

Sustainability Report 2025

according to the VSME Standard



Contents

Index of figures	II
Index of tables	II
Introduction	1
Basic Module	3
General Information	3
B1 – Basis for preparation	3
B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy	3
Environment Metrics	6
B3 – Energy and greenhouse gas emissions	6
B5 – Biodiversity	9
B6 – Water	10
B7 – Resource use, Circular Economy and Waste Management	10
Social Metrics	13
B8 – Workforce – General Characteristics	13
B9 – Workforce – Health and Safety	13
B10 – Workforce – Remuneration, Collective Bargaining and Training	13
Concluding Remarks	14
Appendix A: CCF Certificate	III
Appendix B: DIN EN ISO 14001:2015 Certificate	IV
Appendix C: ESG Transparency Award	V

Index of figures

Figure 1: Structure of the Fohhn Sustainability Council	5
Figure 2: CO ₂ e Emissions at Fohhn in Tons	7

Index of tables

Table 1: General Information.....	3
Table 2: Energy Consumption 2025 in mWh	6
Table 3: Breakdown by Scopes	7
Table 4: Greenhouse Gas Emissions Scope 1, 2 and 3	9
Table 5: Waste by Type in Tons.....	11
Table 6: Use of Materials in Tons.....	12

Introduction

For Fohhn Audio AG, sustainability is an integral part of corporate responsibility. With this sustainability report for the 2025 reporting year, the company transparently outlines how environmental, social, and economic aspects are integrated into its corporate strategy and practices. The report is prepared in accordance with the VSME Standard (**V**oluntary **S**ustainability **R**eporting **S**tandard for non-listed **SMEs**) and follows its structure for voluntary, standardized sustainability reporting in small and medium-sized enterprises. In accordance with the VSME Standard, data points are reported only if they are relevant to the company (“if applicable”). If nothing is reported for a specific category, it is either not relevant to Fohhn’s activities or the data points are not available. In the latter case, this is disclosed transparently. Reporting is based on the “Basic Module” of the VSME Standard. In the coming years, reporting is to be expanded step by step to include the “Comprehensive Module.”

Sustainability reporting has been undergoing changes since the Omnibus I Directive, which took effect on March 18, 2026. This also applies to the VSME Standard, which is undergoing changes pursuant to the Delegated Act of July 3, 2026. The changes, which will take effect after the two-month review period, are not yet reflected in this report. It is based on the version from April 2025, prepared by EFRAG.

The purpose of this report is to provide insights into Fohhn Audio AG’s sustainability performance and goals, highlight progress, and openly address challenges. The content is aimed at various stakeholders: Investors are provided with a solid foundation for assessing the company’s long-term stability and risk management. Customers learn how the company assumes responsibility throughout the supply chain and across the product life cycle. Employees gain insights into internal measures and values that affect their day-to-day work. For the general public, the report offers a clear overview of the sustainable practices of a technology-oriented company in the field of professional audio technology.

With this report, Fohhn Audio AG expressly commits to responsible, forward-looking business practices while simultaneously promoting open dialogue with all relevant stakeholders, free from greenwashing.

Basic Module

General Information

B1 – Basis for preparation

This report covers only the Basic Module, supplemented by some select content from the Comprehensive Module (for example, regarding greenhouse gas emissions). The VSME Sustainability Report was prepared on an individual basis, which means the report is limited exclusively to information about Fohhn Audio AG. No information has been omitted due to confidentiality. The most important company information is presented below:

Table 1: General Information

Category	
Legal Form	Aktiengesellschaft (AG)
NACE Classification	C26.40 – Manufacture of consumer electronics
Total Asset	8,8 Mio. € (2024)
Annual Revenue	22,6 Mio. €
Employees (Headcount)	138 as of the end of 2025
Location	Nürtingen, Deutschland
Geographic Coordinates	48°36'42.8"N 9°19'02.6"E
ESG Certifications / Labels	DIN EN ISO 14001 Corporate Carbon Footprint (CCF)

Fohhn is certified according to the environmental management standard DIN EN ISO 14001:2015. The certification was granted in September 2024 and is valid through September 2027. The audit is conducted by Intertek Italia S.p.A. The certificate is included in Appendix B.

