

# Report 2016

Jun 12, 2017

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FAI Sustainability Report 2017  
GRI G4



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# STANDARD DISCLOSURES

## Strategy and Analysis

### G4-1 Statement from the most senior decision maker of the organization

Dear Readers,

FAI rent-a-jet Aktiengesellschaft is among the leading providers of air ambulance and VIP charter services worldwide and still improves every year in economic, social and environmental fields. FAI stands for individual mobility for its customers and sustainable solutions at the same time.

FAI is one of the 10 largest operators in General Aviation in Europe and the largest business jet operator in Germany. FAI's 21 jet aircraft include three Bombardier Global Express, five Bombardier Challenger 604, ten Learjet 60, two Learjet 55 and one Learjet 35.

In 2016 FAI recorded an operational income of approximately € 75 Mio.

Besides the headquarters at Albrecht Dürer Airport Nuremberg (EDDN), FAI operated satellite offices in Dubai, Miami and Moscow, as well as line stations in Kabul (until June 2016), Baghdad (until December 2016), Entebbe (until June 2016), Bamako and Dakar.

On August 17, 2016 ground was broken for FAI's third hangar at Albrecht Dürer Airport Nuremberg. The new hangar, known as Hangar 8, represents an investment of € 7 Mio. and will increase FAI's hangar floor by another 4.500 m<sup>2</sup>, bringing the total usable space of the facility to 13.500 m<sup>2</sup>, representing one of the largest carbon neutral FBO's in Europe. Hangar 8 was fully operational from May 2017 on.

In October 2016 we have been awarded a one-year public tendered contract to operate two Learjet 60s out of Algiers, the capital of Algeria. The aircraft will be used for multi-purpose missions including both passenger transport and medevac services. This latest win underlines our company's capabilities on African continent which has already included operations with aircraft based in Sudan, South Sudan, Nigeria, Ivory Coast, Senegal and Mali.

Since 2005 FAI is an active member of the United Nation's Global Compact. This membership reflects FAI's efforts in economic, social efforts and ecological areas.

Corporate responsibility and the reporting of corporate responsibility strategies and programs at FAI continue to be a work in progress. While initiatives and programs, as well as progress from year to year are discussed, we recognize the need to report quantifiable metrics and targets, in particular as they relate to our social performance and economic impact. These are a lot of goals to reach for FAI and we are willing to reach and improve them every year.

Please follow us on our way.

With kind regards

Dr Siegfried Axtmann  
Chairman and CEO



## UN Global Compact statement of continued support

Since July 2005 we are an active member of the UN Global Compact and make a continuous effort towards sustainable development of our company. By joining UN Global Compact we have committed to comply with the 10 Principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. We are supporting for instance the respect for internationally accepted human rights and prohibition of discrimination in employment and occupation.

## Organizational Profile

### G4-3 Name of the organization

FAI rent-a-jet Aktiengesellschaft

### G4-4 Primary brands, products, and/or services

Table 1: Brands, products and services

| Brand / Product / Service | Description   |
|---------------------------|---|
| Executive Jet Charter     | A product for Executives, VIPs and VVIPs demanding a high degree of flexibility and privacy                   |
| Air Ambulance             | Worldwide transport of patients under intensive care treatment  |
| Special Logistics         | Logistical support to government agencies and non-governmental organizations, e.g. in peacekeeping operations |
| Aircraft Leasing          | Short-, medium- and long-term Leases  |
| Aircraft Maintenance      | Base and Line Maintenance of Business-Jets  |
| Aircraft Trade            | Purchase and sale of aircraft   |



## G4-5 Headquarters

Table 2: Location of organization's headquarters

| Address   |                      |
|-----------|----------------------|
| Street    | Flughafenstrasse 124 |
| Post code | 90411                |
| City      | Nuremberg            |
| Country   | Germany              |

## G4-6 Countries of significant operations

Our organisation is active in 9 countries.

Table 3: Countries of operations

| Country                  | Main operations  |
|--------------------------|--|
| Germany                  | Leasing, maintenance and refurbishing of business jets                         |
| United Arab Emirates     | Liaison office in Dubai, supporting contracts with U.A.E governmental agencies |
| Senegal                  | Line Station for UNOWA, Dakar  |
| Cote d'Ivoire            | Line Station for ONUCI, Abidjan  |
| Afghanistan              | Line Station for UNAMA, Kabul  |
| Mali                     | Line Station for MINUSMA, Bamako   |
| Uganda                   | Line Station for UNMISS, Entebbe   |
| Iraq                     | Line Station for UNAMI, Baghdad  |
| United States of America | Procurement office, purchase and sale of aircraft, spare parts                 |

Countries of key business activities:

FAI rent-a-jet Aktiengesellschaft is operating out of nine (9) countries and has liaison offices in Dubai (UAE), Moscow (RF) and in Miami (FL).

