on 4 July 2025) to Live Music Now (initiative promoting concerts and musical contributions in social institutions)
- Publication of the cookbook EAT TOGETHER, which was implemented as an internal project to encourage participation and increased awareness of diversity as part of Diversity Day 2024

Autumn 2025

- Participation in the CITY CYCLING 2025 campaign with a company team
- Participation in World Cleanup Day 2025
- Participation in “Taunus Klimatage” (events aimed at sharing knowledge and accelerating action on climate change) with a presentation on biodiversity at our German company site
- Internal and external communication of all activities (on the intranet + social media channels of Adam Hall GmbH)

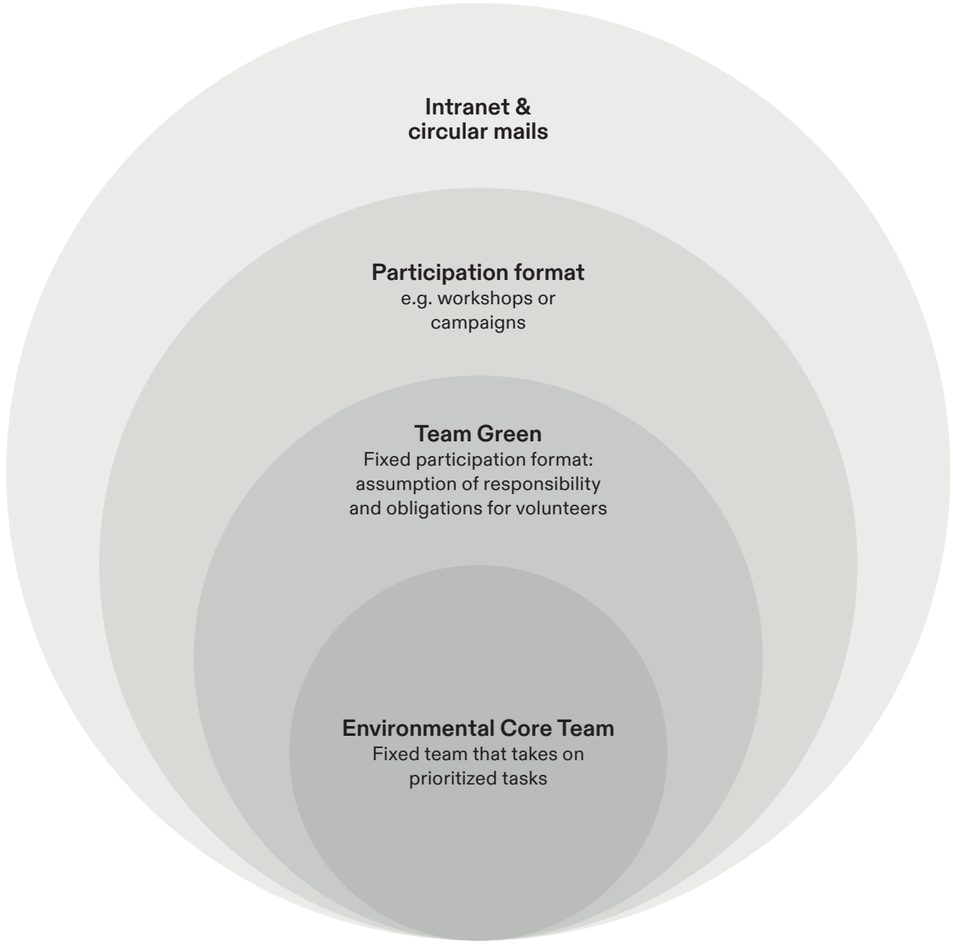


Figure 5: Communication model

5 Environmental aspects Our measures – Our targets – Our strategy

Overview of all environmental aspects

At Adam Hall GmbH, our daily activities have an impact on various environmental aspects. These have different environmental impacts and vary in terms of their significance (*see Table 2*). To classify their significance, we have assessed our environmental aspects based on a range of criteria. The following evaluation matrix was used for this purpose: it shows the criteria in the EMAS annexes that need to be evaluated (*Table 1*).

	-2	-1	0	1	2
Potential harm/ benefit	Serious harm	Moderate harm	Neutral	Moderate benefit	Great benefit
State of the environment	Very bad	Bad	Neutral	Okay	Good
Extent of the aspect/ impact	Very strong	Strong	Neutral	Minor	None
Number/frequency of impact	Often	Above average	Average	Rare	Never
Reversibility	No	Difficult	With moderate effort	Yes – with difficulty	Yes – easily
Do regulations exist	No				Yes
Stakeholder opinion	Very bad	Bad	Neutral	Okay	Good

Table 1: Assessment matrix for the significance of environmental aspects

ENVIRONMENTAL ASPECT	DIRECT	INDIRECT	EMERGENCY	SIGNIFICANCE
Energy consumption	●			Significant
Heat supply	●			Significant
Water consumption	●			Insignificant
Paper consumption	●			Significant
Office supplies	●			Insignificant
Purchase and use of electrical and electronic appliances	●			Significant
Waste	●			Significant
Biological diversity	●			Significant
Employee mobility	●	●		Very significant
Internal catering	●			Significant
Air conditioning	●			Significant
Noise emission	●			Insignificant
Product transport		●		Very significant
Product development		●		Very significant
Production at our manufacturers		●		Very significant
Fires			●	Significant
Explosions & water-polluting substances			●	Significant

Table 2: Overview of the significance of our environmental aspects
Red: Very significant (±10 to ±14 points), Yellow: Significant (±4 to ± 9 points) , Green: Insignificant (–3 to +3 points)

5.1
Power consumption

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant – medium – very significant

We need electricity in our daily work, whether in the office, warehouse or laboratories. Electricity production results in the emission of CO_2. These emissions influence climate change.

5.1.1
Our established energy measures

PV system

Our 10,000 m² photovoltaic (PV) system on the roof of the logistics building at our company headquarters is a key component of our strategy for climate neutrality at our German site. In the spring of 2021, the existing 6,500 m² facility was expanded by 3,500 m² as part of the expansion of our logistics operations. With this expansion, we have created new storage capacity and are able to cover a large part of our energy requirements with our own electricity generation. The PV system produces around 800,000 kWh of electricity a year. This amount covers around 70% of our electricity requirements during periods of high energy consumption.

Green electricity

Since January 2023, we have purchased the additional electricity we need (approx. 30%) from LichtBlick. This is certified green electricity and will enable us to meet 100% of our electricity requirements using renewable sources and avoid around 400 tonnes of CO_2 a year.

Conversion to LED lighting

To save even more energy, our conventional lighting has been almost completely replaced by LED lighting. In addition to low energy consumption, LED lamps are characterized by a long service life.

5.2
Heat supply

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant – medium – very significant

In winter, our buildings need to be heated. The provision of heat inevitably results in CO_2 emissions, which have a negative impact on the climate.

5.2.1
Our established energy measures

Wood chip heating

With the connection to the local district heating network of the town of Neu-Anspach via a wood chip plant – as an alternative to fossil fuels – we ensure environmentally friendly energy consumption. As a renewable raw material, wood ensures a lower carbon footprint compared to conventional fuels and is considered “climate-neutral” because the CO_2 that is released during combustion was stored during plant growth.

5.3
Water and water consumption

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant – medium – very significant

A working environment must have sanitary facilities, which in our case represent our water consumption. Water is also used to irrigate the outdoor grounds, and in the kitchenettes and staff restaurant. Our use of water at the site has a minor impact on water availability.

5.3.1
Our established water-saving measures

Technical solutions for saving water were incorporated into the building's design. Our toilet facilities are therefore equipped with a water-saving button. Some of the taps are also automated and water-saving.

5.3.2
Our planned water-saving and water conservation targets

Switch to ecological cleaning agents

We are currently in the pilot and test phase of the new cleaning agent. Cleaning intervals have also been increased. In addition, the new conditions were included in the invitation to tender for the new cleaning contract.

Target:
Reduce harmful environmental impact by switching to ecological cleaning agents (100%)

When by:
Q3 - 2025

Measures:
- → Define specifications for the ordering process for cleaning agents
- → Instruct the procurement and cleaning staff

Use tap water instead of bottled water

The target was achieved by introducing water dispensers and distributing glass bottles to employees.

Target:
Replace returnable bottles with drinking water dispensers, including reusable bottles, for all office workstations

When by:
Q1 - 2025

Measures:
- → Every employee receives a returnable bottle. This can be topped up with sparkling or still (chilled) water at a drinking water dispenser.

5.4
Paper consumption

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant — medium — very significant

Paper, cardboard and cardboard packaging are used in many places in our processes and daily workflows, e.g. in printouts, packaging or print media. By producing these materials, we indirectly influence land use through logging, water consumption and CO_2 emissions, and promote these processes.

5.4.1
Our established paper-saving measures

Digitizing office work

By starting the transition to digital working methods, we already need less paper than before our digitization measures. However, there is still room for improvement here, and we intend to address this in the future in order to become as paperless as possible.

5.4.2
Our planned paper-saving targets

Reduce paper consumption in the logistics sector through digitization

A system for implementing digital signatures has been introduced and is currently in a pilot phase. If the system achieves the desired effects, its expansion to the entire company will be considered. The system is currently being tested in the dispatch department. Paper consumption has been reduced by around 50% so far. In addition, our printer paper was replaced by certified environmentally friendly paper several years ago.