B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy

Fohhn Audio AG views sustainability not as an isolated measure, but as a guiding principle that permeates all aspects of its business operations. To actively contribute to the transition to a more sustainable economy, the company implements a wide range of environmental, social, and economic practices that go beyond regulatory requirements.

Sustainable Practices

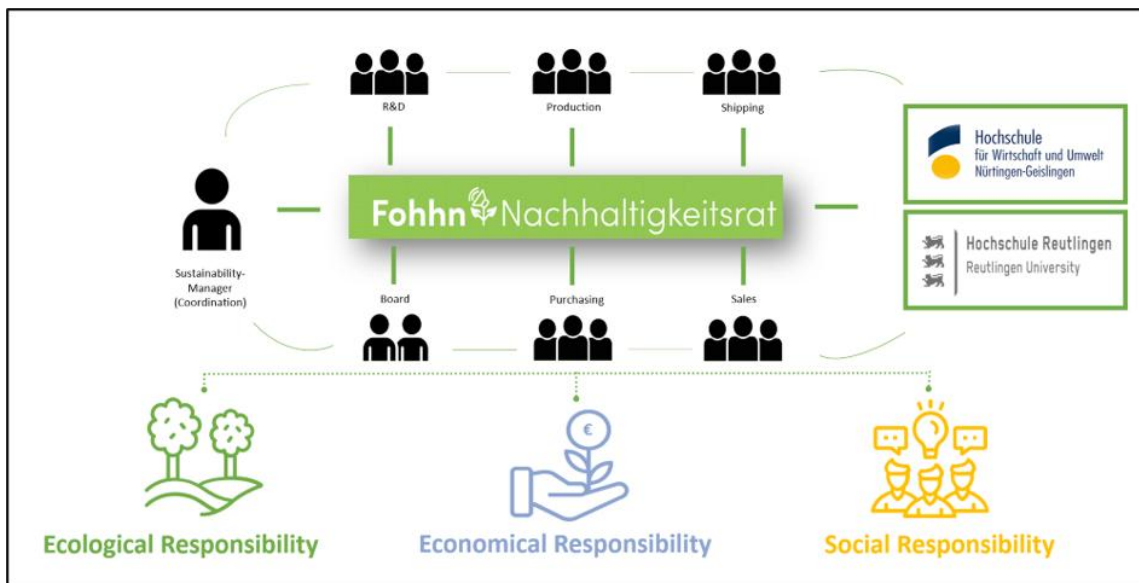
A key element of the company's environmental strategy is the tracking and continuous reduction of greenhouse gas emissions (see [Module B3](#)). Already today, 100% of the company's total electricity consumption comes from certified green electricity, supplemented by its own photovoltaic system, which covers approximately 30% of the company's electricity needs. An expansion of the photovoltaic system, including energy storage, is currently being evaluated. The modern company building is constructed to the KfW-55 standard and has been comprehensively optimized for energy efficiency—featuring an air-source heat pump, a cross-flow heat exchanger, LED lighting, a green roof, and a software-controlled building management system for efficient control of energy consumption.

Fohhn also provides targeted incentives for environmentally friendly behavior in the area of employee mobility, such as through company-owned electric vehicle charging stations and an e-bike leasing program.

Sustainable Concepts

Beyond its day-to-day operations, Fohhn Audio AG has established structural frameworks that systematically address ESG issues. An internal sustainability council (see Figure 1), which brings together employees from various departments and hierarchical levels, as well as a full-time sustainability manager, promote the strategic development and integration of relevant measures. The supply chain is characterized by short transport routes and long-standing, partnership-based relationships. The products themselves are designed for durability, reparability, and separability. This is complemented by a comprehensive service commitment (including a five-year warranty and ten years of spare parts availability) as well as collaborations with universities to promote sustainable innovation and research. Social standards and fair working conditions are also firmly embedded in the company.