However, in the report - due to its size - only the headquarters in Nuremberg is relevant. The liaison offices and line-bases do not constitute independent branches.

## G4-7 Nature of ownership and legal form

The legal form of the organization is: Limited company on shares ("Aktiengesellschaft").

Table 4: Nature of ownership

| Owner                         | Share (in %) |
|-------------------------------|--------------|
| Axtmann Aviation Holding GmbH | 100.00       |

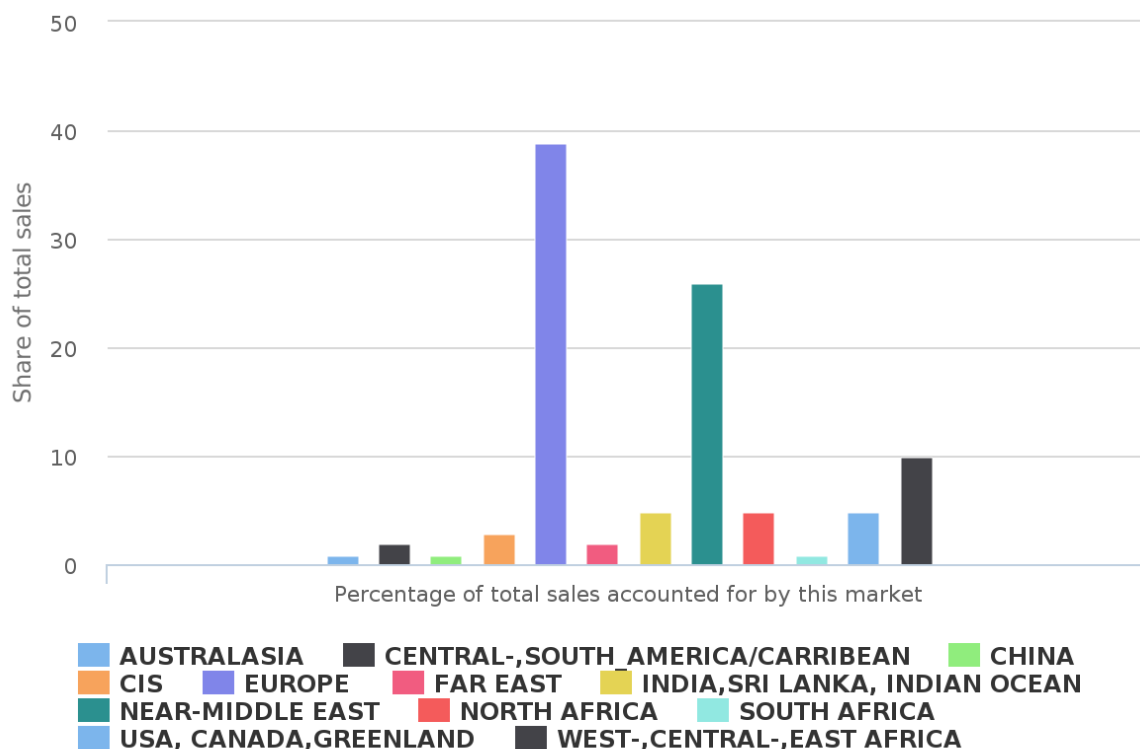
On April 13, 2016 the ownership (100 %) merged from Axtmann Holding AG into Axtmann Aviation Holding GmbH.

## G4-8 Markets served

Table 5: Markets broken down by regions, sectors served, customer base and sales

| Area                              | Sector(s) served   | Types of customers / beneficiaries | Percentage of total sales accounted for by this market |
|-----------------------------------|--|------------------------------------|--|
| AUSTRALASIA                       | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 1%   |
| CENTRAL-, SOUTH_AMERICA/CARRIBEAN | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 2%   |
| CHINA                             | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 1%   |
| CIS                               | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 3%   |
| EUROPE                            | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 39%  |
| FAR EAST                          | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 2%   |
| INDIA,SRI LANKA, INDIAN OCEAN     | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 5%   |
| NEAR-MIDDLE EAST                  | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 26%  |
| NORTH AFRICA                      | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 5%   |
| SOUTH AFRICA                      | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 1%   |
| USA, CANADA, GREENLAND            | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 5%   |
| WEST-,CENTRAL-,EAST AFRICA        | Travel insurance, assistance office, government agencies, health authorities, humanitarian organization, hospitals, corporate clients, private clients | Intensive care patients            | 10%  |

