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**ERSTE
MASCHINEN
FABRIK**

**SUSTAINABILITY REPORT
2024**

Introduction

ERMAFA Sondermaschinen- und Anlagenbau GmbH, with locations in Chemnitz and Ellefeld, now stands for almost 200 years of industrial expertise, innovative strength and technical excellence. Once honoured with the title of “Chemnitz's first machine factory”, the company continues to develop and manufacture complex special-purpose machines, systems and components. Today, the focus is even more on combining technological progress with social and environmental responsibility. This aspiration already enriches the company's corporate identity.

The Sustainability Report created for the year 2024 not only serves as a central tool for transparently presenting the ecological, social and economic impacts of the company's activities, but was also created to provide guidance and a basis for the company's future strategic decisions in the interests of responsible and sustainable corporate management. Critical self-reflection and external reflection on environmental and social aspects can be the decisive factor in achieving long-term stability, competitiveness and trust. This first report of its kind aims to explain ERMAFA's responsible corporate management to all interested stakeholders and provide insights into key topics such as employee development, climate protection, resource efficiency and so on. Reflecting the corporate culture, this sustainability report documents the starting point, identifies areas for action and creates the basis for open dialogue with employees, partners and customers.

The management would like to thank all employees and partners who contributed to this milestone. We hope you find this publication informative.

**Stefan
Fuhrmann**
CEO, ERMAFA





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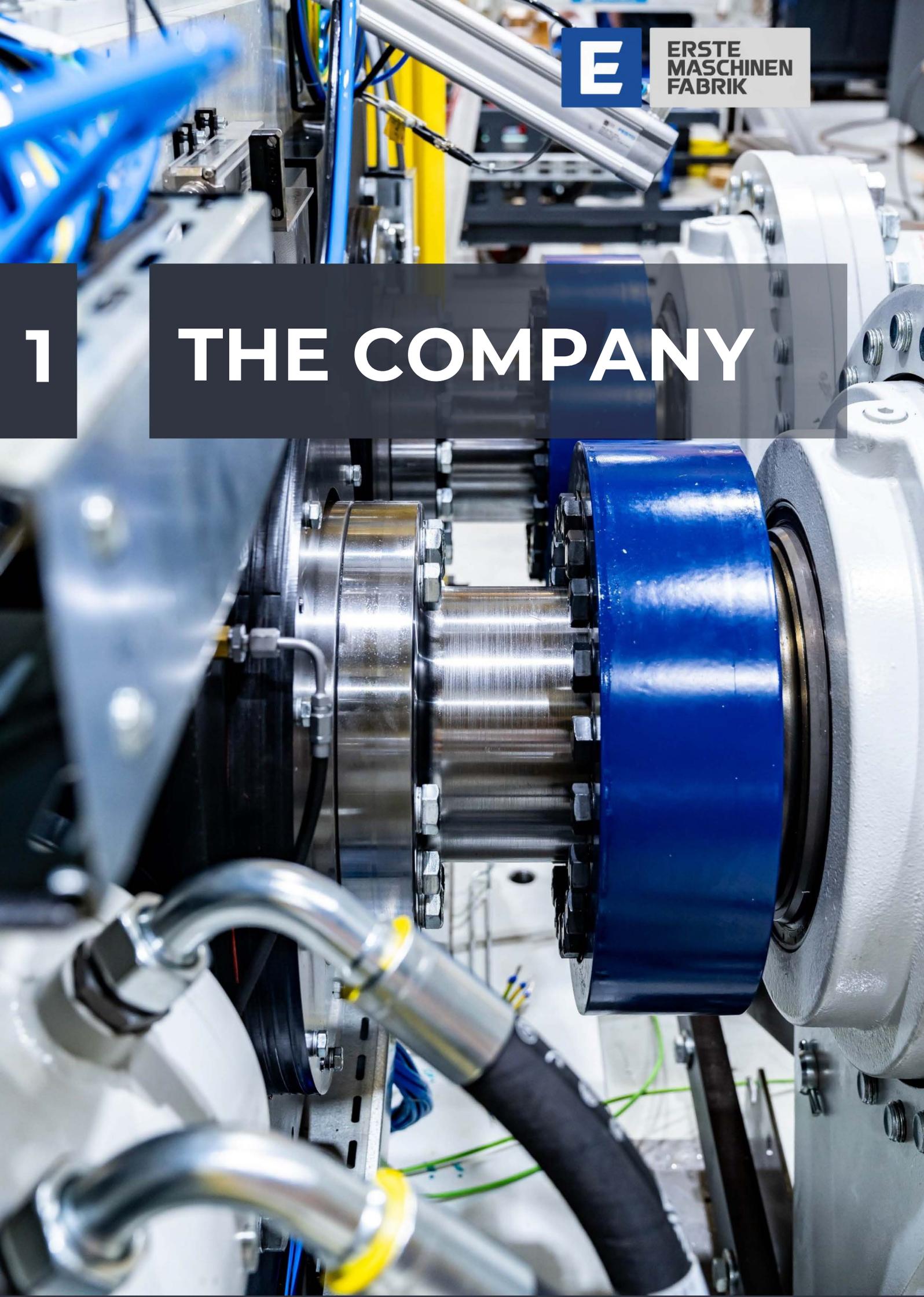
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1

THE COMPANY

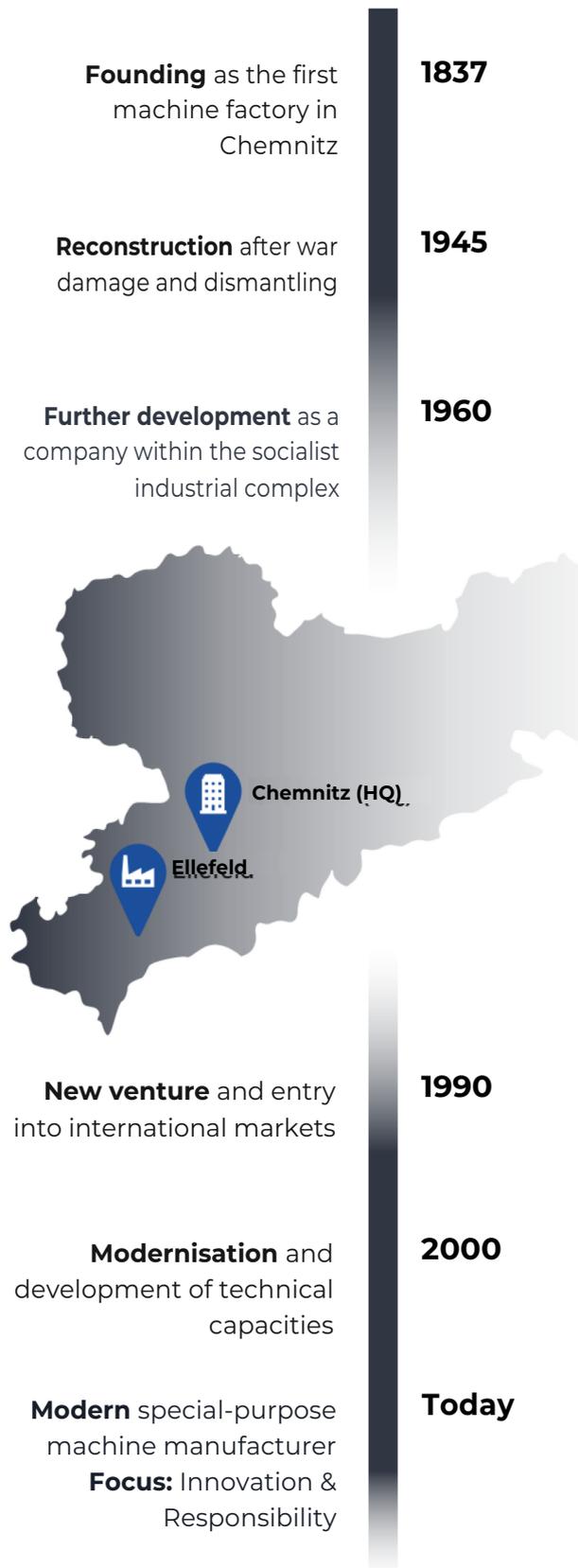


1.1 Company profile

ERMAFA sees itself as a company that combines technological expertise, responsible business practices and a clear commitment to quality and sustainability. As part of the SME sector, we see ourselves as having a special role to play. We are not only technical problem solvers and reliable partners for industrial production processes, but also employers and active members of society.

Our organisation comprises two locations, which are situated in Chemnitz and Ellefeld. At both locations, we work together with our qualified specialists from a wide range of disciplines to develop and manufacture customised technical solutions.

We see ourselves as a team. A team that combines expertise, precision craftsmanship, innovative strength and continuous learning. As a company, we are aware that our work goes far beyond the development and manufacture of special-purpose machines of all kinds. On the one hand, we bear responsibility for the people who work for us and for those who have an indirect interest in and influence on our company. On the other hand, we are responsible for the impact our actions have on the environment and society. This responsibility shapes our decisions, our management system and our daily interactions with one another.



In an increasingly complex economic and social environment, our self-imposed corporate values, such as responsibility, but also the careful use of resources, integrity and quality, provide us with guidance.

They form the framework within which we exploit financial opportunities, manage risks, promote positive effects and minimise or even eliminate negative effects. Open and transparent communication, clear management structures and established quality standards, such as our ISO 9001 quality management system, help us to work in a structured, efficient and traceable manner.

ERMAFA core values



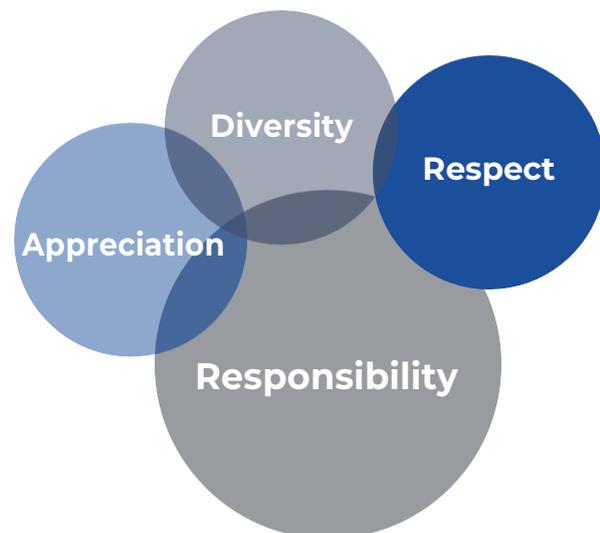
ERMAFA vision



“We are **optimistic** about shaping the future with intelligent technologies for sustainable, circular value creation on a global and responsible basis.”