Target:
Reduce paper consumption in the logistics sector by 10% compared to the previous year (2021–2023) through digitization

When by:
Q4 - 2026

Measures:
- → Introduce digital signatures
- → Increase digitization of transport documents
- → Use haulage companies' digital delivery note option
- → Increase digital filing

5.5
Office supplies

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant — medium — very significant

In addition to paper, we also use office supplies in our daily operations. This affects resource availability and climate change through CO_2 emissions during production and waste generation at the end of the products' life cycle.

5.5.1
Our established office-supplies-saving measures

Digitizing office work

Transitioning to a digital working method that is as paperless as possible also leads to lower consumption of office supplies. The reduction will therefore take place simultaneously as processes are further digitized.

5.6
Purchase and use of electrical and electronic appliances

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant — medium — very significant

In order to implement our digitization offensive, new devices such as laptops and measuring instruments must be purchased. Electrical tools and equipment, such as our warehouse vehicles, must also be purchased for ongoing operations. This has an impact on resource availability and, indirectly, on climate change.

5.6.1
Our established measures for the purchase of electrical and electronic equipment

Our electronic devices such as laptops, docking stations and company smartphones are leased. The leasing contracts each have a term of three years. At the end of this period, it is sometimes possible to purchase the leased devices. To avoid unnecessary delivery routes and thus emissions, electronic items are always ordered in large quantities and in batches.

5.7
Waste

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant — medium — very significant

Waste is generated in many different work processes. Depending on the type, and on disposal or recycling options, this waste has various impacts, ranging from CO_2 emissions to land consumption We adhere strictly to legal standards and regulations when disposing of waste.

5.7.1
Our established waste measures

Waste guide and fact sheets – information for employees

Waste separation can only be successful if all employees who generate waste are sufficiently informed about proper disposal. With this in mind, in addition to the waste guide, a clear sorting aid for all types of waste, we have also introduced corresponding waste fact sheets, which describe the waste and its disposal in more detail.

Packaging

Anyone who sells products must also package them. Waste is then inevitably produced when they are unpacked again. That is why we are focusing on minimizing packaging material and using recycled materials. For example, we are gradually switching to plastic bags with the Global Recycled Standard (GRS) for packaging individual parts and spare parts.

The GRS requirements include the correct specification of substances and materials used, and compliance with fair working conditions (in accordance with UN and ILO conventions). Ecological risks should also be minimized, for example by regulating the use of chemicals within the production process. In addition, a key criterion is that products bearing the label must demonstrate the use of at least 50% recycled materials, which mostly come from production and consumer waste. This contributes to achieving closed material cycles.

Our products – use of recycled materials

At the product level, we are already moving towards a sustainable circular economy with our DEFENDER® brand cable protectors. Defender cable protectors are manufactured in Germany. All products are made of highly stable TPU (thermoplastic polyurethane), which is manufactured from over 70% recycled plastics. The polyurethane is recycled and processed so that it can be reused in the injection moulding process. Furthermore, some of our products can already be shipped in outer packaging containing recycled plastic.

Our products – durable and repairable

Our products are generally designed to be energy-efficient, durable and repairable. These characteristics reduce the environmental impact of production, use and disposal processes. Looking back at the history of the event industry, it is clear that many products have long been designed with sustainability in mind, such as our flight cases. These are extremely durable, sturdy and made of wood. Some of our protective covers for equipment, musical instruments, etc., have been in use for several decades. The motto “repair, don’t throw away” has always applied to amplifiers, speakers and other audio tools. We remain true to this approach thanks to our repair and warranty service at Adam Hall GmbH.

However, for a more sustainable future, it is important that we as a company address increasingly profound issues. These include technology issues such as improving the energy efficiency of lights and other electronic devices, new ideas for materials to increase the recyclability of individual components in products, such as plastics and rare metals, and initial thoughts on new business models for the circular economy and leasing models.

Donation of printer batteries

Since 2025, our printer batteries have been donated to the non-profit organisation Umweltbox. The organisation donates the proceeds to institutions for children in need.

5.8
Biological diversity

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant – medium – very significant

The construction of our headquarters inevitably meant that natural areas had to be sealed. In addition to land consumption, this has an impact on local biodiversity.

5.8.1
Our established environmental measures

Green roof and facade greening

Green roof measures have many positive effects. In addition to their role in regulating the microclimate, purifying the air and retaining water, they enrich biodiversity and provide natural protection against temperature extremes, weather and noise. Greening roofs actively compensates for the effects of highly compacted areas. These areas are dependent on roof greening.

For these reasons, extensive green roofs were installed on the administration building, the Experience Centre and the warehouses. Different types of sedum were used for this purpose In addition, trellises were installed on the warehouse and administration building and planted with insect-friendly plants such as wisteria.

Bees

We have been home to around 30,000 bees at our site in Neu-Anspach since 2021. They live in several hives on a meadow behind our main building and make an important contribution to biodiversity in the region. Caring for our bees is the responsibility of three of our colleagues, which allows them to practise their hobby of bee-keeping on our premises for a good cause.

Biodiverse wildflower meadow

Extending the mowing intervals and subsequently removing the clippings naturally impoverishes the soil. This allows wild herbs and other flowering plants to compete with aggressive plants such as grasses. A higher proportion of flowering plants automatically leads to increased biodiversity, especially insects and consequently birds. A variety of wild flora can already be found in our area, such as meadow clover, wild carrot and dandelion.

5.9
Employee mobility

Direct environmental aspect: ● Indirect environmental aspect: ●

Significance: insignificant – medium – very significant

A company cannot exist without employees. Employee mobility is a key factor in the fulfilment of our tasks, but it also has an impact on climate change through CO_2 emissions and the consumption of resources. Examples include the consumption of fossil fuels such as petrol, diesel and paraffin when travelling by car or air, and electricity consumption when using electric cars or trains.

5.9.1
Our established employee-mobility measures

Business trips

Business trips inevitably result in mobility-related CO_2 emissions. Various measures are therefore set out in our business travel policy for our business trips. Firstly, business trips should be made by train wherever possible, as this generates significantly fewer emissions than travelling by car or plane. Air travel is only approved in exceptional cases and when absolutely necessary. If a flight is necessary, a seat in economy class must be booked. For long-haul flights, an upgrade to Economy Plus is possible.

Company cars

Since 2024, it has only been possible to select electric or diesel vehicles as company cars. Hybrid vehicles can no longer be selected. We have set corresponding upper limits for CO_2 emissions when models are selected. The vehicle pool at the Neu-Anspach site is increasingly transitioning to purely electric vehicles.

Mobility electrification

Sustainable mobility will play a decisive role in determining how quickly climate change progresses in the future. As more and more people are switching from combustion engines to electric cars or hybrids, we provide our employees, business partners and visitors with charging facilities for electric cars and e-bikes in our car park.

In the summer of 2023, a total of 22 charging points for electric cars were available, along with a separate charging area for e-bikes. In order to automate charging management and enable convenient use of the charging stations via an app, since autumn 2022, we have been working with

the up-and-coming Frankfurt-based start-up innocept mobility, which specializes in software solutions for optimizing charging processes for companies.

Bicycles

Our newly established company cycling group, part of the Adam Hall Sports Club, provides additional motivation for our employees to switch to cycling.

To encourage our employees to switch to bicycles not only for work but also in their private lives, we are taking part in the CITY CYCLING campaign. The aim is to cover as many journeys as possible by bike within a three-week period. The focus here is not only on climate protection but also on employee health. By offering bike tours in the cycling club, we hope to motivate people to switch to cycling and to create an additional sporting offer in line with our corporate health management policy.

5.10
Internal catering

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant | medium | very significant

It is important for our employees to be provided with good food and drinks, because only people who get good nutrition can do good work. Our consumption of food and drinks has an impact on CO_2 emissions, water consumption, fertiliser use and land consumption. In addition, there is always food waste.

5.10.1
Our established food measures

Plant-based option

Every day, our staff restaurant offers a vegetarian or vegan dish, which is always the cheapest option on the menu. There is also a varied salad bar where our employees can put together their own salads according to their personal preferences. This offer is intended to encourage people to eat less meat.

Biowaste

To ensure that food waste is recycled in a responsible manner, we rigorously sort the organic waste from our staff restaurant. We provide organic waste bins so that the organic waste can be processed by the waste disposal company.

Zero-waste approach

“Come Together”, our staff restaurant, is part of the “Restlos genießen”(literal: not leave any leftovers) initiative, which aims to counteract food waste. This means, for example, that new dishes are created the next day from surplus food supplies prepared for dishes the previous day, and only as much food is prepared as is needed in order to waste as little food as possible. In accordance with the reusability regulations for catering establishments in Germany, dishes in our staff restaurant have also been available to take away in reusable containers since January 2023. To achieve this, we rely on the sustainable returnable deposit systems from a renowned manufacturer.

5.11
Air conditioning

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant | medium | very significant

Air conditioning in offices consumes electricity and uses refrigerants. If there is a leak, this has consequences for climate change and the environment. For regular maintenance and the system itself, we adhere strictly to legal requirements (e.g. leak tests).

5.12
Noise emissions

Direct environmental aspect: ● Indirect environmental aspect:

Significance: insignificant | medium | very significant

Our daily operations cannot be completely silent, which is why we took care to ensure a certain level of sound insulation when constructing our building. Tasks that are particularly noisy are carried out in the laboratories designated for this purpose. We comply with the legal requirements in this regard. To minimize our impact, deliveries and collections only take place on weekdays between 7am at the earliest and 7pm at the latest. Noise emissions can have an impact on biodiversity.

