



**ESG
UPDATE
2021**

**TRANS
FORM**



**PER
FORM**

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PREFACE BY THE CEO AND CHAIRMAN OF THE BOARD OF DIRECTORS



Dear stakeholders,

Sustainable profitable growth, this is the goal that ALSO has been pursuing for over ten years as part of its strategy. The measures and initiatives that we have continuously developed during this time have been documented in our annual reports. For ALSO, sustainable commitment, responsible corporate governance, and profitable growth were and are not a contradiction in terms, but necessary components of economic success.

After noticing that, on the one hand, the documentation of our work in the Annual Report was going practically unnoticed and, on the other hand, our reporting was becoming increasingly comprehensive, we decided last year to explain separately in the ESG Report 2019/2020 how ALSO integrates and manages responsibility and sustainability in its corporate processes.

“Transform to perform” – this is our guiding principle. ALSO has always followed its own path. We question seemingly simple solutions for their actual impact. In many respects, the current debates about sustainability lack this dispute for scientifically sound approaches and the substance in discussion, decision-making, implementation and steering. In the interest of comparable and transparent documentation of the sustainable engagement of institutions, companies and governments, and in order not to further be at the mercy of the judgement of pseudo-experts, we would expressly welcome legal regulation. Unfortunately, we had to experience ourselves how unfounded the assessments of rating agencies can be, some of which don't even bother to read the documentations of the companies in question. It is more than regrettable that the financial industry allows itself to be influenced by such often more than superficial publications.

Ecology: In November, the Global Carbon Project research network found that global CO₂ emissions have already nearly returned to 2019 levels. A paradigm shift is necessary. We call it: LESS. We do not make compensation payments that ultimately won't change behaviour, but our goal is to consume less, to use resources more sparingly, and to prevent emissions in the first place. In concrete terms, this means that we focus on projects that contribute to reduce or avoid the consumption of raw materials, energy, water, etc. through technology. Be it through IoT solutions that use sensors and AI to help reduce energy consumption in companies, through the development of offers for recycling old electronic devices and secure data disposal, or through the development of cloud solutions that enable remote working and video conferencing and thus reduce commuting and travel. At the same time, solar panels have been put on the buildings of our warehouses in Finland and Switzerland, in our web shop we have established the option to collect orders throughout the day and thus trigger only one delivery, and we are in discussions with logistics companies about ways to reduce emissions.

Social: It is regrettable that the important topic of diversity is reduced almost exclusively to gender. In order to successfully master the challenges of the present and creatively shape a sustainable future, we need the experience, skills and ideas of as many different people as possible. A variety of education, experience, ethnic, cultural and sociological roots, sexual orientation, age groups and personalities, in short: diversity is indispensable for this. Accordingly, our teams and management are as diverse as possible.

With increasing digitalisation, the influence of IT on society is expanding more and more. ALSO's purpose is to improve the quality of life of all people through technology. This is why we see it as our task to deal with the opportunities and dangers of IT and to actively pass on this knowledge. After the "Civil Science" project in Belgium, we started work on another project in 2021: With Oscar, our "Online Scout for Children And their Relatives", we support families in developing a framework of values in dealing with digital media. At www.oscar-scout.com you will find short articles and child-friendly videos to prevent the manipulation of children, be it through the targeted spread of fake news, cleverly disguised advertising or the disclosure of confidential data. All content is intended to give children and parents ideas for discussing these topics together.

Governance: The board of directors in Swiss companies is not a control body like the supervisory board in Germany or the UK, but it is responsible for the management of the company. It is therefore important that it is staffed with personalities who are proven experts in their field, while at the same time a balance of knowledge and the greatest possible diversity must be ensured. The balance of power is guaranteed at ALSO by a variety of measures: the Chairman of the Board of Directors is expressly excluded from the three committees of the Board of Directors (Board, Audit, Compensation and Nomination Committee). The Lead Director concept was already introduced at ALSO in 2015. The Lead Director is responsible in particular for chairing the meetings of the Board of Directors in the event of a conflict of interest regarding the Chairman. He also can convene meetings independently.

Mandatory compliance training is provided for all employees in their respective national languages and is refreshed regularly. In this context, they are also made aware of the ombudsman, to whom possible violations or concerns can be reported and whose contact details are freely accessible via the ALSO website.

Active engagement with vendors is also part of Corporate Governance. Since 2016, ALSO has been questioning all manufacturers with whom the company has business relationships about compliance with human rights and the sustainability of production (e.g. the use of rare earths) and actively seeks to engage with them.

Beyond the legal requirements, we publish this voluntary update to transparently demonstrate where we stand with regard to our sustainability performance. The progress achieved so far is primarily due to the knowledge and great commitment of our employees. On behalf of my colleagues on the Management Board, I would like to thank them for their personal commitment.



► **Gustavo Möller-Hergt**

CEO UND PRÄSIDENT DES VERWALTUNGSRATES DER ALSO HOLDING AG

UPDATE

In this report, we focus on communicating the most significant developments and our current key figures. For a detailed description of the management approaches, programmes and activities, which are constantly being continued, please refer to the ESG Report 2019/2020. This report was prepared in accordance with the GRI standards option Core and covers 16 companies of ALSO Holding AG. The companies acquired since 2019 will be integrated into the reporting as soon as possible. The reporting period is the financial year from 1 January to 31 December 2021.

Significant changes in the organisation and its supply chain

ALSO successfully completed a total of four acquisitions in 2021, all of them in the focus regions of Eastern and Southern Europe. The purchase of the IT division of Ramiris in Hungary and the largest IT divisions of JP Sa Couto in Portugal are still subject to approval by the relevant authorities.

With Czech company DAQUAS, one of the best and most experienced Cloud Solution Providers for Microsoft was acquired. With a potential of around 3 million Unique Users, the Czech Republic is one of the larger Eastern European markets. In addition, the entire ALSO Group benefits from the knowledge that DAQUAS has in the areas of software asset management, IT asset management and the transformation of software licences to the cloud. The acquisition of Serbian IT provider PIN Computers, with locations in Serbia, Montenegro and Bosnia-Herzegovina

and a large base of active customers, further strengthened the ecosystem and presence in Eastern Europe.

The Spanish value-add specialist IREO opens the possibility of expanding even faster on the Iberian Peninsula, with the already successfully launched cloud business. At the same time, the profound know-how in the areas of Managed Services and Security will help ALSO to grow further in the region. The last acquisition completed in 2021 was also in Southern Europe with the purchase of Executive, an Italian company with a high level of expertise in the retail sector. With the acquisition, all three business models can be built and scaled in Italy, and the next generation of the founding family will be actively involved in building ALSO Cloud Italy. ALSO will put its own processes to the test with Executive's retail channel management tool and, in parallel, broaden the ecosystem even further.