[...]

We want to be a company that is not only technically capable, but also acts responsibly, actively promotes the development of its employees and proactively faces the challenges of the future. With this in mind, we see sustainability as a central guiding principle that shapes our actions today and determines our direction for the years to come.



Service portfolio

Our portfolio includes a wide range of machines and systems for processing, shaping and preparing rubber and plastic materials. In addition to the systems themselves, we develop and manufacture other technical systems for various industrial applications. Among other areas, solutions for the thermal and mechanical treatment of materials, presses for continuous and discontinuous processes, and machines for the manufacture of semi-finished products and technical products.

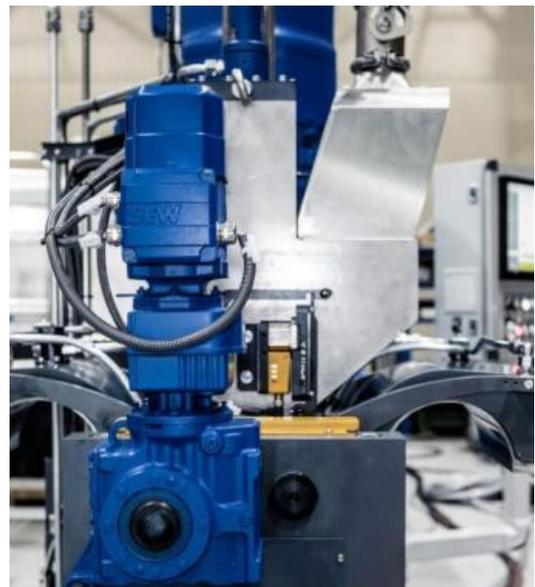
We plan, design, manufacture and assemble our systems ourselves at our own locations and support their integration into existing production processes. In addition, we offer retrofit services, maintenance tasks and the machining of individual components.

INTERNAL MIXER

These machines are used for the preparation of rubber and elastomer compounds. They perform central functions in mixing and preparation processes and are developed and manufactured entirely in-house. The systems support stable, reproducible material properties and are used in various areas of the rubber and automotive industries.

ROLLING MILLS

Rolling mills are used for plasticising, premixing and homogenising rubber compounds. They are essential in many production steps. These systems are also designed and manufactured entirely by .



CALENDER

These machines are used to produce continuous webs or films from rubber and plastic compounds. They enable defined material thicknesses and uniform surface qualities and are used in the textile, floor covering and rubber industries, among others.



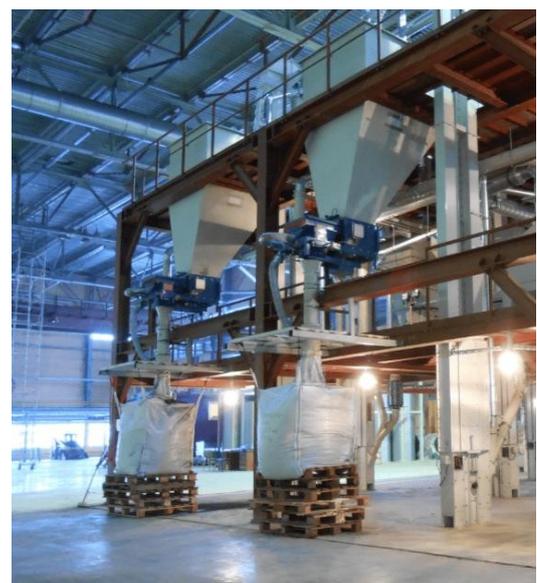
ROTARY PRESS

These are presses used for the continuous shaping of rubber profiles and semi-finished products. They operate with defined pressure and temperature parameters to ensure consistent product properties. We develop and manufacture these systems ourselves.



RECYCLING

We manufacture systems for the mechanical processing of rubber and plastic materials. These systems enable the recovery and recycling of production residues or waste materials, thereby conserving resources and supporting material cycles. The systems are designed for continuous industrial operation.



“REAKTRUDER” FOR SINGLE-MATERIAL RECYCLING

Reaktruders are used to partially recycle cross-linked rubber materials into reusable raw materials. Thermal-mechanical processes allow residual materials or waste rubber to be reused in mixing processes. We develop appropriate machine concepts that support the industrial recycling of rubber materials.



In addition to manufacturing special-purpose machines, we offer various services throughout the entire plant life cycle.

PLANT CONSTRUCTION AUTOMATION

In plant engineering, we plan and implement complete production and process solutions, including design, manufacturing, assembly and commissioning.

In the field of automation, we develop electrical control and automation concepts, program control systems and integrate sensory and safety-related components.

RETROFITTING

In addition, we provide services such as maintenance, repair, spare parts management and modernisation of existing systems to ensure their long-term functionality and service life.

Our machines and services are used in various industries, including healthcare, tyres, rubber and textiles. During the reporting period 2024, we supplied approximately 137 customers, mainly in Germany and Europe, but also worldwide in some cases. Our value creation is based on a broad network of suppliers with around 725 predominantly German and European partners.

Customer countries 2024



Corporate management

The ERMAFA company is part of Saronda Beteiligungs- und Verwaltungs- GmbH, based in Austria. This report focuses exclusively on ERMAFA and its locations in Chemnitz and Ellefeld. This is represented by our management or our Management Board, which in this case is the highest supervisory body (abbreviated to HSB). Stefan Fuhrmann has held this position since 2024. He is involved in the operational activities of the company.

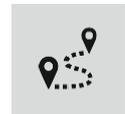
Role of the **HSB** in **strategy development** for sustainable development



Initiator



Manager



Implementer

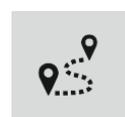
Role of the **HSB** in the **involvement of stakeholders**



Initiator



Manager



Implementer

Characteristics of the HSB	Stefan Fuhrmann (m) Management
Executive	Yes
Independence	No (Beteiligung Saronda GmbH, AT)
Term of office of the member	Since 2023 Power of Attorney Since 2024 Management
Underrepresented group	No
Stakeholder representation	Yes (Beteiligung Saronda GmbH, AT)
Competencies Sustainability management	Yes

The appointment of our highest supervisory body is based on professional qualifications and personal development within our company.

Nomination criteria of the HSB	Stefan Fuhrmann (m) Management
Stakeholder views	No
Diversity	No
Independence	No (Beteiligung Saronda GmbH, AT)

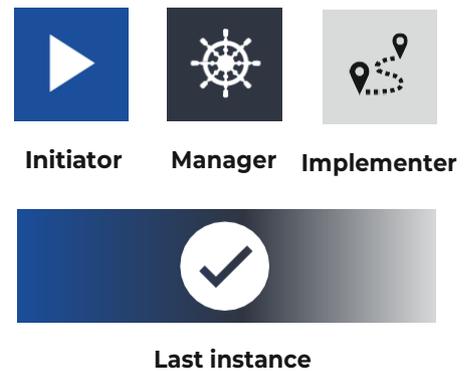
Our management forms both the executive body and the chair of the supervisory body. There is no separation of these functions. As there are no conflicts of interest in the current structure, no special mechanisms for avoiding or disclosing such conflicts have been established to date. The shareholders (Saronda GmbH, AT) are involved in decisions as necessary.

Operational responsibility for sustainability management has been primarily assigned to the person responsible for quality management. We receive regular updates on the status of sustainability management and relevant developments, including through regular meetings, management reviews and topic-specific consultations. The final review and approval of the contents of the sustainability report is carried out by us as the management.

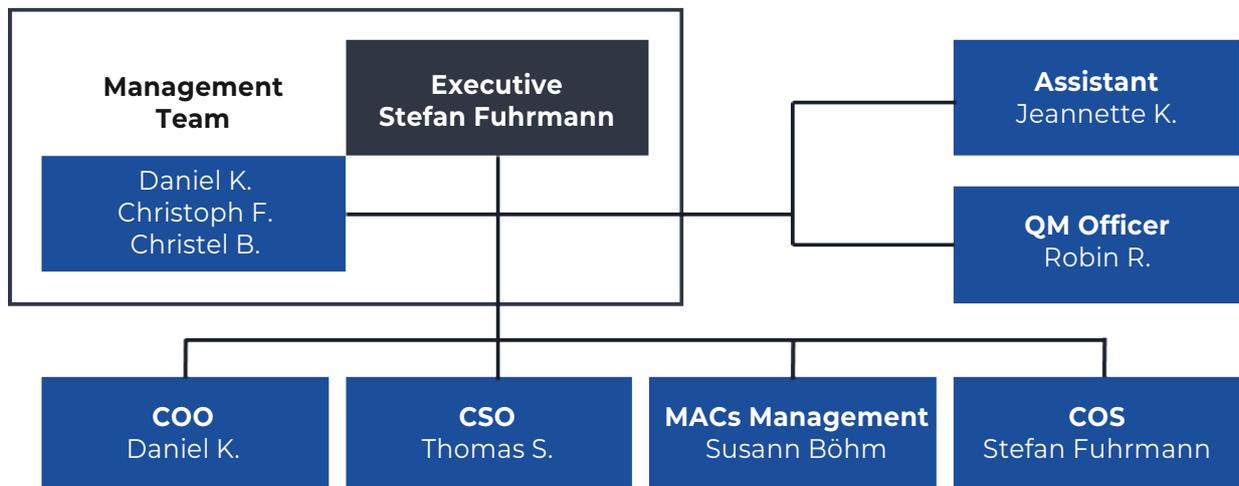
Role of the **HSB** in **reviewing** the **effectiveness** of measures taken



Role of the **HSB** in **supervising due diligence**



Organisational chart for ERMAFA



There is currently no formal procedure for evaluating the performance of the supervisory body. Nor is there any external or independent evaluation. Adjustments to the composition or working methods would be made by Saronda GmbH as necessary.