Figure 1: Structure of the Fohhn Sustainability Council



Future Initiatives and Plans

In the future, Fohhn plans to further expand its reporting on Scope 3 emissions. In 2025, Scope 3.1 (Purchased Goods and Services) was added. Following a materiality analysis conducted in the fall of 2025, Scope 3.4 (upstream transportation and distribution) was also identified as material. At present, the necessary data points are still lacking to report on this topic in a meaningful way. We are continuing to work on obtaining these data points and closing the gap in CO₂ reporting.

Another future cornerstone will be the development of a sustainability strategy based on the 17 UN Sustainable Development Goals (SDGs). In the first step, the SDGs relevant to Fohhn were identified; in a subsequent step, goals will be defined for the individual areas and ultimately formulated.

At the same time, the methodology for calculating the Product Carbon Footprint (PCF) is being further developed and is intended to be reviewed by an external, independent body in the future.

Through these practices, concepts, and initiatives, Fohhn Audio AG is making an active contribution to the transformation toward a resilient, sustainable economy.

Environment Metrics

B3 – Energy and greenhouse gas emissions

Total Energy Consumption

Total energy consumption in 2025, compared to 2024, breaks down as follows:

Table 2: Energy Consumption 2025 in mWh

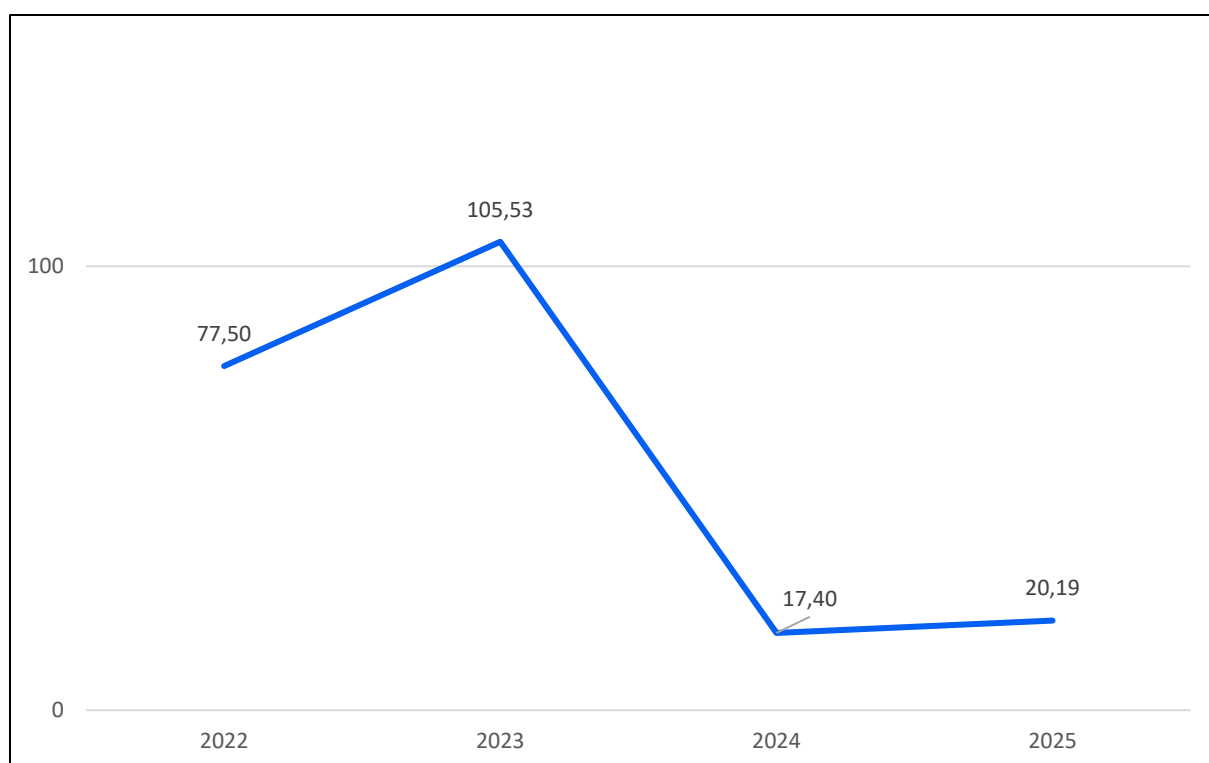
	2024	2025
Electricity	371,42	399,02
of which renewable energy	371,42	399,02
of which non-renewable energy	0	0
Gas	74,63	79,48
of which renewable energy	0	0
of which non-renewable energy	74,63	79,48
Total	446,05	478,5