Changes in the supply chain: 2021 cooperation with existing suppliers was expanded and numerous new suppliers were added to the ALSO portfolio:

- ▶ **Supply:** By collaborating with Bose Professional since February 2021, ALSO has significantly strengthened its virtual collaboration portfolio. With the addition of HPE Greenlake to the ALSO Cloud Marketplace, resellers have been given the opportunity to support customers in their digital transformation with a flexible as-a-service platform. In April, Pixminds, a multi-award-winning manufacturer of peripherals and accessories for gaming, was added to the portfolio. Since July, ALSO

has been the sole distributor of Citrix products in the classic licensing business in Bulgaria, Moldova, Romania and Poland. Citrix Workspace enables remote access to all business applications and data on a central platform. With Citrix Virtual Apps and Desktops, this access is possible from any operating system or mobile device.

- ▶ **Solutions:** Since March, oculavis SHARE has been offered on the ACMP as a cloud-based remote maintenance solution with cost-effective dedicated user licences as well as flexible floating licences. This allows machine downtimes to be reduced, problems to be solved more quickly on site and the overall effectiveness of production facilities to be increased. In April, the distribution partnership with Teltonika-Networks, a fast-growing European manufacturer of professional networking connectivity equipment specialising in IoT solutions, was launched.
- ▶ **Service:** The cooperation with the cybersecurity expert CYE was expanded to include a procedure developed specifically for small and medium-sized enterprises to analyse cybersecurity gaps and create recommendations for action to remedy them. Cybersecurity is also at the core of additional vendors such as IntSights and CrowdStrike. In October, ALSO became Citrix's first digital distribution partner worldwide, and cooperation with Adobe was also taken to a new level with the expansion of distribution to a further 41 countries.

Governance structure and responsibility for ESG

The Board of Directors, which may consist of a maximum of eight members, currently comprises six persons. Apart from Gustavo Möller-Hergt, who has been a member of the Executive Board since 2011 and has been a member and Chairman of the Board of Directors since 13 March 2014, the Board of Directors is composed of non-executive members.

According to the law, the Board of Directors is responsible for the overall management and supervision of the group. It has these non-transferable and inalienable duties according to Art. 716a para. 1 CO. In addition, it may pass resolutions on all matters that are not reserved or delegated to the general meeting of shareholders by law or the articles of association. It deliberated in 2021 in a total of seven meetings on the sustainable engagement of the company.

Group Management defines the focal points of operating activities and manages business development on this basis. It pursues the strategic goals, observes other specifications and guidelines issued by the Board of Directors, and in doing so safeguards the interests of the entire ALSO Group as a link to the extended Group Management.

The CEO bears the overall responsibility for the good and successful management of the company. He works in constant exchange and mutual support with the other members of the Management Board and the Extended Group Management. In addition, the person responsible for Sustainable Change was appointed to the Management Board as of 1 December 2021 to support the CEO in performing his duties in this area.

GRI 100-X GENERAL DISCLOSURES

GRI 102-8

Total number of employees

Total number of employees by region

	2020			2021		
	Central Europe	Northern/Eastern Europe	Group	Central Europe	Northern/Eastern Europe	Group
Ø Employees	2 299	2 081	4 380	2 293	2 158	4 451
Employees at end of year	2 315	2 001	4 316	2 414	2 118	4 532

Total number of employees by gender

	2020			2021		
	Central Europe	Northern/Eastern Europe	Group	Central Europe	Northern/Eastern Europe	Group
Men	1 444	1 257	2 701	1 494	1 307	2 801
Women	871	744	1 615	920	811	1 731
Total	2 315	2 001	4 316	2 414	2 118	4 532

At about 38 percent, the total proportion of women at ALSO is above the average level for the ICT sector, which came just under 18 percent in 2019 according to Eurostat*.

* Source: https://ec.europa.eu/eurostat/statistics-explained/index.php?title=ICT_specialists_in_employment#ICT_specialists_by_sex

Total number of employees by type of employment

	2020			2021		
	Central Europe	Northern/Eastern Europe	Group	Central Europe	Northern/Eastern Europe	Group
Men full-time	1 319	1 196	2 515	1 332	1 229	2 561
Women full-time	570	629	1 199	605	693	1 298
Total full-time	1 889	1 825	3 714	1 937	1 922	3 859
Men part-time	125	61	186	162	78	240
Women part-time	301	115	416	315	118	433
Total part-time	426	176	602	477	196	673

Fulltime equivalents (FTEs)

	2020				2021			
	Central Europe	Northern/Eastern Europe	Group	Total	Central Europe	Northern/Eastern Europe	Group	Total
Ø FTE	1 967	1 991	123	4 081	1 996	1 952	134	4 082
FTE at end of year	1 993	1 883	126	4 002	2 015	2 020	136	4 171

GRI 200-X ECONOMIC STANDARDS

Economic Performance

GRI 201-1

Direct economic value generated and distributed

	2017	2018	2019	2020	2021
CONSOLIDATED INCOME STATEMENT (in € million)					
Net sales	8 890.7	9 175.7	10 692.7	11 898.4	12 394.4
Thereof Supply	6 963.8	7 199.6	7 533.5	8 423.3	8 551.8
Thereof Solutions	1 602.4	1 623.5	2 732.7	2 975.7	3 200.6
Thereof Service	324.5	352.6	426.5	499.4	642.0
Gross profit	544.3	542.7	601.2	639.4	683.4
EBITDA	157.3	152.7	196.7	227.5	257.2
EBIT	141.0	136.7	157.9	185.3	217.6
Profit before taxes (EBT)	124.2	117.3	134.8	167.7	201.1
Net profit Group	92.5	81.2	100.3	130.0	154.2
	12.31.2017	12.31.2018	12.31.2019	12.31.2020	12.31.2021
CONSOLIDATED STATEMENT OF FINANCIAL POSITION (in € million)					
Cash and cash equivalents	235.6	240.4	349.5	483.2	617.2
Other current assets	1 662.7	1 875.0	2 058.7	1 992.4	2 074.4
Non-current assets	260.2	266.9	415.4	406.5	392.9
Total assets	2 158.5	2 382.3	2 823.6	2 882.1	3 084.5
Current liabilities	1 179.3	1 395.3	1 643.0	1 681.8	1 854.2
Non-current liabilities	355.9	311.3	448.3	379.0	280.8
Equity	623.3	675.7	732.3	821.3	949.5
Total liabilities	2 158.5	2 382.3	2 823.6	2 882.1	3 084.5
Equity ratio	28.9 %	28.4 %	25.9 %	28.5 %	30.8 %

	2017	2018	2019	2020	2021
CONSOLIDATED STATEMENT OF CASH FLOWS (in € million)					
Free cash flow	67.3	57.9	239.5	226.6	242.6
Cash flow before changes working capital	97.7	104.1	139.2	163.2	197.7
Investments in property, plant and equipment	11.0	10.2	7.6	6.8	5.5
KEY FIGURES					
Gross margin as % of net sales	6.1 %	5.9 %	5.6 %	5.4 %	5.5 %
Net profit Group as % of net sales	1.0 %	0.9 %	0.9 %	1.1 %	1.2 %
Return on Capital Employed (ROCE)	13.5 %	11.8 %	15.5 %	21.0 %	26.3 %
Net financial debt/EBITDA	1.10	1.07	0.75	-0.17	-0.88
Average headcount during the year ¹⁾	3 790	3 708	3 952	4 081	4 082
EBITDA per employee in € 1 000	41.5	41.2	49.8	55.7	63.0

