



Sustainability Report 2023



To get in the mood

Greeting to the stakeholders

Being a group of companies that has been on the market for over 60 years, we have experienced many important issues and changes, as well as a change in our understanding of sustainability. Whereas it used to be seen as a kind of supplementary task, primarily intended to prevent damage to the company and otherwise only developed activities when they could be implemented incidentally. Sustainability now occupies a leading position in corporate action and design. At first glance, it seems surprising that social and environmental issues are seen as both challenges and opportunities for the corporate success. The key to this development certainly lies in recognizing how the environment, society and profitable business are not seen as fundamentally opposed to each other, but rather how efforts can be made to achieve compatible coexistence. This does not have to be limited to a considerate and resource-conserving coexistence; a success story is also possible.



Success is achieved at the latest when entrepreneurial action addresses the joint benefits of social developments and environmental aspects. The Thomas Group is locally rooted and globally active. We offer our suppliers and customers consulting services for the resource-saving use of materials. Our owners can rely on our careful and compliant management. Our employees and their families consider us to be a stable and socially responsible partner. We prove to be open-minded and transparent with the authorities and the public. In agreement that a business enterprise cannot meet all social and ecological expectations, many future issues are more likely to be achieved with success-oriented companies.

This pooling of understanding and strengths can create a whole new quality of sustainability if we succeed in overcoming group-egoistic boundaries. This is not wishful thinking, but a strategy of adaptability.

For your guidance

What is written where in the sustainability report

This sustainability report was developed based on our experience of participating in the EcoVadis sustainability audit and in partnership with our customers. It is intended to address the various questions and information requirements and will be supplemented in the coming years to include the aspects of the CSRD (Corporate Sustainability Reporting Directive).

The following are brief descriptions of specific examples of our actions, which are presented using particular Thomas Group locations as examples. The tables with the key figures on the results of the reportable topics are included in the appendix. This appendix is omitted in individual publications and can be made available on request.



This version is based on the Thomas Group Policy and assigns our sustainability plan to the SDGs (Sustainable Development Goals). In doing so, we would like to include the respective stakeholders and carry out a materiality analysis of our sustainability projects. The individual areas - environment, labor, ethics, and procurement – are preceded by the respective excerpt from the Thomas Group Policy.

A table with cross-references to GRI (Global Reporting Initiative) reporting is also included in the appendix. In view of the increasing demands placed on sustainability reporting by the various stakeholders, this report aims to provide answers to all common questions while offering the necessary degree of completeness.

Contents

Greeting to the stakeholders	3
What is written where in the sustainability report	4
Contents	5
Thomas Group Policy and values	6
Thomas sustainability plan	8
Overview of Thomas Group	9
Commitment to our stakeholders	10
Corporate structure and governance	11
Competitiveness	12
Ethics and compliance	14
Ethics targets	15
Sustainability issues	16
Risk management	17
Environment and ressources	18
Environmental targets	19
Materiality analysis: Energy and climate	20
Materiality analysis: Waste and recycling	21
Work and people	22
Work targets	23
Materiality analysis: Occupational health and safety	24
Materiality analysis: Values and participation	25
Materiality analysis: Career and integration	26
Sustainable procurement	27
Procurement targets	28
Procurement and CSR	29
Supply chain	30
Outlook	31
Overview of key figures	32
Imprint	62

Thomas Group Policy

The Thomas Group operates as a technical consultant, developer and manufacturer of tools and components for stamping and deep-drawn products in the aerosol, cosmetics, and pharmaceutical industries. The head quarter has been present at the Langenselbold (Germany) site since 1963 with a production plant and group functions. In 1979 and 2001, two sites in the USA were added, in 1983 and 2011 two sites in Spain, in 1996 a site in China, in 2000 and 2005 two sites in Argentina. In 2015, the two Spanish sites merge. Economically, the Thomas Group thus created has grown steadily and continuously. The change of shareholders in 2008 further stabilizes the company financially. Thyssen'sche Handelsgesellschaft m.b.H. is the owner of further profitable companies. It has also set uniform standards in the area of compliance, among other things. The Thomas Group mainly maintains business relations with major global companies on the customer and supplier side. Here, mutual obligations to respect labor and human rights are an indispensable part of the business partnership too. As a result, the Thomas Group operates at group standard in many respects, despite its medium-sized character. The Thomas Group is committed to the principle of always striving for perfectly implemented customer ideas.

The Thomas Group Policy is specified in this sustainability report in the areas of environment, ethics, labor and procurement. To this purpose, the management, executives, and sustainability officers of the Thomas Group review the guidelines twice a year with regard to internal and external developments to ensure that they are up-to-date. As part of the Group strategy, the management sets binding quantitative targets once a year or reviews longer-term targets to ensure that they are achieved, updated and adjusted accordingly if necessary. The scope of the guidelines covers all locations of the Thomas Group and applies to all contracted employees as well as suppliers, service providers and sub-contractors.

The respective assignment of those responsible as well as the respective test procedure for compliance with the formulated guidelines and for measuring the quantitative targets are described in the corresponding guidelines.



Dr. Thomas Rister
Managing director

Our self-image

Mission and values

Thomas GmbH cultivates a value-based corporate culture. In 2018, managers and employees developed five core values that have since served as a benchmark for the quality of our collaboration, whether in the fulfillment of our annual personal goals or in customer orientation.

Reliability

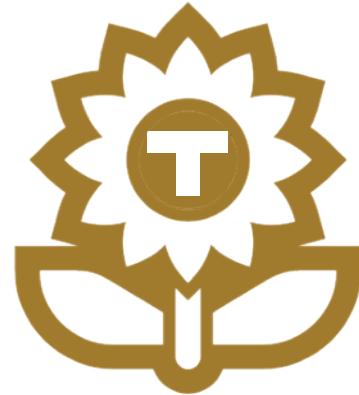
has always been our first promise to our customers and the first requirement for cooperation in compact structures where everyone is an expert and no one is dispensable.

Teamwork

stands for technical partnership with our customers and the principle that at least two people work together on every task.



With our participation in the procurement of a citizen's car, that combines social tasks in the community with e-mobility, we demonstrate sustainable thinking beyond normal operations.



SUSTAINABILITY @ THOMAS

Unser eigenes Konzept für Nachhaltigkeit und Corporate Social Responsibility

Responsibility

obliges us all to take special care for every single product in the manufacture of mass products and is also evaluated by our customers for sensitive applications, e.g. asthma spray.








Performance

demands special efforts from us, for example, to produce almost a third of all aerosol valve mounting cups required worldwide at our sites every year.

Commitment

characterizes the typical Thomas employee, who goes above and beyond his job to support others and the company. For our customers, our sustained efforts to support them in their processes prove to be a benefit of our commitment.

Areas of focus in the sustainability plan

Objective	SDG	Description	Long-term target by 2028 quantitative	qualitative	Target 2024	Result 2023	Base year 2022
Work conditions		Relation of wages for simple tasks to the current minimum wages at the locations	min. 145 %	All Thomas Group employees can make a living at their locations and are covered by social security	min. 145 %	147 %	142 %
Health and safety at work		Number of occupational accidents with a lost time of three or more days	0	Occupational safety and awareness-raising measures in the workplace minimize the risk of accidents	max. 7	14	10
Qualifications		Share of employees who have received access to training measures	ca. 50 %	The aim of continuous professional development is to enable employees to meet all future requirements in the workplace (employability)	min. 47 %	55 %	33 %
Energy		Conversion of the company car fleet (e-cars and hybrid)	95 %	Car policy for all locations converted to e-mobility, enable bicycle leasing for employees via the company	75 %	65 %	55 %
Compensation		Ratio of the average annual wage of the Thomas Group to the average wage in Germany	92 %	With a target personnel cost ratio of approx. 1/5 of sales, an average annual wage at German level is achievable	91,8 %	93,9 %	89,9 %
Child protection		Cases of child labor at Thomas Group	0	Protection of minors and complete elimination of child labor in the entire value chain / commitment to the CoC	0	0	0
Recycling		Waste water treatment with waste water circuits and waste water treatment for discharge	> 95 %	Water injection through technical measures are the main focus. Purification of the water for discharge approval	155.000 cbm	169.264 cbm	183.296 cbm
Climate protection		Share of green electricity and green gas in total energy consumption (Scope 1 and 2)	100 %	Increasing the proportion of energy from renewable sources by switching contracts with utilities and own energy generation	60 %	53 %	35 %
Compliance		Cases of corruption, acceptance of benefits and fraud	0	Compliance management system (CMS) with guidelines, risk analysis and compliance report	0	0	0
EcoVadis		Targeted result of EcoVadis participations	platinum	Consistent, long-term strategy through our own sustainability project, CSRD, customer audits and Ecovadis	silver	silver	silver

Products



The Thomas Gruppe is the largest independent supplier of tinsplate and aluminium components for the aerosol, pharmaceutical and cosmetics industries worldwide. Our products are used in a multitude of products from renowned brands. Our solutions do their job in an inconspicuously precise manner in practically every household or business. We make sure that people can handle products easily and safely. We are aware of the responsibility that this entails.

Our customers can rely on us. Always close to the customer, we stamp and draw parts in a consistently high-quality billions of times over in Germany, USA, Spain, China and Argentina. We also finish the aluminium surfaces of the components using an anodising process. This protects them against corrosion and gives them the required colouring and quality shine. An expertise that is only possessed by a few competitors.

History

Founding history of locations:

1963 Germany

1979 USA

1983 Spain

1996 China

2000 Argentina



Milestones of corporate development

2001-2005 Expansion of transfer stamping expertise through takeover of Solla Eyelet Inc. (USA) and acquisition of shares in Nelo S.A. (Argentina)

2008 Economic stability with new shareholder Thyssen'sche Handelsgesellschaft

2015 Merger of the two largest anodising lines in Valencia

2016 Inauguration of the technology center in Langenselbold

2020 to 2023 Expansion of progressive stamping for the cosmetics and pharmaceutical industries as well as for new products

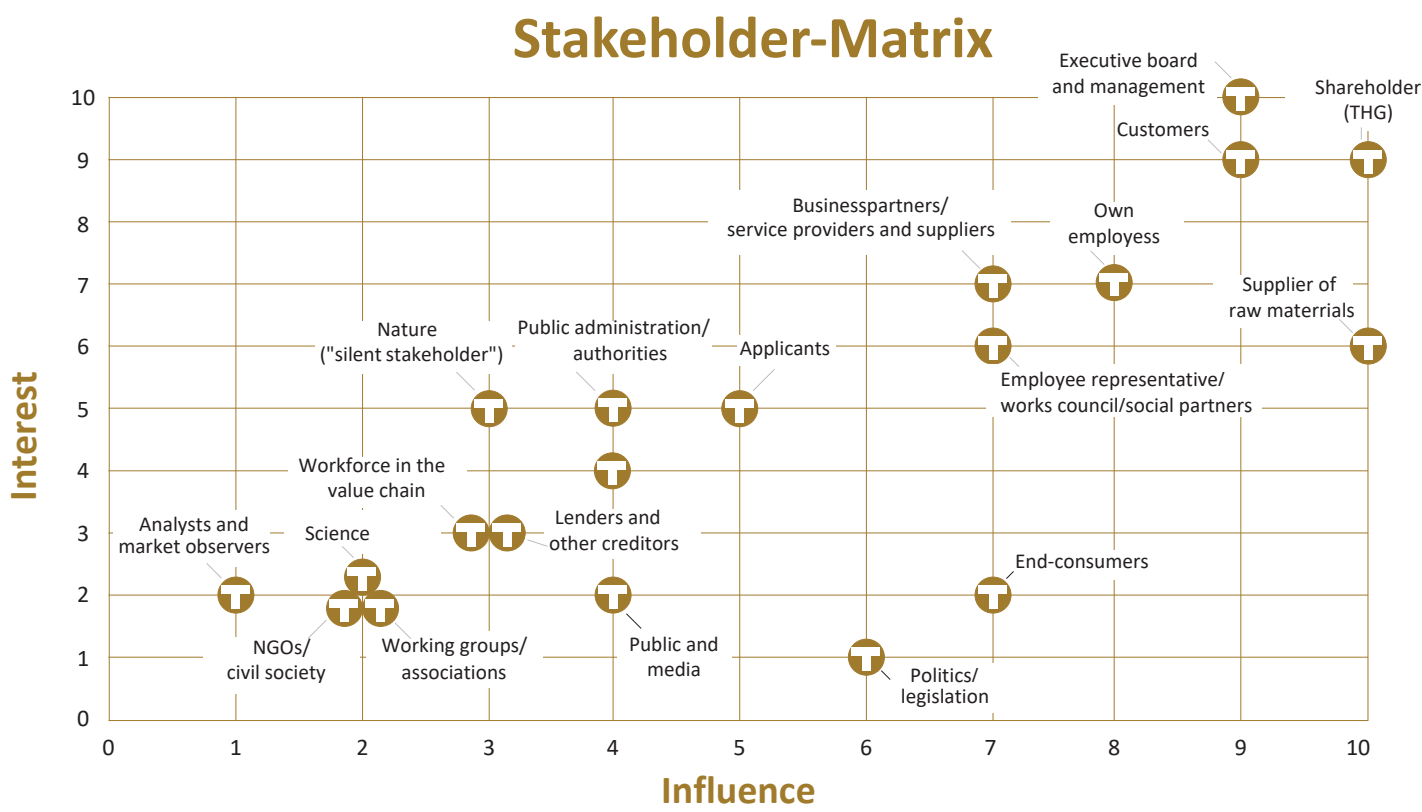
Since 2020 annual participation in the CSR-Audit from EcoVadis

Our self-image

Commitment to our stakeholders

Customer interest in the Thomas Group's products and services is high and has steadily increased again in recent years. Customers have limited their efforts to integrate mounting cups, actuators, ferrules and collars into their own production process to a few standard items. For variants and new products, they rely on the Thomas Group's tooling expertise and time to market. They are also increasingly relying on the Thomas Group for reliability and speed of delivery. They are intensifying their influence through more extensive customer audits. This has led to higher demands and closer monitoring of CSR activities.

The shareholders' interest in reliable, solid, lucrative and sustainable business operations of the Thomas Group is recognized as very high. The long-term nature of the commitment to the Thomas Group means that the shareholders' influence can be described as maximum.

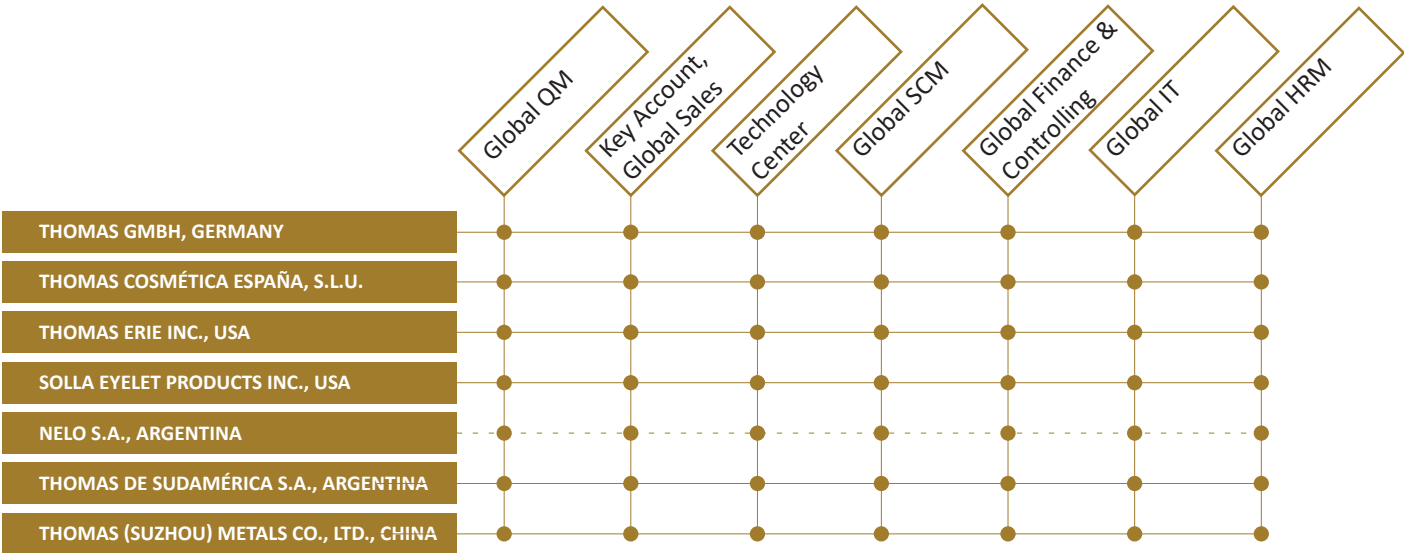


At the Thomas Group's main sites, there are special features in the natural environment that need to be taken into account. The plant in Langenselbold is located near a water protection area. The plant in Chestre, with a water-intensive production facility, is affected by the general water shortage in Spain. However, due to water management and the minimization of hazards at these locations, the impact of natural restrictions on the Thomas Group can be assumed to be rather low. Recycling metals conserves resources and reduces the CO₂ footprint.