By switching to 100% green electricity, the purchase of electricity from non-renewable sources was eliminated for the year 2024. In 2025, an increase in energy consumption—both for electricity and gas—can be observed. This is attributable to Fohhn’s growth. Going forward, efforts will be made to reduce the share of fossil fuels and overall energy consumption. Initial considerations regarding the use of renewable gas have been made and will be evaluated for the future.

Greenhouse gas emissions

Reported Scope 1 and Scope 2 CO₂e emissions increased by approximately 16% compared to 2024, rising from 17.40 metric tons of CO₂e to 20.19 metric tons of CO₂e. Figure 1 illustrates this trend graphically.

Figure 2: CO₂e Emissions at Fohhn in Tons



While Scope 1 & 2 emissions decreased significantly from 2023 to 2024 due to the switch to 100% renewable electricity, a slight increase can now be observed again. This is primarily due to higher gas consumption resulting from a growing number of employees.

In 2025, Fohhn Audio AG reported total greenhouse gas emissions of 1,311.41 metric tons of CO₂e. As shown in Table 3, these emissions break down as follows.

Table 3: Breakdown by Scopes

	2024	2025
Scope 1 (direct emissions)	16,2	18,46
Scope 2 (indirect emissions)	1,2	1,46
Scope 3 (indirect emissions)	162,5	1291,22
Total	179,9	1311,14

It should be noted that not all Scope 3 emission categories are accounted for. The following Scope 3 emissions are reported:

- 3.1 Purchased Goods and Services
- 3.3 Energy- and fuel-related activities
- 3.5 Waste
- 3.6 Business trips
- 3.7 Commuting

Fohhn has set itself the goal of reporting all other Scope 3 categories that are material to the company in the coming years. Until that is the case, the company will transparently report which emission categories are included in the accounting and which are not.

Table 4 presents the individual scopes and sub-scopes from 2022 (the first reporting year) through 2025.

The sharp increase in Scope 3 emissions in 2025 is attributable to the inclusion of category 3.1 (Purchased Goods and Services), which was reported for the first time. As a manufacturing company, such a figure is not unusual and indicates that we have identified a previously overlooked area. With the increasing number of material reported Scope 3 categories in the coming years, the figure for 2026 is also expected to rise before eventually declining as a result of the implementation of further measures. The Corporate Carbon Footprint Certificate is included in [Appendix A](#).

Table 4: Greenhouse Gas Emissions Scope 1, 2 and 3

		2022	2023	2024	2025
Scope 1	1.1 Direct emissions from combustion processes in stationary facilities	11,60	14,34	15,00	15,97
	1.3 Direct Emissions of Volatile Gases		10,58		0,81
	1.4 Direct emissions from combustion processes in mobile equipment (vehicle fleet)	5,00	1,98	1,20	1,95
Scope 2	2.1 Indirect emissions from purchased electricity (stationary)	59,30	75,60	0,00	0,00
	2.1 Indirect emissions from purchased electricity (vehicle fleet)	1,60	3,01	1,20	1,46
Scope 3	3.1 Purchased Goods and Services				1046,17
	3.3 Energy- and fuel-related activities		18,17	18,00	19,43
	3.5 Waste		0,76	1,00	1,01
	3.6 Business trips		77,26	65,90	124,78
	3.7 Commuting		61,52	77,60	99,83
Total		77,50	263,24	179,90	1311,41

Greenhouse gas intensity

The greenhouse gas intensity is 0.9 g CO₂e/€. This is calculated by dividing Scope 1 and 2 greenhouse gas emissions by revenue.