Management remuneration takes the form of a fixed managing director's salary, without variable components or linkage to sustainability targets. There is also no fixed remuneration system for other employees. Salaries are agreed individually and approved by the shareholders' meeting. The ratio of the highest total annual remuneration to the median of the workforce within ERMAFA is 1:4.

HSB: Membership in several committees and supervisory bodies



No

HSB: Cross-shareholdings with suppliers and stakeholders



No

HSB: Existence of majority shareholders



No

HSB: Related companies with connections



Yes*

Procedure for determining the remuneration of the HSB	Description
Existence of a remuneration committee	No
Involvement of stakeholders (e.g. shareholders)	Yes (shareholders' meeting)
Addition of a remuneration consultant	No

No critical concerns were reported to us in the reporting year. To further develop our own knowledge in the area of sustainability, we regularly participate in training courses, seminars and association activities.

* ERMAFA Sondermaschinen GmbH in Chemnitz has a traditional supplier relationship with its sister company TDE ERMAFA, based in Ellefeld.

Strategy for sustainable development

Our strategic orientation in the area of sustainability is guided by the central principles of our corporate policy and our vision. These form the basis for incorporating environmental, social and economic aspects more strongly into our decisions and aligning our corporate development in a responsible manner for the long term.

Within the framework of our existing guidelines, we are committed to complying with all legal requirements and beyond, such as the CE conformity of our machines and systems, including the underlying standards. Due diligence and an explicit commitment to formalised human rights do not currently exist, but are reflected to a certain extent in our corporate policy and quality management.



Practices for sustainable development	Description
Existence of a policy statement by the HSB for the sustainable development of the organisation	Yes (see NHB)
Existence of a statement of commitment by the organisation to responsible corporate behaviour	No
> <i>Statement of commitment:</i> Implementation of due diligence	Not present
> <i>Statement of commitment:</i> with reference to OECD or similar guidelines	Not present
> <i>Statement of commitment:</i> Implementation of the precautionary principle	Not present
> <i>Statement of commitment:</i> Respect for human rights	Not present
> <i>Statement of commitment:</i> publicly accessible	Not present
> <i>Statement of commitment:</i> approval level	Not present
> <i>Statement of commitment:</i> Applies to all business activities	Not present

We systematically record actual or potential negative impacts as part of our processes, in particular through occupational health and safety management, site inspections, 8D analyses and technical measures to reduce risk. Immediate measures are taken in the event of serious deviations.

Memberships in **industry associations**





Violations of essential legal provisions during the reporting period

2024 = 0

Internal and external reporting channels are available for complaints or concerns. Individuals can submit information on responsible business practices or sustainable product design at any time, or seek advice from us on these matters. A structured complaints or whistleblower solution is targeted for 2026. Stakeholders such as employees, professional associations or authorities will be involved as necessary. The effectiveness of measures will be continuously confirmed by us through feedback.

Memberships in **other networks**



1.2 Reporting methodology

From the outset, we set ourselves two goals with this Sustainability Report. Firstly, to create a clear starting point for our future sustainable corporate development. This means understanding what sustainability actually means for ERMAFA Sondermaschinen- und Anlagenbau GmbH and which sustainability issues are particularly relevant for our organisation. Secondly, the report serves as a starting point for future EcoVadis certification, allowing us to have our actual sustainable activities reviewed once again.

In order to proceed in a structured manner, we addressed the following key questions, among others, in a full-day workshop: What does sustainability mean in a business context? Where does ERMAFA stand today? What positive and negative effects do our activities have on the environment, society and the economy? What strategic approaches can be derived from this for an integrated sustainability strategy? We have applied the internationally recognised Global Reporting Initiative (GRI) standard to systematically address these issues. The first step was to identify and analyse ERMAFA's key stakeholder groups. This involved assessing these groups' expectations of our sustainability activities and the influence they exert on our actions.



Based on this, an assessment of the relevant sustainability issues was carried out from an inside-out perspective, i.e. based on their actual or potential impact on the environment, people and the economy. The results of this analysis formed the basis for our materiality assessment. In addition, all material topics are covered in this first Sustainability Report.

In a subsequent strategy workshop, initial potential and already planned measures were recorded and evaluated in order to define key areas of action and derive an initial framework for future development and improvement measures. At the end of the process, EcoVadis certification was carried out, which was based not only on the sustainability report, but also on all works agreements, procedural instructions and guidelines that have been developed within ERMAFA in recent years.

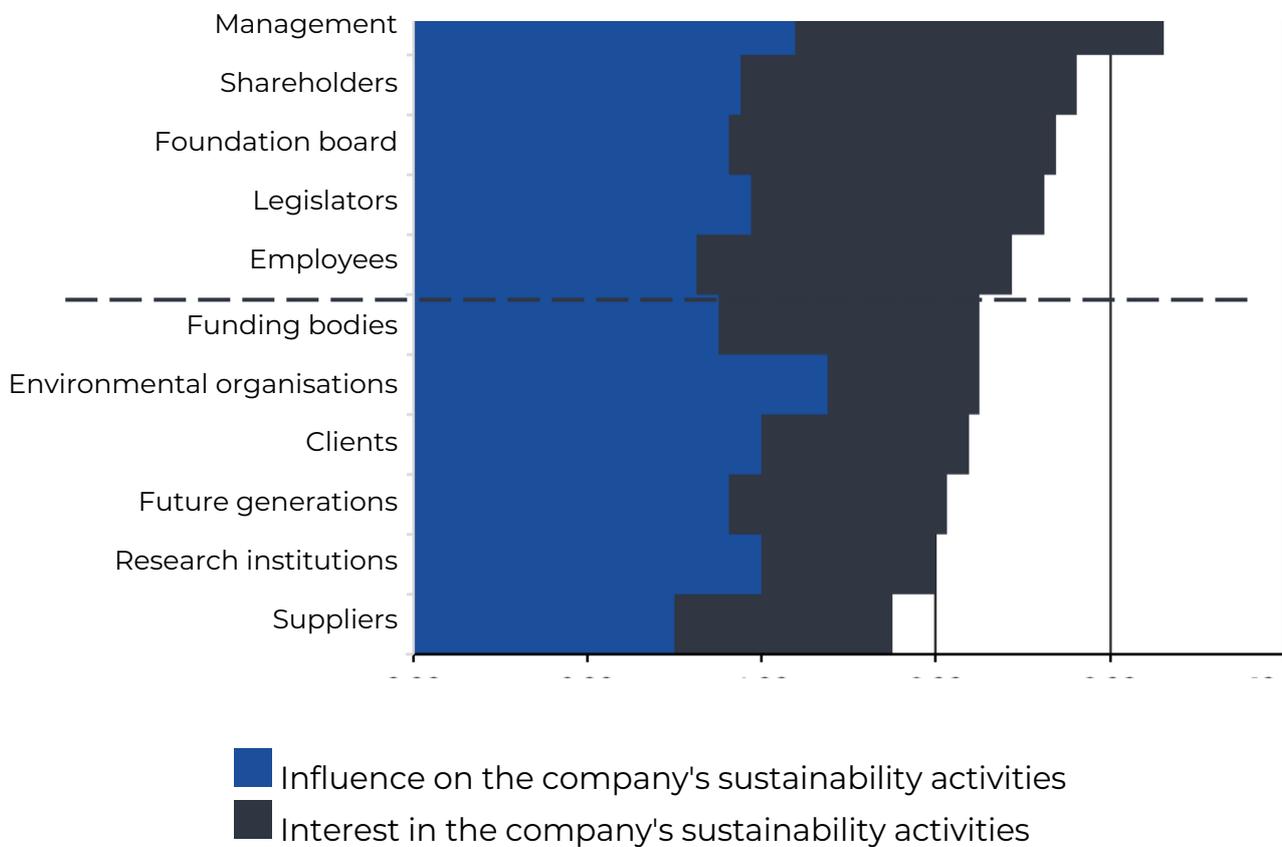


Contact persons
Sustainability Report

Head of Quality Management
0371 334281-0

1.3 Stakeholder survey

Our sustainability reporting process requires us to identify all stakeholders and assess their importance for the sustainable development of our company. These interest groups and stakeholders are located both within ERMAFA and in our external environment. They have a direct or indirect interest in our sustainability activities and, depending on their role and relationship with the organisation, can influence these activities positively or negatively.



In the course of this process, four key stakeholder groups emerged as particularly relevant to ERMAFA. Below, we take a closer look at the four most important groups in terms of their interest in ERMAFA and their influence on our corporate development:

MANAGEMENT

The Management makes strategic decisions, steers the company's development and is responsible for key sustainability measures. It shapes the company's orientation, sets priorities, creates the organisational conditions and ensures that economic, social and environmental aspects are given appropriate consideration.

SHAREHOLDERS

Represented by an investment company, the shareholders have a major influence on the long-term direction of the company. They ensure stability and continuity and support strategic decisions. Their perspective strengthens responsible corporate governance and sustainable development in equal measure.

LEGISLATORS

Legal requirements significantly determine the framework conditions for production, occupational safety, energy efficiency, product safety and compliance. Changes in the legal framework directly influence our business practices.

EMPLOYEES

The knowledge, experience and commitment of our employees form the basis of our performance. They have a lasting impact on the quality, safety and innovative strength of the organisation. At the same time, their needs and feedback influence operational decisions, which is why their involvement is essential for sustainable corporate development.



1.4 Results of the materiality analysis

The materiality analysis shows which sustainability issues are of strategic importance to ERMAFA Sondermaschinen- und Anlagenbau GmbH. Issues at the interface between economic stability and social responsibility are particularly important, such as economic performance, business development and the further development of our corporate values. In the social sphere, the high importance of personnel development and employer attractiveness was confirmed. These issues are becoming increasingly relevant for our stakeholders, while they are also gaining strategic importance for us as a medium-sized company. In the environmental sphere, material management, waste management and energy management in particular were identified as important areas of action for ERMAFA.

Other topics such as regional responsibility, sustainable supply chains and the ecological design of our sites are on the borderline of relevance. All material topics form the basis for the sustainability report and future focus topics.