Thomas Group's own employees are well trained and experienced with the tasks of providing goods and services in approximately 50 specialized jobs. Their particular interest is reflected in good work results and long periods of employment. Special professions, e.g. tool setters and toolmakers for the stamping and deep-drawing tools developed in-house, are qualified by their work at the Thomas Group and cannot be replaced directly on the job market. Even simple tasks require extensive training and cannot be replaced by temporary work. The contribution of the individual in cross-functional teams is highly valued.

Our self-image

Corporate structur & governance



Customer benefit is our motivation

The Thomas Group has made it its policy to always strive for perfectly implemented customer ideas. To this end, we have adopted a Code of Conduct with which we commit ourselves in our tradition and conviction to the fact that

- a) all company's business activities are characterised by fair, reliable and long-term relationships and we will only remain successful in this way,
- b) the company's international presence must not be jeopardised either intentionally or negligently by violations of law and order,
- c) the company's employees, management and owners do everything in their power to prevent damage to the Thomas Group and to treat each other with respect.



With the employee folder, everyone who works for the company is given direct access to all rules of conduct: values, code of conduct, compliance guidelines, guidelines for a discrimination-free company, and much more besides.

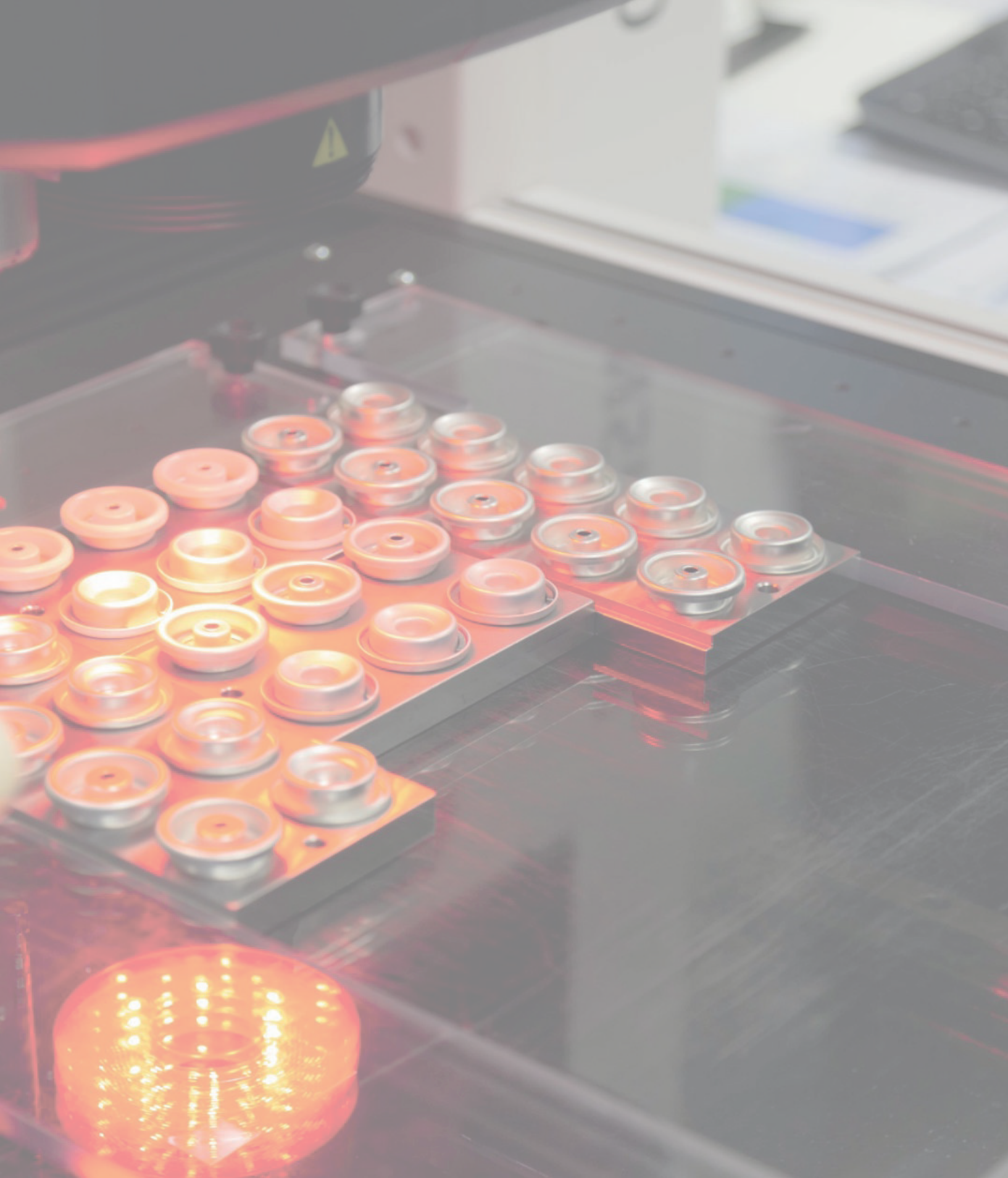
Competition has posed various risks for us in the past: Work processes were set up at competitors using know-how from our company. Customers competed with us by making the simple, mass-produced items themselves. We were required to deliver technical solutions that other companies could then implement economically. The challenging position of being a smaller company between large raw material suppliers and large processors puts us under time pressure.

The answer is seldom found in cautious action. It is better for us to move forward and convince our customers that it is more beneficial to work with us rather than without us.

a) A sustainable argument is our tool competence. Always being one step ahead in the development and manufacture of precise, reliable, variably configurable and material-friendly tools is a good reason to order from us

b) Another argument in our favour is fast access to the right material

c) After all, we have been working for some time on creating new products for new markets. Our manufacturing process has advantages over many other processes where recycling, economy and output are concerned



Ethics and compliance



In line with the stakeholders, the management pursues the policy of reliability in all external and internal relationships, which is characterized by the Thomas value system. These include performance and reliability, especially with regard to all customer requirements, responsibility for our work results and value creation processes, commitment to our core business and the associated environment, and teamwork as a methodological competence for trusting, transparent and effective cooperation. A compliance management system was developed with the owner, which has been established and continuously maintained within the group since 2014. A central approach to go beyond the mere definition and control of standards of conduct is to involve and strengthen the personal responsibility of all employees in the company. The Code of Conduct as well as guidelines on compliance, data protection, protection against discrimination and protected procedures for complainants and whistleblowers round off this approach and have been made available to all employees.

Our **basic values** are:

- Responsibility
- Reliability
- High performance
- Commitment and
- Teamwork

Suppliers must comply with local regulations regarding the environment and sustainable product development, and in particular with existing environmental standards. They take into account ecological compatibility within the operational activities and reduce the impact on the environment of energy and water consumption, residual waste as well as greenhouse gas emissions, noise, light, odours and vibration sources on the environment and review these regularly.

They exclude child labor and its exploitation by respecting the legal minimum age for employment in their country or taking into account compulsory education and adapt the work tasks, working hours and conditions to the age and competence of the employee.

They do not permit any form of forced labour, in that all workers work voluntarily and without threat of punishment, retribution or for the purpose of repaying debts, no form of trafficking in human beings takes place, freedom of movement of workers and their dependents is ensured, and consensual contractual arrangements are made for employment relationships, specifying the duties and responsibilities of each worker.

Excerpt from our 2022 Code of Conduct for suppliers

Ethics targets

Objective	SDG	Description	Long-term target		Interim target or baseline	
Compliance		Annual review and analysis of risks in line with the compliance management system	until 2030	100 %	2019	80 %
Sensitizing		Participation in annual compliance briefings	until 2028	100 % but at least all managers	2026	80 %
Compliance		Compliance violations (corruption, bribery, conflicts of interest, fraud, money laundering, information security)	until 2030	0	2019	0
Training		Participation rate in annual IT awareness training	until 2030	100 %	2023	54 %
RMI		Participation in the Responsible Minerals Initiative (RMI) and refusal of supplies of questionable origin	until 2030	100 %	2019	100 %
Child protection		Incidents of child labor in the Thomas Group and other incidents against the protection of children and young people	until 2030	0	2023	0
Code of Conduct		Access to the regulations of the Code of Conduct	until 2030	100 %	2019	100 %
EcoVadis		Annual collection and reporting of company ethics indicators	until 2030	annually	2021	first time

Important topics of business ethics

Ethics

Although our products are touched every day in almost every household and we “blindly” rely on their function, they are inconspicuous and rarely noticed. In the worst case, only when they fail to perform reliably. The same applies to the understanding of compliance in a company: It must function reliably, even if it works in the background in business practice. The Thomas Group has had a uniform compliance guideline since 2014. It has been published in all company languages (English, German, Spanish and Chinese) and has been communicated to every employee. It contains clear rules of conduct:

- Anti corruption
- Fraud prevention
- Anti money laundering
- Competitive behavior
- Avoiding conflicts of interest
- Dealing with customer information and other legally compliant behavior

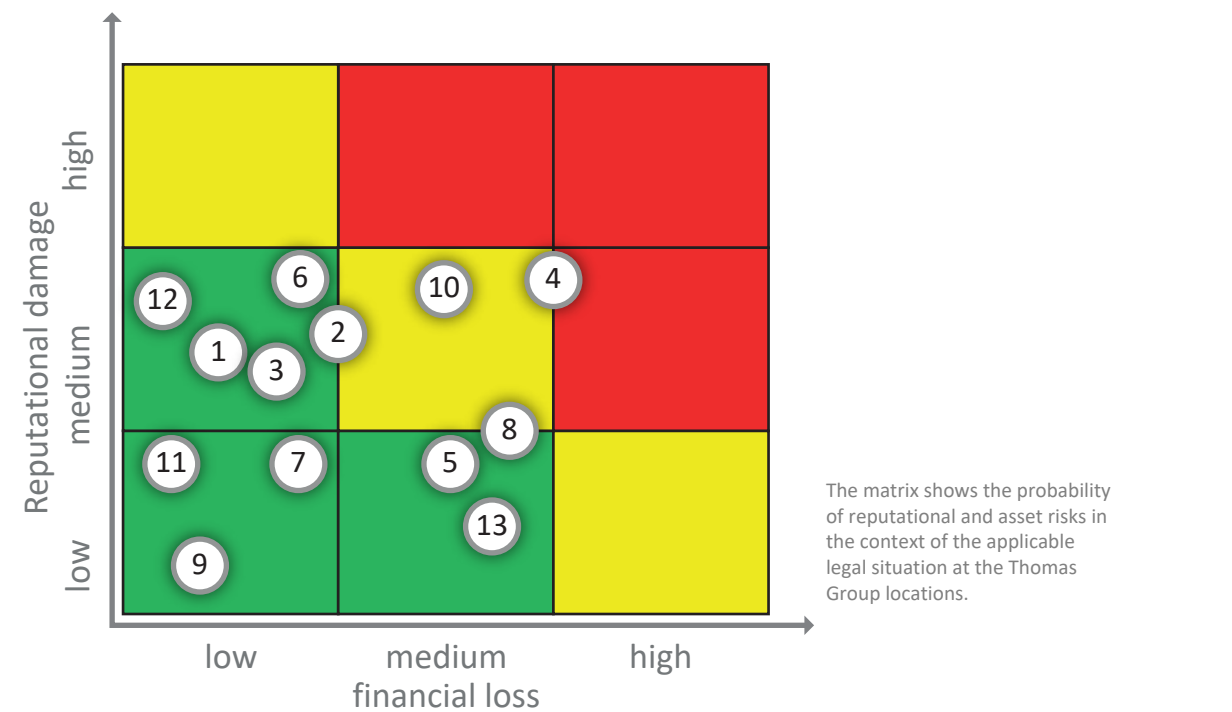
Effective mechanisms ensure that the directive is applied reliably. These include the annual risk analysis and the Compliance Officer's report, the internal control system (ICS) and its annual review by the auditors. The dual control guideline with regulation of signatory powers, the audit by the external data protection officer, the whistleblower procedure and much more.

One focus in 2022 was information security. We subjected our data security systems to several stress tests and thus met the requirements for cyber protection insurance. Throughout 2023, IT awareness will now be practised by means of awareness training for all employees. This is a modular e-learning tool that teaches about all sources of danger from cyber attacks and is linked to a series of test emails that sharpen our awareness and verify our level of knowledge.

This training was carried out throughout the Thomas Group.



CMS risk assessment 2023



Nr.	Compliance-target	Annotation	
1	Compliance with law and human rights	Legal and process security, increasing importance	
2	Labor relations and conflicts of interest	Low due to type of business activity and legal situation	
3	Occupational safety and health	High standard in production operations, improvements targeted	
4	Antitrust law	High damage due to sensitive and networked industry, EW mittel	
5	No unfair competition	Medium damage, low probability of impact due to type of business activi	
6	Anti-corruption	High damage due to sensitive and networked industry, EW mittel	
7	Money laundering prevention	Effective controls, EW gering	
8	Handling information and data privacy	Damage differs risk from uncontrolled disclosure of technical info	
9	Press and public announcements	Reputational and financial damage low, EW gering	
10	Handling tangible assets	Reputational and financial damage low (USA, ARG)	
11	Documentation and financial reporting	Reputational and financial damage low, EW gering	
12	Environment	Risk of damage rather low, potential for improvement	
13	Product quality and safety	Standard improved, many new product projects	

Environment and resources



The environment and sustainability are an important part of the Thomas Group's corporate policy. This is based on our firm conviction that further growth, progressive development and appropriate profitability can only be achieved with a well thought out approach to ecological sustainability. We always strive to improve our competitive performance, but this goal is equally important as our responsibility for the Group's employees and the direct and indirect environmental impact resulting from this goal. We are committed to the idea of environmental protection. This is thus an integral part of all activities and processes - especially in the area of management - and is incorporated into important strategic decisions in order to create long-term added value for our customers, employees and society. With this policy, we are not only pursuing the goal of complying with legal requirements, but also continuously improving environmental protection and reducing environmental impact. We ensure a high level of environmental awareness at all locations worldwide and actively involve our employees in the development, introduction and day-to-day implementation.

At Thomas Group, environmental protection is therefore an imperative of our own behavior and responsibility.