Chart 1: Markets served



## G4-9 Scale of the organization

Table 6: Information about the organization

| Criteria                               | Values     |
|--|------------|
| Number of employees                    | 198        |
| <b>Total number of operations</b>      | <b>1</b>   |
| Net sales / revenue (in Euro)          | 74,791,657 |
| Equity (in Euro)                       | 7,968,635  |
| Loan financing (in Euro)               | 48,167,326 |
| Number of products / services provided | 6          |

## G4-10 Total numbers of employees

Table 7: Employees by gender

| Category                         | Number of employees |
|----------------------------------|---------------------|
| female                           | 46                  |
| male                             | 152                 |
| <b>Total number of employees</b> | <b>198</b>          |





Chart 2:

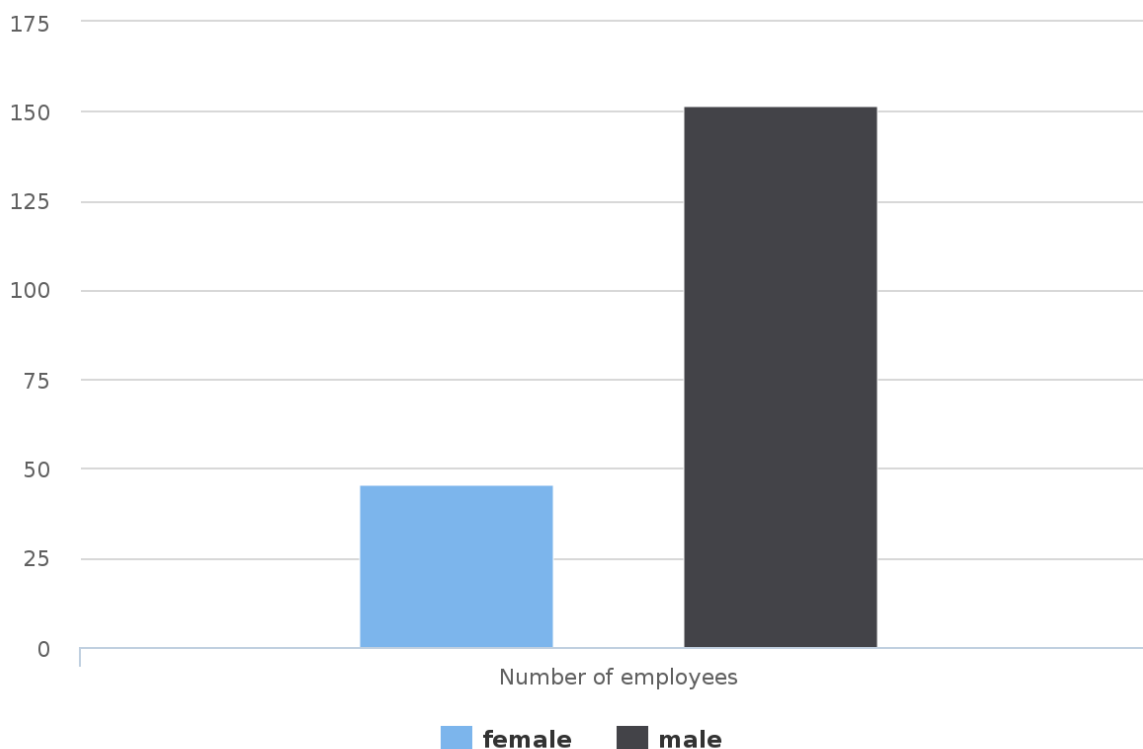


Table 8: Employees by employment contract

| Employment type   | Number of employees |
|---|---------------------|
| <b>Permanent contract</b>   |                     |
| female  | 46                  |
| male  | 150                 |
| <b>Temporary contract</b>   |                     |
| female  | 0                   |
| male  | 2                   |
| <b>Total number of employees with permanent and temporary contracts</b> | <b>198</b>          |

Table 9: Employees by employment type

| Employment type  | Number of employees |
|--|---------------------|
| <b>Full-time</b>   |                     |
| female   | 32                  |
| male   | 145                 |
| <b>Part-time</b>   |                     |
| female   | 14                  |
| male   | 7                   |
| <b>Total number of employees with full-time and part-time status</b> | <b>198</b>          |