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GOVERNANCE

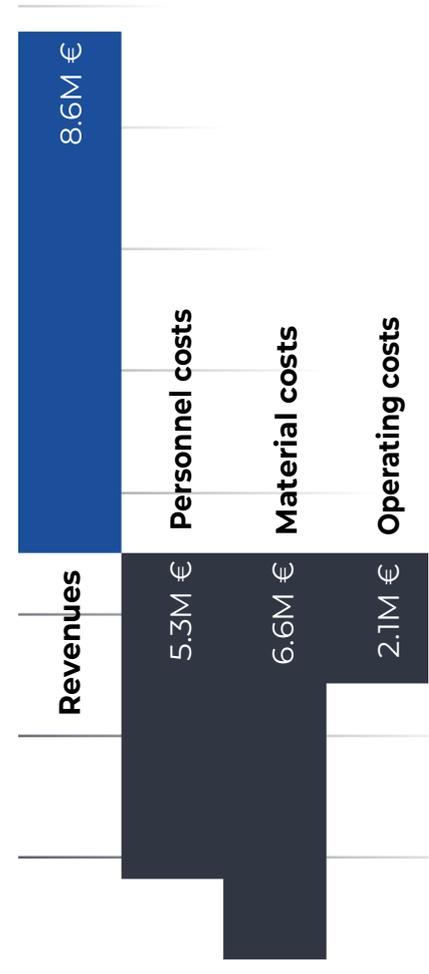


2.1 Economic success

Our economic performance forms the basis for the stability and further development of ERMAFA Sondermaschinen- und Anlagenbau GmbH. The cost structure (see illustration) of our organisation is characterised by high material and personnel costs. This results from the material-intensive manufacture of complex special-purpose machinery and the high proportion of skilled labour in design, production and assembly. Operating costs play a minor role and mainly comprise energy, rental and administrative expenses.

No retained or distributed profits were reported for the reporting year. In the reporting year, we received financial support from the public sector to promote research and development projects. These funds make an important contribution to the further development of our technical solutions and innovation projects. Beyond this, there are no other government subsidies, tax breaks or participations.

Cost and revenue structure 2024



Financial support
Public sector

217,555.00 €

We did not incur any direct financial costs in the reporting year in relation to the economic impact of climate change. Nevertheless, the analysis showed that new challenges may arise in the medium to long term. These include rising average temperatures, which place greater demands on cooling and climatic working conditions, as well as increasing expectations on the part of our customers with regard to environmental and energy management. We are already seeing an increase in requests for certifications such as ISO 14001, ISO 45001 and ISO 50001, as well as for CO₂ footprint calculations. Against this backdrop, we will systematically expand our risk management in the coming years and integrate environmental and social criteria more strongly.

As part of our preventive measures, we made working conditions more climate-friendly in the reporting year, providing fans on hot days and ensuring a permanent supply of drinks for all employees. In future, we plan to implement a company-wide heat protection plan and further technical adjustments to prevent possible climate-related effects.

Overall, it is clear that ERMAFA's economic performance is taking place in an environment that is increasingly characterised by external sustainability requirements.

Development of climate-related **regulatory** risks



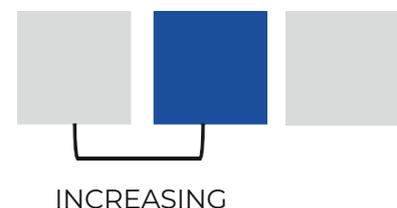
- Upcoming standards & laws
- CE adjustments
- ISO requirements

Development of climate-related **customer** requirements



- Enquiries
- ISO14001 etc.

Development of climate-related **physical** risks



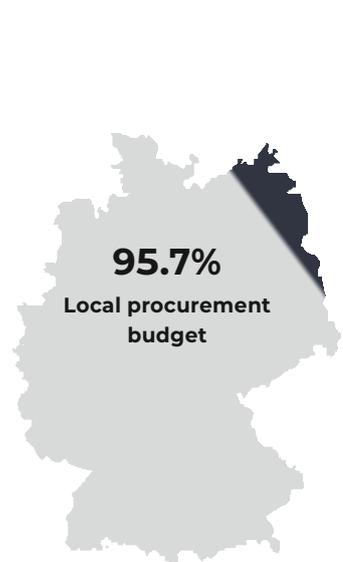
- Heat protection measures
- Air conditioning systems, energy requirements

2.2 Supplier management

Our supplier management is based on an extensive and predominantly local network, i.e. German and European. A systematic review of new partners based on environmental and social criteria was not yet carried out during the reporting period. However, this is to be gradually integrated from 2026 onwards. As we did not carry out any environmental or social assessments in the reporting year, no actual or potential negative environmental or social impacts were identified within our supply chain. The establishment of a structured screening and assessment process is planned for the coming years.



Our international procurement involves specialised technical components, without any clear priority categories emerging. Social aspects such as the consideration of human rights criteria were not yet systematically incorporated into our supplier selection process in 2024. However, we plan to expand our supplier self-assessment to include environmental and social criteria from 2026 onwards in order to be able to transparently record and specifically manage risks and impacts in our supply chain in the future.



2.3 Customer responsibility

The safety and health of our customers are of paramount importance to us. Our machines are designed, manufactured and tested in accordance with applicable guidelines. All product categories that we manufacture are assessed 100% in terms of safety requirements. These tests include internal tests, customer acceptance tests and continuous improvement processes that we derive from practical experience and individual cases.



Violations in connection with endangering customer health	Description
Violations of regulations that resulted in a fine or sanction	No
Violations of regulations that resulted in a warning or sanction	No
Violations of voluntary codes of conduct	No

We also comply with all relevant legal requirements in the area of product information and labelling. Our machines are provided with CE marking and an individual type plate. In addition, we document the origin and composition of the components used in a detailed parts list, which is maintained by the design and purchasing departments. All product categories for which labelling requirements exist are fully checked.



Violations in connection with product labelling	Description
Violations of regulations that resulted in a fine or sanction	No
Violations of regulations that resulted in a warning or sanction	No
Violations of voluntary codes of conduct	No

A close-up photograph of a white industrial robot arm, likely a Schunk model, positioned in a factory. The robot arm is the central focus, with its joints and cables visible. The background is a blurred industrial environment with various machinery and lights, creating a sense of a busy manufacturing plant. The lighting is somewhat dim, with some highlights on the robot's surface.

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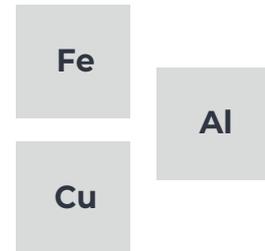
3

ECOLOGICAL CONSIDERATIONS

3.1 Materials management

Due to our specialised machine construction, our use of materials is predominantly material- and resource-intensive. We mainly process non-renewable materials such as steel, aluminium, copper and technical plastics such as POM, PA and PVC. Most of these components come from Germany and other EU countries, as we rely on tested quality, short delivery routes and reliable standards. In addition, we use specific materials such as rubber and rubber compounds, some of which are subject to manufacturer-specific verification requirements.

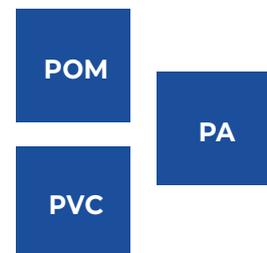
Most commonly used **metals**



Category	Material type or designation	Material consumption in [kg, l]
Raw materials	Steel	122,800 kg
	Aluminium	3,500 kg
	Plastic (POM)	500 kg
Consumables and operating supplies	Lubricants	1,680 l
	Oils	815 l
	Other	1,000 l
Semi-finished products and parts	Hardware	4,300 kg
	Purchased parts & standard parts	1,000 kg
Packaging materials	PVC packaging	500 kg

In terms of packaging materials, we mainly use bubble wrap, stretch film and corrugated cardboard. Some of these materials, such as wooden pallets and cardboard boxes, are reused or taken back by suppliers. This means that we achieve a 100% reuse rate for some individual packaging materials. At the same time, however, the large number of product and material groups results in a heterogeneous mix of materials, the systematic recording of which we intend to improve by introducing a new merchandise management system from 2026 onwards.

Most commonly used **plastics**





Our business generates various types of waste, including plastic waste, paper and cardboard, residual waste and metal waste. These are disposed of professionally by external service providers such as Veolia and Becker. Some supplies, such as cleaning cloths, are managed using an exchange system, which reduces waste and extends material cycles. Looking ahead, we also want to increase the proportion of recycled materials and integrate material efficiency more systematically into our design and procurement processes.



Total material consumption
during the 2024 reporting period

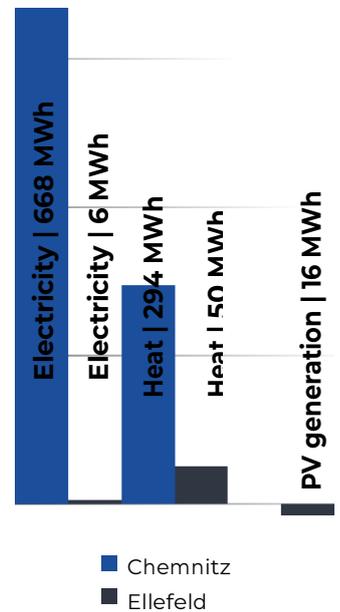
132,952.35 kg



3.2 Energy and emissions

Our energy consumption is a key component of our operational environmental impact. It primarily results from the use of our machinery, hall and office lighting, IT infrastructure, compressed air system and heat supply. We obtain electricity and heat from external suppliers. In Chemnitz, heat is supplied via district heating, while gas is used for heating in Ellefeld. The Ellefeld site also has photovoltaic systems, which we use to generate our own electricity. The electricity generated flows to both ERMAFA and its sister company, which is also based in Ellefeld. This enables us to cover part of our electricity requirements with renewable energy from our own production.

Electricity consumption & heat consumption in 2024



Our vehicle fleet comprises 23 vehicles, including company cars and pool vehicles. Challenges arise in particular with regard to the electrification of the vehicle fleet at our Chemnitz site, as the current infrastructure of the industrial park where we are based is only suitable for this to a limited extent. In contrast, in Ellefeld, we already have our own charging facilities. During the reporting period, we implemented a wide range of energy-saving measures.