In our group of companies, this means for us:

- We promote sustainable development
- We take for granted environmental protection in our thinking and our actions
- We use and protect resources responsibly
- We safeguard and care for our livelihood

The management of the Thomas Group is committed to ensuring that the environmental policy not only complies with the legal regulations and internal requirements, but even exceeds them. Moreover, the management ensures to provide the necessary, economically justifiable investment funds for this purpose.

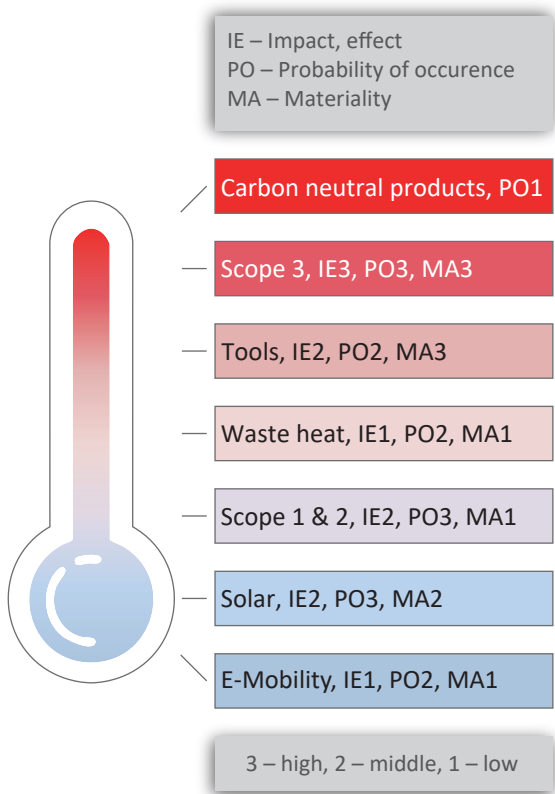
Environmental targets

Objective	SDG	Description	Long-term target		Interim target or baseline	
E-Mobility	7 AFFORDABLE AND CLEAN ENERGY 	Transition of the company car fleet (BEV und HEV)	until 2030	95 %	2026	80 %
		Bicycle leasing contracts for employees (job bikes)	until 2030	60	2026	40
Waste	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Reduction of hazardous waste (share of total waste volume)	until 2028	5 %	2022	8,3 %
		Recycling rate of waste	until 2028	98 %	2022	94,5 %
Energy	13 CLIMATE ACTION 	Reduction in energy use (Scope 1 and 2)	until 2028	80 %	2022	100 %
		Reduction of CO ₂ -equivalents	until 2028	75 %	2022	100 %
Water	6 CLEAN WATER AND SANITATION 	Reduction in water consumption	until 2028	80 %	2022	100 %
Chemicals	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Reducing the use of chemicals	until 2028	90 %	2022	100 %
Metals	12 RESPONSIBLE CONSUMPTION AND PRODUCTION 	Reducing CO ₂ -emissions from our products	until 2028	90 %	2022	100 %
Sensitization	4 QUALITY EDUCATION 	Employee training on environmental topics (participation rate)	until 2028	100 %	2026	80 %
Eco-Cockpit	17 PARTNERSHIPS FOR THE GOALS 	Annual survey and reporting on all of the company's environmental key figures	until 2030	annually	2021	first time

Energy and climate

For Thomas Group, adapting to climate change means being aware of all emitters of a carbon footprint and taking measures to reduce these emissions. Since 2019, we have been taking part in the Ecovadis audit to evaluate our CSR policies, activities and results. Since 2021, the Ecocockpit has been used to take inventory of CO₂ equivalents from incoming goods to outgoing goods. Product-related parameters are determined cradle-to-gate. All emission categories relevant to the company's value creation are included in the balance sheet. This results in concrete action plans for adapting to climate change.

The Thomas Group has energy-intensive applications in the area of anodizing systems and compressors for operating the presses. The total amount of Scope 1 and Scope 2 emissions amounts to approx. 3,95 % of the total CO₂ footprint. Nevertheless, the energy audit provide information on the economical and efficient use of energy. Green energy (electricity and possibly also gas) and self-generated energy (solar), which is produced on site in Spain and also fed into the public grid, are the main drivers in terms of energy.



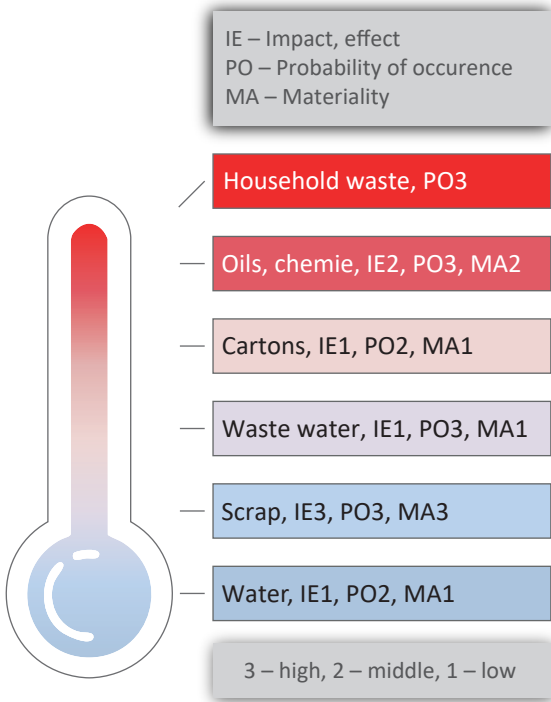
Charging infrastructure at Thomas GmbH in Germany

Waste and recycling

Resource conservation and the circular economy are the greatest levers for an environmentally friendly value creation process that can significantly reduce the company's carbon footprint throughout the entire supply chain. All stakeholders are interested and to some extent involved in this. Every reused material reduces the proportion of primary raw materials, which is considerably more harmful to the environment.

Waste is largely a recyclable material in the Thomas Group's production process. Metal waste in particular, but also cardboard/paper and plastics are recycled. Other waste is collected separately. Hazardous waste (oils and oil mixtures as well as chemicals) only make up a small proportion of the waste fractions. Overall, the Thomas Group strives to avoid waste and dispose of unavoidable waste properly.

The company must pay particular attention to the prevention of environmental pollution: As a production facility, we are largely unproblematic for the natural environment and therefore also obliged to maintain this operational advantage. As a manufacturer of aerosol, pharmaceutical and cosmetic products, we are ultimately jointly responsible for high-quality waste, the impact of which on the environment must be kept to a minimum.



Anodizing bath at Thomas Cosmetica in Spain

Work and people



The growing challenges facing the working conditions of the future and the corporate social responsibility (CSR) of companies are particularly characterized by changes in work content and processes, demographic change and the increasing importance of social and environmental responsibility. We are committed to compliance beyond the standards for labor and human rights and adhere to the principles of the ILO core labor standards. The most important goal of our HR policy must be to be an open-minded and attractive employer for our employees and to support them in keeping pace with the challenges of the working world.

We strive to achieve employability for our employees in a two-stage process. Firstly, the knowledge and skills required for the job and its changing requirements should be ensured. The second step is to identify and promote development potential for future employment opportunities. Personnel development should enable us to respond to customer requirements with expert personnel at all times.

We are aware that the success of our company depends to a large extent on the expertise and experience of our employees. As key elements of a personnel policy geared towards this, we are committed to

- developing our values and leadership culture
- promoting transparency and personal responsibility
- legal and procedural security in all aspects of employment relationships
- to the systematic development and maintenance of a job/remuneration structure
- equal treatment, integration and protection against discrimination
- to prevent all forms of child and forced labor and violations of the minimum wage
- on occupational health and safety while safeguarding personal rights and data protection
- freedom of association and social dialog

Work targets

Objectives	SDG	Description	Long-term target		Interim target or baseline	
Employability	8 DECENT WORK AND ECONOMIC GROWTH	Participation in the annual target dialog and feedback	until 2028	95 %	2025	85 %
		Participation in horizontal and vertical career paths	until 2028	6 %	2026	5 %
Training	4 QUALITY EDUCATION	Thomas Group training quota (training days)	until 2026	30	2024	27
		Share of participants in training courses (persons)	until 2026	> 50 %	2024	47 %
Work conditions	1 NO POVERTY	Relation of wages for simple tasks to the applicable minimum wages at the locations	until 2028	145 %	2024	145 %
Social security	1 NO POVERTY	Proportion of employees with social insurance in Thomas Group	until 2030	100 %	2024	100 %
Occupational safety	3 GOOD HEALTH AND WELL-BEING	Number of occupational accidents with a lost time injury of three or more days (LTI)	until 2026	0	2024	max. 7
Health	3 GOOD HEALTH AND WELL-BEING	Participation rate in preventive health measures	until 2026	78 %	2024	67 %
Integration	10 REDUCED INEQUALITIES	Employees with a certain degree of disability	until 2026	over 3 %	2024	min. 2 %
		Part-time employees (positions held)	until 2026	over 5 %	2024	4 %
Equality	5 GENDER EQUALITY	Proportion of women in the workforce	until 2026	30 %	2024	min. 29 %
		Equal pay in comparable jobs	until 2030	100 %	2024	99 %
Social dialog	17 PARTNERSHIPS FOR THE GOALS	Proportion of employees represented by employee committees	until 2026	85 %	2024	82,7 %
EcoVadis	17 PARTNERSHIPS FOR THE GOALS	Annual survey and reporting on all of the company's environmental key figures	until 2030	annually	2021	first time

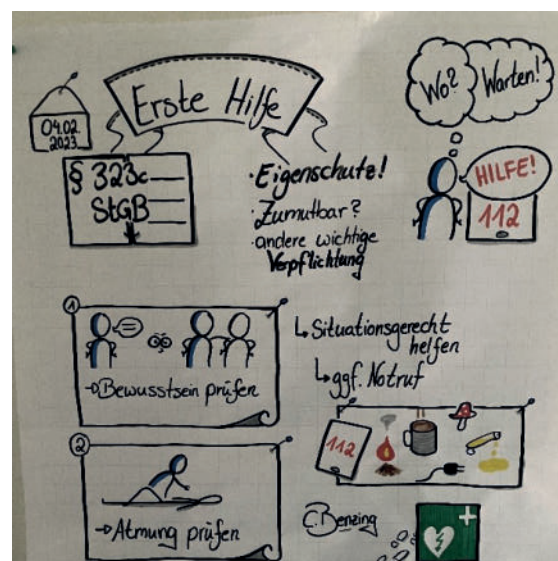
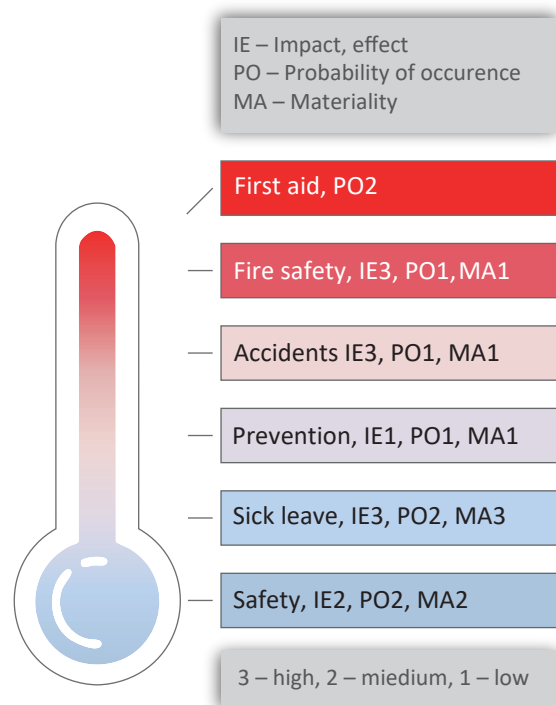
Occupational health and safety

Corona has shown us that we can achieve a lot with occupational health and safety, but we can never count on a guarantee of success. That is why employee participation in the occupational health and safety concept is all the more important to us:

- Über 10 % trainierte first aiders
- Fire safety assistants for each section
- Safety officers for each area
- Hygiene concept by our own cleaning staff
- Sensitized supervisors and employees
- Operational improvement suggestions for occupational health and safety
- Complete hazard and risk assessments



In 2023, we further increased interest and participation in the occupational health and safety concept through new, interactive workshops. We examined mental stress in the workplace with all employees. Almost 70% of employees in the Thomas Group took part in preventive health measures. We are aiming for certification of the occupational health and safety and health management system on the basis of a company-wide level of knowledge.

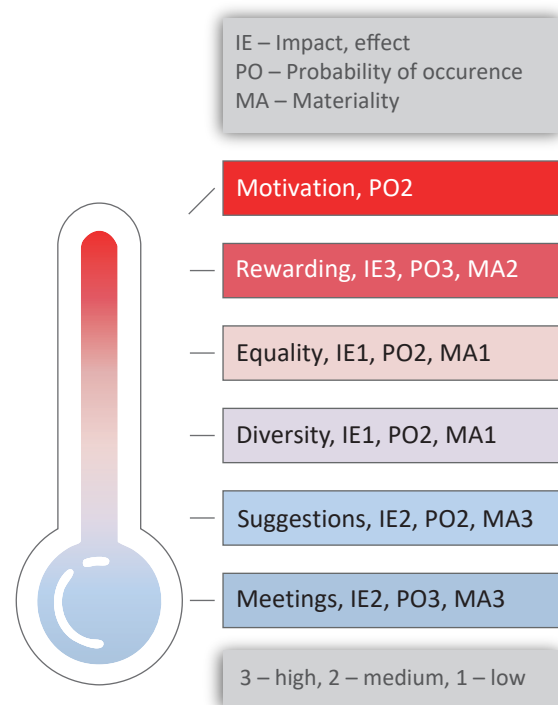


Values and participation

Since the beginning of 2023, we have expanded our value-based corporate culture through the social dialog. Participation in shaping working conditions and the communication culture has been intensified through a series of communication platforms with the works councils and employees.

Needless to say, results are, of course, important to us. But results alone do not guarantee sustainable success. In companies of our size, they can be caused by external circumstances that are difficult to influence. This makes it all the more important for us to exploit all the potential we have at our disposal: Our reliability as a supplier of a high-quality mass-produced article, our responsibility for customer benefit, our commitment as a technical partner, our performance when things have to be done quickly and our teamwork, through which everyone gives their best. Our employees' contributions to sustainable success can be measured using these values. In addition to our core business, we also consider them to be indicators of sustainable action:

- Company improvement suggestions
- Social commitment to occupational health and safety
- Activities of team spirit
- Participation in the company's success through bonus schemes in all Thomas Group companies

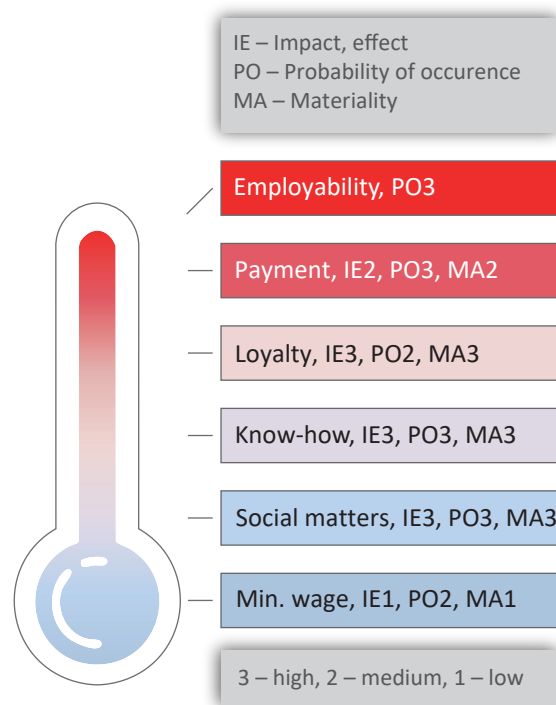


Career and integration

Every product and every service provided by our company is created by skilled employees. To this end, we have set out the 30 “professions” in the company in defined job profiles. They contain the main and secondary functions, the qualifications and a classification of the degree of competence of the activity. When new employees join the company, the main functions are included in the onboarding plan. All employees discuss and update their job profile annually with their line manager. This results in objectives that are to be achieved in the following year.