5.13
Product transport

Direct environmental aspect: Indirect environmental aspect: ●

Significance: insignificant | medium | very significant

The majority of our products are manufactured in Asia. To avoid unnecessary transport and ensure product quality, we carry out an additional independent, state-of-the-art quality inspection for many of our products immediately after production at the factory. Only when this has been passed are the goods delivered to our headquarters in Germany, where further random checks are carried out. If the random sample check is positive, our products are made available on the market. This process ensures that our products meet our quality standards and also avoids or minimises unnecessary transport and the associated CO_2 emissions. The goods can then be delivered to our customers. In addition to using lorries as feeder vehicles, transport ships and air freight are also used in the upstream delivery processes. For the downstream transport process, we prioritize the use of lorries. When shipping within the EU, we work with shipping companies that contractually confirm climate-neutral delivery. The upstream and downstream delivery processes generate CO_2 emissions, which contribute to climate change.

5.13.1
Our established transport measures

In order to keep our ecological footprint as small as possible, we have concluded a delivery contract with our logistics service provider for our downstream transport chain within Europe to achieve climate neutrality in our balance sheet. To this end, emissions are offset by clean energy projects.

5.13.2
Our planned transport measures

Expert meetings have already been held as part of the transport analysis. These meetings established a basic framework and the research questions for the analysis. This basic framework was approved by management. During the framework’s development, further analysis questions arose, which are to be examined separately. This expansion will turn the transport chain analysis into one for a completely sustainable supply chain. This means that not only the CO2 factor will be considered but also economic and social factors. The expansion will enable the analysis to provide strong support for the sustainability strategy.

Transport chain analysis

Target:
Obtain an overview of CO_2 emissions in the transport chain and identify potential CO_2 savings

When by:
Q4 - 2026

Measures:
→ Analyse the current upstream and downstream transport chain
→ Calculate CO_2 emissions using a carbon accounting tool

5.14
Product development

Direct environmental aspect: Indirect environmental aspect: ●

Significance: 

In order to be able to constantly present our customers with new and innovative solutions, Adam Hall GmbH employs a large number of product developers and designers. In product development, our employees are increasingly focusing on sustainability. Sustainable products should therefore be designed to conserve resources and save energy. In most cases, electricity is consumed when our products are used. The CO_2 emissions from the electricity they consume have an impact on climate change. Through sensible product design, our products should remain repairable for a long time in order to extend the product's life cycle as long as possible. Additionally, our development department takes care to use mainly non-hazardous materials.

5.14.1
Our established product development measures

We are already examining whether our products can be made more environmentally friendly and sustainable. The Defender product line, for example, uses high-quality recycled material. We are also examining whether alternative and more recycling-friendly materials can be used for packaging.

5.14.2
Our targets for product development

Introduce a repair index

The repair index will become an important tool for us in the future. First, departments that will be involved in the work later were informed about the upcoming project through a presentation. Then the literature research began, primarily based on the French model. From this, a rough form of the evaluation matrix was created. This will be reviewed by the relevant departments in the next step as part of a participation process. In addition, a space is to be created in which comments and requests can be incorporated into the project to tailor the index to our company.

Target:
Reduce the environmental aspects of our products and conserve resources by evaluating and improving repairability/serviceability in the development process of new products through the introduction of a guideline, including a repair index

When by:
Q4 - 2027

Measures:
→ Analyse existing products
→ Establish a project group for internal repair-specific collaboration
→ Involve external stakeholders if necessary
→ Align with existing regulations and laws
→ Provide training and knowledge building for everyone involved
→ Introduce a repair index

Analyse/study the current material usage in our products

As an initial step towards our material goal, we have begun conducting literature research, which also makes use of AI support. All data and facts are compiled and then submitted to relevant colleagues for review. The research should result in an easily understandable material overview. We have already been able to implement an initial test run with regard to downstream material selection, as the focus here was explicitly on the packaging of one product. Packaging accounts for a large proportion of waste. Traditionally, foamed plastics such as expanded polyethylene (EPE) are often used here. We have now developed packaging for a new product from our Cameo lighting brand that is largely made of cardboard and completely replaces EPE.

Target:
Analyse/study our products' current material usage for potential optimization and carbon footprint balancing based on representative product groups

When by:
Q4 - 2027

Measures:
→ Perform a material analysis of existing products/ product groups
→ Demonstrate alternative material approaches
→ Carry out carbon footprint accounting using carbon accounting tools

→

5.15
Production at our manufacturers

Direct environmental aspect: Indirect environmental aspect: ●

Significance: 

Many of our manufacturers are based in Asia. We work closely with them despite the great distance. To get a better feel for new products, our developers need to have them physically in front of them before mass production begins. Due to the distance involved, this always generates CO_2 emissions. Further CO_2 is generated during the production of our products themselves and of the individual components and parts. This means that our products have an impact on climate change. What's more, water and other resources are required for production, which has an impact on their availability.

5.15.1
Our established measures for product manufacturing

We work together with our long-standing suppliers for our manufacturing. The Adam Hall GmbH Vendor Manual has been created to help us select the right supplier for the planned product and to ensure that certain sustainability standards are met.

The supplier manual is currently being revised by a committee made up of various specialist departments. Among other things, future EU requirements will be explicitly presented once again in order to provide our suppliers with the best possible support in this regard.

5.16
Emergency situation – Fire

Emergency situation: ●

Significance: 

In the event of a fire, various materials burn uncontrollably. This has a serious impact not only on employees and the company but also on the environment. A fire impacts climate change and biodiversity by emitting CO_2 and other combustion gases. To limit the effects, regulations have been put in place for fire prevention and for the event of a fire.

5.16.1
Our established fire protection measures

Fire safety plan

Some of the raw materials we use are flammable. These include disposable and rechargeable batteries, and packaging materials. As a preventive measure, we have a comprehensive fire safety plan that is continuously updated. All buildings are equipped with technical solutions for use in the event of a fire, such as sprinkler systems. Risk areas, such as the hazardous materials warehouse, are particularly well protected. Smoke and heat extraction systems, fire extinguishers, suitable emergency escape routes, and designated assembly points also contribute to safety. In addition, a group of employees is trained as fire safety officers. All employees are prepared for emergencies through regular fire drills.

Collection point for disposable and rechargeable batteries

There is a separate, free-standing small storage facility on site for all defective disposable and rechargeable batteries. The batteries are sorted by type and collected in designated containers. This greatly reduces the fire load.

In an improvement, the existing fire extinguishers were replaced with PFAS-free fire extinguishers this year. Additionally, fire alarm systems in the narrow-aisle warehouse were protected with bollards. A ventilation system was retrofitted in the large hazardous goods room to ensure a continuous air exchange. Our colleagues were also offered

new basic training on hazardous substances.

5.17
Emergency situation – Explosions & water-polluting substances

Emergency situation: ●

Significance: 

We store highly flammable media at our facility. To minimize the risk, we have made various technical adjustments to prevent any impact on the environment, climate change and local biodiversity.

5.17.1
Our established explosion measures

The hazardous materials warehouse/ explosion hazard

The hazardous materials warehouse contains highly flammable and easily combustible liquids such as solvents. The containers are stored in collection tanks with twice the capacity of the containers themselves. Our large hazardous materials room also has explosion-proof electrical installations.

Basic training was provided to remind all colleagues of the importance of this topic in their daily work. The graphics used have been displayed permanently and in multiple sites in the relevant locations.

5.18
Other sustainability targets

5.18.1
Climate neutrality

An important target for Adam Hall GmbH is to achieve complete climate neutrality in terms of its balance sheet. We plan to achieve this by implementing a wide range of small and large measures by 2045.

5.18.2
Sustainability report

To better understand our impact, we are working on analysing our processes and classifying them according to their technical characteristics. This includes our 2026 sustainability report covering the year 2025. Our aim here is to identify our greatest levers and analyse our impact.

Due to legal changes and the difficult overall economic situation, it was necessary to postpone reporting for operational reasons. However, a double materiality analysis has already been carried out, and this is now being incorporated into many other projects.

5.18.3
Implementing the sustainability strategy

For Adam Hall GmbH to operate in a completely sustainable manner, it is important that sustainability is implemented in all processes, and in our employees' workflows and thought patterns. Increased awareness among employees can bring about changes in behaviour and raise mutual awareness.

To this end, an employee survey was launched to assess the current overall situation. The strategy was also linked to another project in the area of process optimisation, thus raising it to the priority of a C-level sub-project. The main project will run until the end of the 2030 financial year. There will be delays in this project as a result, but its depth and importance will be significantly greater. This step will inextricably link the sustainability strategy with the corporate strategy.

Target:
Development of a sustainability strategy for Adam Hall GmbH in line with the 2030 corporate strategy

When by:
Q4 - 2030

Measures:
- → Define sustainability
- → Set sustainability criteria for processes
- → Set process targets
- → Train sustainable behaviour
- → Evaluate the decision-making processes
- → Link the sustainability strategy with the PowerLane of the 2030 corporate strategy

Overview of all targets

The following table summarizes our planned sustainability targets once again (*Table 3*).