Energy saving measures in 2024

- Conversion to LED lighting (hall and administration)
- Replacement of old IT hardware
- Insulation of certain parts of the building
- Adjustment of switching times
- Digitisation of lighting

ERMAFA's greenhouse gas emissions for 2024 were calculated in full for the first time in accordance with the GHG Protocol. In total, we caused 944.43 tonnes of CO₂e after the safety margin. The emissions are distributed across all three scopes.



SCOPE 1

includes direct emissions from sources owned or controlled by the company, such as emissions from the combustion of fossil fuels in the company's own facilities and vehicles.

Direct emissions amounted to **46.32 tonnes of CO₂e** in the reporting year and mainly resulted from gas consumption for heating the halls in Ellefeld and diesel and petrol consumption by our vehicle fleet. Refrigerants did not cause any emissions, as there were no losses or refill quantities.



SCOPE 2

refers to indirect emissions from energy procurement, in particular through the consumption of purchased electricity, steam, heat and cooling. These emissions arise during the generation of the energy used by the company.

Indirect energy-related emissions amounted to **14.48 tonnes of CO₂e** and resulted from the externally sourced electricity at both locations.

By operating our photovoltaic systems, we were able to reduce our net electricity consumption, with part of the energy generated being fed into the grid and our own consumption directly contributing to a reduction in emission-relevant electricity demand.



SCOPE 3

covers all other indirect emissions along the entire value chain, affecting both upstream (e.g. raw material procurement, transport) and downstream processes (e.g. use and disposal of products).

At **883.63 tonnes of CO₂e**, upstream and downstream emissions account for the largest share of our total emissions. Purchased goods and services and the associated transport processes are particularly emission-intensive. These areas dominate our balance sheet, as both metallic raw materials and external logistics structures have high upstream emission factors. Further contributions result from energy-related upstream chains, etc.

No emission reduction targets have been set to date. However, the analysis shows that there is a slight need for action, both in internal processes (e.g. heating technology, vehicle fleet, energy efficiency) and in the supply chain, for example by optimising transport routes and increasing the use of materials produced with lower energy consumption.

We plan to draw up another complete GHG balance sheet for 2025. From 2026 onwards, measures to reduce emissions are to be developed gradually, including through increases in energy efficiency, expansion of photovoltaics, improved transport processes and the prospect of an environmental management system in accordance with ISO 14001.

Emissions per employee

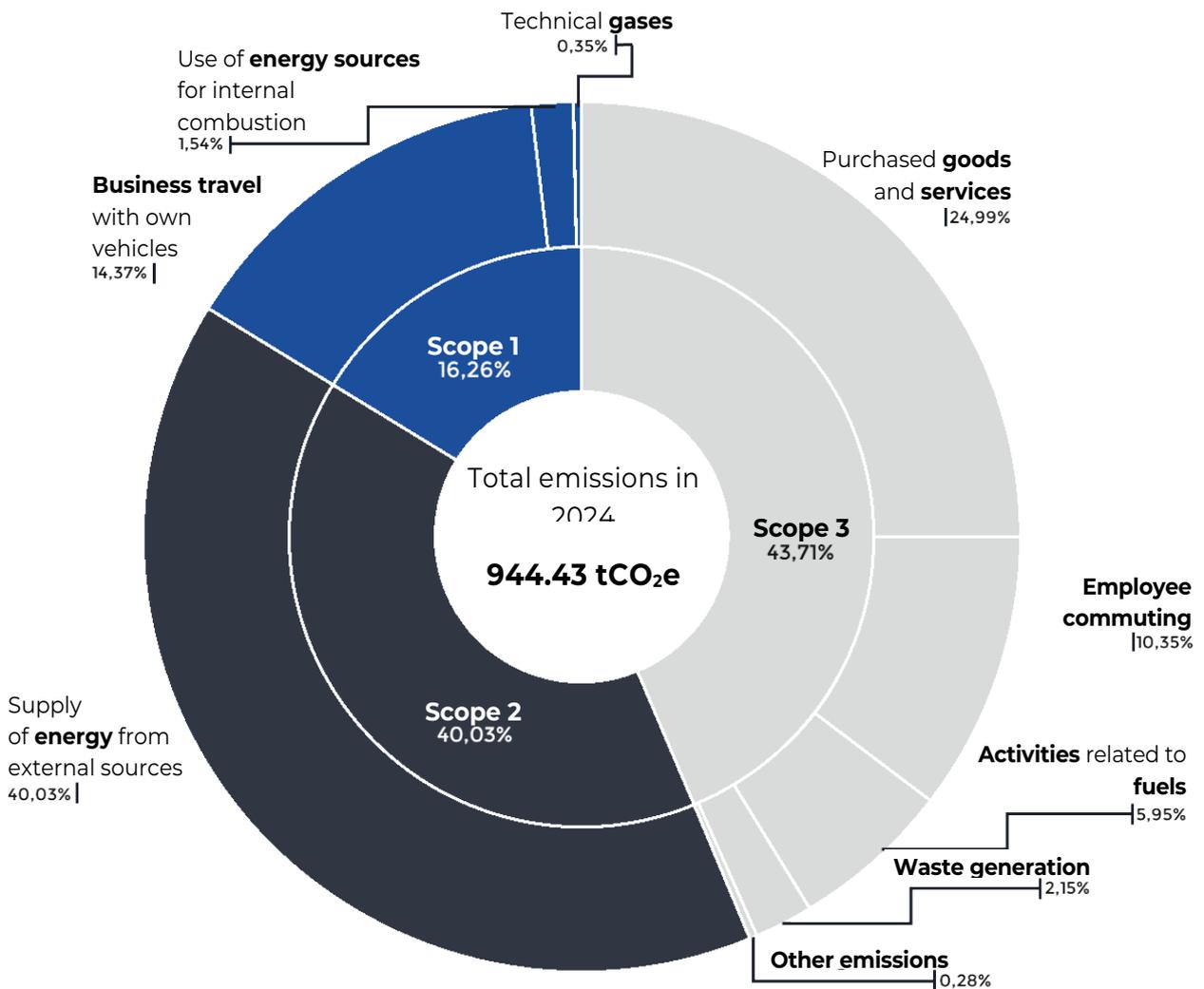


10.7
tCO₂e

Emissions per € revenue



0.1001
CO₂e





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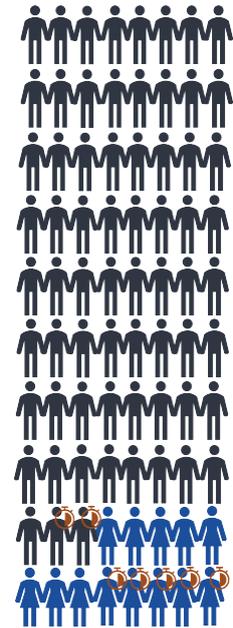
4

SOCIAL CONSIDERATIONS



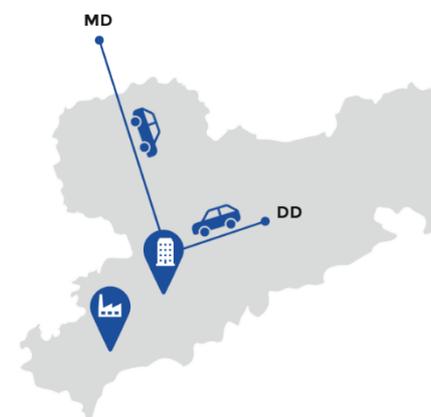
4.1 ERMAFA as an employer

At the end of the reporting year, our workforce consisted of 80 employees. Some of our employees work part-time (see figure), with a clear focus on female employees. Two employees took parental leave during the reporting year, one of whom subsequently returned to the company on a regular basis. The majority of employees come from Chemnitz and the surrounding region, which means we promote regional value creation, short commutes and close ties to the location. With the exception of management, all employees were recruited from the local area (within 50 km of the operating sites).



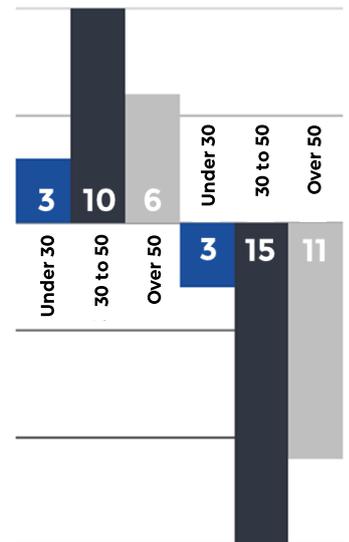
20% of management positions are filled by local residents. The longest distances to travel are Chemnitz-Dresden and Chemnitz-Magdeburg. All employees receive a salary that is above the statutory minimum wage. This principle applies consistently to all employee groups, i.e. from production to engineering and administration to trainees, interns and external contractors. There are no gender-specific differences in starting salaries. Equal roles are always remunerated equally.

Longest **distances** travelled by executives



Flexible working time models make it easier for many employees to achieve a better work-life balance. Flexitime models are made possible wherever operational processes allow. In justified situations, such as family commitments, individual adjustments to working hours are also possible. Staff turnover was exceptionally high in 2024 due to the closure of one location and one department. Other reasons for staff redundancies included individual reorientation, family reasons, unwillingness to travel or termination during the probationary period. Nevertheless, our objective is clearly defined and in future we will strive to create a stable working environment and secure long-term employment prospects.

Employee turnover rate in 2024



2024

2025 ›

Formal communication channels		
<p>Communication channels</p>	<ul style="list-style-type: none"> E-mail Reporting E-learning 	<ul style="list-style-type: none"> Staff meetings Fixed meetings
	<ul style="list-style-type: none"> MS Teams Messenger Walkthroughs 	<ul style="list-style-type: none"> Direct conversation Brief feedback
Informal communication channels		
<ul style="list-style-type: none"> Regular informal discussions 		

Our internal communication is based on openness, transparency and direct contact persons. The management pursues a pronounced “open door” policy and is available to employees at all times. There is no formal minimum notification period for operational changes; all relevant adjustments are communicated immediately.