We want to further develop this “employability” approach in order to achieve three sustainable goals:

- We are the first choice for certain skills and professions in the region
- Growing with us or developing within the company should be the first option for employees
- Our customers have more confidence in us because they can expect more from our employees



Removing barriers to discrimination has been a particular concern of our family company culture for many years:

- Tolerant and open-minded interaction
- Equal rights and consideration for diversity
- Equal treatment through remuneration rules, socially insured jobs
- Employability through qualification
- Training company
- Inclusion of people with disabilities through workplace design
- Barrier-free access via the main entrance with elevators and disabled toilet
- Integration of mothers during and after parental leave through flexible working hours

Sustainable procurement



We believe that respecting our CSR strategy throughout our supply chain is an important part of our corporate social responsibility. We expect all suppliers to fully support our procurement policies and conduct their business in compliance with our code of conduct and CSR procurement guidelines.

In 2022, a supplier code of conduct was published and submitted to our suppliers for their information and signature. It begins by stating:

„When developing its product solutions, the Thomas Group adheres to the rules of fair business practices and labor law, and treats the environment and natural resources with respect. To guarantee its customers the provision of high-quality products from a fair and sustainable value chain, the Thomas Group expects our suppliers to acknowledge and implement this Code of Conduct. Compliance with this Code of Conduct is a prerequisite for supplier selection and the basis of business relationships with the Thomas Group.“

What's special about our position: With the majority of our business volume, we operate between globally operating steel and aluminum companies on the supplier side and large, internationally active fillers and processors on the customer side. Our advantage: Suppliers and customers are aware of their social responsibility and have addressed sustainability in an exemplary manner. We encounter this understanding not only in Europe, but in all global markets; we are measured against it ourselves and can demand CSR for our business relationships.



Thomas Group memberships in associations and working groups

Procurement targets

Objective	SDG	Description	Long-term target		Interim target or baseline	
RMI		Participation in the Responsible Minerals Initiative (RMI) and refraining from deliveries of questionable origin	until 2030	100 %	2015	100 %
Code for suppliers		Response rate of the Code of Conduct for suppliers, measured by the proportion of delivery volume	until 2026	96 %	2024	85 %
Working conditions		Review of minimum wage and minimum working conditions (ILO core labor standards) at our suppliers	until 2026	92 %	2024	80 %
Environmental protection		100 % compliance of materials provided by suppliers with REACH by 2028	until 2028	100 %	2024	100 %
Minority protection		Local suppliers, women-owned and minority-owned suppliers reviewed and included where possible	until 2026	90 %	2024	30 %
Suppliers		Evaluation of suppliers according to fixed testing criteria	until 2026	75 %	2024	50 %
EcoVadis		Annual survey and reporting on key figures for sustainable procurement	until 2030	annually	2021	first time

Procurement and CSR

"Respecting diversity – A discrimination-free company" is the title of our anti-discrimination policy. It is explained to every employee upon joining the company, along with the Code of Conduct (see excerpt below), and is part of the employment contract. With the complaints office and whistleblower protection, Thomas has established a process that also involves external contacts (data protection officer, safety engineer) in this sensitive topic. It is important to us that our socially insured jobs are offered under fair conditions and that child and forced labor are prohibited at each of the seven Thomas Group locations:

„One World – One Thomas!“

"We are committed to fair and respectful working conditions for all THOMAS employees. This essentially includes:

- No discrimination, no bullying and no violation of privacy!
- No illegal employment, no child labor and no other violations of employee protection rights!
- No unauthorized disclosure of personal and personal data!
- No toleration, no orders and no concealment of violations of humane treatment!"

Thomas has been supporting the Responsible Minerals Initiative (RMI) for many years. We do not want to benefit from systems that violate human rights.



We are convinced that only those companies will be attractive to employees and customers in the future that

- are guided by clear and transparent values according to which we conduct ourselves when working together
- maintain state-of-the-art industrial workplaces and have exemplary health, safety and youth protection policies
- provide open information about all important matters in the company and keep information channels personal and up to date
- involve their employees in the company's activities and allow them to participate in the company's success by taking responsibility for their own work and setting personally agreed targets

Key topics of sustainable procurement

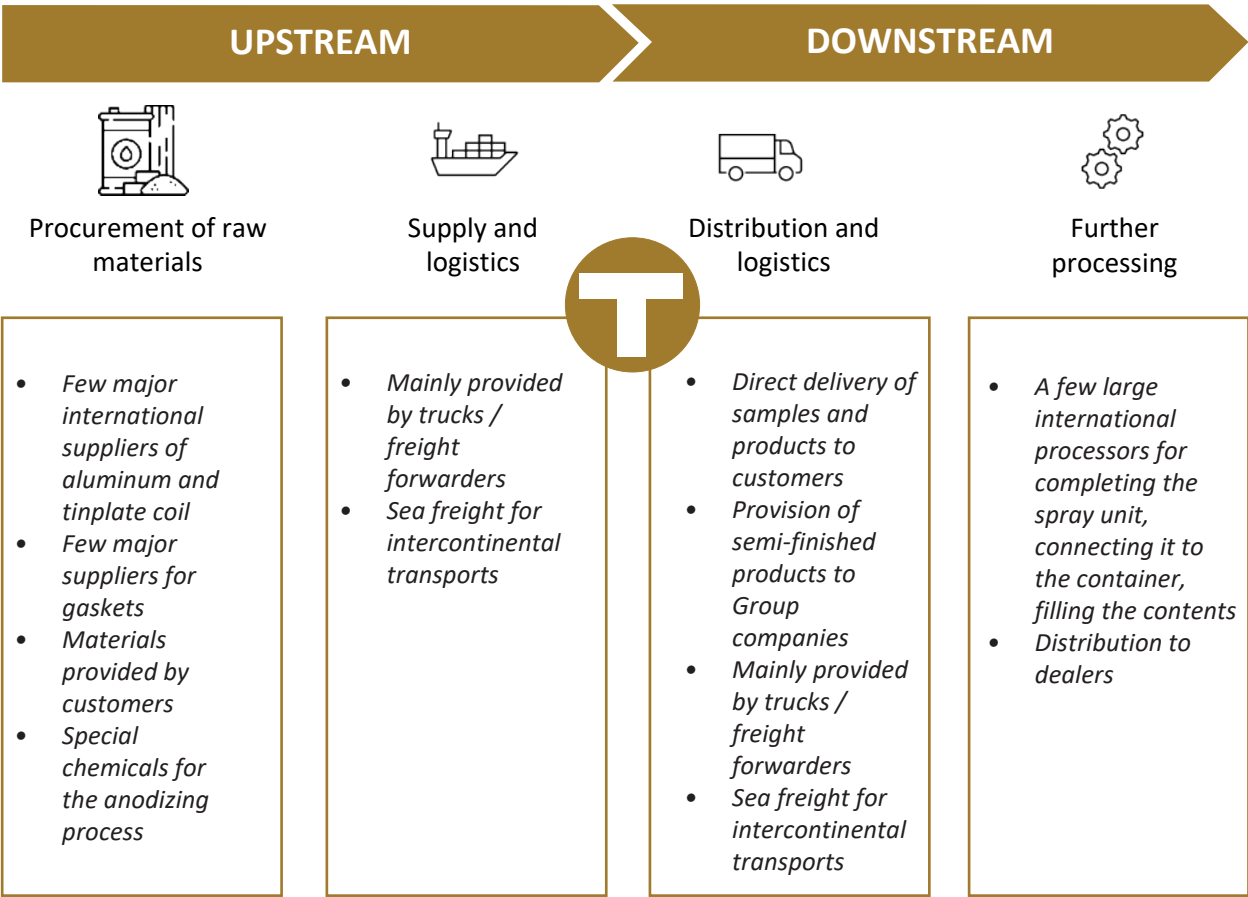
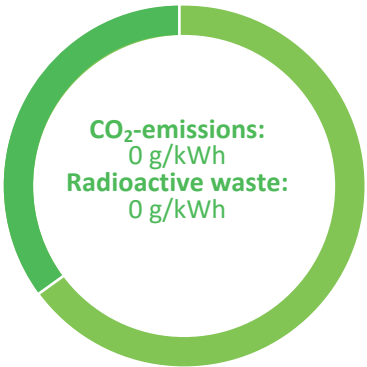
Supply chain

The decision to participate in the Responsible Minerals Initiative (RMI) and to provide evidence that we do not source raw materials from inhumane systems (Conflict Minerals Reporting Template - CMRT) was initiated by our major steel suppliers.

With the decision to purchase green electricity from 2021 onwards, Thomas GmbH has set its own preference and maintained it even through the energy crisis resulting from the war in Ukraine.

We know that not all sustainability efforts are “paid for” in the market, but at the same time we have noticed that entrepreneurial action with personal responsibility is playing an increasingly important role for our premium customers.

Green electricity products



Hidden champion with family spirit

At first glance, it is difficult to recognize the global role that the Thomas Group plays as one of the few and largest independent manufacturers of special components for the aerosol, cosmetics and pharmaceutical industries. The number of employees and the turnover probably do not suggest this. Rather the production volume of over 5 billion mounting cups, actuators, ferrules, collars and other metal components, which cover almost a third of the global market demand for these products. In contrast to cosmetics, the global market in the aerosol industry does not have many players. People in the industry know each other. Delivery capability and delivery reliability as well as compliance with high quality requirements for these mass products are more frequent topics in customer communication than price. Employee relations and the relationship with the owners are similarly familiar - especially in terms of commitment, appreciation and personal involvement. The greatest opportunities for the stability of the company lie here: Knowing the market precisely and reliably fulfilling its requirements is possible in this manageable world. However, the clear resources of the group of companies also harbor risks.

The expertise for development projects and tool technologies, the know-how in progressive and transfer stamping, anodizing and ring insertion must be maintained and updated by qualified employees. The production facilities must be kept at a technically good and efficient level. There are not too many opportunities to grow in the market and they require entrepreneurial courage to invest in expansion. In the longer term - as we have already demonstrated in a number of special projects - our expertise in the application of highly efficient stamping and surface technology has the potential to open up completely new markets.





GRI content index

We have based this sustainability report on the guidelines of the Global Reporting Initiative (GRI). Cross-references to the GRI disclosures can be found below.

GRI 102: General disclosures

102-1	Thomas Group
102-2	Development, production, finishing and distribution of metal components for aerosol, cosmetic- and pharma-packaging Components are mounting cups, actuators, ferrules, collars
102-3	Langenselbold, Germany
102-4	Germany, Spain, USA, China, Argentina
102-5	All group companies are subsidiaries of Thomas GmbH, Langenselbold There is a 50 % stake in Nelo S.A. in Argentina
102-6	Worldwide, primarily to pump manufacturers and filling plants
102-7	See corporate structure, p. 11 and table 1, p. 37
102-8	Key figures AV, table 1, p. 37
102-9	See supply chain, p. 30
102-10	No significant changes in 2023
102-11	Environment and resources, p. 18
102-12	UNGC, RMI, p. 29
102-13	IBU, EFB, Industriegemeinschaft Aerosole, p. 28
102-14	The Thomas Group policy, p. 6
102-15	Key impacts, risks, and opportunities, p. 9, p. 12, p. 17
102-16	Values, principles, standards, p. 7, p. 14, p. 18, p. 22, p. 27
102-17	Own whistleblower-policy
102-18	Management structure, p. 11
102-19	Responsibility of sustainability officers, see Thomas Group Policy
102-20-34	Thyssen'sche Handelsgesellschaft, ESG-reporting
102-35-37	Remuneration policy Thomas Group, table 2, p. 38
102-38	Compensation highest-paid to average, table 2, p. 38
102-39	Wage increase 5 %
102-40-44	Stakeholder group

GRI reference

Stakeholder	Internal/External	Affected/User
Own employees	Internal	Affected
Workforce in the value chain	External	Affected
Business partner, provider, and supplier	External	Affected
Customer	External	User
Work group/associations	External	Affected
Management directors and management	Internal	Affected
Local community	External	Affected
Non-governmental organisation/civil society	External	Affected
Nature ("silent stakeholder")	External	Affected
Shareholder (THG)	External	Affected
Lenders and other creditors	External	User
Supplier and raw material	External	Affected
Analysts and market observers	External	User
Politics/legislators	External	User
Public and media	External	User
Employee representative/work council	Internal	User
Science	External	User
Applicants	External	Affected
End consumer	External	User
Public administration, authorities	External	User

102-41 Social dialog, table 5, p. 41

102-45 Company structure, p. 11

102-48 Key topics

ESRS	Topic	Subtopic
ESRS E1	Climate change	<ul style="list-style-type: none"> Adaption to climate change Climate protection Energy
ESRS E2	Environmental pollution	<ul style="list-style-type: none"> Air pollution Water pollution Ground pollution Pollution of living organisms and food resources Substances of high concern Substances of very high concern Microplastic
ESRS E3	Water- and maritime resources	<ul style="list-style-type: none"> Water Maritime resources
ESRS E4	Biodiversity and ecosystems	<ul style="list-style-type: none"> Direct causes of biodiversity loss Impact on the status of species Impacts on the extent and condition of ecosystems Impacts and dependencies of ecosystem services

GRI reference

ESRS	Topic	Subtopic
ESRS E5	Recycling management	<ul style="list-style-type: none"> Resource inflows, including resource use Resource outflows related to products and services Waste
ESRS S1	Own employees	<ul style="list-style-type: none"> Working conditions
ESRS S2	Workforce in the value chain	<ul style="list-style-type: none"> Equal treatment and equal opportunities for all Other work related rights Working conditions
ESRS S3	Affected communities	<ul style="list-style-type: none"> Economic, social and cultural rights of communities Civil and political rights of communities Rights of indigenous peoples
ESRS S4	Consumers and end users	<ul style="list-style-type: none"> Information-related impacts for consumers and/or end users Personal safety of consumers and/or end users Social inclusion of consumers and/or end users
ESRS G1	Corporate policy	<ul style="list-style-type: none"> Corporate culture Protection of whistleblowers Animal welfare Political engagement Management of relationships with suppliers, including payment practices Corruption and bribery

103-1 Key topics: environment, p. 18, ethics, p. 16, work, p. 22, procurement, p. 27

103-2 Thomas Group Policy, p. 6, SDGs p. 8

GRI 201: Economic performance

201-1 Revenue per employee, table 1, p. 37

201-2 CSRD of THG: risks and chances, positive und negative impacts on the financial results, p. 17

GRI 202: Market presence

202-1 Ratio of wage to minimum wage, table 2, p. 38

GRI 204: Procurement practices

204-1 Local suppliers, see supply chains, p. 30

GRI 205: Anti-corruption

205-1 Anti-corruption, table 5, p. 41

GRI 206: Anti-competitive practices

206-1 Anti-competitive practices, table 5, p. 41

GRI reference

GRI 301: Materials

- 301-1 Materials used by weight or volume, see EcoCockpit, p. 44-59
- 301-2 Eingesetzte rezyklierte Ausgangsstoffe vorhanden, aber nicht ermittelbar
- 301-3 Wiederverwertete Verpackungsmaterialien vorhanden, aber nicht ermittelbar

GRI 302: Energy

- 302-1 Energy consumption within the organisation, table 6, p. 42 and EcoCockpit, p. 44-59
- 302-4 Reduction of energy consumption, table 6, p. 42 and EcoCockpit, p. 44-59
- 302-5 Reduction of energy consumption for products, table 6, p. 42 and EcoCockpit, p. 44-59