SHARES OF ALSO HOLDING AG

	2017	2018	2019	2020	2021
Number of registered shares, nominal value CHF 1.00 per share	12 848 962	12 848 962	12 848 962	12 848 962	12 848 962
Dividend per registered share (in CHF)	2.75	3.00	3.25	3.75	4.30 ²⁾
Earnings per share EPS (in CHF)	8.03	7.31	8.68	10.86	12.99
Equity per registered share (in CHF)	56.77	59.26	61.86	69.05	76.34
Market capitalization at December 31 (in Mio CHF)	1 721.8	1 431.4	2 099.5	3 250.8	3 854.7
Price-earnings ratio (P/E ratio)	16.7	15.2	18.8	23.3	23.1

1) Basis: full-time equivalent positions excluding temporary employees

2) Proposal of the Board of Directors

GRI 201 – 2

Financial implications and other risks and opportunities due to climate change

🌐 Annual Report 2019, Risk report

GRI 201 – 3

Defined benefit plan obligations and other retirement plans

🌐 Annual Report 2021, Personnel Expenses/
Employee Benefit Plans

Combating Corruption

GRI 205 – 3

Confirmed incidents of corruption and actions taken

There were no cases of corruption.

Anti-Competitive Behavior

GRI 206 – 1

Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

No legal actions were pending in the reporting period.

GRI 300-X ENVIRONMENTAL STANDARDS

Materials

GRI 301-1

Materials used by weight

GRI 301-1 a Materials used to produce and package primary products and services

in kg	2018	2019	2020				2021					
	Total	Total	i. Renewable			ii. Non-renewable	Total	i. Renewable			ii. Non-renewable	Total
			Paper	Cardboard	Pallets	Plastic		Paper	Cardboard	Pallets	Plastic	
France	431 360	469 380	7 953	185 715	159 194	32 069	384 931	6 847	152 036	147 212	29 212	335 307
Poland	309 424	259 434	9 388	96 612	1 457 925	61 788	1 625 713	11 640	135 840	2 125 650	91 250	2 364 380
Finland	421 873	362 588	3 300	113 361	126 648	25 098	268 407	2 412	100 814	93 970	17 410	214 606
Switzerland	972 571	1 014 579	48 779	506 940	359 980	62 745	978 444	54 982	621 883	350 739	45 526	1 073 130
Denmark, Norway, Sweden ¹⁾	410 850	391 106	56 477	163 037	104 600	17 997	342 111	215 729	586 851	214 369	42 631	1 059 579
Denmark								215 729	586 851	214 369	42 631	1 059 579
Norway								WH via Denmark, paperless office				x
Sweden								WH via Denmark, paperless office				x
Germany ¹⁾	1 946 180	1 884 447	19 130	1 333 681	1 818 750	78 076	3 249 637	24 168	742 748	6 376 545	109 475	7 252 936
Netherlands	248 149	265 122	6 200	135 643	128 640	13 861	284 344	2 500	189 590	327 648	16 623	536 361
Lithuania	16 919	25 041	2 273	13 735	8 900	3 003	27 911	706	19 671	22 525	6 170	49 072
Estonia	239 718	201 754		128 412	49 045	38 900	216 357		205 506	55 517	53 361	314 384
Croatia	⊖	35 551	3 603	24 804	15 450	1 380	45 237	6 005	33 072	20 800	2 150	62 027
Romania	387 762	480 132	⊖	263 460	102 906	48 497	414 864	65	424 007	200 224	75 724	700 020
Bulgaria	7 900	10 018	6 000	600	3 000	4 500	14 100	3 463	1 600	63 750	2 688	71 501
Latvia	⊖	77 805	7 192	5 182	59 052	6 642	78 068	12 281	10 565	65 064	2 458	90 368
ALSO International BV	314 304	295 882	2 640	219 733	16 000	27 413	265 785	6 390	206 219	16 000	29 633	258 242
Austria								250			20	270
Slovenia								2 034	12 300	60 200	956	75 490
Slovakia								2.5			0.5	3.0

1) Values differ significantly between 2020 and 2021 due to new method of measurement

⊖ no data available

x not relevant

GRI 301 – 2

Recycled input materials used

GRI 301 – 2 a Percentage of recycled input materials used to manufacture primary products and services

	2018		2019		2020		2021									
	Total material used (kg)	Total amount of Recycled material used		Total material used (kg)	Total amount of Recycled material used		Total material used (kg)	Total amount of Recycled material used		Total material used (kg)	Total amount of Recycled material used					
		Total (kg)	Total (%)		Total (kg)	Total (%)		Total (kg)	Total (%)		Paper (kg)	Cardboard (kg)	Pallets (kg)	Plastic (kg)	Total (kg)	Total (%)
France	431 360	174 634	40.48	469 380	188 748	40.21	384 931	173 024	44.95	335 307	x	54 720	88 327	11 684	154 731	46
Poland	309 424	212 177	68.57	259 434	175 879	67.79	1 625 713	1 262 952	77.69	2 364 380	x	135 840	1 700 000	x	1 835 840	78
Finland	421 873	265 226	62.87	362 588	222 256			169 014	62.97	214 606	844	90 733	52 688	2 612	146 876	68
Switzerland	972 571	x	x	1 014 579	x	x	978 444	x	x	1 073 130	x	x	x	x	x	x
Denmark, Norway, Sweden	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	1 059 579	172 583	575 114	205 794		953 491	90
Denmark										1 059 579	172 583	575 114	205 794		953 491	90
Norway										x	WH via Denmark. paperless office					x
Sweden										x	WH via Denmark. paperless office					x
Germany ¹⁾	1 946 180	1 554 481	79.87	1 884 447	1 501 516	79.68	3 249 637	1 133 629	34.88	7 252 936	12 973	647 441	4 948 525	10 812	5 619 751	77
Netherlands	248 149	208 590	84.06	265 122	223 808	84.42	284 344	239 855	84.35	536 361	2 000	170 631	327 648	3 158	503 437	94
Lithuania	16 919	14 330	84.70	25 041	15 748	62.89	27 911	16 008	57.35	49 072	706	19 671		281	20 658	42
Estonia	239 718	147 543	61.55	201 754	124 511	61.71	216 357	133 354	61.64	314 384	143 854		24 983	29 349	198 185	63
Croatia				35 551	14 969	42.11	45 237	20 480	45.27	62 027		9 646	19 800	1 350	30 796	50
Romania	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	700 020	⊖	⊖	⊖	⊖	⊖	⊖
Bulgaria	7 900	3 030	38.35	10 018	5 251	52.41	14 100	7 695	54.57	71 501	x	1 600	x	x	1 600	2
Latvia	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖
ALSO International BV	⊖	⊖	⊖	⊖	⊖	⊖	265 785	249 279	93.79	258 242		189 036			189 036	73
Austria										270	229				229	85
Slovenia										75 490		12 300	60 200		72 500	96
Slovakia										3	3				3	83