B5 – Biodiversity

The company, located in Nürtingen, occupies an area of approximately 1.5 hectares. The facility is not located within or near an area with biodiversity in need of protection, as defined by Natura 2000¹. Fohhn Audio AG recognizes the global challenge of biodiversity loss as one of the central environmental issues of our time. As a manufacturing company, Fohhn considers it its responsibility to actively contribute to the protection and promotion of biodiversity, particularly within the immediate vicinity of its facility.

¹ Vgl. Natura 2000 Viewer (<https://natura2000.eea.europa.eu/>)

A first concrete step in this direction is the installation of a green roof on the company building. A green roof not only improves the microclimate but also creates habitats for insects and birds in an increasingly impervious environment.

In addition, Fohhn plans to implement further measures in the future to specifically promote biodiversity on its company grounds. To move closer to this goal, experts from “[Bunte Wiese Stuttgart](#)” have already conducted a site analysis on biodiversity and identified suitable site-specific measures. These include, among other things, insect-friendly mowing practices to preserve habitats and the installation of nesting aids for wild bees and other pollinating insects.

Fohhn does not view biodiversity as an isolated issue, but rather as an essential component of forward-looking environmental management, in the spirit of holistic, sustainable corporate development.

B6 – Water

In 2025, Fohhn Audio AG had a total water withdrawal of 550 m³, none of which came from an area experiencing high water stress. Since the production process does not involve any water-intensive processes, no measures are currently planned to reduce water use. Employees are regularly reminded of their responsibility to use water sparingly in the restrooms.

B7 – Resource use, Circular Economy and Waste Management

Waste generation

The total annual waste generation in 2025 is 41.09 metric tons. The total annual amount of waste sent for recycling or reuse is 34.2 metric tons. This corresponds to all waste except for “Other Waste”. A breakdown of the waste by type is provided in Table 5.

Table 5: Waste by Type in Tons

	2024	2025
Other Waste	6,65	6,93
Plastic Foil	1,59	1,35
Cardboard	16,66	15,96
Wood	8,47	9,47
Styrofoam	0,18	0,15
Batteries	0,46	0
Electronic Waste	1,66	1,66
Mixed Metals / mixed Scrap	2,94	3,91
Aluminum Scrap	2,2	1,66
Confidential Documents	0,7	0
Total	41,51	41,09

Fohhn continues to strive to reduce the amount of waste and to use alternatives whenever possible.

Material Flows

For a manufacturing company like Fohhn, material flows are of critical importance. They provide insight into the quality and quantity of the materials used and the environmental impacts associated with those materials. In 2025, we collected data on material usage for the first time as part of our CO₂ accounting (Scope 3.1—Purchased Goods and Services). In the coming years, we will work to improve both the data collection methodology and material usage itself.

Table 6: Use of Materials in Tons

	2025
Wood	56,1
Paper & Cardboard	51,1
Aluminum	49,9
Steel	48,9
Speakers	38,6
Plastics	33,0
Electrical Items	29,7
Other Metals	7,5
Mineral Oil	1,4
Clothing	0,1
Total	316,3

Note: The material usage is based on a rough estimate made to the best of our knowledge and belief, depending on the assigned material usage and supplier. The categories are derived from the calculation of the carbon footprint. It cannot be ruled out that the actual material usage may differ from this estimate.