GRI 303: Water

- 303-1 Water withdrawal, table 7, p. 43 and EcoCockpit, p. 44-59
- 303-2 Waste water recovery and treatment, table 7, p. 43 and EcoCockpit, p. 44-59

GRI 304: Biodiversity

- 304-1 Operational sites owned, ESG reporting

GRI 305: Emissions

- 305-1 Scope 1, table 6, p. 42 and EcoCockpit, p. 44-59
- 305-2 Scope 2, table 6, p. 42 and EcoCockpit, p. 44-59
- 305-3 Scope 3, table 6, p. 42 and EcoCockpit, p. 44-59
- 305-5 Reduction of GHG-emissions, table 6, 7 and EcoCockpit, p. 44-59

GRI 306: Waste water and waste

- 306-1 Waste water discharge according to quality and discharge location, see env. objective
Waste water treatment with discharge permit for the anodizing plant in Spain
- 306-2 Waste by type of disposal method, table 7, p. 43 and EcoCockpit, p. 44-59
- 306-4 Dangerous waste, table 7, p. 43 and EcoCockpit, p. 44-59

GRI 307: Environmental compliance

- 307-1 Environmental compliance, see environmental policy and objectives

GRI 308: Environmental assessment of suppliers

- 308-1 Guideline on criteria for supplier selection

GRI 401: Employment

- 401-1 Hired employees and staff turnover

35 New entries (8,14 %)

24 persons leaving (fluctuation 5,16 %)

under 30	24	M: 20	F: 4
30 - 50	25	M: 19	F: 6
over 50	10	M: 7	F: 3

- 401-2 Company benefits

	Germany	Spain	USA	China	Arg.
Social security (Rente, EU, KV, AIV)	100 %	100 %	65 %	100 %	100 %
Private insurance (via company)	30 %	20 %	55 %	105 %	5 %
Social security total	130 %	120 %	110 %	105 %	105 %
Occupational health care	100 %	100 %	100 %	100 %	100 %
Profit sharing (Bonus scheme)	100 %	100 %	100 %	100 %	20 %

GRI reference

401-3 Parental leave

	Women	Men
in 2023	6	9
Retournees	2	9
Continuation of contract	3 of 4	10 of 10

GRI 402: Employer-employee relationship

402-1 Minimum notice periods regarding operational changes: 1 month

GRI 403: Occupational health and safety

403-1 Working committee at management level

100 % of all employees under control of occupational health and safety

403-2 Work accidents, table 4, p. 40

403-3 Special occupational health care provided by company doctors

GRI 404: Education and training

404-1 Training and education rate, table 3, p. 39

404-2 Type of further training: see work and people, p. 22

404-3 Share of participants in employee interviews: 85 %

GRI 405: Diversity and equal opportunities

405-1 Employee groups, table 3, p. 39

405-2 Equal Pay, table 2, p. 38

GRI 406: Non-discrimination

406-1 Protection against discrimination, see code of conduct, p. 29 and table 5, p. 41

GRI 407: Freedom of association

407-1 RMI, p. 29

GRI 408: Child labour

408-1 See ethics and ethics targets, p. 14 and 15

GRI 409: Forced labour

409-1 See ethics and ethics targets, p. 14 and 15

GRI 410: Security techniques

410-1 No security personnel deployed

GRI 411: Rights of indigenous peoples

411-1 RMI, p. 29

GRI 412: Human rights compliance check

412-1 Awareness training, table 5, p. 41

GRI 413: Local communities

413-1 Sponsoring for a citizen car, see mission statement and values, p. 7

GRI 414: Social assessment of suppliers

414-1 See procurement goals, p. 28

GRI 418: Protection of customer data

418-1 See information security, table 5, p. 41

419-1 See code of conduct, p. 29 und table 5, p. 41

Table 1

Key personnel figures

Objective	SDG	Description	Long-term target	Target 2024	Result 2023	Base year 2022
Workforce		Employees Thomas Group	Further growth planned	446	421	406
		Proportion of employees in production	> 65 %	64 %	61 %	62 %
		Proportion of employees in Europe	> 85 %	84 %	84 %	81 %
		Proportion of employees in US	> 10 %	10 %	10 %	12 %
Objective	SDG	Description	Long-term target	Target 2024	Result 2023	Base year 2022
Labour		Percentage of personnel expenses in sales	ca. 22 ± 1 %	24,3 %	22,9 %	21,8 %
		Revenues per employee	min. 250.000 €	248.890 €	261.431 €	267.941 €
		Average annual salary	see below	41.658 €	40.493 €	37.800 €
		Relation of the annual average wage of the Thomas Group to the average wage in GER	92 %	91,8 %	93,9 %	89,9 %
Objective	SDG	Description	Long-term target	Target 2024	Result 2023	Base year 2022
Work hours		Work hours per year	> 750.000	708.000	727.543	724.001

Table 2

Working conditions and salary







Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Wages and social protection		Average annual salary	> 5 % above the industry average wage	41.700 €	40.493 €	37.800 €
		Contribution to social protection by the employer	Above the legal obligation	20,7 %	21,9 %	19,6 %
		Share of social insurance holders	100 %	100 %	100 %	99,9 %
		Share of special payments	20 %	20,3 %	20,1 %	18,3 %
Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Fairness of wages		Equal-pay rate	100 %	100 %	99 %	100 %
		Share of simple activities	40 %	43 %	43 %	42 %
		Ratio of wages for simple activities to the local minimum wage	145 %	145 %	147 %	142 %
		Ratio of the highest earner to the average wage	max 3 times	282 %	288 %	269 %
Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Employability		Share of on-the-job trainings	6 %	5 %	5 %	4 %

Table 3

Qualification and integration of employees






Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Integration		Number of women in the company	> 30 %	29 %	32 %	34 %
		Share of part-time workers	> 5 %	4 %	5 %	4 %
		Share of employees in partial retirement	> 3 %	2 %	2 %	2 %
		Share of people with disabilities	> 3 %	2 %	2 %	3 %
Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Qualification		Training hours per employee on average	30	27	32	23
		Share of participants in qualifications	> 50 %	47 %	55 %	33 %
		Share of participants in vocational training	5 %	3 %	3 %	4 %
		Share of participants in on-the-job trainings	6 %	5 %	5 %	4 %
Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Leadership		Share of women in leadership positions	> 25 %	26 %	25 %	28 %

Table 4

Health und safety of employees

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Accidents at work		Number of work accidents	0	max. 7	14	10
		Lost days due to work accidents	0	max. 290	356	520
		Severity of work and commuting accidents (Lost days x 1000 / hours)	0	max. 0,41	0,49	0,72
		Frequency of accidents (Accidents * 1 Mio / total hours)	0	max. 9,89	19,24	13,81

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Occupational safety		Share of instruction in training hours	5 %	3 %	2 %	2 %
		Number of participants in first aid training	15 %	53	48	34
		Share of safety officers among employees	6 %	5 %	5 %	4,5 %
		Share of participants in preventive health measures	78 %	301	306	301





Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Sickness rate		Percentage of days absent due to illness	5 %	5,1 %	5,3 %	5,6 %

Table 5

Social dialog and business ethics

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Social dialog		Share of employees represented by employee representatives	85 %	82,7 %	82,3 %	0 %
		Monthly meetings between management and employee representatives	15	10	10	0
		Complaints/reports in the Whistle-blower-procedure	Open, protected access	Open, protected access	0	0
		Training days for employee representatives per year	30	32	36	0

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Business ethics		Corruption and bribery	0	0	0	0
		Information security	0	0	0	0
		Conflict of interest, fraud	0	0	1	0
		Money laundering	0	0	0	0



Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Ethics		Participants in the annual compliance-trainings	All managers	20 %	14 %	12 %
		Participants in the annual IT-awareness-training	100 %	99 %	54 %	12 %

Table 6

Energy and climate

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
THG-emissions		Scope 1	< 800 t CO ₂ e	< 1.000 t CO ₂ e	1.099 t CO ₂ e	1.252 t CO ₂ e
		Scope 2	< 1.800 t CO ₂ e	< 2.000 t CO ₂ e	2.075 t CO ₂ e	3.058 t CO ₂ e
		Scope 3	< 65.000 t CO ₂ e	< 70.000 t CO ₂ e	76.960 t CO ₂ e	101.410 t CO ₂ e
		E-Mobility company cars	95 %	> 70 %	65 %	55 %
		E-Mobility job-bikes	60	> 40	25	0




Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Energy		Total energy consumption	< 14.500 MWh	< 16.000 MWh	16.772 MWh	18.132 MWh
		Scope 1	< 4.500 MWh	< 5.000 MWh	5.468 MWh	5.931 MWh
		Scope 2	< 10.000 MWh	< 11.000 MWh	11.304 MWh	12.201 MWh
		Renewable energy	> 7.250 MWh	> 6.500 MWh	5.956 MWh	4.243 MWh

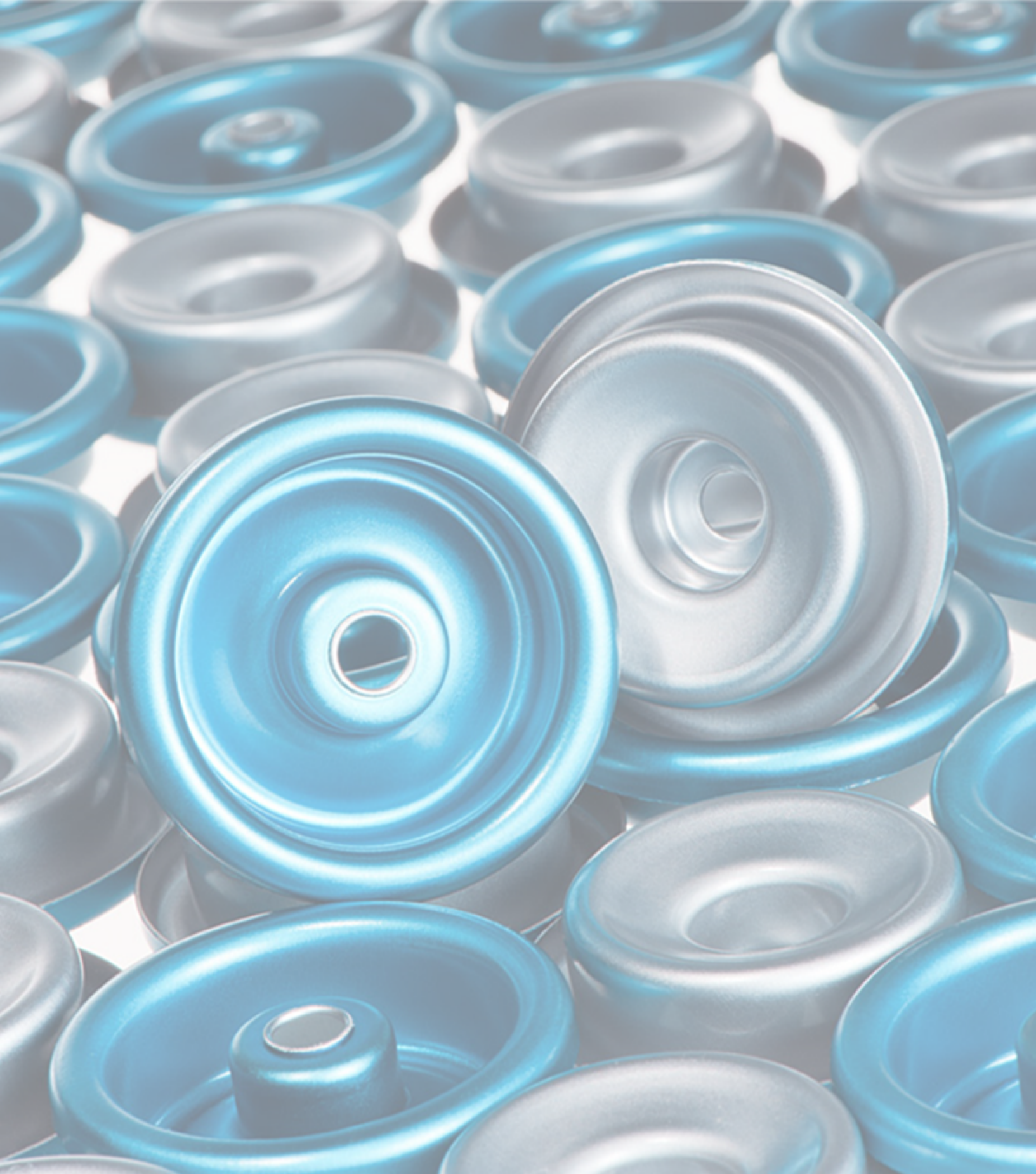
Table 7

Water and recycling

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Water		Water consumption	< 150.000 cbm	< 160.000 cbm	169.166 cbm	183.296 cbm
		Waste water	< 150.000 cbm	< 160.000 cbm	169.166 cbm	177.247 cbm

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Waste		Total waste	< 5.000 t	< 6.500 t	6.830 t	5.877 t
		Recycled	98 %	> 96 %	6.536 t 95,7 %	5.523 t 94,5 %
		Landfill	2 %	< 4 %	293 t 4,3 %	324 t 5,5 %
		Dangerous waste	5 %	< 12 %	1.031 t 15,1 %	486 t 8,3 %

Objective	SDG	Description	long-term target	Target 2024	Result 2023	Base year 2022
Education		Participants in environmental trainings	80 %	50 %	14 %	12 %



EcoCockpit

Report

Thomas Group

Number of employees: 445

Annual turnover: 109.931.000,00 €

System boundary

Period: 01.01.2023 to 31.12.2023

Security premium: 5 %

Description of the matter under consideration:
The entire Thomas Gruppe is considered

- Thomas GmbH (Germany)
- Thomas Comética d España S.L.U. (Spain)
- Thomas Erie Inc. (USA)
- Solla Eyelet Products Inc. (USA)
- Thomas de Sudamérica S.A. (Argentina)
- Thomas (Suzhou) Metals Co. Ltd. (China)
- Nelo S.A. (Argentina)

Description of balance scope:
The system boundary is defined from goods receipt to goods issue. Product related parameters are determined "cradle-to-gate". All emission categories relevant to the company's value creation are taken into account in the balance sheet.