1) Values differ significantly between 2020 and 2021 due to new method of measurement

⊖ no data available

x not relevant

Energy

GRI 302 – 1

Energy consumption within the organization

GRI 302 – 1 a Total fuel consumption within the organization from non-renewable sources

in GJ	2018	2019	2020					2021							
	Total	Total	Gasoline	Diesel fuel	Natural Gas	Coal	Others	Total	Gasoline	Diesel fuel	Natural Gas	Coal	Nuclear	Others	Total
France	7 996.14	8 270.55	1 273.45		3 096.28		3 524.39	7 894.12	826.23	993.09	2 595.82		2 323.77		6 738.90
Poland	5 239.10	6 051.71	754.89	802.15	9 114.84	4 331.41		15 003.30	439.46	124.06	12 238.84	3 787.20			16 589.56
Finland	1 456.77	1 345.77	608.63	522.67			75.60	1 206.90	545.45	297.30				83.66	926.42
Switzerland	9 634.59	8 691.60			4 765.04		4 278.74	9 043.78			5 743.63		3 862.20		9 605.84
Denmark, Norway, Sweden	10 953.78	10 266.58	41.72	1 044.40			8 017.93	9 104.05	415.59	1 433.13				5 490.88	7 339.59
Denmark									46.69	1 206.05				4 788.29	6 041.03
Norway														702.59	702.59
Sweden									368.89	227.08					595.97
Germany	46 167.25	41 643.41	419.11	4 659.08	20 297.96		1 258.70	26 634.86	458.39	6 590.19	26 064.00			993.60	34 106.18
Netherlands	3 125.33	3 672.91	994.88	224.68	2 035.36			3 254.93	747.25	395.83	1 573.55			104.62	2 821.24
Lithuania	3 987.68	3 480.73			1 971.07	943.22	90.26	3 004.55	719.56	836.09	3 502.54			155.84	5 214.04
Estonia	1 558.10	1 688.43	1.90	46.80	1 396.80			1 445.51	25.65	60.56	1 645.19				1 731.41
Croatia		1 175.51		5.15	666.70	159.76	139.10	970.71		64.74	585.45	27.04	26.27		703.51
Romania	171.01	187.12	38.42	77.89				116.31		136.89					136.89
Bulgaria	685.63	754.16	100.69	157.26			352.80	610.75	5.03	146.86			377.64		529.53
Latvia	4 019.22	4 028.19	660.44	1 164.76	1 530.00			3 355.20	545.01	959.13	1 997.22				3 501.36
ALSO International BV	4 043.48	3 908.49		118.07	2 111.96		1 854.00	4 084.03		29.96	1 971.08			8.10	2 009.14
Austria											1 803.92				1 803.92
Slovenia									42.70	50.29	162.00		429.48		684.47
Slovakia									27.37	22.87	7.78				58.03

⊖ no data available
x not relevant

GRI 302-1 b Total fuel consumption within the organization from renewable sources

in GJ	2018	2019	2020					2021							
	Total	Total	Geothermal	Wind	Solar	Hydro	Biomass	Total	Geothermal	Wind	Solar	Hydro	Biomass	Other	Total
France	x	x	x	x	x	x	x	x	x	x	x	x	x		x
Poland	x	3.60	147.06	452.52		66.96	376.20	1 042.74	x	396.00	x	57.60	328.68		782.28
Finland	4 494.53	4 377.67		5 277.60	18,03			5 277.60		5 446.34	431.23				5 877.57
Switzerland	3 396.90	3 287.66		7.65	107.16	2 770.86	489.87	3 375.55				3 411.25			3 411.25
Denmark, Norway, Sweden	2 461.40	2 256.14		1 999.24				1 999.24		2 871.60		654.73	17.23	409.21	3 952.77
Denmark										2 854.01					2 854.01
Norway														409.21	409.21
Sweden										17.59		654.73	17.23		689.55
Germany	16 109.62	14 156.23				20 529.38		20 529.38			36.00	20 970.00			21 006.00
Netherlands	1 228.50	1 145.10		1 164.27				1 164.27		1 068.55					1 068.55
Lithuania	546.72	500.60	0.14	262.05	17.47	53.87	88.81	422.34	0.26	452.42	30.18	93.01	153.30		729.16
Estonia	x	x	x	x	x	x	x	x	x	x	x	x	x		x
Croatia		57.85		33.72	4.76	6.37	11.41	56.26		66.99	42.60	213.33	20.61		343.52
Romania	65.88	41.76				18.90		18.90	x	x	x	x	x		x
Bulgaria	x	x						x	x	x	x	x	x		x
Latvia	900.00	914.40						864.00							878.06
ALSO International BV	x	x						x	x	x	x	1 591.20	x		1 591.20
Austria										84.65	15.10	409.45	14.79	7.90	531.89
Slovenia									x	x	x	x	x		x
Slovakia									x	x	x	x	x		x

⊖ no data available
x not relevant

GRI 302-1 c Electricity, heating, cooling, steam consumption

in MWh	2018	2019	2020				2021					
	Total	Total	Electricity	Heating	Cooling	Steam	Total	Electricity	Heating	Cooling	Steam	Total
France	1 867.42	1 943.64	979.00	860.08			1 839.08	645.49	721.06			1 366.55
Poland	880.54	1 150.05	1 278.07	2 457.00			3 735.07	1 370.00	3 298.98			4 668.98
Finland	1 274.98	1 235.71	1 466.00	21.00			1 487.00	1 632.66	23.24			1 655.90
Switzerland	3 512.26	3 209.77	2 126.19	1 323.62			3 449.81	2 020.40	1 595.45			3 615.86
Denmark, Norway, Sweden	3 252.06	3 140.10	555.35	2 227.20			2 782.55	925.59	1 645.92	51.72		2 623.24
Denmark								792.78	1 330.08			2 122.86
Norway								113.67	195.16			308.83
Sweden								19.14	120.68	51.72		191.54
Germany	14 075.47	12 960.09	5 702.61	6 027.12			11 729.73	5 616.00	7 854.08	18.00		13 488.08
Netherlands	870.63	999.57	323.41	565.38			888.79	304.63	437.10	21.25		762.98
Lithuania	1264.28	1108.44	383.42	547.52	22.17		953.11	371.11	822.77	24.887		1 218.76
Estonia	417.00	450.00	107.00	281.00			388.00	117.315	339.68			457.00
Croatia		341.13	130.74	153.10			283.84	126.19	147.60			273.80
Romania	18.30	11.60		5.25			5.25	x	x	x	x	x
Bulgaria	129.00	120.00	58.00	27.00	13.00		98.00	58.70	36.10	10.10		104.90
Latvia	823.57	804.18	240.52	425.00			665.52	244.62	554.78			799.40
ALSO International BV	1 098.71	1 061.22	523.32	586.66			1 109.98	450.32	547.52			997.84
Austria								215.12	433.71			648.84
Slovenia								119.30	45.00			164.30
Slovakia								0.60	1.56			2.16