Diversity, equal opportunities and non-discriminatory coexistence are integral parts of our corporate culture. We treat all employees equally, regardless of gender, origin, religion, age, disability or other personal characteristics. Qualifications and performance are the only decisive factors in hiring, promotion and salary decisions. Initial measures to improve accessibility have already been implemented, with further measures to follow in the coming years. Complaints about discrimination can be submitted confidentially or openly.



We also assume social responsibility beyond our own workforce. This includes, for example, annual Christmas donations or orders placed with Lebenshilfe. In this way, we try to actively support local and charitable organisations.

Furthermore, there are currently no obligations arising from defined benefit or defined contribution company pensions. We do not currently offer any supplementary company pension schemes beyond the statutory pension, but we are planning to develop such schemes in the future.

Number of **vulnerable groups** in the company



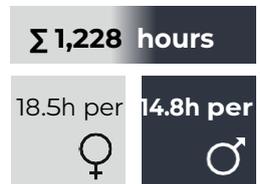
4.2 Personnel development

The ongoing training of our employees is a central component of our human resources strategy. We encourage our employees to express their individual training wishes. We review these for economic feasibility and operational added value and implement them in a targeted manner. Training and development are a high priority for us. With systematic training programmes and regular further training, we ensure that our employees have up-to-date specialist knowledge, technical expertise and modern methodological skills. In addition, we promote motivation and commitment within the workforce.

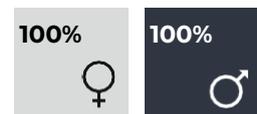
Through regular development discussions, we support our employees in defining their professional goals and planning their personal development steps. We highlight opportunities within the company and design appropriate training measures to promote internal career advancement and personal development opportunities. During the reporting period, we spent approximately €55,000 on external training courses, primarily in cooperation with the local Chamber of Industry and Commerce and CRESTCOM.

We are a company with an active training approach and are committed to providing qualified training for young people in technical and commercial professions. We offer apprenticeships for industrial mechanics and office administrators. In addition, we are planning to collaborate with the Glauchau Vocational Academy on dual study programmes from 2025/26 onwards in order to promote young talent at an early stage and retain them in our company in the long term.

Training hours in 2024



Annual performance evaluation



Internal training

- Health and safety training
- Quality management
- Environmental training
- etc.

External training

- Technical training
- Leadership training, etc.

Trainees in 2024



4.3 Occupational health and safety

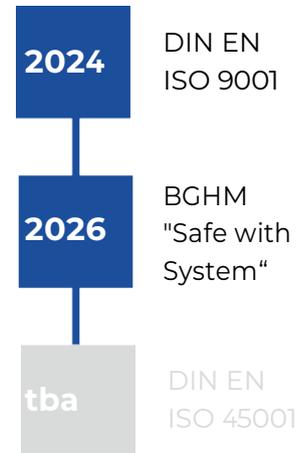
Occupational health and safety are central components of responsible and sustainable corporate management for us. Our goal is to offer all employees a safe and healthy working environment, to prevent work-related accidents and health risks, to reliably comply with legal requirements and to further develop a culture of safety within the company.

Our occupational health and safety measures are integrated into the existing quality management system in accordance with DIN EN ISO 9001, which already covers numerous safety-related requirements. We will continue to expand this system in the coming years.

Our occupational safety specialist (Sifa) plays a central role in this, providing us with comprehensive support in all matters relating to occupational safety. Their clearly defined responsibilities are set out in our central management instructions on occupational safety.

All employees have access to occupational health examinations and consultations through our Human Resources department. Appointments are scheduled flexibly based on individual requests. Personal data is processed in strict accordance with the GDPR. The occupational health service also actively supports us in identifying hazards and minimising risks, including by participating in site inspections and ASA meetings and through direct communication channels with the occupational safety specialist and management.

Roadmap S&G Management



Tasks of Sifa ERMAFA

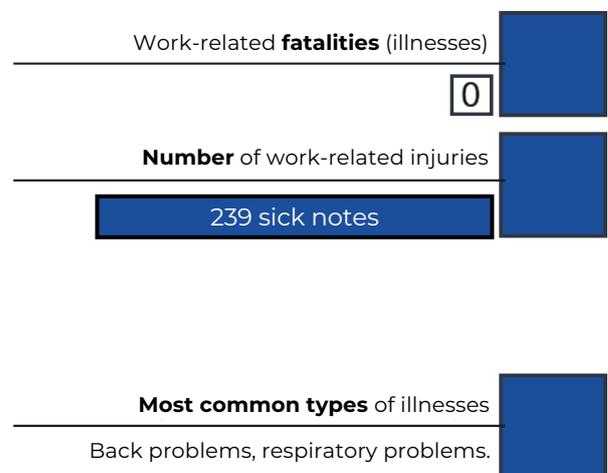
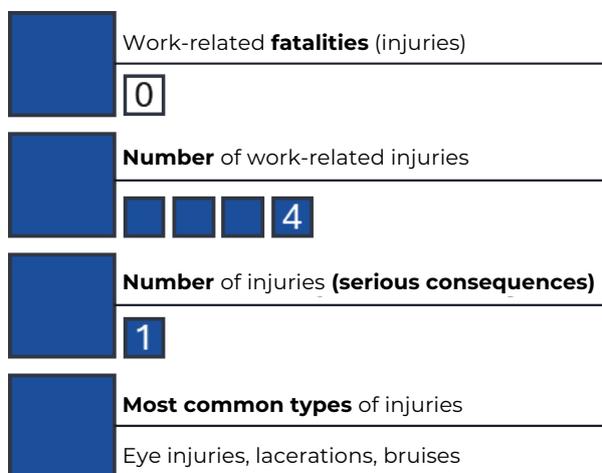
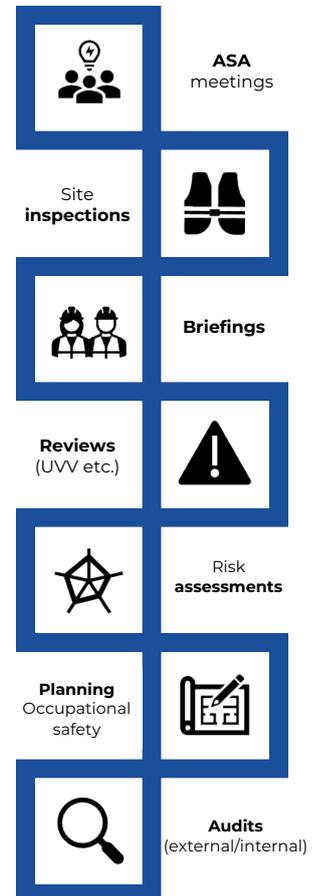


In addition, trained safety officers are deployed to identify potential hazards at an early stage and actively contribute to our continuous improvement programme.

All employees receive regular training in health and safety. The training courses are conducted by our external occupational safety specialist and cover key topics such as general safety rules, handling hazardous substances, ergonomic workplace design, use of personal protective equipment and safe handling of potentially dangerous activities. To support a safe working environment, we also promote systematic workplace design through our internal 5S system. In addition, we have hazardous materials officers and a fire safety officer.

We promote the health of our employees through a wide range of preventive measures, such as ergonomic workplace adjustments. We are gradually expanding our existing structures in the area of workplace health promotion. Our goal is to establish a holistic health management system that takes both physical and mental aspects into account.

Processes ASA
ERMAFA



Total hours worked: 133,720



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SUSTAINABILITY STRATEGY



In our governance area, we pursue the goal of strengthening responsibility, transparency and reliability throughout the entire company. We are consistently developing our structures further in order to reliably meet legal requirements, assess risks more holistically and embed sustainable principles in the organisation in a binding manner. Through clear principles, professional processes and modern compliance instruments, we create a robust foundation for responsible decisions.



GOVERNANCE

Strategic orientation	Description of measures	Time horizon
Strengths of transparency, regulatory compliance and responsible corporate governance	Whistleblower system: We are setting up a confidential whistleblower system to ensure that compliance violations can be identified at an early stage and dealt with securely.	(1 year)
	Sustainability commitment statement: We formulate a binding declaration that sets out our environmental and social principles.	(1 year)
	Certifications (AQAP/EDM-CSR): We prepare the necessary certifications in order to tap into new markets and meet quality requirements.	(1 year)
	Environmental and social criteria in risk analysis: We are expanding our risk management to include sustainability aspects in order to systematically take potential impacts into account.	(1 year)
	Internal newsletter: We are establishing a regular information channel to inform and involve employees in sustainability issues.	(1 year)
Further developing our business model and increase our market presence and competitiveness.	AI cold calling: We use AI-based tools to identify and target potential customers more efficiently.	(1 year)
	Sales expansion in Germany, Austria, Switzerland and internationally: We are expanding our sales activities to tap into new regions and customer groups.	(1-5 years)
	Presence at IFAT: We are presenting our solutions at IFAT in order to strategically position ourselves in the field of environmental and recycling	(1-5 years)



Strategic orientation	Description of measures	Time horizon
	Expanding the sales team: We are increasing our sales capacity by hiring additional staff in order to better exploit market potential.	 (1-5 years)
	External consultants: We are engaging external experts to provide strategic support for our market and sales activities.	 (1-5 years)
	Exploring new markets: We are analysing the suitability of new industries in order to diversify our business model in the future.	 (1-5 years)
We are establishing the structural conditions for long-term, sustainable corporate positioning.	Strategy formulation 2030: We are defining our strategic direction for the coming years and setting clear development goals.	 (1 year)
	Our own location: We are considering setting up our own site in order to expand capacity and operate more independently.	 (5-7 years)
We are strengthening customer proximity and further developing our range of services in line with future requirements.	Climate-related customer requirements (retrofit): We are analysing how climate change affects our customers' facilities and develop appropriate retrofit solutions.	 (1 year)
	Expanding services: We are expanding our range of services to better support customers throughout the entire machine life cycle.	 (1-5 years)
We are increasing the efficiency, transparency and data quality of our processes.	Production monitoring: We are introducing digital monitoring to evaluate production and energy key figures transparently.	 (1-5 years)
	Goods management system 2026: We are modernising our goods management system in order to control material and process data more efficiently.	 (1-5 years)
We are systematically integrating sustainability principles into all business processes.	Integrating environmental and social criteria: We are taking ecological and social factors into greater consideration in our decision-making and risk assessments.	 (1 year)
	ISO-14001 preparation: We are preparing to introduce an environmental management system in order to systematically develop our environmental performance.	 (1-5 years)
We are systematically integrating sustainability principles into all business processes.	Supplier self-disclosure: We are developing a standardised self-assessment tool to evaluate environmental and social risks along the supply chain more transparently.	 (1-5 years)
We are safeguarding digital integrity and creating robust standards for information security.	Extending confidentiality agreements: We are updating internal agreements to strengthen the protection of sensitive information.	 (1 year)
	Sharpening the role of the data protection officer: We are defining the tasks and responsibilities of the data protection officer more clearly.	 (1 year)



We are strengthening our regional roots and making an active contribution to society.