Scopes

Scope 01				
Use of energy for internal combustion – 1.099.093,53 kg CO ₂ e (1,37 %)				
Emission source	Quantity	Unit	Relative share	Absolute share
Natural Gas	5.468.127,00	kWh	1,37 %	1.099.093,53 kg CO ₂ e
Scope 02				
Provision of energy from external sources – 2.074.944,85 kg CO ₂ e (2,58 %)				
Emission source	Quantity	Unit	Relative share	Absolute share
Electricity "green"	5.956.225,00	kWh	0,00 %	0,00 kg CO ₂ e
Electricity	5.347.796,00	kWh	2,58 %	2.074.944,85 kg CO ₂ e



Scope 03

Basic chemicals – 3.898.936,70 kg CO₂e (4,86 %)

Emission source	Quantity	Unit	Relative share	Absolute share
Calcium hydroxide	354.460,00	kg	0,41 %	326.103,20 kg CO ₂ e
Sulfuric acid	179.220,00	kg	0,00 %	3.621,50 kg CO ₂ e
Hydrochloric acid	58.995,00	kg	0,04 %	30.087,45 kg CO ₂ e
Sodium hydroxide	265.185,00	kg	0,43 %	342.088,65 kg CO ₂ e
Methylene chloride	1.060,00	kg	0,03 %	24.486,00 kg CO ₂ e
Nitric acid	308.640,00	kg	0,57 %	459.873,60 kg CO ₂ e
Oxidite	48.000,00	kg	0,03 %	25.200,00 kg CO ₂ e
Polish	1.027.060,00	kg	3,26 %	2.615.921,82 kg CO ₂ e
Surface treatment	46.075,00	kg	0,09 %	71.554,48 kg CO ₂ e

Wood, paper and cardboard – 328.288,66 kg CO₂e (0,41 %)

Emission source	Quantity	Unit	Relative share	Absolute share
Paper	2.931,00	kg	0,01 %	4.044,78 kg CO ₂ e
Cardboard	522.974,00	kg	0,40 %	324.243,88 kg CO ₂ e

Synthetic material – 2.306.792,68 kg CO₂e (2,87 %)

Emission source	Quantity	Unit	Relative share	Absolute share
HDPE	12.102,00	kg	0,04 %	29.798,88 kg CO ₂ e
EPDM	725.941,00	kg	2,84 %	2.276.993,80 kg CO ₂ e

Metal – 70.089.328,34 kg CO₂e (87,29 %)

Emission source	Quantity	Unit	Relative share	Absolute share
Aluminum sheet	2.069.499,00	kg	27,45 %	22.040.164,35 kg CO ₂ e
Brass	8.880,00	kg	0,03 %	20.397,36 kg CO ₂ e
Tinplate	8.013.488,00	kg	26,48 %	21.261.306,23 kg CO ₂ e
Aluminum sheet Thomas GmbH	1.833.610,00	kg	16,67 %	13.385.353,00 kg CO ₂ e
Aluminum sheet Thomas Cosmetica	1.556.059,00	kg	16,67 %	13.382.107,40 kg CO ₂ e

Mineral Minerals — 277.453,00 kg eCO₂e (0,35 %)

Emission source	Quantity	Unit	Relative share	Absolute share
Lubricant	228.208,00	kg	0,35 %	277.453,00 kg CO ₂ e

Disposal — 183.455,07 kg CO₂e (0,23 %)

Emission source	Quantity	Unit	Relative share	Absolute share
Waste water	168.768.314,00	kg	0,06 %	46.242,52 kg CO ₂ e
Landfill	292.549,00	kg	0,13 %	107.266,02 kg CO ₂ e
Waste oil	103.981,00	kg	0,04 %	29.946,53 kg CO ₂ e

Water — 38.656,18 kg CO₂e (0,05 %)

Emission source	Quantity	Unit	Relative share	Absolute share
Water	169.166.264,00	Liter	0,05 %	38.656,18 kg CO ₂ e

Bar-Chart

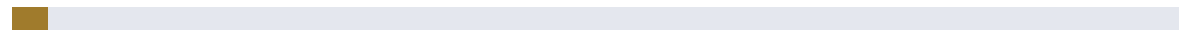
Use of energy for internal combustion: 1,37 %



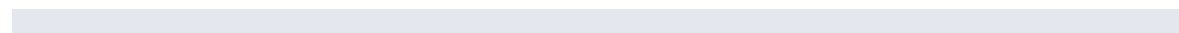
Natural gas: 100,00 %



Provision of energy from external sources: 2,58 %



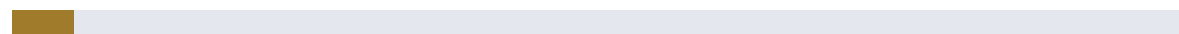
Electricity "green": 0,00 %



Electricity: 100,00 %



Basic chemicals: 4,86 %



Calcium hydroxide: 8,36 %



Sulfuric acid: 0,09 %



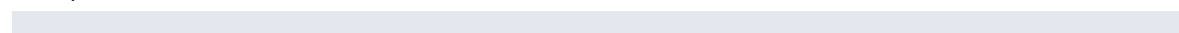
Hydrochloric acid: 0,77 %

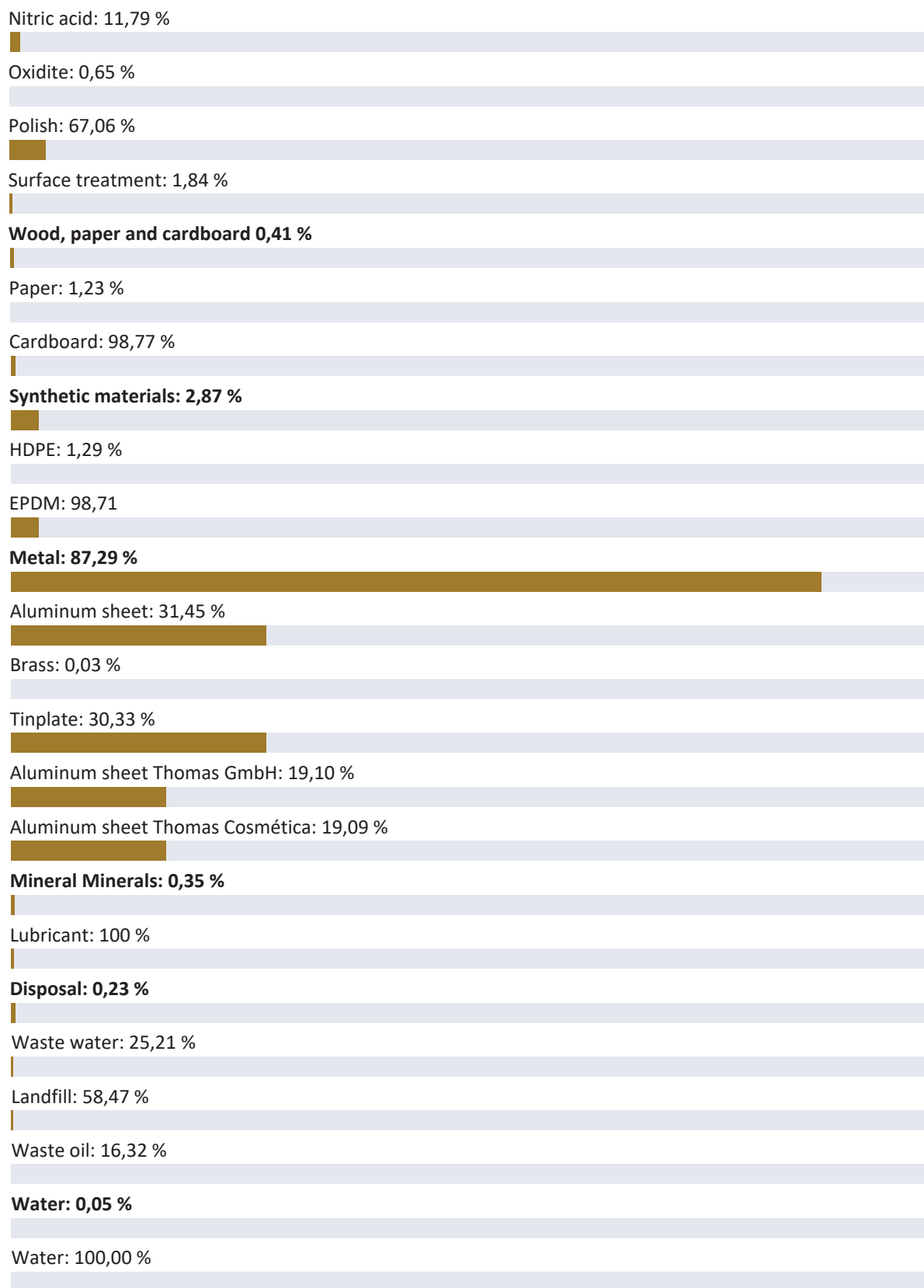


Sodium hydroxide: 8,77 %

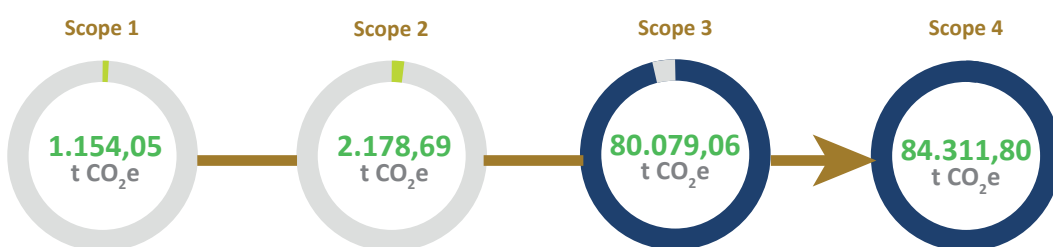


Methylene chloride: 0,63 %





Donut-chart (incl. security premium)



Sites

Thomas GmbH - Germany

Site	Emission per site	Relative share	Absolute share
1	30.209.623,47 kg CO ₂ e	37,62 %	30.209.623,47 kg CO ₂ e

Langenselbold - 30.209.623,47 kg CO₂e (100,00 %)

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Natural gas	926.541,00 kWh	0,62 %	0,23 %	186.234,74 kg CO ₂ e
Electricity"green"	1.972.566,00 kWh	0,00 %	0,00 %	0,00 kg CO ₂ e
EPDM	503.610,00 kg	5,23 %	1,97 %	1.579.628,16 kg CO ₂ e
HDPE	1.640,00 kg	0,01 %	0,01 %	4.038,19 kg CO ₂ e
Paper	896,00 kg	0,00 %	0,00 %	1.236,48 kg CO ₂ e
Brass	1.259,00 kg	0,01 %	0,00 %	2.891,92 kg CO ₂ e
Tinplate	5.556.093,00 kg	48,80 %	18,36 %	14.741.370,39 kg CO ₂ e
Lubricant	103.280,00 kg	0,42 %	0,16 %	125.566,79 kg CO ₂ e
Waste water	1.468.964,00 kg	0,00 %	0,00 %	402,50 kg CO ₂ e
Landfill	23.740,00 kg	0,03 %	0,01 %	8.704,51 kg CO ₂ e
Water	1.468.964,00 Liter	0,00 %	0,00 %	335,67 kg CO ₂ e
Waste oil	58.980,00 kg	0,06 %	0,02 %	16.986,24 kg CO ₂ e
Cardboard	253.024,00 kg	0,52 %	0,20 %	156.874,88 kg CO ₂ e
Aluminum sheet	1.833.610,00 kg	44,31 %	16,67 %	13.385.353,00 kg CO ₂ e

Thomas Cosmética de España S.L.U. - Spain

Site	Emission per site	Relative share	Absolute share
1	19.615.516,28 kg CO ₂ e	24,43 %	19.615.516,28 kg CO ₂ e

Cheste - 19.615.516,28 kg CO₂e (100,00 %)

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Natural gas	3.803.998,00 kWh	3,90 %	0,95 %	764.603,60 kg CO ₂ e
Electricity	3.261.885,00 kWh	6,45 %	1,58 %	1.265.611,38 kg CO ₂ e
Electricity"green"	2.573.329,00 kWh	0,00 %	0,00 %	0,00 kg CO ₂ e
Calcium hydroxide	354.460,00 kg	1,66 %	0,41 %	326.103,20 kg CO ₂ e

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Sulfuric acid	179.220,00 kg	0,02 %	0,00 %	3.621,50 kg CO ₂ e
Hydrochloric acid	58.995,00 kg	0,15 %	0,04 %	30.087,45 kg CO ₂ e
Sodium hydroxide	265.185,00 kg	1,74 %	0,43 %	342.088,65 kg CO ₂ e
Methylene chloride	1.060,00 kg	0,12 %	0,03 %	24.486,00 kg CO ₂ e
Nitric acid	308.640,00 kg	2,34 %	0,57 %	459.873,60 kg CO ₂ e
Oxidite	48.000,00 kg	0,13 %	0,03 %	25.200,00 kg CO ₂ e
Polish	1.027.060,00 kg	13,34 %	3,26 %	2.615.921,82 kg CO ₂ e
Surface treatment	46.075,00 kg	0,36 %	0,09 %	71.554,48 kg CO ₂ e
Paper	220,00 kg	0,00 %	0,00 %	303,60 kg CO ₂ e
Lubricant	76.157,00 kg	0,47 %	0,12 %	92.590,92 kg CO ₂ e
HDPE	6.522,00 kg	0,08 %	0,02 %	16.059,19 kg CO ₂ e
Water	75.362.000,00 Liter	0,09 %	0,02 %	17.220,97 kg CO ₂ e
Waste water	75.362.000,00 kg	0,11 %	0,03 %	20.649,19 kg CO ₂ e
Landfill	209.520,00 kg	0,39 %	0,10 %	76.822,60 kg CO ₂ e
Aluminum sheet	1.556.059,00 kg	68,22 %	16,67 %	13.382.107,40 kg CO ₂ e
Waste oil	32.471,00 kg	0,05 %	0,01 %	9.351,65 kg CO ₂ e
Cardboard	114.934,00 kg	0,36 %	0,09 %	71.259,08 kg CO ₂ e

Thomas Erie Inc. - USA

Site	Emission per site	Relative share	Absolute share
1	15.731.255,59 kg CO ₂ e	19,59 %	15.731.255,59 kg CO ₂ e

Erie - 15.731.255,59 kg CO₂e (100,00 %)

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Natural gas	434.710,00 kWh	0,56 %	0,11 %	87.376,71 kg CO ₂ e
Electricity	472.796,00 kWh	1,17 %	0,23 %	183.444,85 kg CO ₂ e
Electricity"green"	327.604,00 kWh	0,00 %	0,00 %	0,00 kg CO ₂ e
Paper	337,00 kg	0,00 %	0,00 %	465,06 kg CO ₂ e
Cardboard	83.391,00 kg	0,33 %	0,06 %	51.702,42 kg CO ₂ e
HDPE	228,00 kg	0,00 %	0,00 %	561,41 kg CO ₂ e
EPDM	151.625,00 kg	3,02 %	0,59 %	475.588,49 kg CO ₂ e
Aluminum sheet	1.120.368,00 kg	75,85 %	14,86 %	11.931.919,20 kg CO ₂ e
Tinplate	1.124.119,00 kg	18,96 %	3,71 %	2.982.501,29 kg CO ₂ e
Lubricant	6.095,00 kg	0,05 %	0,01 %	7.410,24 kg CO ₂ e
Landfill	27.805,00 kg	0,06 %	0,01 %	10.194,98 kg CO ₂ e
Water	397.950,00 Liter	0,00 %	0,00 %	90,94 kg CO ₂ e

Solla Eyelet Products Inc. - USA

Site	Emission per site	Relative share	Absolute share
1	4.758.704,50 kg CO ₂ e	5,93 %	4.758.704,50 kg CO ₂ e

Watertown - 4.758.704,50 kg CO₂e (100,00 %)

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Natural gas	298.758,00 kWh	1,26 %	0,07 %	60.050,36 kg CO ₂ e
Electricity	332.758,00 kWh	2,71 %	0,16 %	129.110,10 kg CO ₂ e
Electricity"green"	230.570,00 kg	0,00 %	0,00 %	0,00 kg CO ₂ e
Paper	241,00 kg	0,01 %	0,00 %	332,58 kg CO ₂ e
Cardboard	18.017,00 kg	0,23 %	0,01 %	11.170,54 kg CO ₂ e
HDPE	1.101,00 kg	0,06 %	0,00%	2.711,00 kg CO ₂ e
Aluminum sheet	403.524,00 kg	90,31 %	5,35 %	4.297.530,60 kg CO ₂ e
Brass	7.621,00 kg	0,37 %	0,02 %	17.505,44 kg CO ₂ e
Lubricant	25.234,00 kg	0,64 %	0,04 %	30.679,24 kg CO ₂ e
Landfill	484,00 kg	0,00 %	0,00 %	177,46 kg CO ₂ e
Waste water	246.350,00 Liter	0,00 %	0,00 %	67,50 kg CO ₂ e
Waste oil	1.780,00 kg	0,01 %	0,00 %	512,64 kg CO ₂ e
Water	246.350,00 Liter	0,00 %	0,00 %	56,29 kg CO ₂ e
Tinplate	78.698,00 kg	4,39 %	0,26 %	208.800,75 kg CO ₂ e