⊖ no data available
x not relevant

GRI 302-1 e Total energy consumption within the organization

in GJ	2018	2019	2020	2021
France	7 996	8 271	7 894	6 739
Poland	5 239	6 055	16 046	17 372
Finland	5 951	5 723	6 485	6 804
Switzerland	13 031	11 979	12 419	13 017
Denmark, Norway, Sweden	13 415	12 523	11 103	11 292
Denmark				8 895
Norway				1 112
Sweden				1 286
Germany	62 277	55 800	47 164	55 112
Netherlands	4 354	4 818	4 419	3 890
Lithuania	4 534	3 981	3 427	5 943
Estonia	1 558	1 688	1 446	1 731
Croatia		1 233	1 027	1 047
Romania	237	229	135	137
Bulgaria	686	754	611	530
Latvia	4 919	4 943	4 219	4 379
ALSO International BV	4 043	3 908	4 084	3 600
Austria	⊖	⊖	⊖	2 336
Slovenia	⊖	⊖	⊖	684
Slovakia	⊖	⊖	⊖	58
Total	128 242	121 906	120 328	145 965

- ⊖ no data available
- × not relevant
- ⊖ not reported

GRI 302 – 2

Energy consumption outside of the organization

GRI 302 – 2 a Energy consumption outside of the organization

in GJ	2018	2019	2020				2021
	Total	Total	Total	Freight	Third-party warehouse	Energy sold	Total
France	23 109.94	28 257.15	23 453.05	27 183.38	x	x	27 183.38
Poland	2 162.78	2 248.50	14 584.43	12 622.99	x	x	12 622.99
Finland	6 744.44	6 126.62	6 307.59	8 955.30	x	64.91	9 020.20
Switzerland	8 181.67	9 513.53	10 117.20	8 763.68	x	x	8 763.68
Denmark, Norway, Sweden	17 408.20	16 177.34	13 488.93	12 530.53	x	x	12 530.53
Denmark				12 530.53	x	x	12 530.53
Norway				via Denmark	x	x	x
Sweden				via Denmark	x	x	x
Germany	72 659.09	71 786.53	90 785.32	77 802.11	x	x	77 802.11
Netherlands	951.52	1 026.62	1 355.81	5 004.13	x	x	5 004.13
Lithuania	2 367.82	2 443.00	2 461.92	1 943.45	x	x	1 943.45
Estonia	829.43	788.90	935.69	931.36	x	x	931.36
Croatia		687.79	1 087.31	1 076.49	x	x	1 076.49
Romania	222.50	242.94	289.00	1 180.25	26.48	x	1 206.73
Bulgaria	835.85	834.82	431.84	470.40	x	x	470.40
Latvia	∅	1 586.71	1 428.12	1 529.13	x	x	1 529.13
ALSO International BV	12 484.80	12 484.80	12 520.73	10 637.89	x	x	10 637.89
Austria	∅	∅	∅	5 631.79	2 298.18	x	7 929.97
Slovenia	∅	∅	∅	2 426.90	x	x	2 426.90
Slovakia	∅	∅	∅	∅	x	x	x
Total	147 958	154 205	179 247				193 610

∅ no data available
x not relevant
∅ not reported

Water and Effluents

GRI 303 – 3

Water withdrawal

GRI 303 – 3 a Total water withdrawal from all areas

in ML	2018	2019	2020					2021						
	Total	Total	i. Surface water	ii. Ground-water	iii. Sea-water	iv. Produced water	v. Third-party water	Total	i. Surface water	ii. Ground-water	iii. Sea-water	iv. Produced water	v. Third-party water	Total
France	0.83	0.98	0.91					0.91	0.82					0.82
Poland	0.48	0.52					4.06	4.06					3.23	3.23
Finland	1.38	1.41					1.06	1.06					1.015	1.02
Switzerland	3.95	3.91					3.89	3.89					3.593	3.59
Denmark, Norway, Sweden	∅	∅	∅	∅	∅	∅	∅	∅	0.43				765.06	765.49
Denmark													762.27	762.27
Norway									0.431635					0.43
Sweden													2.79	2.79
Germany	8.86	8.52					7.34	7.34					9.437	9.44
Netherlands	4.29	4.79					3.71	3.71	4.349					4.35
Lithuania	1.92	1.44		0.96				0.96		1.164			0.009	1.17
Estonia	0.21	0.20					0.15	0.15					0.124	0.12
Croatia		0.47					0.58	0.58	1.23				0.4445	1.67
Romania	∅	0.03					0.01	0.01	0	0	0	0	0	x
Bulgaria	0.27	0.29					0.18	0.18				0.00413	0.1625	0.17
Latvia	0.92	0.81					0.58	0.58					0.523	0.52
ALSO International BV	0.84	0.86					0.82	0.82					0.815	0.82
Austria									∅	∅	∅	∅	∅	∅
Slovenia										0.102				0.10
Slovakia													0.0067	0.01

∅ no data available
x not relevant

Total water withdrawal 2021

in ML	GRI 303-3 b	GRI 303-3 c	
	Total water withdrawal from all areas with water stress	A breakdown of total water withdrawal by freshwater and other water	
	Water stress total	i. Freshwater	ii. Other water
France	x	0.82	x
Poland	x	3.23	x
Finland	x	1.02	x
Switzerland	x	3.59	x
Denmark, Norway, Sweden	765.49	765.49	x
Denmark	762.27	762.27	x
Norway	0.43	0.43	x
Sweden	2.79	2.79	x
Germany	x	9.44	x
Netherlands	4.35	4.35	x
Lithuania	x	1.16	0.01
Estonia	x	0.12	x
Croatia	1.67	0.44	1.23
Romania	x	x	x
Bulgaria	x	0.17	x
Latvia	x	0.52	x
ALSO International BV	x	0.82	x
Austria	∅	∅	∅
Slovenia	x	0.10	x
Slovakia	x	0.01	x