Additional human resources: We are providing additional capacity to effectively implement data protection and information security.



Reviewing data platforms: We are examining how a central data platform can be set up to manage data in a structured and secure manner.



Penetration tests: We conduct regular training sessions and tests to increase our employees' awareness of IT security.



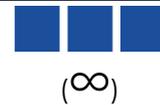
QR code documentation: We are developing QR-based machine documentation to make technical information digitally accessible.



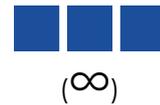
Data protection management system: We are establishing a systematic data protection management system that covers all processes, responsibilities and audits.



Charity/sports projects: We are committed to social and charitable initiatives through regional charity and sporting events.



Christmas donation: We support local institutions or projects annually through donations.



Considering additional networks: We are considering possible cooperation with regional healthcare stakeholders or joining a relevant network.



190 Years ERMAFA 2027: We are developing an anniversary format that involves regional partners, educational institutions and employees.



Collaborations with schools and universities: We are establishing partnerships with educational institutions to promote young talent, research and knowledge transfer.





In the area of ecology, we are committed to continuously improving our environmental performance and using resources more efficiently. We are working to systematically reduce energy consumption and emissions and make material flows more transparent. By establishing modern energy and environmental management systems, we want to lay the foundation for the responsible use of resources.



ECOLOGICAL CONSIDERATIONS

Strategic orientation	Description of measures	Time horizon
Improving the transparency of our material usage and enabling more sustainable procurement decisions.	Reviewing sustainable procurement: We are examining whether ecological criteria can be given greater weight in the selection of materials without compromising economic efficiency.	 (1 year)
	Introduction of a goods management system: We are introducing a modern system to record material flows, resource consumption and sustainability indicators more accurately.	 (1-5 years)
Increasing environmental and operational safety through clearly defined responsibilities and technical protective	Appointing a hazardous substances officer: We are appointing a responsible person who structures, monitors and documents the handling of hazardous substances.	 (1 year)
	Retrofitting machines with protective edges: We are equipping selected machines with technical devices to limit media or liquid leakage locally.	 (1-5 years)
Laying the foundations for greater energy efficiency and the electrification of our vehicle fleet.	Installing charging points: We are installing additional charging points (3) at both locations in Chemnitz and Ellefeld to enable e-mobility in the future.	 (1 year)
	Establishing energy monitoring: We are establishing a monitoring system that makes energy consumption and energy efficiency transparently measurable.	 (1-5 years)
	Testing the use of electric vehicles: We are considering the gradual replacement of conventional vehicles with electric vehicles as soon as the charging infrastructure allows.	 (1-5 years)
Professionalising our environmental management and creating robust structures for energy and resource efficiency.	Implementing ISO 14001: We are introducing ISO 14001 in order to systematically structure environmental processes and make them auditable, as well as to be able to respond to	 (1-5 years)
	Implementing ISO 50001: We are planning to introduce an energy management system in accordance with ISO 50001 in order to optimise energy consumption in the long term and increase	 (1-5 years)

Unser sozialer Fokus liegt darauf, ein sicheres, wertschätzendes und entwicklungsorientiertes Arbeitsumfeld zu schaffen. Wir stärken Gesundheit und Arbeitssicherheit, fördern eine offene Unternehmenskultur und investieren in die Qualifikation unserer Mitarbeitenden. Gleichzeitig bauen wir unsere Ausbildungsstrukturen aus und entwickeln langfristige Modelle zur Sicherung von Wissen und Nachwuchs.



SOCIAL CONSIDERATIONS

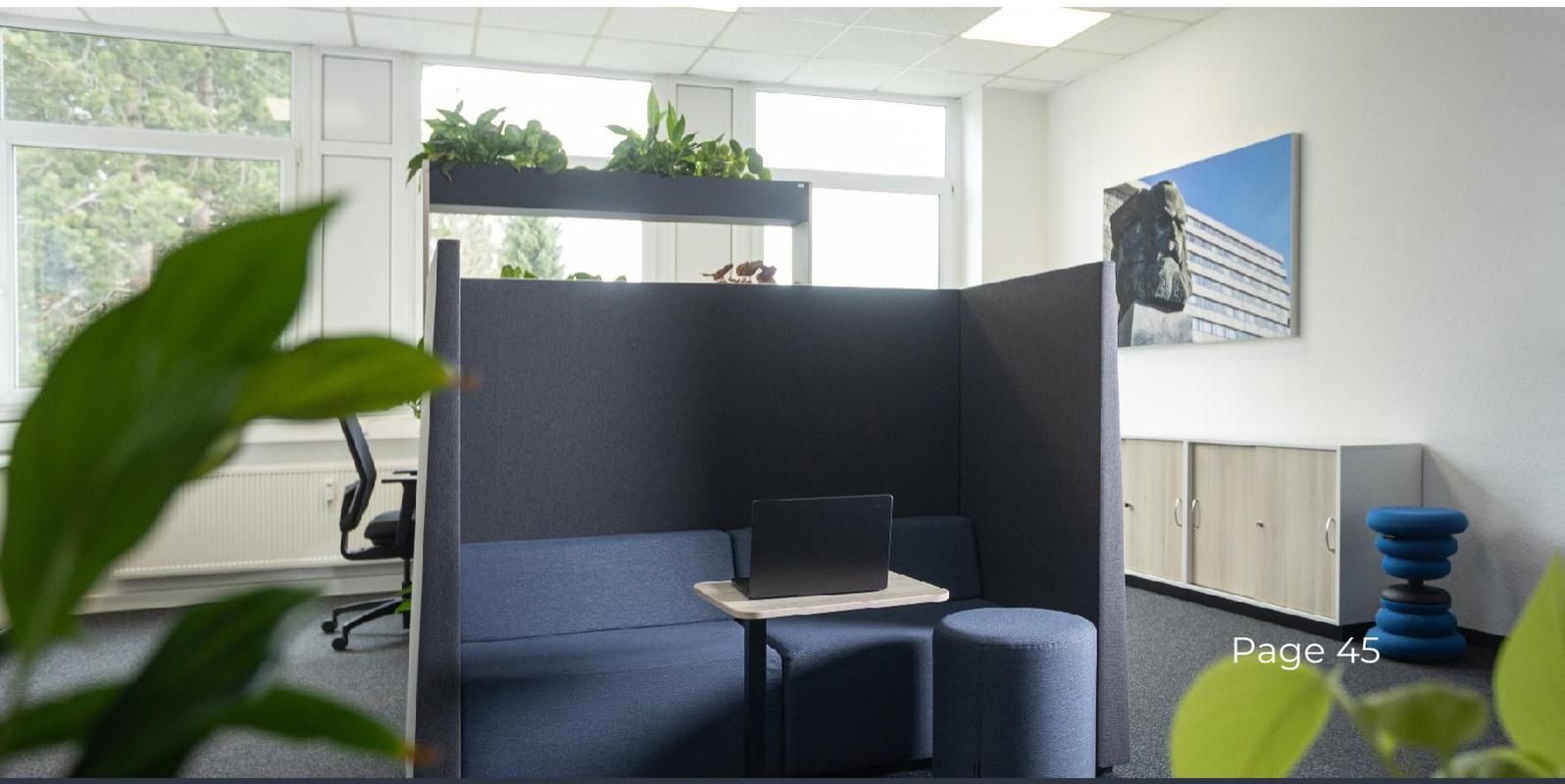
Strategic orientation	Description of measures	Time horizon
<p>We are committed to the health and safety of our employees and strive to create a working environment that minimises risks and promotes long-term wellbeing.</p>	<p>Ergonomic workplace improvements: We are improving ergonomics with new seats, camera systems and optimised workstations.</p>	 (1 year)
	<p>Modernising assembly tables: We are introducing new assembly tables to reduce strain and facilitate work processes.</p>	 (1 year)
	<p>Rubber coating of carousel surfaces: We are equipping selected machines with rubberised surfaces to minimise the risk of slipping.</p>	 (1 year)
	<p>Standardising PPE: We are standardising personal protective equipment to increase safety and uniformity.</p>	 (1 year)
	<p>Conducting 5S audits: We are establishing regular 5S audits for order, cleanliness and occupational safety.</p>	 (1 year)
	<p>On-site vaccination service: We offer voluntary vaccinations directly at the company.</p>	 (1 year)
	<p>Introducing “Safety with a system” (BG): We are preparing to introduce the BG's certified occupational health and safety management system.</p>	 (1-5 years)
	<p>Redesign of welding station 2026: We are modernising the welding area, improving extraction and placing greater emphasis on robotics.</p>	 (1-5 years)
	<p>Pre-audit: We are preparing the necessary steps for a preliminary audit for occupational safety certification.</p>	 (1-5 years)
<p>Reducing work-related illnesses: We are developing long-term measures to reduce health risks and work-related illnesses.</p>	 (5-7 years)	