Thomas de Sudamerica S.A. - Argentina

Site	Emission per site	Relative share	Absolute share
1	2.167.997,83 kg CO ₂ e	2,70 %	2.167.997,83 kg CO ₂ e

Buenos Aires - 2.167.997,83 kg CO₂e (100,00 %)

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Natural gas	4.120,00 kWh	0,04 %	0,00 %	828,12 kg CO ₂ e
Electricity	96.145,00 kWh	1,72 %	0,05 %	37.304,26 kg CO ₂ e
Electricity"green"	65.525,00 kWh	0,00 %	0,00 %	0,00 kg CO ₂ e
Paper	188,00 kg	0,01 %	0,00 %	259,44 kg CO ₂ e
Cardboard	4.521,00 kg	0,13 %	0,00 %	2.803,02 kg CO ₂ e
HDPE	53,00 kg	0,01 %	0,00 %	130,50 kg CO ₂ e
EPDM	6.934,00 kg	1,00 %	0,03 %	21.749,25 kg CO ₂ e
Aluminum sheet	11.659,00 kg	5,73 %	0,15 %	124.168,35 kg CO ₂ e
Tinplate	742.500,00 kg	90,87 %	2,45 %	1.969.993,58 kg CO ₂ e
Lubricant	345,00 kg	0,02 %	0,00 %	419,45 kg CO ₂ e
Waste water	150.000,00 Liter	0,00 %	0,00 %	41,10 kg CO ₂ e
Landfill	28.000,00 kg	0,47 %	0,01 %	10.266,48 kg CO ₂ e
Water	150.000,00 Liter	0,00 %	0,00 %	34,28 kg CO ₂ e

Thomas (Suzhou) Metals Co. Ltd. - China

Site	Emission per site	Relative share	Absolute share
1	4.061.737,33 kg CO ₂ e	5,06 %	4.061.737,33 kg CO ₂ e

Suzhou - 4.061.737,33 kg CO₂e (100,00 %)

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Electricity	149.803,00 kWh	1,43 %	0,07 %	58.123,56 kg CO ₂ e
Electricity"green"	81.660,00 kWh	0,00 %	0,00 %	0,00 kg CO ₂ e
Paper	150,00 kg	0,01 %	0,00 %	207,00 kg CO ₂ e
Cardboard	39.788,00 kg	0,61 %	0,03 %	24.668,56 kg CO ₂ e
HDPE	1.868,00 kg	0,11 %	0,01 %	4.599,60 kg CO ₂ e

Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
EPDM	63.772,00 kg	4,92 %	0,25 %	200.027,89 kg CO ₂ e
Aluminum sheet	226.668,00 kg	59,43 %	3,01 %	2.414.014,20 kg CO ₂ e
Tinplate	512.078,00 kg	33,45 %	1,69 %	1.358.640,23 kg CO ₂ e
Lubricant	587,00 kg	0,02 %	0,00 %	713,67 kg CO ₂ e
Waste water	1.113.000,00 kg	0,01 %	0,00 %	304,96 kg CO ₂ e
Landfill	500,00 kg	0,00 %	0,00%	183,33 kg CO ₂ e
Water	1.113.000,00 Liter	0,01 %	0,00 %	254,33 kg CO ₂ e

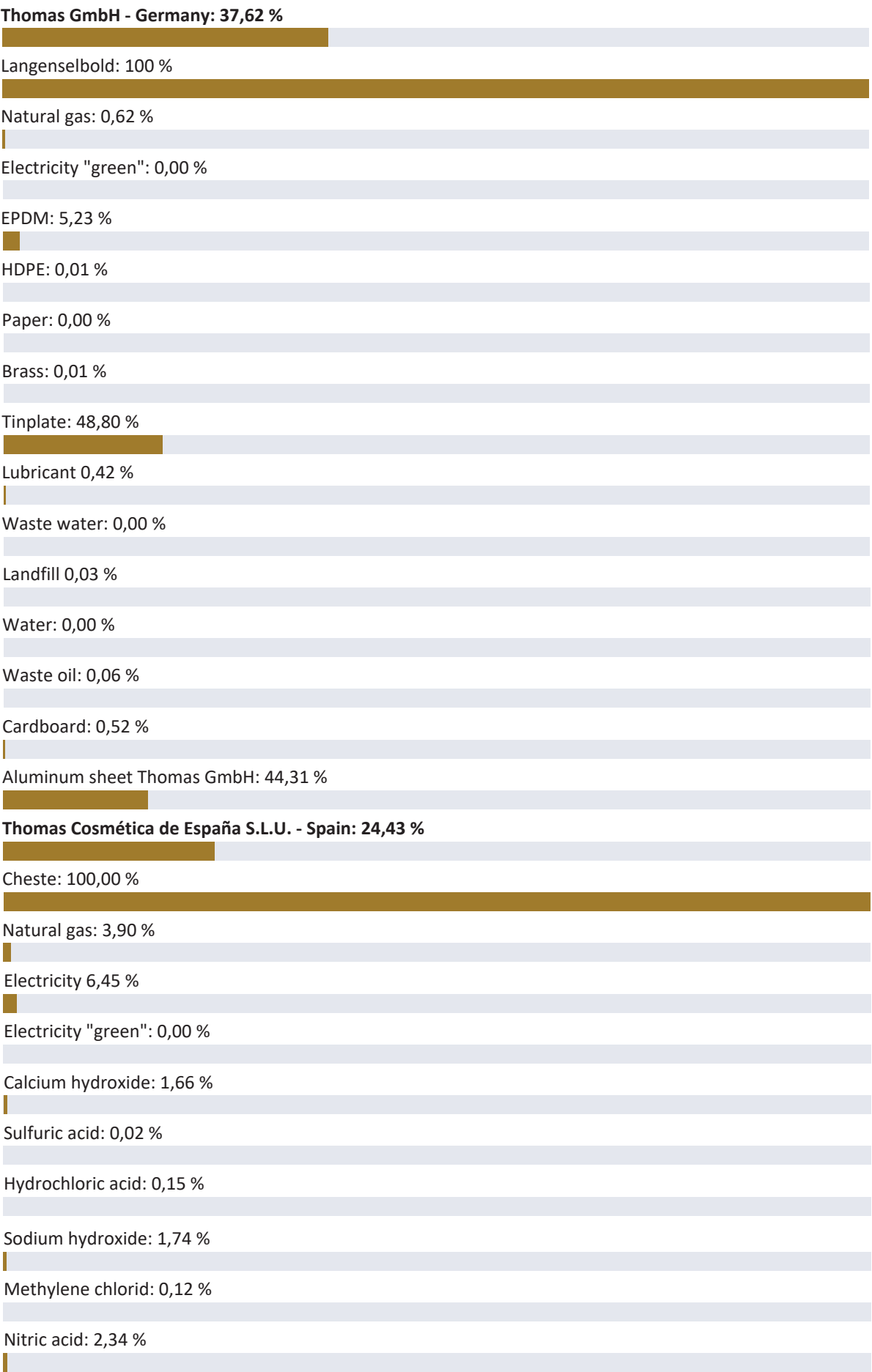
Nelo S.A. - Argentina

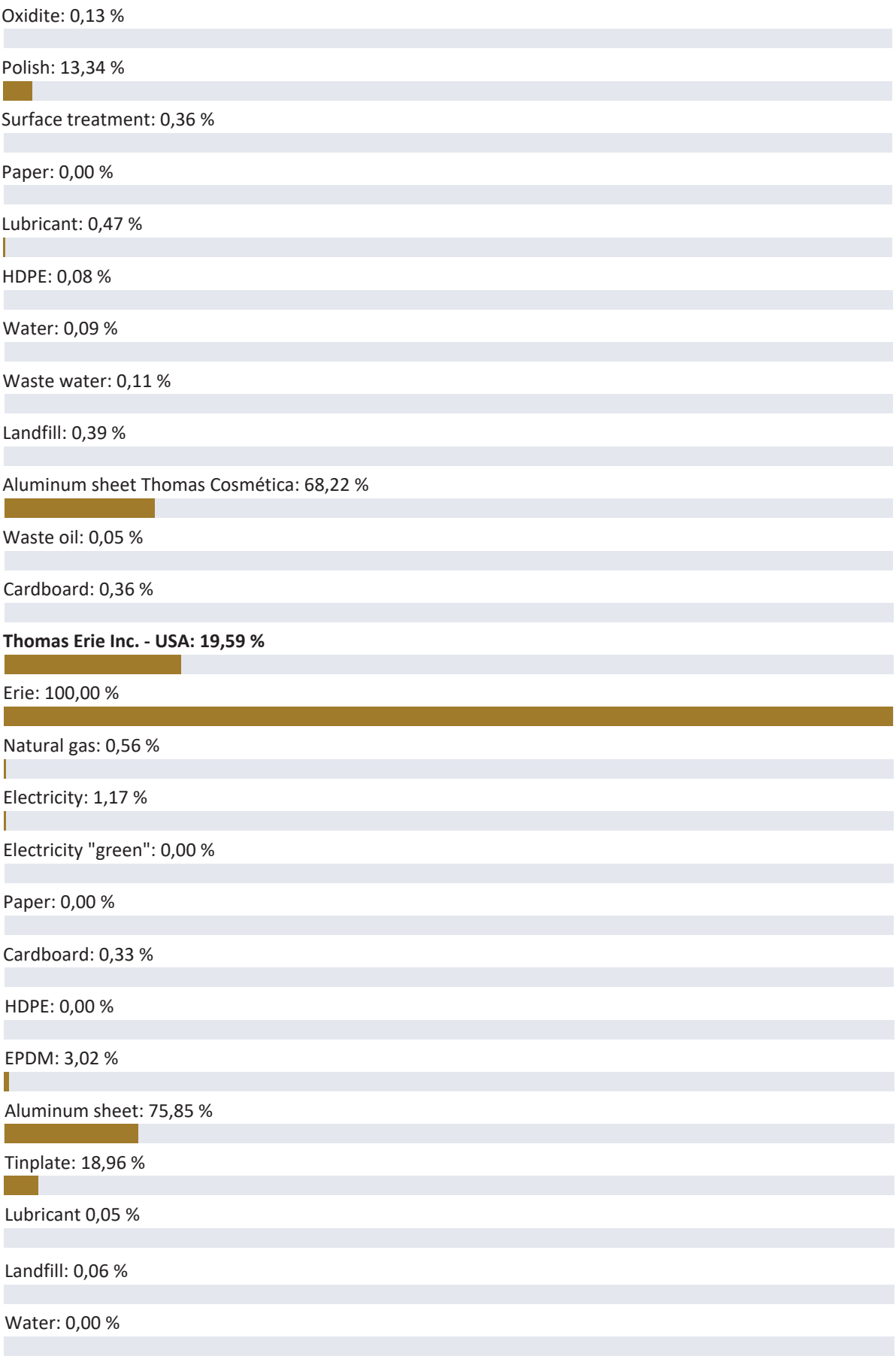
Site	Emission per site	Relative share	Absolute share
1	3.752.113,99 kg CO ₂ e	4,67 %	3.752.113,99 kg CO ₂ e

Buenos Aires - 3.752.113,99 kg CO₂e (100,00 %)

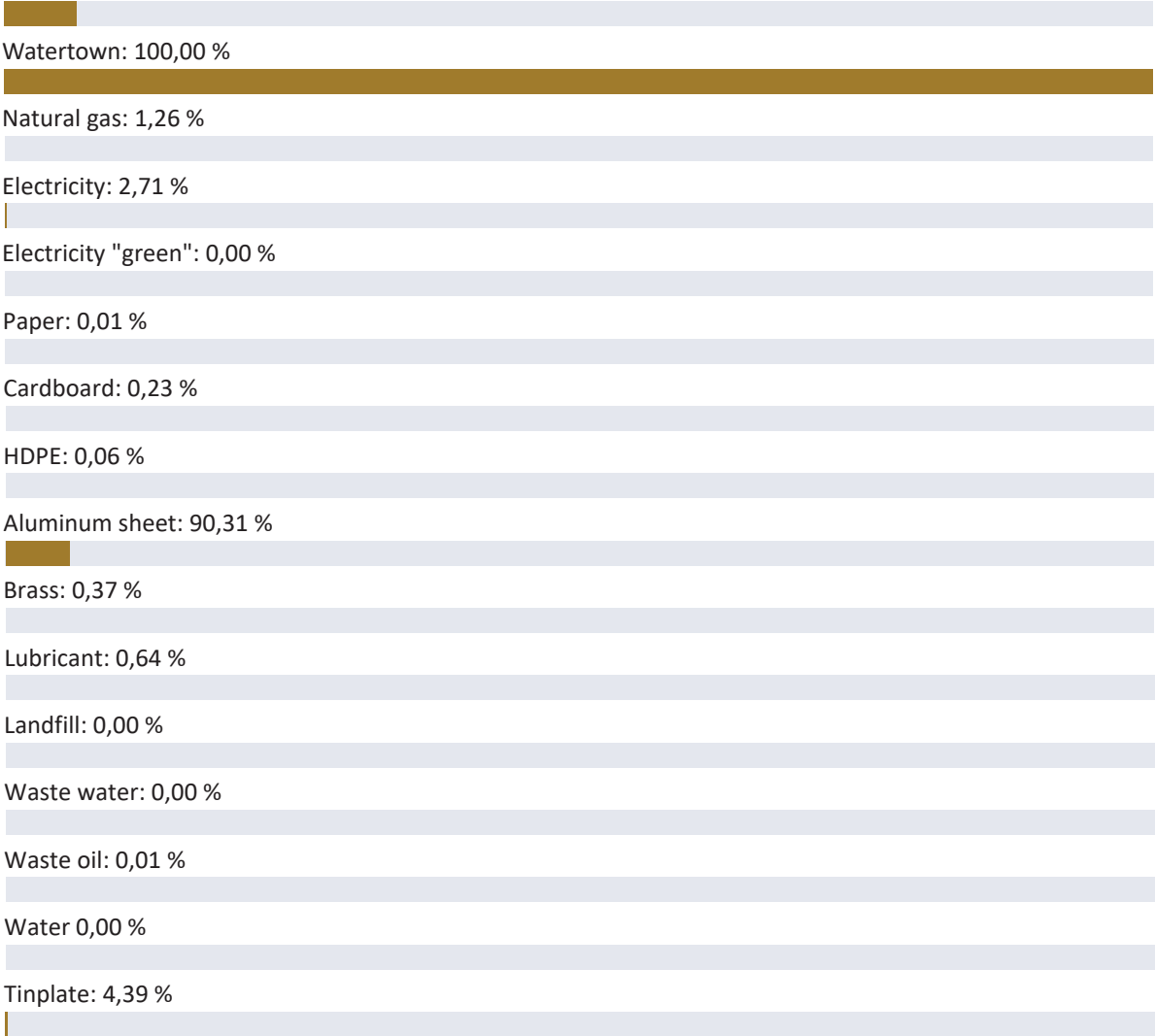
Emission source	Quantity	Rel. share (site)	Rel. share (total)	Absolute share
Electricity	1.034.409,00 kWh	10,70 %	0,50 %	401.350,69 kg CO ₂ e
Electricity"green"	704.971,00 kWh	0,00 %	0,00 %	0,00 kg CO ₂ e
Paper	899,00 kg	0,03 %	0,00 %	1.240,62 kg CO ₂ e
Cardboard	9.299,00 kg	0,15 %	0,01 %	5.765,38 kg CO ₂ e
HDPE	690,00 kg	0,05 %	0,00 %	1.698,99 kg CO ₂ e
Aluminum sheet	307.280,00 kg	87,22 %	4,08 %	3.272.532,00 kg CO ₂ e
Lubricant	16.510,00 kg	0,53 %	0,02 %	20.072,69 kg CO ₂ e
Waste water	90.428.000,00 kg	0,66 %	0,03 %	24.777,27 kg CO ₂ e
Landfill	2.500,00 kg	0,02 %	0,00 %	916,65 kg CO ₂ e
Waste oil	10.750,00 kg	0,08 %	0,00 %	3.096,00 kg CO ₂ e
Water	90.428.000,00 Liter	0,55 %	0,03 %	20.663,70 kg CO ₂ e