∅ no data available
x not relevant

Emissions

GRI 305 – 2

Energy indirect GHG emissions

GRI 305 – 2 a Gross location-based energy indirect (Scope 2) GHG emissions

in MT	2018	2019	2020				2021					
	CO ₂ e Total	CO ₂ e Total	CO ₂ e aus Gasoline	CO ₂ e aus Diesel	CO ₂ e aus Natural gas	CO ₂ e aus Kohle	CO ₂ e Total	CO ₂ e aus Gasoline	CO ₂ e aus Diesel	CO ₂ e aus Natural gas	CO ₂ e aus Kohle	CO ₂ e Total
France	314.66	274.37	101.56		181.87		283.43	65.89	80.47	162.12		308.49
Poland	382.82	440.60	60.20	65.00	569.27	409.79	1 104.27	35.05	10.05	673.45	358.30	1 076.86
Finland	109.79	102.67	48.54	42.35			90.89	43.50	24.09			67.59
Switzerland	324.44	274.10			297.60		297.60			358.72		358.72
Denmark, Norway, Sweden	138.09	109.42	3.33	95.56			98.89	33.14	116.13			149.27
Denmark								3.72	97.73			101.45
Norway								x	x	x	x	x
Sweden								29.42	18.40			47.82
Germany	2 706.30	2 488.80	33.42	377.52	1 267.72		1 678.67	0.76	0.45	1 627.84		1 629.06
Netherlands	216.57	250.77	79.34	18.21	127.12		224.67	59.59	32.07	98.28		189.94
Lithuania	296.75	256.88			129.84	89.24	219.08	57.39	67.75	218.75		343.89
Estonia	98.30	106.64	0.15	3.79	87.24		91.18	2.05	4.91	102.75		109.70
Croatia		69.86		0.42	41.64	15.11	57.17		5.21	36.56	2.56	44.33
Romania	13.80	15.09	3.06	6.31			9.38		11.09			11.09
Bulgaria	x	x					x	0.40	11.90			12.30
Latvia	286.15	288.55	52.67	94.38	95.56		242.61	43.46	77.72	124.74		245.92
ALSO International BV	134.67	138.15		9.57	131.90		141.47		2.43	108.01		110.44
Austria										112.67		112.67
Slovenia								3.41	4.08	10.12		17.60
Slovakia								2.18	1.85	0.49		4.52

○ no data available
x not relevant

GRI 305 – 3**Other indirect GHG emissions****GRI 305 – 3 a Gross other indirect (Scope 3) GHG emissions**

	2018	2019	2020	2021		
	Total	Total	Total	Freight	Business travel	Total
Carbon Dioxide CO ₂ e in MT						
France	1 872.59	2 289.67	1 900.39	2 202.66	x	2 202.66
Poland	175.25	182.19	1 181.77	1 022.84	2.19	1 025.03
Finland	546.50	496.44	511.10	725.64	0.61	726.25
Switzerland	662.96	770.88	819.79	710.12	22.48	732.60
Denmark, Norway, Sweden	1 410 580.00	1 310 844.00	1 093 003.00	1 015 344.00	17.42	1 015 361.42
Denmark				1 015 344.00	15.84	1 015 359.84
Norway				via Denmark	1.09	1.09
Sweden				via Denmark	0.49	0.49
Germany	5 887.54	5 816.84	7 356.30	6 607.38	3.01	6 610.40
Netherlands	77.10	82.08	108.40	405.48	⊖	405.48
Lithuania	191.86	197.96	199.49	157.48	x	157.48
Estonia	67.21	63.92	75.82	75.47	⊖	75.47
Croatia		55.73	88.10	87.23	0.59	87.82
Romania	18.03	19.69	23.42	95.64	2.42	98.05
Bulgaria	67.73	67.65	34.99	38.12	⊖	38.12
Latvia	no data	128.57	115.72	123.90	⊖	123.90
ALSO International BV	995.67	995.67	998.54	848.38	30.93	879.31
Austria	⊖	⊖	⊖	446.00	x	446.00
Slovenia	⊖	⊖	⊖	196.65	13.02	209.67
Slovakia	⊖	⊖	⊖	no data	0.59	0.59
Total	1 421 142.44	1 322 011.27	1 106 416.83			2 044 541.66

⊖ no data available
x not relevant
⊖ not reported

Waste

GRI 306 – 2

Waste by type and disposal method

GRI 306 – 2 b Total weight of non-hazardous waste, with a breakdown by disposal methods

in kg	2018	2019										2020
	Total	Total	Reuse	Recycling	Composting	Recovery	Incineration	Deep well injection	Landfill	On-site storage	Other	Total
France	291 066	311 875		173 322					106 086			279 408
Poland	116 000	125 415		166 000			87 120		1 550			254 670
Finland	558 810	558 500	196 270	144 610	2 763	133 350						476 993
Switzerland	1 132 201	1 119 558		1 195 962			108 138					1 304 100
Denmark, Norway, Sweden	436 202	389 024		313 070			33 300					346 370
Denmark												
Norway												
Sweden												
Germany	1 798 510	1 716 390		1 347 120		113 940						1 461 060
Netherlands	258 339	264 351		236 881			33 427					270 308
Lithuania	323 800	380 312		377 136								377 136
Estonia	∅	∅	∅	∅	∅	∅	∅	∅	∅	∅	∅	∅
Croatia		15 282		14 076					2 350			16 426
Romania	246 783	231 905		234 346							19 691	254 037
Bulgaria	445	1 560		75					3 000			3 075
Latvia	∅	323 266	64 234	13 040					21 200			98 474
ALSO International BV	199 000	203 000		168 000			13 860					181 860
Austria												
Slovenia												
Slovakia												

∅ no data available
x not relevant
∅ not reported

GRI 306 – 2 b Total weight of non-hazardous waste, with a breakdown by disposal methods (Continued)

in kg											2021
	Reuse	Recycling	Composting	Recovery	Incineration w. energy recovery	Incineration wo. energy recovery	Deep well injection	Landfill	On-site storage	Other	Total
France		202 048						23 958			226 006
Poland		310 450									310 450
Finland	159 028	2 805			129 198						291 031
Switzerland		824 957			133 377	350 739					1 309 073
Denmark, Norway, Sweden	60	302 939		5	29 289						332 293
Denmark		302 724		5	29 287						332 016
Norway	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	⊖	2 884 363
Sweden	60	215			2						277
Germany		1 194 100			129 676					3 000	1 326 776
Netherlands		151 453			26 400						177 853
Lithuania	78 944									2 532 670	2 611 614
Estonia		8 232			299	25		82		1 849	10 487
Croatia	23 780							3 592		11 368	38 740
Romania	797 822	359 316								32 457	1 189 595
Bulgaria											x
Latvia	75 629	14 749						⊖			90 378
ALSO International BV		164 391								13 487	177 878
Austria		290 727								66 325	357 051
Slovenia		13 601									13 601
Slovakia	3	27						1			31

⊖ no data available
x not relevant

GRI 400-X SOCIAL STANDARDS

Employment

GRI 401 – 1

New employee hires and employee turnover

Total number of new employees by gender

Additions	2020			2021		
	Central Europe	Northern/ Eastern Europe	Group	Central Europe	Northern/ Eastern Europe	Group
Men	176	169	345	156	185	341
Women	83	74	157	69	120	189
Total	259	243	502	225	305	530

Total number of restaffed positions: In 2021, a total of 324 positions were restaffed after becoming vacant when an employee left or changed position, while in 2020 the figure came to 250.