Social Metrics

B8 – Workforce – General Characteristics

As of the end of 2025, the company employed 138 people. This corresponds to an annual average of 109.5 full-time equivalents. Of the 138 employees, 105 are male and 33 are female. There are 18 fixed-term employment contracts. The turnover rate at Fohhn Audio AG was 11% in 2025.

B9 – Workforce – Health and Safety

In 2025, there were two reportable workplace accidents. This corresponds to a workplace accident rate of 1.9%. In 2025, there were no fatalities attributable to work-related injuries or illnesses.

B10 – Workforce – Remuneration, Collective Bargaining and Training

In 2025, employee compensation was in all cases equal to or higher than the German minimum wage of €12.82 per hour. At Fohhn Audio AG, there are no employees covered by collective bargaining agreements or collective contracts.

For the 2025 reporting period, no gender-disaggregated data is available on the average number of annual training hours per employee, as this information has not yet been systematically recorded.

Concluding Remarks

Sustainability is not a snapshot in time, but rather a long-term development process and a journey that requires perseverance, a willingness to learn, and continuous improvement. Fohhn recognizes that a manufacturing company always leaves an environmental footprint. At the same time, Fohhn views this reality as an obligation to take responsibility and minimize its own impact on the environment and society as much as possible.

This report documents the progress and challenges on the path toward more sustainable business practices. Fohhn places great emphasis on transparency, realistic goal-setting, and an open approach to unresolved issues. This commitment was recognized in 2025 with the ESG Transparency Award ([Appendix C](#)). In the future as well, we will develop measures, scrutinize existing processes, and work together with employees, partners, and the public to actively and credibly help shape this transformation.

After all, sustainability does not begin with a perfect state, but with the determined will to do better. Step by step.

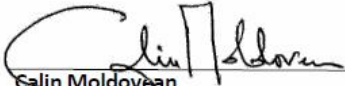
For more information about our sustainability efforts, please take a look at the “Fohhn Sustainability 2025” presentation or visit our website under the “Responsibility” tab (<https://www.fohhn.com/en/responsibility>).

If you have any questions, comments, or suggestions for improvement regarding the Fohhn Sustainability Report 2025, please don't hesitate to contact us at nachhaltigkeit@fohhn.com.

Appendix A: CCF Certificate

ZERTIFIKAT ◆ CERTIFICATE ◆ ZERTIFIKAT ◆ CERTIFICATE ◆ ZERTIFIKAT ◆ CERTIFICATE ◆ ZERTIFIKAT	 Steinbeis-Beratungszentrum climate solutions
	Certificate Corporate Carbon Footprint (CCF)
	Company: Fohhn Adio AG
	Base year: 2025
	The Steinbeis-Beratungszentrum climate solution has established an individual CO₂-Balance, also known as Corporate Carbon Footprint (CCF), of the named company for the specified base year in accordance with the guidelines of the Greenhouse Gas Protocol - Corporate Accounting & Reporting Standard.
	Selected accounting approach (organizational boundaries): operational control approach
	The business activities caused greenhouse gas emissions amounting to: 1.311,1 t CO₂ equivalent
	The following emission sources were considered in the course of the accounting: Mandatory: ☒ Scope 1 ☒ Scope 2 ☐ marked-based-method ☐ location-based-method Optional: ☒ Scope 3 (upstream & downstream activities) ☒ Purchased goods ☐ Purchased services ☐ Capital goods ☒ Fuel- and energy-related activities ☐ Upstream transportation and distribution ☒ Waste generated in operations (incl. sewage) ☒ Business travel (incl. hotel accommodation) ☒ Employee commuting ☐ Upstream leased assets ☐ Downstream transportation and distribution ☐ Processing of sold products ☐ Use of sold products ☐ End-of-life treatment of sold products ☐ Downstream leased assets ☐ Franchises ☐ Investments
	Sources of the emission factors used: Datenbank der DEFRA (Department for Environment, Food and Rural Affairs), Deutsches Umweltbundesamt (UBA), Bundesamt für Wirtschaft und Ausfuhrkontrolle (BAFA), GEMIS (Globales Emissions-Modell), ProBas (Prozessorientierte Basisdaten für Umweltmanagementsysteme), other specific emission factors (e.g., for the electricity mix), if applicable
	 Stuttgart, 09.07.2026
Steinbeis-Beratungszentrum: climate solutions Schwieberdinger Straße 3 70435 Stuttgart Internet: www.steinbeis.de/su/2295 Leiter Steinbeis-Beratungszentrum: Dipl.-Wirt.-Ing., Dipl.-Betr. Jürgen Gackstatter Dipl.-Ing. Dipl. Energiewirt Andreas Rosenfelder Ein Unternehmen im Steinbeis-Verbund Zentrale: Steinbeis Beratungszentren GmbH Adornostr. 8, 70599 Stuttgart 70174 Stuttgart Germany	