ASPECT	DEFINED TARGET	MEASURE	DEADLINE	STATUS
Water Waste	Replace returnable bottles with drinking water dispensers, including reusable bottles, for all office workstations	→ Introduce personal reusable bottles for employees → Introduce sparkling water machines/water dispensers	Q1 - 2025	Completed
Water	Reduce harmful environmental impact by switching to ecological cleaning agents (100%)	→ Define specifications for the ordering process for cleaning agents → Instruct the procurement and cleaning staff	Q3 -2025	Completed
General	Develop a sustainability strategy for Adam Hall GmbH in line with the 2030 corporate strategy	→ Define sustainability → Set sustainability criteria for processes → Set process targets → Train sustainable behaviour → Evaluate the decision-making processes → Link the sustainability strategy with the Power-Lane of the 2030 corporate strategy	Q4- 2030	In progress
Paper	Reduce paper consumption in the logistics sector by 10% compared to the previous year (2023) through digitization	→ Introduce digital signatures → Increase digitization of transport documents → Use haulage companies‘ digital delivery note option → Increase digital filing	Q4 -2026	In progress
Transport	Obtain an overview of CO_2 emissions in the transport chain and identify potential CO_2 savings	→ Analyse the current upstream and downstream transport chain → Calculate CO_2 emissions using a carbon accounting tool	Q4 - 2026	In progress
Development	Analyse/study our products’ current material usage for potential optimization and carbon footprint balancing based on representative product groups	→ Perform a material analysis of existing products/ product groups → Demonstrate alternative material approaches → Carry out carbon footprint accounting using carbon accounting tools	Q4 - 2027	In progress
Development	Reduce the environmental aspects of our products and conserve resources by evaluating and improving repairability/ serviceability in the development process of new products through the introduction of a guideline, including a repair index	→ Analyse existing products → Establish a project group for internal repair-specific collaboration → Involve external stakeholders if necessary → Align with existing regulations and laws → Provide training and knowledge building for everyone involved → Introduce a repair index	Q4 – 2027	In progress

Key indicators were collected as part of the EMAS validation.

Table 3: Planned environmental targets and their implementation strategy

6 Our key indicators

6.1 Our basic data

Our basic data includes all data that relates to our input and output data. This includes data that can only be changed slowly or not at all by sustainability management, such as our site area, annual turnover and the number of employees (*see Table 4*). Material flows could be evaluated only for the years 2022, 2023 and 2024, using the PowerBI evaluation programme.

DATABASE	2022	2023	2024	UNIT
Added value	135,0	167,3	169,0	[Mio. €]
Total workforce	253,0	296,0	332,0	[MA]
Site area	34.420,0	34.420,0	34.420,0	[m^2]
Sealed area	25.342,5	25.342,5	25.342,5	[m^2]
Near-natural area	9.077,5	9.077,5	9.077,5	[m^2]
Net floor space	24.024,1	24.024,1	24.024,1	[m^2]
Material flow (import)	7.387,2	6.158,7	6.912,7	[t]
Material flow (export)	10.526,0	11.049,0	10.520,0	[t]
Annual sunshine hours in Hesse	2.025,0	1.720,0	1.675,0	[h]

The figures (with the exception of the environmental data) show the effects of the COVID-19 pandemic. Due to the restrictions imposed to protect against infection, many events around the world were cancelled or postponed, which had a major impact on the event industry. As a result, employees had to be put on short-time working and work from home where possible. This led to reduced electricity consumption, for example. In 2023, colleagues gradually returned to work in the office full-time. In addition, a record sales result was achieved in the 2022/2023 financial year.

Our workforce also grew between 2022 and 2024. More goods were imported in 2022 than in 2023. At the same time, however, more goods were exported in 2023 than in 2022. This could be due to the fact that more goods were sold from stock in 2023. In addition, only the weight of the goods was included in the import data. In the case of exports, the wooden pallet was included when calculating the shipment, so there may be deviations here.

Table 4: Basic data from headquarters for 2022, 2023 and 2024

6.2
Our absolute key indicators

6.2.1
Input

Input indicators include factors that are supplied to the company from outside sources. These include energy indicators such as electricity, fuel and heat. However, consumed materials are also recorded. Electricity consumption comprises electricity from external sources, self-consumption (PV systems) and the consumption of our electric cars.

INPUT	2022	2023	2024	UNIT
Water	**3.130,00**	**3.044,00**	**2.712,00**	**[m3]**
Energy consumption [total]	**893.534,00**	**1.012.938,58**	**1.168.649,32**	**[kWh]**
External supply	555.327,00	693.353,58	854.414,32	[kWh]
Total own generation	796.057,00	732.157,00	693.530,00	[kWh]
own use	338.207,00	319.585,00	314.235,00	[kWh]
fed into the grid	457.850,00	412.572,00	379.295,00	[kWh]
Energy consumption through heat [total]	**1.062.619,00**	**976.123,00**	**884.849,00**	**[kWh]**
Natural gas	0,00	0,00	0,00	[kWh]
Heating oil	0,00	0,00	0,00	[kWh]
Local district heating (wood chips from local sources)	1.062.619,00	976.123,00	884.849,00	[kWh]
Energy consumption through mobility [total]	**99.368,89**	**108.755,73**	**120.946,48**	**[kWh]**
Diesel	92.033,14	84.785,25	110.436,89	[kWh]
Petrol	7.335,75	21.736,27	10.033,06	[kWh]
Energy consumption of electric vehicles	0,00	2234,21	476,53	[kWh]
Total from all energy sources	**2.055.521,89**	**2.097.817,31**	**2.174.444,80**	**[kWh]**

Table 5: Input indicators from headquarters for 2022, 2023 and 2024

Water consumption remained relatively constant between 2022 and 2023.

In 2024, less water was consumed than in previous years. This could be due to the weather conditions, as less water needed to be used for the outdoor areas.

The year 2022 was significantly sunnier than 2023 or 2024. This also explains the reduction in energy production in 2023 and 2024, and the increase in external electricity procurement in the same years. In addition, total electricity consumption increased from 2023 to 2024. This can be explained by the figure for e-mobility, as the number of electric vehicles owned by our employees is growing steadily, and the trend is reinforced by the free charging option for company employees. In contrast, external electricity consumption by electric pool vehicles fell drastically in 2024, as these were also mainly charged at the headquarters and less outside.

The decrease in the use of thermal energy can be explained by the winter temperatures. These became milder each year between 2022 and 2024, which reduced heating costs.

The figure for 2024 is approximately 550 electrical items, which can be explained by the replacement of leased printers.

INPUT MATERIAL	2022	2023	2024	UNIT
Printer paper	2,94	2,69	2,84	[t]
Cardboard packaging	47,71	44,55	50,29	[t]
Packaging materials (plastic)	26,02	12,56	24,38	[t]
Packaging materials (other)	55,01	58,61	56,49	[t]

Table 6: Material input indicators from headquarters for 2022, 2023 and 2024

In addition, around 200–400 new electronic items such as laptops and smartphones are purchased each year, depending on the number of employees. Bulk orders are placed for this purpose. In our processes, it is currently often necessary to provide information in printed form. In addition to delivery notes, this includes operating instructions, dispatch notes and documents for haulage companies. The number of printouts depends in part on the volume flow.

Due to a change in the printer system, it was not possible to fully evaluate paper consumption. The figure given is the result of an extrapolation from the available data for the period September 2024 to December 2024. The average for the data was divided by the number of months and then multiplied by 12. The increase in the figure for printer paper can also be explained by the higher figure for packaging material, as more goods were packaged and therefore more accompanying documents had to be sent.

6.2.2
Output

Output indicators include factors that leave the company. These primarily include waste and emissions (*Table 7*).

OUTPUT - WASTE	2022	2023	2024	UNIT
Non-hazardous waste	**176,94**	**196,51**	**201,65**	**[t]**
Waste paper, cardboard, cardboard packaging	**67,95**	**73,39**	**62,82**	**[t]**
Metals	8,57	13,87	13,43	[t]
Waste wood	49,51	56,02	68,08	[t]
Organic waste/ food waste	6,12	6,72	7,08	[t]
Cooking fat	31,04	31,76	37,45	[t]
Residual waste	12,00	12,00	12,00	[t]
Hazardous waste	**10,13**	**5,06**	**7,75**	**[t]**
Disposable and rechargeable batteries	0,96	0,00	1,32	[t]
Dangerous electronics	9,17	5,06	6,44	[t]
Total waste	**187,07**	**201,56**	**209,40**	**[t]**

Table 7: Output indicators from headquarters for 2022, 2023 and 2024

Waste glass, textiles, cooking fat and non-hazardous electronics are produced in insignificant quantities each year and account for less than 1% of the total waste generated. Bulky waste is also generated, but at an equally low level, and is therefore negligible, with only a slight increase in 2021 due to renovation work.

OUTPUT – EMISSIONS	2022	2023	2024	UNIT
CO_2 emissions	**55.912,89**	**58.372,36**	**58.203,64**	**[kg]**
Other emissions				
> SO_2 from combustion processes	11,00	11,93	13,35	[kg]
> NOx from combustion processes	40,67	39,72	48,99	[kg]
> Dust from combustion processes	1,78	1,90	2,16	[kg]

There is no dust from other processes, and no VOC emissions occur.

Table 8: Emission indicators from headquarters for 2022, 2023 and 2024

Overall, the absolute figures for waste increased from 2022 to 2024. This may be related to the increase in sales figures and the rise in imports. Our battery waste is stored in a separate area outside the building. Battery waste is collected approximately once a year. No disposable or rechargeable batteries were collected by the disposal company in 2023.

6.3
Our relative key indicators

In order to better classify our key indicators and explain fluctuations, we have compared our absolute figures with other values. The reference is evident from the unit of the relative value. A relative reference will also make it easier to compare our values in the future.