Ratio of new employees by gender

Additions	2020			2021		
	Central Europe	Northern/ Eastern Europe	Group	Central Europe	Northern/ Eastern Europe	Group
Men	68 %	70 %	69 %	69 %	61 %	64 %
Women	32 %	30 %	31 %	31 %	39 %	36 %

APPENDIX

Calculation and Data Description

Country organization division

Poland: Roseville added to calculations starting 2020, explaining spikes in values.

Croatia: integrated to ALSO in 2019.

301–1 Materials used by weight or volume

a. *Materials used to produce and package primary products and services*

Relevant formulas:

$$\text{Paper (kg)} = \text{Paper (m}^3\text{)} \times 1201$$

$$\text{Cardboard (kg)} = \text{Cardboard (m}^3\text{)} \times 689$$

This point contains almost exclusively warehouse packing materials. Pallets are considered to be made out of wood and are counted under renewable materials.

Envelopes containing bubble wrap or other types of plastic, are considered to be half paper and half plastic.

For 2020, 75 % of pallets in Germany are assumed to be change-pallets while the remaining 25 % are assumed to be one-way-pallets. This percentages are based on 2021 figures for Germany.

For 2021, Norway and Sweden use no printouts in their offices as part of a “paperless office policy”. Packaging materials for both countries are reported under the Danish figure.

For 2021, figures for Slovakia only include office consumption.

301–2 Recycled input materials used

a. *Percentage of recycled input materials used to manufacture primary products and services*

Relevant formula:

$$\text{Recycled materials (\%)} = \frac{\text{Total materials (kg)}}{\text{Recycled materials (kg)}} \times 100$$

Total materials stem from the total of 301–1 a.

302-1 Energy consumption within the organization

a. Total fuel consumption within the organization from non-renewable sources

Relevant formulas¹⁾:

$$\text{Gigajoules} = \text{MWh} \times 3.6$$

$$\text{MWh} = 1\,000 \text{ kWh}$$

$$\text{m}^3 = 1\,000 \text{ l}$$

$$\text{Diesel (GJ)} = \text{Diesel (l)} \times 9.79 \text{ (kWh/l)} \div 1\,000(\text{MWh/kWh}) \times 3.6 \text{ (GJ/MWh)}$$

$$\text{Gasoline (GJ)} = \text{Gasoline (l)} \times 8.67 \text{ (kWh/l)} \div 1\,000(\text{MWh/kWh}) \times 3.6 \text{ (GJ/MWh)}$$

$$\text{Natural gas (GJ)} = 0.0373 \times \text{Natural gas (m}^3\text{)}^2$$

Almost all energy demand is bought, ALSO usually does not self-generate, or sell energy. Only the Finnish organization produced and sold energy stemming from solar panels, starting in 2021.

Fossil fuel from Germany and the Netherlands will be counted under “others”.

For 2020, the “others” value for Denmark, Norway and Sweden is calculated based on previous consumption.

For calculations for cars controlled by the company, leasing contracts show that each one is meant to travel 15 000 km per year. Our assumption is an average consumption of 8.5 Liters per 100 km.

The Netherlands leases 30 company cars, 5 of which consume diesel and 25 gasoline. France has leased 32 cars from 2018 until 2020, all of which are gasoline driven. In 2021 France leased 28 cars which used mobile diesel and 22 cars which used gasoline.

$$\text{Fuel (l)} = \text{Firmenwagen} \times 8.5 \text{ (l/100km)} \times \text{km}/100$$

$$\text{Fuel (l)} = \text{company cars} \times 8.5 \text{ (l/100km)} \times \text{km}/100^3$$

Starting 2021, the real value of company car mileage was reported for France.

$$\text{Electric car} = 15\text{kWh}/100\text{km}^4$$

Electric cars have been reported for Also International. The consumed “fuel” is reported under “others”.

Figures of Romania are low since the organization does not dispose of its own warehouse and has no office for the time being.

b. Total fuel consumption within the organization from renewable sources

Relevant formula:

$$\text{Gigajoules} = \text{MWh} \times 3.6^5$$

Wind energy for Finland includes Also Cloud Solution Datacenter energy consumption.

c. Electricity, heating, cooling, steam consumption

Energy from mobile diesel will not be included in this category since it does not fit any sub-category.

For Lithuania, fuel used for cooling is distributed in the same proportion as for electricity.

Until 2020, Romanian figures can't differentiate between electricity and heating consumption since it is handled externally. Starting 2021, Figures of Romania are low since the organization does not dispose of its own warehouse and has no office for the time being.

d. Electricity, heating, cooling, steam sold

Since 2021, the Finnish organization started producing and selling its self-generated electricity stemming from solar panels.

e. Total energy consumption within the organization

Obtained by the sum of total fuel consumption from non-renewable sources (302-1 a) and renewable sources (302-1 b).

f. Standards, methodologies, assumptions, and/or calculation tools used

See above

g. Source of the conversion factors used

<https://www.energie-gedanken.ch/umrechnungsfaktoren/>

Natural Gas: A Primer (nrcan.gc.ca)

1) <https://www.energie-gedanken.ch/umrechnungsfaktoren/>.
2) Natural Gas: A Primer (nrcan.gc.ca)
3) The division by 100 should only be performed once.
4) How much power does an electric car use? – Energiguide.

5) <https://www.energie-gedanken.ch/umrechnungsfaktoren/>

302-2 Energy consumption outside of the organization

a. Energy consumption outside of the organization

Until 2020, values stem exclusively from freight carriers delivering goods to our customers. Freight carriers are mostly diesel engines.

Starting 2021, third-party warehouse figures and sold energy will be reported as well.

Until 2020, a tank-to-wheel value is given for Switzerland, it includes emissions from production, which is consistent with all other values.⁶⁾

Germany's 2020 value is calculated with approximated mobile diesel consumption for some freight carriers.

Values from France, Poland, Denmark and Lithuania for 2021 are assumed to be from diesel, just like the past years.

Austria's freight figure for 2021 is based on its total shipments compared to the ones from Germany. While Austria's third-party warehouse figure for 2021 is based on its total units kept in the German warehouse compared to Germany's total units in its warehouse.