Diagram

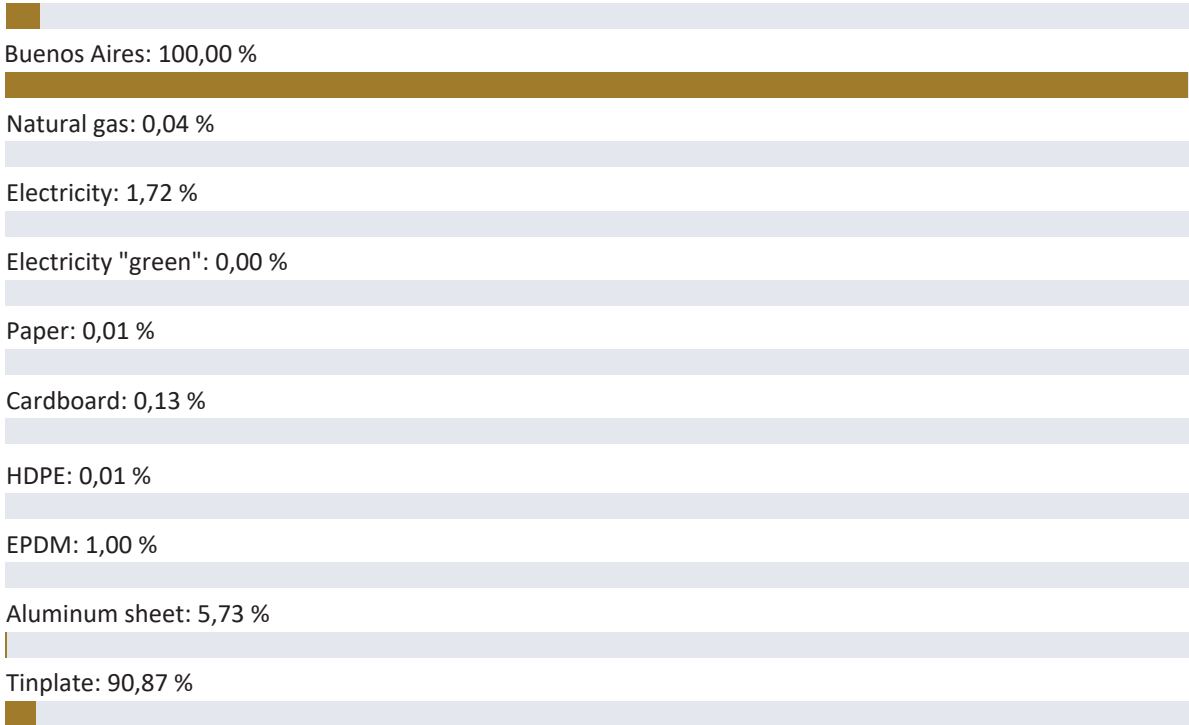




Solla Evelet Products Inc. - USA: 5,93 %



Thomas de Sudamérica S.A. - Argentina: 2,70 %



Lubricant: 0,02 %

Waste water: 0,00 %

Landfill: 0,47 %

Water: 0,00 %

Thomas (Suzhou) Metals Co. Ltd. - China: 5,06 %

Suzhou: 100 %

Electricity: 1,42 %

Electricity "green": 0,00 %

Paper: 0,01 %

Cardboard: 4,92 %

HDPE : 0,11 %

EPDM: 4,92 %

Aluminum sheet: 59,43 %

Tinplate: 33,45 %

Lubricant : 0,02 %

Waste water: 0,01 %

Landfill: 0,00 %

Water: 0,01 %

Nelo S.A. - Argentina: 4,67 %

Buenos Aires: 100,00 %

Electricity: 10,70 %

Electricity "green": 0,00 %

Paper: 0,03 %

Cardboard: 0,15 %

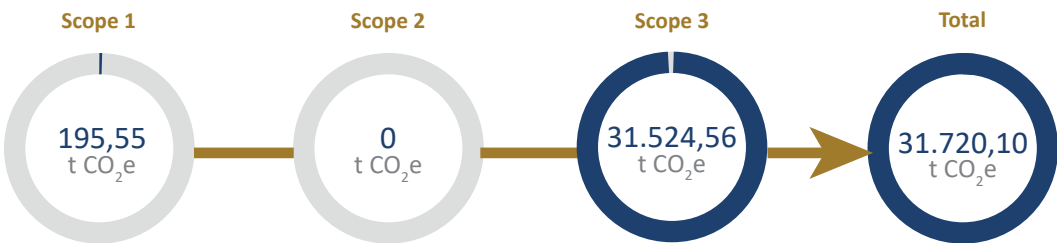
HDPE: 0,05 %

Aluminum sheet: 87,22 %

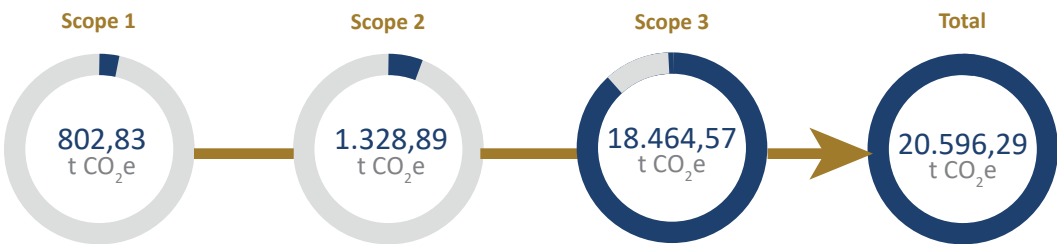
Lubricant: 0,53 %
Waste water: 0,66 %
Landfill: 0,02 %
Waste oil: 0,08 %
Water: 0,55 %

Donut-Diagram (incl. security premium)

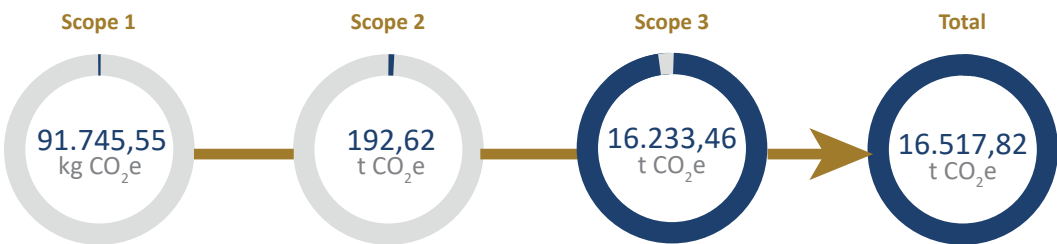
Thomas GmbH - Germany



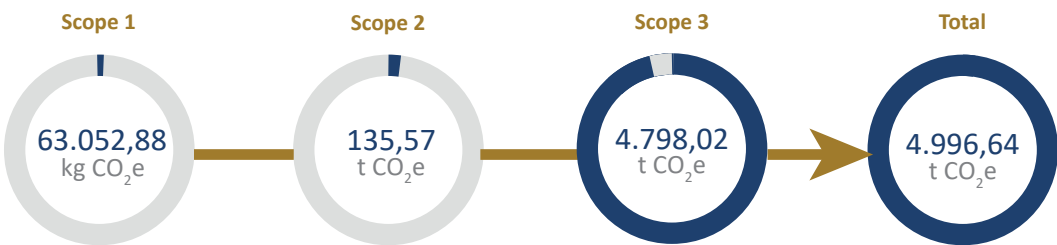
Thomas Cosmética de España S.L.U. - Spain



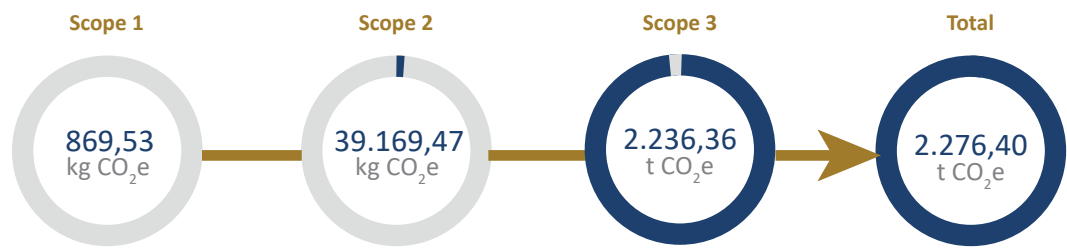
Thomas Erie Inc. - USA



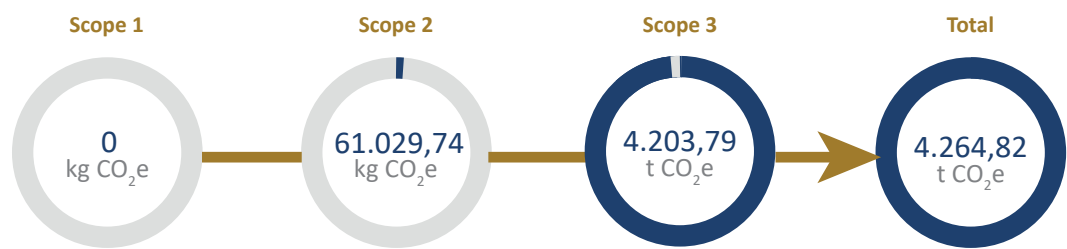
Solla Eyelet Products Inc. - USA



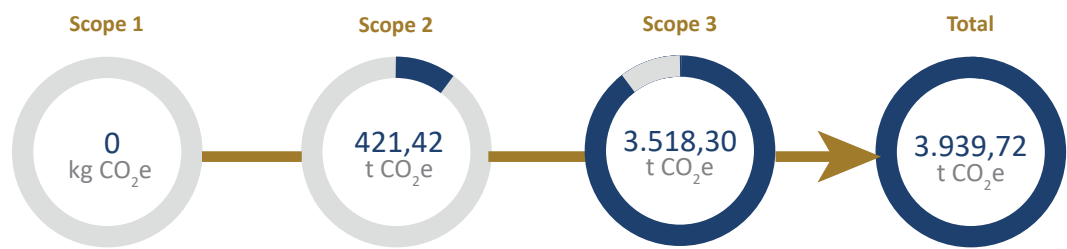
Thomas de Sudamérica S.A. - Argentina



Thomas (Suzhou) Metals Co. Ltd. - China



Nelo S.A. - Argentina



Operating figures

Figure	Description	Explanation
180.442,58 CO ₂ e per employee	Emissions relativ to employees	Based on 445 employees
0,73043 CO ₂ e per €	Emissions relativ to sales	Based on 109.931.000,00 € revenue
8.431.179,8 trees	CO ₂ -binding	Assuming that a tree absorbs an average of 10 kg CO ₂ per year globally, 8.431.179,8 trees would be needed to capture the calculated emissions.
1.264.676,7 €	Compensation costs	The costs for compensation projects vary widely. Assuming an average of 15 € per ton of CO ₂ e to be offset, you would need to invest 1.264.676,70 € in environmental protection projects to compensate your total emissions.
80.296.949,01 kg CO ₂ e	Total emissions	Calculated on the entered consumption quantities the deposited CO ₂ equivalents.



All emission sources

Emitter	Comment	Quantity	kg Co ₂ e	Data origin	Description
Natural gas	Source: Ecocockpit \2023\eng	5.468.127,00 kWh	0,201	EEW 2022	CO ₂ -factors - EEW
Electricity from renewable sources	Source: Ecocockpit \2023\eng	5.956.225,00 kWh	0	EEW 2022	CO ₂ -factors - EEW
Electricity without pre-chains	Source: Ecocockpit \2023\eng	5.347.796,00 kWh	0,388	Federal Environment Agency 2023 + electricity contracts	Entwicklung der spezifischen Treibhausgasemissionen des dt. Strommixes
Calcium hydroxide (Ca(OH) ₂)	Source: Ecocockpit \2023\eng	354.460,00 kg	0,92	EEW 2024	CO ₂ -factors - EEW
Sulfuric acid	Source: Ecocockpit \2023\eng	179.220,00 kg	0,02	Gemis 5.1	Chem-Anorg\ Sulfuric acid - 2020
Hydrochloric acid (HCl)	Source: Ecocockpit \2023\eng	58.995,00 kg	0,51	EEW 2024	CO ₂ -factors - EEW
Sodium hydroxide (NaOH)	Source: Ecocockpit \2023\eng	265.185,00 kg	1,29	EEW 2024	CO ₂ -factors - EEW
Paper	Source: Ecocockpit \2023\eng	2.931,00 kg	1,38	EEW 2022	CO ₂ -factors - EEW
Cardboard	Source: Ecocockpit \2023\eng	522.974,00 kg	0,62	EEW 2022	CO ₂ -factors - EEW
HDPE (High density Polyethylen)	Source: Ecocockpit \2023\eng	12.102,00 kg	2,462	Gemis 5.1	Chem-Org\ HDPE-DE-2020
EPDM (Ethylene- propylene-diene rubber)	Source: Ecocockpit \2023\eng	725.941,00 kg	3,137	Gemis 5.1	Chem-Org\ rubber-EPDM-DE-2015
Aluminum sheet	Source: Ecocockpit \2023\eng	2.069.499,00 kg	10,65	EEW 2022	CO ₂ -factors - EEW
Brass (70 % copper, 30 % zinc)	Source: Ecocockpit \2023\eng	8.880,00 kg	2,297	ProBas	Brass
Tinplate	Source: Ecocockpit \2023\eng	8.013.488,00 kg	2,653	Gemis 5.1	Metal\steel-tinplate-EU-2005
Lubricant	Source: Ecocockpit \2023\eng	228.208,00 kg	1,216	EEW 2021	CO ₂ -factors - EEW
Waste water	Source: Ecocockpit \2023\eng	168.768.314,00 kg	0	ProBas	Waste water-purification-DE-2005
Landfill	Source: Ecocockpit \2023\eng	292.549,00 kg	0,367	Gemis 5.1	Domestic waste
Waste oil	Source: Ecocockpit \2023\eng	103.981,00 kg	0,288	EEW 2023	CO ₂ -factors - EEW
Water	Source: Ecocockpit \2023\eng	169.166.264,00 Liter	0	Gemis 5.1	tra-water-DE-2020
Methylene chloride	Source: Ecocockpit \2023\eng	1.060,00 kg	23,1	ProBas	
Nitric acid	Source: Ecocockpit \2023\eng	308.640,00 kg	1,49	ProBas	
Oxidite	Value determined from components Source: Ecocockpit \2023\eng	48.000,00 kg	0,525	ProBas	

All emission sources

Emitter	Comment	Quantity	kg Co ₂ e	Source	Description
Polish	Value determined from components (HDbrial) Source: Ecocockpit\2023\eng	1.027.060,00 kg	2,547	ProBas	
Surface treatment	Value determined from components (Electrodal) Source: Ecocockpit\2023\eng	46.075,00 kg	1,553	ProBas	
Aluminum sheet Thomas GmbH	Source: Ecocockpit \2023\eng	1.833.610,00 kg	7,3	Supplier certificates	
Aluminum sheet Thomas Cosmetica	Source Ecocockpit \2023\eng	1.556.059,00 kg	8,6	Supplier certificates	





Imprint

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