Strategic orientation	Description of measures	Time horizon
<p>We are committed to fostering an open, appreciative corporate culture and promoting a management style that embodies transparency, trust and dialogue-oriented cooperation.</p>	<p>Finalising the corporate vision: We are defining a clear corporate vision and embed it within the company.</p>	 (1 year)
	<p>Establishing SharePoint News: We are improving internal communication through a news platform in SharePoint.</p>	 (1 year)
	<p>Utilising lessons-learned processes: We are introducing regular lessons learned sessions to systematically evaluate experiences and project completions.</p>	 (1 year)
	<p>Process descriptions for project management: We are standardising project processes to improve efficiency and develop routines.</p>	 (1 year)
	<p>Informal chats with management: We are establishing a regular, informal exchange format between management and employees.</p>	 (1-5 years)
<p>We consistently invest in the further development of our employees in order to ensure competence, motivation and long-term loyalty.</p>	<p>Regular employee surveys: We conduct structured feedback annually to identify satisfaction and issues at an early stage.</p>	 (∞)
	<p>Establishing a company pension scheme: We are reviewing and establishing a model for occupational pension schemes.</p>	 (1 year)
	<p>Professionalising the salary structure: We are developing a transparent, fair and comprehensible salary and wage structure.</p>	 (1 year)
	<p>Strengthening staff training: We conduct regular training courses in the areas of onboarding and general personnel development.</p>	 (1-5 years)
	<p>Advanced training in environmental management: We are training employees in environmental management to build up expertise in ISO 14001/50001.</p>	 (1-5 years)
	<p>Welding training: We are deepening our technical expertise through continuous welding training.</p>	 (1-5 years)



Strategic orientation	Description of measures	Time horizon
<p>We are specifically developing young talent, promoting qualifications and creating structures that will strengthen ERMAFA as an attractive training and employment location in the long term.</p>	<p>Discussions with Glauchau Vocational Academy: We are intensifying our cooperation with educational institutions in order to recruit young talent.</p>	 (1 year)
	<p>Appointment of trainers (3–4 ASAs): We are building a stable team of trainers.</p>	 (1 year)
	<p>Establish a clean onboarding and offboarding process: We are systematically improving the onboarding and offboarding of new employees (checklists, procedures, etc.).</p>	 (1 year)
	<p>Establishing training for the service sector: We are developing training content for the service sector.</p>	 (1-5 years)
	<p>Creation of a knowledge platform: We are building a central platform to preserve knowledge across generations.</p>	 (1-5 years)
<p>We ensure fair, transparent and responsible working conditions based on shared values, participation and social reliability.</p>	<p>Reducing generational knowledge loss: We are developing long-term models and knowledge management systems to retain experiential knowledge within the company in a structured manner.</p>	 (5-7 years)
	<p>Sustainability commitment (social section): We are committed to upholding minimum social standards in a binding voluntary agreement with ourselves and our partners.</p>	 (1 year)
	<p>Transcription of the Codex: We are developing a social ethics code for responsible cooperation, which is the starting point for meaningful work.</p>	 (1 year)
<p>Employees have a say in strategic issues: We are defining participation formats in which employees can be involved in strategic decisions.</p>	 (1-5 years)	





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APPENDIX



6.1 GRI Index

Statement of application	ERMAFA Sondermaschinen- und Anlagenbau GmbH has reported using the GRI Standards for the period 1 January 2024 to 31 December 2024.
GRI 1 used	GRI 1: Fundamentals 2021 (published 16 January 2023)
Applicable GRI industry standard	No GRI industry standard was selected for this report.

GRI 02	General information	Page	Note
GRI 02-01	Organisational profile	2, 52	essential
GRI 02-02	Entities covered in the reporting period	5, 11	essential
GRI 02-03	Reporting period, reporting frequency and contact point	15f	essential
GRI 02-04	Correction or restatement of information	15f	essential
GRI 02-05	External audit	15f	essential
GRI 02-06	Activities, value chain and business relationships	7ff	essential
GRI 02-07	Employees	32	essential
GRI 02-08	Staff members who are not employees	32	essential
GRI 02-09	Governance structure and composition	10f, 32	essential
GRI 02-10	Nomination and selection of the highest supervisory body	10ff	essential
GRI 02-11	Chair of the highest supervisory body	10ff	essential
GRI 02-12	Role of the highest supervisory body in managing the impact	10ff	essential
GRI 02-13	Delegation of management of the impact	10ff	essential
GRI 02-14	Role of the highest supervisory body in reporting	10ff	essential
GRI 02-15	Conflicts of interest	11	essential
GRI 02-16	Communication of critical concerns	33	essential
GRI 02-17	Collective knowledge of the highest supervisory body	10ff	essential
GRI 02-18	Assessment of the performance of the highest supervisory body	10ff	essential
GRI 02-19	Remuneration policy	10ff	essential
GRI 02-20	Procedure for determining remuneration	10ff	essential
GRI 02-21	Ratio of total annual remuneration	10ff	essential
GRI 02-22	Declaration of commitment to the strategy for sustainable development	13	essential
GRI 02-23	Statement of commitment to principles and practices	13	essential
GRI 02-24	Inclusion of statements of commitment	13	essential
GRI 02-25	Procedures for addressing negative impacts	13	essential
GRI 02-26	Procedures for reporting concerns	33	essential
GRI 02-27	Compliance with laws and regulations	14	essential
GRI 02-28	Membership in associations and interest groups	14	essential
GRI 02-29	Approach to stakeholder engagement	17f	essential
GRI 02-30	Collective bargaining agreements	32f	essential

GRI 03		Essential topics	
GRI 03-01	Procedure for determining essential topics	15, 19	essential
GRI 03-02	List of essential topics	19	essential
GRI 03-03	Management of essential topics	11, 19	essential
GRI 201		Economic performance	
GRI 201-01	Directly generated economic value	21	essential
GRI 201-01	Financial consequences of climate change	22	essential
GRI 201-01	Liabilities for pension plans and other benefit plans	34	essential
GRI 201-01	Financial support from the public sector	21	essential
GRI 202		Market presence	
GRI 202-01	Ratio of standard entry salary broken down by gender to the local statutory minimum wage	34	essential
GRI 202-2	Proportion of senior managers recruited locally	32	essential
GRI 204		Procurement practices	
GRI 204-01	Share of expenditure on local suppliers	23	essential
GRI 301		Materials	
GRI 301-01	Materials used by weight and volume	26	essential
GRI 301-02	Recycled raw materials used	26	essential
GRI 301-03	Recycled products and their packaging materials	26	essential
GRI 302		Energy	
GRI 302-01	Energy consumption within the organisation	28f	essential
GRI 302-02	Energy consumption outside the organisation	28f	essential
GRI 302-03	Energy intensity	28ff	essential
GRI 302-04	Reduction in energy consumption	28	essential
GRI 302-05	Reduction in energy requirements for products and services	-	not applicable
GRI 305		Emissions	
GRI 305-01	Direct GHG emissions (Scope 1)	30	essential
GRI 305-02	Indirect energy-related GHG emissions (Scope 2)	30	essential
GRI 305-03	Other indirect GHG emissions (Scope 3)	30	essential
GRI 305-04	Intensity of greenhouse gas emissions	30	essential
GRI 305-05	Reduction in greenhouse gas emissions	30	essential
GRI 305-06	Emissions of ozone-depleting substances	-	not essential
GRI 305-07	Nitrogen oxides (NOx), sulphur oxides (SOx) and others	-	not essential
GRI 308		Environmentally friendly procurement	
GRI 308-01	New suppliers, assessed according to environmental criteria	23	essential
GRI 308-02	Negative environmental impacts in the supply chain	23	essential

GRI 401	Employment		
GRI 401-01	Newly hired employees and employee turnover	32	essential
GRI 401-02	Company benefits only for own employees	32f	essential
GRI 401-03	Parental leave	32	essential
GRI 402	Employee-employer relationship		
GRI 402-01	Minimum notice period for operational changes	33	essential
GRI 403	Health and safety in the workplace		
GRI 403-01	Management system for health and safety at work	36f	essential
GRI 403-02	Hazard identification and risk assessment of incidents	36f	essential
GRI 403-03	Occupational health services	36f	essential
GRI 403-04	Employee participation in health and safety at work	36f	essential
GRI 403-05	Employee training on health and safety at work	36f	essential
GRI 403-06	Promoting employee health	36f	essential
GRI 403-07	Mitigating risks arising from direct business relationships	-	not essential
GRI 403-08	Employees covered by S&G	36f	essential
GRI 403-09	Work-related injuries	37	essential
GRI 403-10	Work-related illnesses	37	essential
GRI 404	Education and training		
GRI 404-01	Average number of hours spent on training and development	35	essential
GRI 404-02	Programmes for developing employee skills	35	essential
GRI 404-03	Regular assessment of employee performance	35	essential
GRI 405	Diversity and equal opportunities		
GRI 405-01	Diversity in supervisory bodies and among employees	34	essential
GRI 405-02	Ratio of basic salaries for women to men	32, 34	essential
GRI 406	Non-discrimination		
GRI 406-01	Incidents of discrimination and remedial measures taken	34	essential
GRI 414	Social evaluation of suppliers		
GRI 414-01	New suppliers, assessed on social criteria	23	essential
GRI 414-02	Negative social impacts in the supply chain	23	essential
GRI 416	Customer health and safety		
GRI 416-01	Requirements for product labelling	24	essential
GRI 416-02	Violations of product information	24	essential



GRI 417		Marketing and labelling	
GRI 417-01	Requirements for product and service information and labelling	24	essential
GRI 417-02	Violations related to product and service information and labelling	24	essential
GRI 417-03	Violations related to marketing and communication	24	essential
GRI 418		Protection of customer data	
GRI 418-01	Justified complaints regarding breaches of customer data protection and loss of customer data	24	essential



6.2 Exclusion of liability

This sustainability report was prepared by Texulting GmbH in collaboration with ERMAFA Sondermaschinen- und Anlagentechnik GmbH in accordance with the guidelines of the Global Reporting Initiative (GRI) standard and has been carefully reviewed. Despite the careful preparation and review of the information, we accept no liability for the accuracy, completeness and timeliness of the data and content provided. W. Müller Bedachungen GmbH is solely responsible for the content of this report. Any liability for damages arising directly or indirectly from the use of this report is excluded.

We would like to take this opportunity to thank the dedicated employees of ERMAFA, who have approached the topic of sustainability reporting with great enthusiasm. We are delighted to have played a small part in the sustainable transformation of the organisation.

Thank you.

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Sustainability Report 2024

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