INPUT – RELATIVE	2022	2023	2024	UNIT
Water	12,4	10,3	8,2	[m3 /MA]
Energy consumption [total]	**6.618,77**	**6.054,62**	**6.915,08**	**[kWh/ Mio. €]**
> External supply	4.113,53	4.144,37	5055,71	[kWh/ Mio. €]
> Total own generation	33,1	30,5	28,9	[kWh/m^2 netto]
own use	2.505,24	1.910,25	1.859,38	[kWh/ Mio. €]
fed into the grid	3.391,48	2.466,06	2.244,35	[kWh/ Mio. €]
Energy consumption through heat [total]	**7.871,25**	**5.834,57**	**5.235,79**	**[kWh/ Mio. €]**
Local district heating	**44,2**	**40,6**	**36,8**	**[kWh / m^2 netto]**
Energy consumption through mobility [total]	**736,07**	**650,06**	**715,66**	**[kWh/ Mio. €]**
Diesel	8,74	7,67	10,50	[kWh / t (Export)]
Petrol	0,70	1,97	0,95	[kWh / t (Export)]
Energy consumption of electric vehicles	0,00	0,20	0,05	[kWh / t (Export)]
Total from all energy sources	**15.226,1**	**12.539,3**	**12.866,54**	**[kWh/ Mio. €]**

Table 9: Relative consumption of goods and materials

MATERIALS - RELATIVE	2022	2023	2024	UNIT
Printer paper	0,02	0,02	0,02	[t / Mio. €]
Electronics (laptops, mobile phones, etc.)	1,55	0,60	1,65	[Stück / MA]
Cardboard packaging	0,35	0,27	0,30	[t / Mio. €]
Packaging materials (plastic)	0,19	0,08	0,14	[t / Mio. €]
Packaging materials (other)	0,41	0,35	0,33	[t / Mio. €]

Table 10: Relative consumption of materials

OUTPUT - RELATIVE	2022	2023	2024	UNIT
Non-hazardous waste	**1.310,65**	**1.174,58**	**1.193,20**	**[kg / Mio. €]**
Waste paper, cardboard, cardboard packaging	503,33	438,70	371,72	[kg / Mio. €]
Metals	63,48	82,92	79,47	[kg / Mio. €]
Waste wood	366,74	334,85	402,84	[kg / Mio. €]
Organic waste	45,33	40,17	41,89	[kg / Mio. €]
Residual waste	229,93	189,84	221,60	[kg / Mio. €]
Bulky waste	11,26	10,58	0,00	[kg / Mio. €]
Fettabscheider	47,43	40,54	36,14	[kg / Mio. €]
Hazardous waste	**75,05**	**30,22**	**45,87**	**[kg / Mio. €]**
Disposable and rechargeable batteries	7,10	0,00	7,79	[kg / Mio. €]
Dangerous electronics	67,96	30,22	38,08	[kg / Mio. €]
Waste [total]	**1.385,70**	**1.204,79**	**1.239,07**	**[kg / Mio. €]**

Table 11: Relative waste production (proportion of total waste weight)

The waste types glass, textiles, non-hazardous electronic items and cooking fat waste are very low in volume (<5 kg/ million euros) and are therefore not listed explicitly.

OUTPUT – RELATIVE	2022	2023	2024	UNIT
CO_2 emissions	**414,17**	**348,91**	**344,40**	**[kg / Mio. €]**
SO_2 from combustion processes	0,08	0,07	0,08	[kg / Mio. €]
NOx from combustion processes	0,30	0,24	0,29	[kg / Mio. €]
Dust from combustion processes	0,01	0,01	0,01	[kg / Mio. €]

Table 12: Relative emissions production

We have also presented some of our data in graph form.

6.3.1
PV system

The production data for the PV system and the monthly hours of sunshine (Germany) are shown in the graph. A comparison of our production values and the breakdown of electricity fed into the grid and used by the new plant shows that our self-consumption exceeds 70%. The old plant is a 100% feed-in system. This results in a total self-consumption of over 40%.

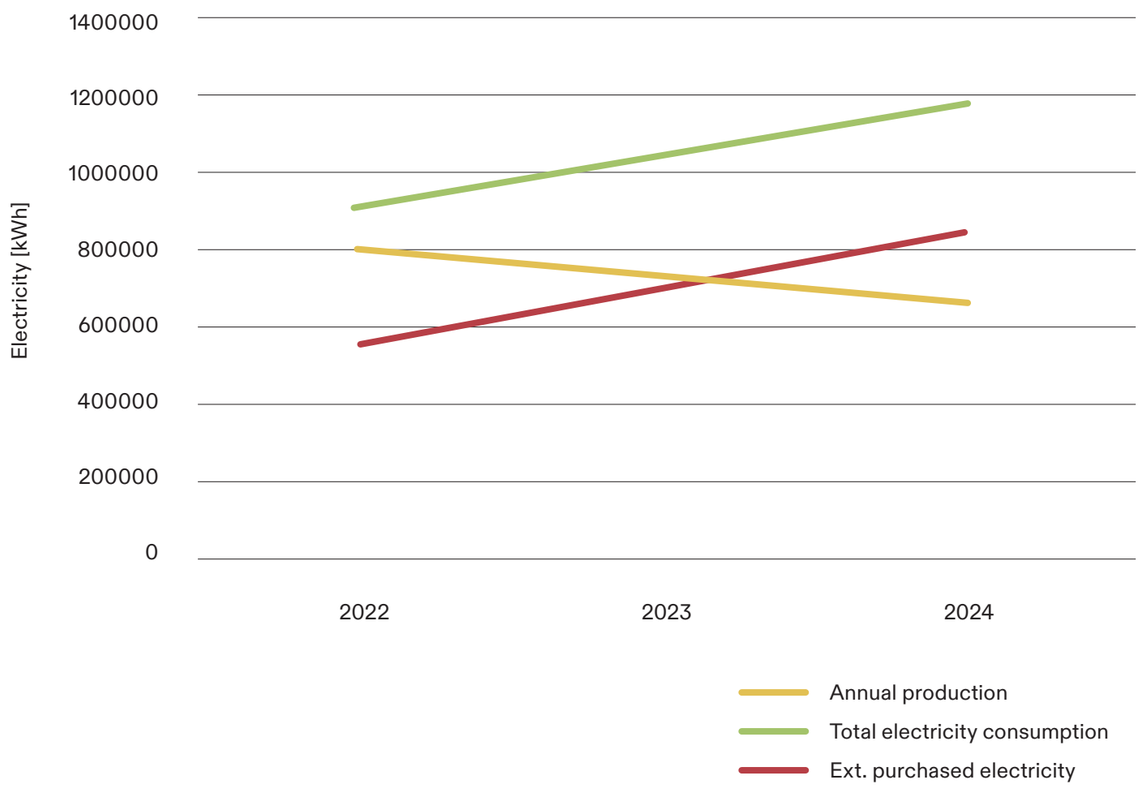
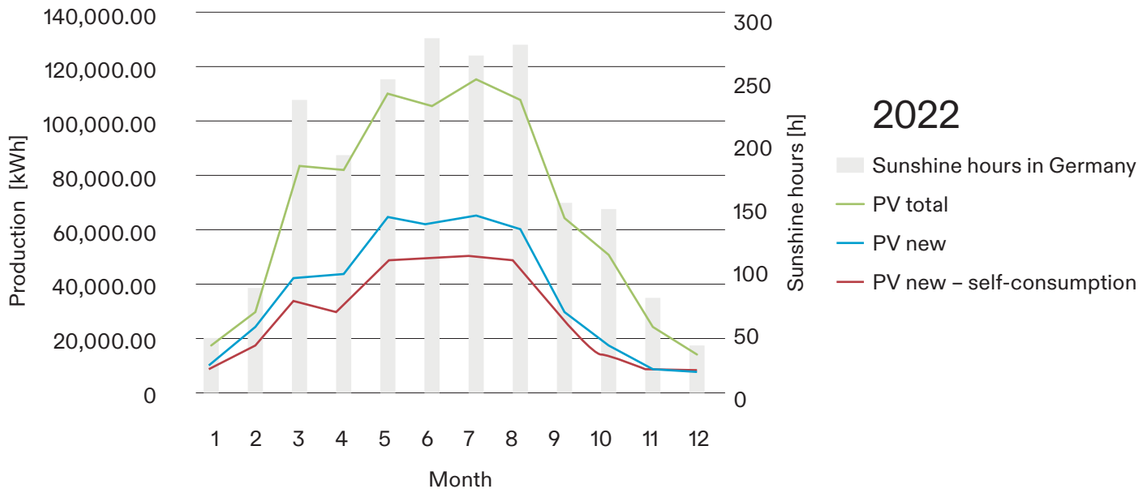
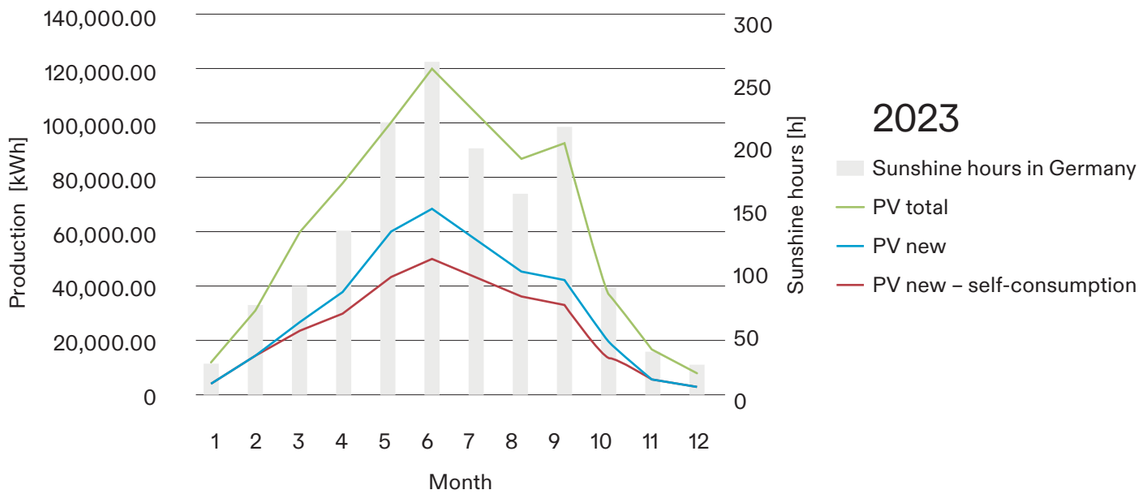