Calculation for CO₂ emission for one liter of fuel goes as follows⁷⁾: Gasoline has a carbon content per gallon of 2 421 grams, and Diesel one of 2778 grams per gallon⁸⁾. An oxidation factor is necessary to apply to the carbon content in order to account for a small portion of the fuel that is not oxidized into CO₂, this factor will be 0.99 (99% of the carbon in the fuel is oxidized)⁹⁾. The value 44/12 accounts for the ratio of molecular weight of CO₂ to the molecular weight of carbon.

$$\text{CO}_2 \text{ emissions from a gallon of gasoline}^{10)} = 2.421 \text{ grams} \times 0.99 \times (44/12) = 8.788 \text{ grams}$$

$$\text{CO}_2 \text{ emissions from a gallon of diesel} = 2.778 \text{ grams} \times 0.99 \times (44/12) = 10.084 \text{ grams}$$

$$1 \text{ gallon} = 3.785 \text{ l}$$

Resulting in the relevant formulas:

$$\text{Diesel (l)} = 2.664 \text{ CO}_2 \text{ (kg)}^{11)}$$

$$\text{Gasoline (l)} = 2.322 \text{ CO}_2 \text{ (kg)}^{12)}$$

$$\text{Diesel CO}_2 \text{ e emissions (kg)} = 1.072 \times \text{Diesel CO}_2 \text{ emissions (kg)}^{13)}$$

Figures for Romania include electricity and heating from a warehouse operated by a third party.

$$\text{Diesel} = 0,832 \text{ kg/litre}$$

$$\text{Diesel} = 832 \text{ kg/m}^3$$

b. Standards, methodologies, assumptions, and/or calculation tools used

See above

c. Source of the conversion factors used

Specific carbon dioxide emissions of various fuels (volker-quaschnig.de)

VR-CO₂_Spezial_2011_Juni.pdf (verkehrs-rundschau.de)

IPCC: Intergovernmental Panel on Climate Change

6) T is for Tank-to-wheel (TTW) (volkswagenag.com)

7) One of the entries given requires a calculation to transform a CO₂ e emission to a GJ value.

8) <https://nepis.epa.gov/Exec/QueryNET.exe/P1001YTF.txt?ZyActionD=ZyDocument&Client=EPA&Index=2from 000%20Thru%202005&Docs=&Query=&Time=&EndTime=&SearchMethod=1&ToCRestrict=n&ToC=&ToCEntry=&QField=&QFieldYear=&QFieldMonth=&QFieldDay=&UseQField=&IntQFieldOp=0&ExtQFieldOp=0&XmlQuery=&File=D%3A%5CZYFILES%5CINDEX%20DATA%5C00THRU05%5CXTXT%5C00000017%5CP1001YTF.txt&User=ANONYMOUS&Password=anonymous&SortMethod=h%7C-&MaximumDocuments=1&FuzzyDegree=0&ImageQuality=r75g8/r75g8/x150y150g16/425&Display=hpfr&DefSeekPage=x&SearchBack=ZyActionL&Back=ZyActionS&BackDesc=Results%20page&MaximumPages=1&ZyEntry=1>

9) IPCC: Intergovernmental Panel on Climate Change.

10) Motor gasoline.

11) From calculation, Ecoscore.

12) From calculation.

13) From Dachser.

303–3 Water withdrawal

a. Total water withdrawal from all areas

Relevant conversions:

$$\begin{aligned} \text{ML} &= 1\,000\,000 \text{ l} \\ 1 \text{ m}^3 &= 1\,000 \text{ l} \end{aligned}$$

For France, only warehouse water consumption is included, the rent of the offices includes water consumption.

The Estonian figure for 2020 is a calculation based on the 10-month consumption assuming that it stays constant for the missing months.

The Romanian figure adds up to 0 in 2021 since all the water is consumed in the third-party controlled warehouse.

b. Total water withdrawal from all areas with water stress

Some organizations present water stress in different levels and are counted under this section.

Denmark: medium-high water stress.

Norway: low water stress.

Sweden: low to medium water stress.

Netherlands: water stress without specification.

Croatia: low-medium water stress.

d. Standards, methodologies, assumptions, and/or calculation tools used

For France only water from the warehouse is reported.

Calculation for Danish figure above.

305–2 Energy indirect (Scope 2) GHG emissions

a. Bruttostandortbezogene Energie indirekte (Scope 2) THG-Emissionen

Relevant formulas:

$$\text{Diesel CO}_2 \text{ e emissions (kg)} = 1.072 \times \text{Diesel CO}_2 \text{ emissions (kg)}^{14}$$

$$\text{Gasoline CO}_2 \text{ e emissions (kg)} = 1.072 \times \text{Gasoline CO}_2 \text{ emissions (kg)}^{15}$$

$$\text{Natural gas CO}_2 \text{ e emissions (kg)} = 1.022 \times \text{Natural gas CO}_2 \text{ emissions (kg)}^{16}$$

$$\text{Coal CO}_2 \text{ e emissions (kg)} = 1.0001 \times \text{Coal CO}_2 \text{ emissions (kg)}^{17}$$

$$\text{Diesel (l)} = 2.664 \text{ CO}_2 \text{ (kg)}^{18}$$

$$\text{Gasoline (l)} = 2.322 \text{ CO}_2 \text{ (kg)}^{19}$$

$$\text{Natural gas (kWh)} \times 0.22 = \text{CO}_2 \text{ (kg)}^{20}$$

$$\text{Natural gas (m}^3\text{)} = 2 \text{ CO}_2 \text{ (kg)}^{21}$$

$$\text{Coal CO}_2 \text{ emissions (kg)} = 94.6 \times \text{Coal (GJ)}^{22}$$

Reporting of direct GHG emissions only.

Uncategorized fuels are not included in this section.

c. Gases included in the calculation

Gases included in the calculation are CO₂, CH₄ and N₂O.

e. Source of the emission factors

VR-CO₂_Spezial_2011_Juni.pdf (verkehrs-rundschau.de)

EPA Climate Leadership – Emission Factors November 2015

Specific carbon dioxide emissions of various fuels (volker-quaschnig.de)

g. Standards, methodologies, assumptions, and/or calculation tools used

See above

14) From Dachser

15) VR-CO₂_Spezial_2011_Juni.pdf (verkehrs-rundschau.de)

16) Ibid

17) EPA Climate Leadership - Emission Factors November 2015

18) From calculation

19) From calculation

20) CO₂-Rechner | CO₂-Emissionen berechnen (klimaneutral-handeln.de)

21) Natural Gas: A Primer (nrcan.gc.ca)

22) Specific carbon dioxide emissions of various fuels (volker-quaschnig.de) Environment – U.S. Energy Information Administration (EIA) – U.S. Energy Information Administration (EIA)

305–3 Other indirect (Scope 3) GHG emissions

a. Gross other indirect (Scope 3) GHG emissions

Until 2020, emissions exclusively from freight carriers.

Since 2021, additional reporting of emissions from business travel.

d. Gases included in the calculation

The gases included in the calculation are CO₂, CH₄ and N₂O.

f. Source of the emission factors

VR-CO₂_Spezial_2011_Juni.pdf (verkehrs-rundschau.de)

EPA Climate Leadership – Emission Factors November 2015

Specific carbon dioxide emissions of various fuels (volker-quaschning.de)

306–2 Waste by type and disposal method

b. Total weight of non-hazardous waste, with a breakdown by disposal methods

Relevant formula:

$$\text{Organic waste (kg)} = 267 \times \text{Organic waste (m}^3\text{)}^{23}$$

In France, 75% of industrial waste managed by the government was assumed to be recycled, while the remaining 25% was assumed to be disposed via landfilling in 2021²⁴.

Estonia does not report any values since it shares its disposal with other companies.

Austria, Norway and Sweden report packaging and other materials which have been put on the market/delivered to customers as part of a “Producer’s Responsibility Act”.

23) Waste and Recycling Reporting Template.

24) Waste management (un.org)

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