Appendix B: DIN EN ISO 14001:2015 Certificate

 Total Quality. Assured.	
ZERTIFIKAT DER REGISTRIERUNG	
Hiermit wird bescheinigt, dass das Managementsystem der:	
Fohhn Audio AG	
Hauptstandort: Großer Forst 15 72622 Nürtingen Deutschland	
Durch Intertek auditiert und zertifiziert wurde in Bezug auf die Anforderungen der:	
DIN EN ISO 14001:2015	
Geltungsbereich des Managementsystems:	
Entwicklung von Audiosystemen (Lautsprecher, Verstärker, Controller, Simulations- u. Steuerungssoftware) für den professionellen Audiobereich.	
IAF-Code: 19 / 33	
Die Gültigkeit dieses Zertifikats ist abhängig von periodisch wiederkehrenden Überwachungen	
Zertifikatsnummer: 2024-0191906	Erst-zertifizierung am: 24. September 2024
Datum der Zertifizierungsentscheidung: 24. September 2024	Ausstellungsdatum: 25. September 2024
Gültig bis: 23. September 2027	
 intertek	 SGA N° 0044MS Signatory of EA, IAF and ILAC Mutual Recognition Agreements
 Calin Moldoveanu Presidente, Business Assurance	
Intertek Italia S.p.A. Via Miglioli, 2/A 20063 Cernusco sul Naviglio (MI) ITALY	
	
Intertek Italia Spa is a ACCREDIA for EMS accredited body under schedule of accreditation no. 0044MS Durch die Ausgabe des Zertifikats übernimmt intertek keine Haftung zu einem anderen als dem Auftraggeber, und dann nur in Übereinstimmung mit dem vereinbarten Zertifizierungsvertrag. Die Zertifikatsgültigkeit ist abhängig von der Organisation und deren Aufrechterhaltung ihres Systems in Übereinstimmung mit den Intertek Anforderungen an die Systemzertifizierung. Die Gültigkeit kann per E-Mail an certificate.validation@intertek.com oder durch Scannen des Codes auf der rechten Seite mit einem Smartphone bestätigt werden. Das Zertifikat bleibt Eigentum der Intertek und muss auf Verlangen zurückgegeben werden.	
	

Appendix C: ESG Transparency Award



PRÄDIKAT ZERTIFIKAT

EUPD Research Sustainable Management GmbH
gratuliert

Fohhn Audio AG

zum ESG Transparency Award.

Die strategische Bedeutung einer öffentlichen Nachhaltigkeitsberichtserstattung ist erkannt und wird inhaltlich umfassend aufbereitet. Die Organisation agiert mit Transparenz entlang der wesentlichen ESG Evaluation Topics und zeigt Verantwortung gegenüber ihren Stakeholdergruppen.

Bonn, 26. November 2025



A handwritten signature in black ink, appearing to read "M. Hoehner", written over a thin horizontal line.

Markus A.W. Hoehner
Founder & CEO
EUPD Research