Figure 6: Total electricity consumption, annual PV production (sum of both PV systems) and externally purchased electricity





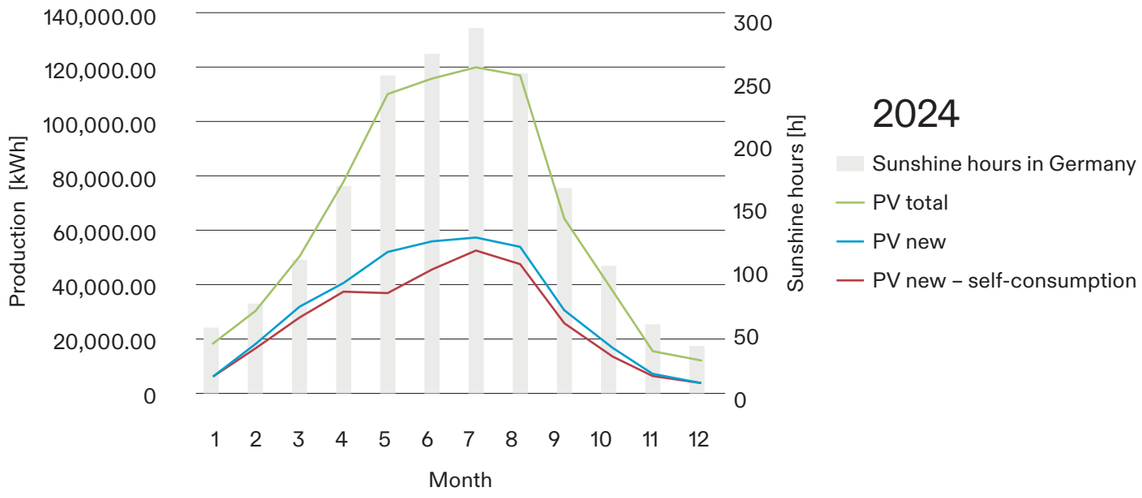


Figure 7: Production of PV systems and our self-consumption compared to hours of sunshine in Germany 2022–2024

6.3.2 Waste

Our waste volumes were plotted against the total waste mass. This resulted in the percentage shares of the different types of waste for the years 2022 to 2024 (*see figure 8*).

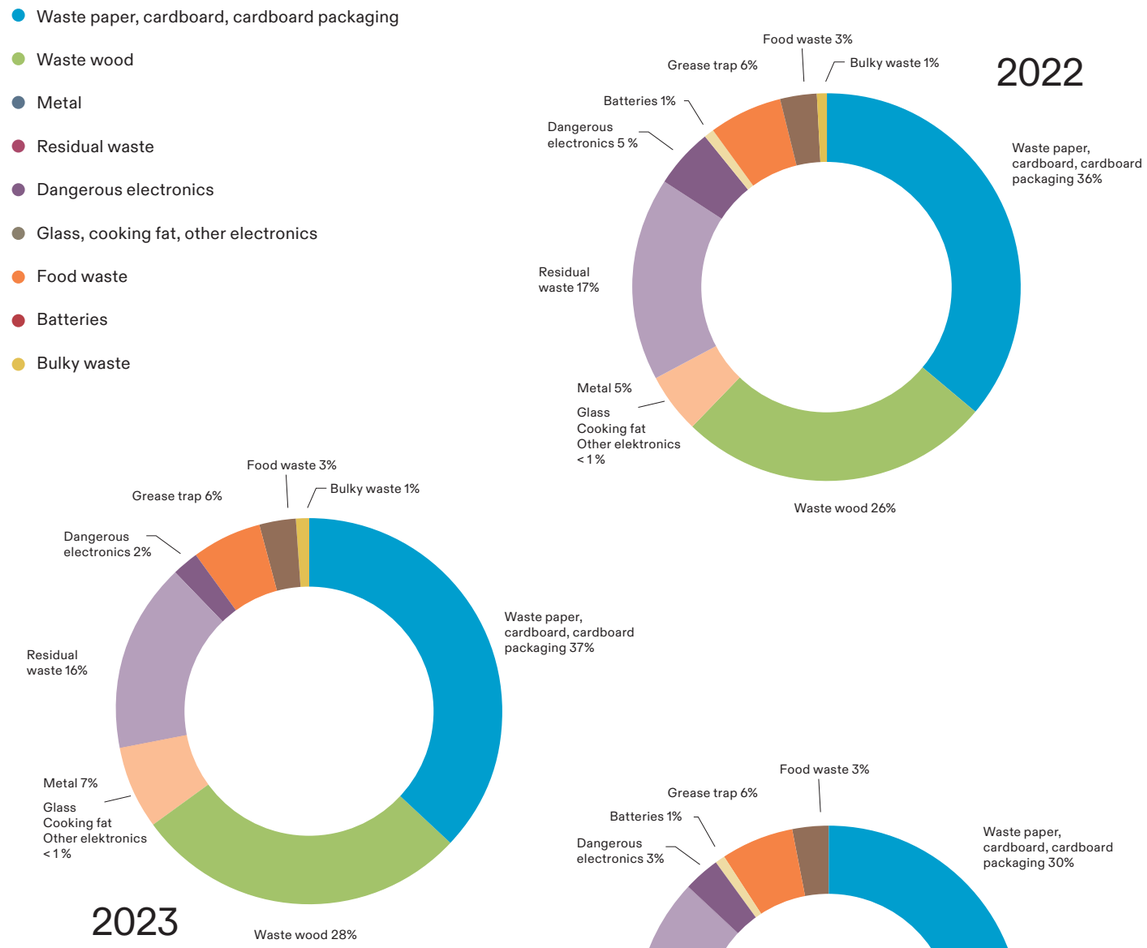


Figure 8: Waste generated (2022–2024)

The waste volumes for the three years were also plotted for comparison (Figure 9). An upward trend can be observed for all the wood, metal and “residual waste” waste groups (see trend lines). The trend is declining for the cardboard and electronics waste groups. The increase in metal and the decrease in electronics could be related, as it may be that goods to be scrapped are being better separated into sections.

Waste 2022-2024

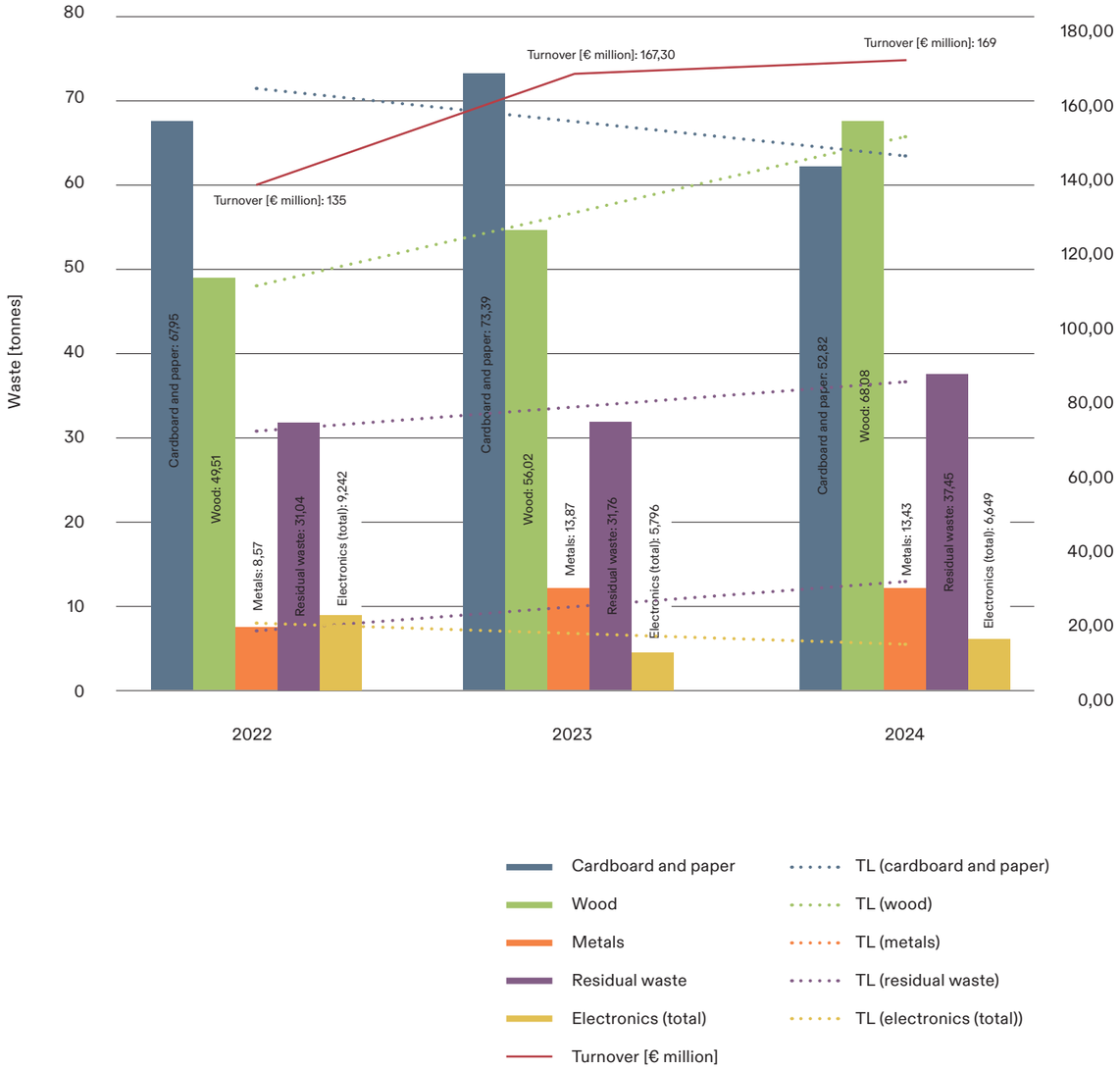


Figure 9: Waste volumes of the five main categories in 2022, 2023 and 2024 in relation to turnover

6.3.3
Packaging materials

Both the quantities and the tonnages of packaging materials consumed were calculated. To provide a better overview, the total weight of the packaging materials is shown in bars. The numbers of units are shown as lines.

