

# Our Key Figures

## Ecological key figures – CO<sub>2</sub> balance

Emissions (in t CO <sub>2</sub> ) – GRI indicator 305	2022	2021	2020
Direct emissions (Scope 1)	0	0	X
Indirect emissions (Scope 2)	0	0	X
Electricity	0	0	X
Indirect greenhouse gas emissions (Scope 3)	120,14	4,280	X
Waste generation	0,55	1,235	X
Water consumption / waste water	2,15	n/a	X
Operating costs	89,98	n/a	X
Upstream energy	27,435	3,045	X
<b>Total emissions (Scope 1-3)</b>	<b>120,14</b>	<b>4,280</b>	<b>X</b>
Energy consumption (in kWh) – GRI indicator 302	2022	2021	2020
Indirect energy consumption			
Third-party electricity	169.170	161.815	X
Of which from renewable sources	169.170	161.815	X
Total energy consumption	169.170	161.815	X
Of which from renewable sources	169.170	161.815	X
Heat		Calculated via electricity	
Water and waste management – GRI indicator 306	2022	2021	2020
Water consumption (in liters)	13.370.00	X	X
Waste water (in liters)	1.073.000	X	X
Total waste	62.216	58.333	X
Non-hazardous waste (in tons)	62.216	58.333	X
<b>Total recycled waste (in tons)</b>	<b>62.216</b>	<b>58.333</b>	<b>X</b>

# Social in numbers

Mutaborians (on 31.12) – GRI indicators 401 & 405	2022	2021	2020
Total number	180	X	X
Executives	27%	X	X
Salaried employees	0%	X	X
Fluctuation among Mutaborians	12,74%	X	X
<b>Age and period of employment (on 31.12) – GRI indicators 401 &amp; 405</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Average period of employment in years	3,74	X	X
Average age of Mutaborians	34	X	X
Age structure	X	X	X
16-29	32%	X	X
30-39	43%	X	X
40-49	18%	X	X
50-65	7%	X	X
<b>Nationalities – GRI indicators 401 &amp; 405</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Mutabor	13	X	X
Executives	2	X	X
<b>Gender equality – GRI indicators 401 &amp; 405</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Proportion of women (in percent)	55%	X	X
Proportion of women executives (in percent)	33%	X	X
Gender pay gap (unadjusted) (in percent)	4,23%	X	X
<b>Compatibility of family and career – GRI indicators 401 &amp; 405</b>	<b>2022</b>	<b>2021</b>	<b>2020</b>
Mutaborians in part time (in percent)	29%	X	X
Mutaborians in remote work (in percent)	12%	X	X
Return rate after parental leave (retention rate after parental leave)	X	X	X
Women	100%	X	X
Men	100%	X	X

Further development of Mutaborians – GRI indicator 404	2022	2021	2020
Internal promotions (executives)	X	X	X
Training hours per Mutaborian	2,5	2,5	X
Costs for training courses per Mutaborian	Approx. 490,- €	Approx. 490,- €	X
Proportion of Mutaborians with annual feedback interviews	100%	X	X
Proportion of Mutaborians with individual development plans	82%	X	X

Safety and health – GRI indicator 403	2022	2021	2020
Sick days	2384	X	X
Sickness rate (absence in %)	6,59%	X	X

## Economic key figures

Sales	2022	2021	2020
Sales in million euros	24	16	X
Adjusted operating profit (EBIT) in million euros	1,5	1.8	X
Adjusted operating margin (EBIT) in percent	7%	12	X
Sales in ESG-related business sectors	X	X	X
Investments in ESG-related activities	X	X	X
Total amount of donations and grants	25.000,- €	25.000,- €	25.000,- €
Mutaborians released for social projects	20	16	X