Packaging materials

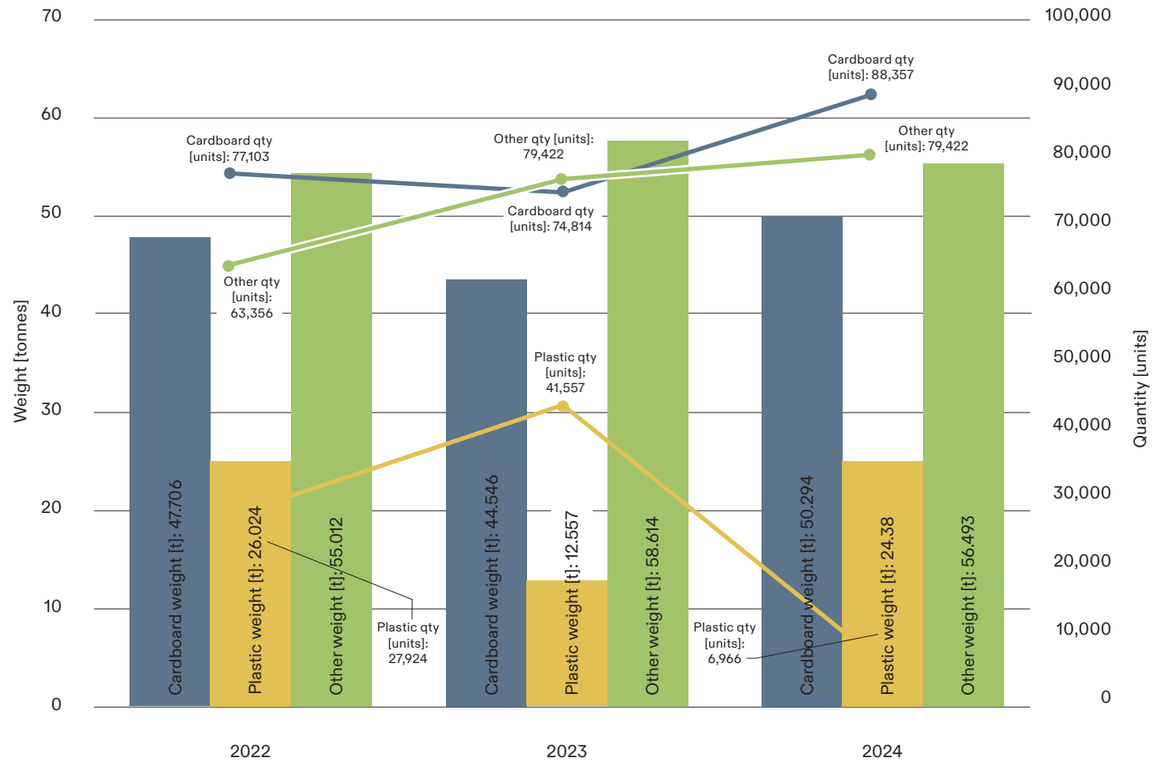


Figure 10: Packaging materials disposed of by type (2022–2024)

6.4
Our emission values – according to GEMIS

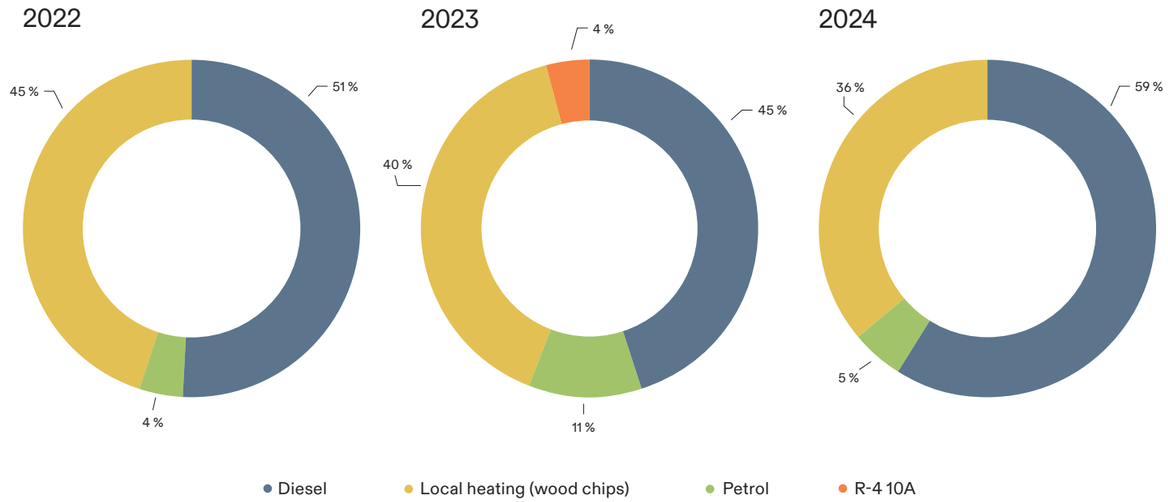
The factors from the Global Emission Model of Integrated Systems (GEMIS V. 5.0) were used to calculate the emission values for the Neu-Anspach site. GEMIS is a freely available computer model with an integrated database for life cycle assessment and material flow analysis, together with the carbon footprint for energy, material and transport systems. The global warming potentials of the refrigerants were calculated by Infraserv Höchst. The CO_2 conversion factor for externally sourced electricity was specified in the year-end statement and therefore adopted. The CO_2 conversion factor for the local district heating supply was provided by the town of Neu-Anspach..

The CO_2 emissions are shown below in graph form. Emissions from heating account for the largest share of CO_2. The heating energy is obtained by burning locally sourced wood.

CO2 EQUIVALENTS FROM ...	**Conversion factor** [g/kWh]	**2022**	**2023**	**2024**	**Unit**
Electricity	0	0	0	0	[kg]
Diesel	308,6	28.401	26.165	34.081	[kg]
Petrol	309,3	2.269	6.723	3.103	[kg]
Local district heating	23,8	25.243	23.188	21.020	[kg]
R-407C	1774,0	0	0	0	[kg]
R-410A	2088,0	0	2.297	0	[kg]
TOTAL		**55.912,89**	**58.372,36**	**58.203,64**	**[kg]**
SO_2-Emissionen aus ...	**Conversion factor** [g/kWh]	**2022**	**2023**	**2024**	**Unit**
Diesel	0,110	10,1	9,3	12,1	[kg]
Petrol	0,120	0,9	2,6	1,2	[kg]
TOTAL		11,00	11,93	13,35	[kg]
NOx emissions	**Conversion factor** [g/kWh]	**2022**	**2023**	**2024**	**Unit**
Diesel	0,430	39,6	36,5	47,5	[kg]
Petrol	0,150	1,1	3,3	1,5	[kg]
TOTAL		**40,67**	**39,72**	**48,99**	**[kg]**
PM emissions	**Conversion factor** [g/kWh]	**2022**	**2023**	**2024**	**Unit**
Diesel	0,018	1,7	1,5	2,0	[kg]
Petrol	0,017	0,1	0,4	0,2	[kg]
TOTAL		**1,78**	**1,90**	**2,16**	**[kg]**

Table 13: Emissions calculation (CO2, SO2, NOx, PM) according to GEMIS

Percentage distribution



CO_2 Emissions [total]

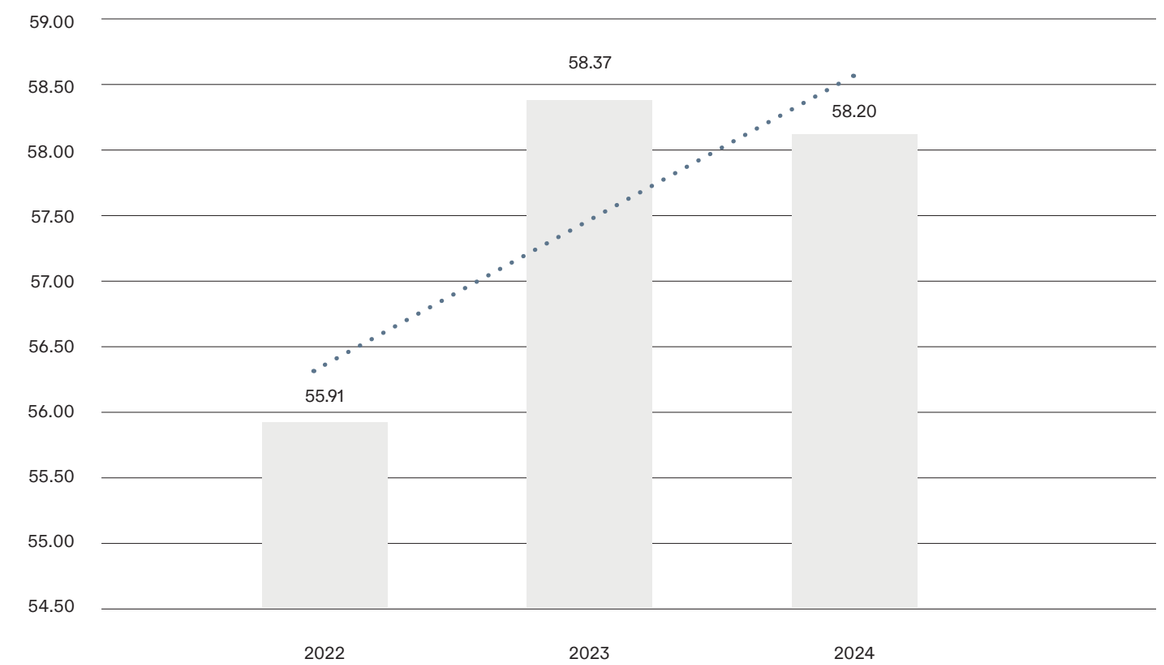


Figure 11: Percentage distribution of CO2 emissions (2022–2024)

7 Reference to the reference document

Our NACE codes (46.43 and 46.69.1) mean that we are not officially subject to the reference document requirement. Nevertheless, we have compared our efforts with those of the reference document for industry-specific environmental performance indicators and performance benchmarks for the electrical and electronics industry and supplemented the individual measures proposed by the reference document.

8 Relevant legal provisions

The following environmental regulations are of particular relevance to our company:

- Circular Economy Act and Commercial Waste Ordinance
- Packaging Act
- Battery Act and Electrical and Electronic Equipment Act
- Hazardous substances legislation (REACH, RoHS, POP etc.)
- Energy legislation
- Product design and manufacturing guidelines
- Fire safety regulations (Hessian Building Code)
- Climate-related legislation (e.g. F-Gas Regulation)
- Water Resources Act
- Laws relating to the European Green Deal

We comply with the legal regulations and check them regularly.

9 Dialogue

As the environmental team at Adam Hall GmbH, our goal is to make the company more sustainable and more environmentally friendly. We work together to constantly improve our products and our company, set sustainability milestones, preserve the environment and give something back to nature.

We endeavour to actively involve our employees in the process and provide them with regular training and information to keep the environmental management system vibrant and active. The coordinated implementation of our catalogue of measures keeps the lines of communication open between employees and, in particular, the environmental officers, managers and managing directors, and strengthens cooperation between different teams towards a common goal. Together, we can shape tomorrow‘s world today. The environmental team is available at any time to answer questions and receive suggestions.

Environmental team

Alexander Pietschmann
Michael Rösch
Nina Schlepper
Alexander Studte
Constanze Faulenbach
Mario Eckert
Silvia Klemm
Robin Henlich
Patrick Koch

sustainability@adamhall.com

The next consolidated environmental statement will be presented at the end of 2026.

10 Declaration of the environmental verifier

The undersigned, Bernhard Schwager, EMAS environmental verifier with registration number DE-V-0416, accredited or approved for categories 46.43 and 46.69.1 (NACE codes), confirms that he has verified whether the site, as described in the environmental statement of the organization

Adam Hall GmbH
Adam-Hall-Str. 1
61267 Neu-Anspach

meets all the requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS), as updated by Regulation (EU) 2017/1505 and Regulation (EU) 2018/2026.

By signing this declaration, he confirms that

- the assessment and validation have been carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009, updated by Regulation (EU) 2017/1505 and Regulation (EU) 2018/2026;
- the result of the assessment and validation confirms that there is no evidence of non-compliance with the applicable environmental regulations;
- and the data and information in the organization's environmental statement provide a reliable, credible and true picture of all the organization's activities within the scope specified in the environmental statement.

This declaration cannot be equated with EMAS registration. EMAS registration may only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009. This declaration may not be used as an independent basis for informing the public.

Neu-Anspach, 28 October 2025

Bernhard Schwager
Environmental verifier

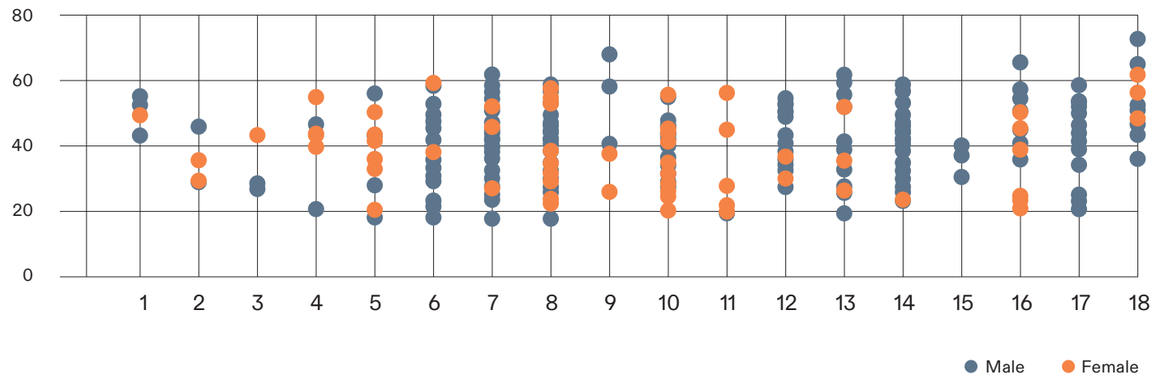
11 Appendix

Employee structure

This section provides a more detailed overview of our employee structure. It shows the ratio of women to men and the age distribution in the various departments. The departments and areas of responsibility have been grouped into department classes and numbered. The department classes have been plotted against the age of the employees to create a scatter graph for greater clarity.

C-Level	1	Marketing	10
Business Development	2	Office Management	11
Customer Service	3	Product Management	12
Financial accounting	4	QM	13
Human Resources	5	R & D	14
IT	6	Returns	15
Warehouse	7	Sales	16
Logistics	8	Technical Service	17
Maintenance	9	VAS	18

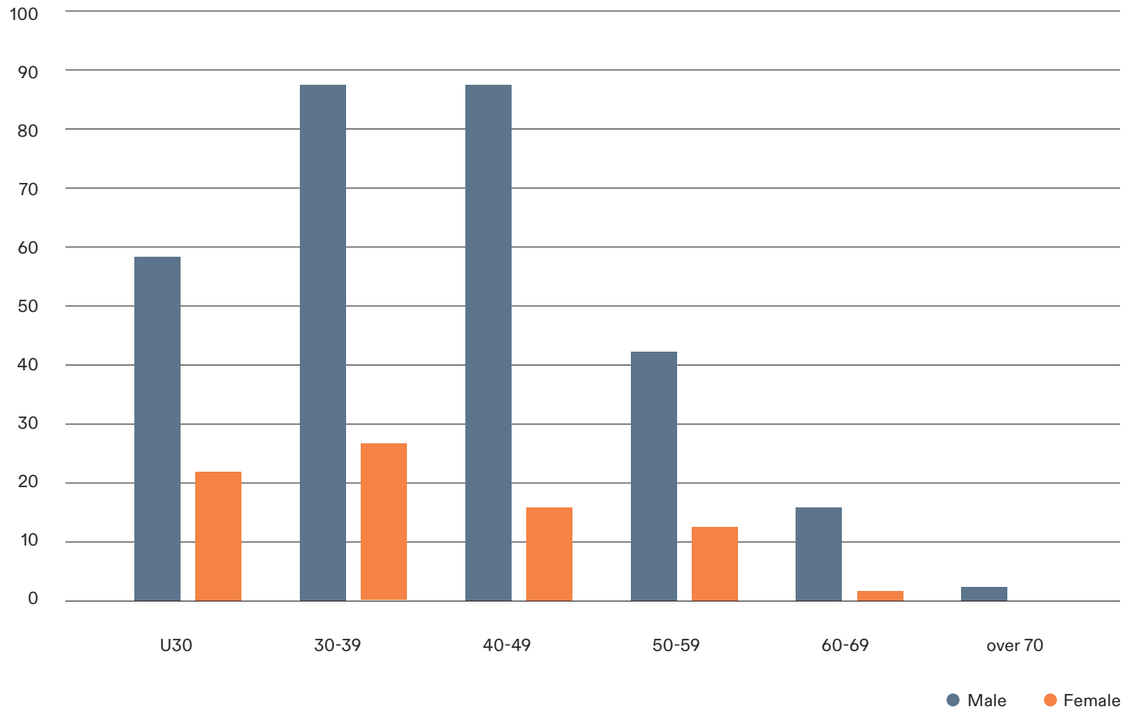
2024



Adam Hall GmbH employs around 3.57 times more men than women. The typical male Adam Hall employee is around 40 years old and works in the development department or the warehouse. Other possible departments include marketing or logistics. The typical female Adam Hall employee is around 38 years old and works predominantly in marketing, sales or human resources.

We have broken down our demographic structure in more detail below:

Demographic structure 2024



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