Table 10: Employees by employment relationship

| Employment relationship   | Number of employees |
|---------------------------|---------------------|
| <b>Employees</b>          |                     |
| female                    | 46                  |
| male                      | 152                 |
| <b>Supervised workers</b> |                     |
| female                    | 0                   |
| male                      | 0                   |

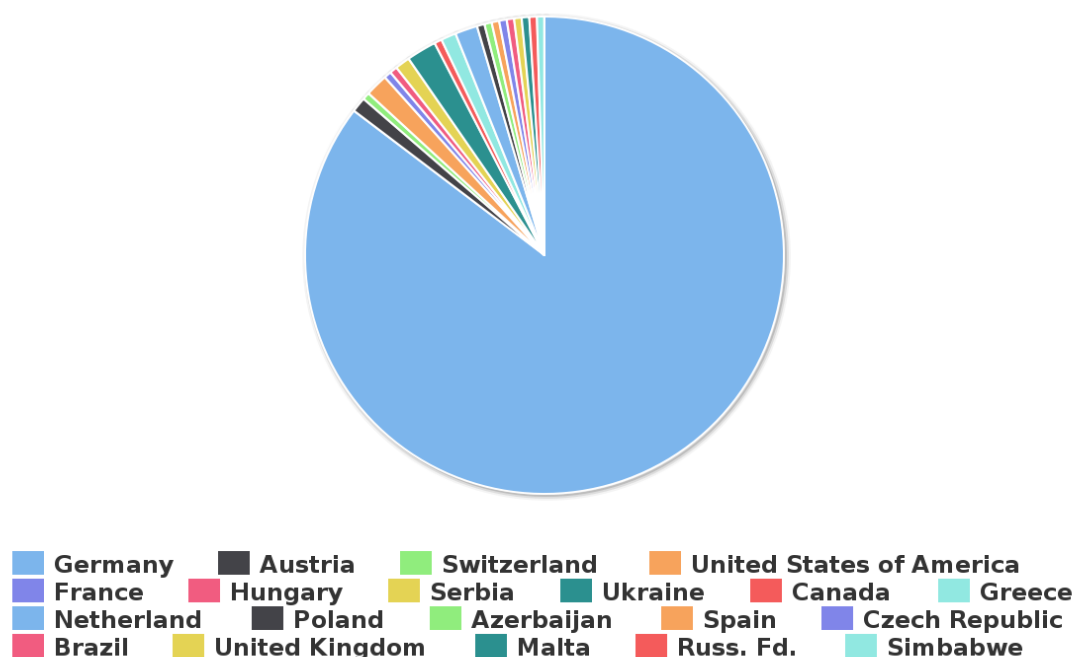
Table 11: Employees by business location

| Country / region                 | of which are female | of which are male | Total number of workforce |
|----------------------------------|---------------------|-------------------|---------------------------|
| Germany                          | 38                  | 131               | 169                       |
| Austria                          | 1                   | 1                 | 2                         |
| Switzerland                      | 0                   | 1                 | 1                         |
| United States of America         | 0                   | 3                 | 3                         |
| France                           | 0                   | 1                 | 1                         |
| Hungary                          | 0                   | 1                 | 1                         |
| Serbia                           | 1                   | 1                 | 2                         |
| Ukraine                          | 4                   | 0                 | 4                         |
| Canada                           | 0                   | 1                 | 1                         |
| Greece                           | 0                   | 2                 | 2                         |
| Netherlands                      | 0                   | 3                 | 3                         |
| Poland                           | 0                   | 1                 | 1                         |
| Azerbaijan                       | 0                   | 1                 | 1                         |
| Spain                            | 0                   | 1                 | 1                         |
| Czech Republic                   | 0                   | 1                 | 1                         |
| Brazil                           | 0                   | 1                 | 1                         |
| United Kingdom                   | 1                   | 0                 | 1                         |
| Malta                            | 0                   | 1                 | 1                         |
| Russ. Fed.                       | 1                   | 0                 | 1                         |
| Zimbabwe                         | 0                   | 1                 | 1                         |
| <b>Total number of workforce</b> | <b>46</b>           | <b>152</b>        | <b>198</b>                |



Chart 3:

### Total number of workforce



A substantial portion of the organizations work is performed by permanent employees. There are no significant seasonal variations in the number of employees.

In addition to our permanent staff, FAI rent-a-jet Aktiengesellschaft employs freelancers. The diversity of our freelancers is shown by their various countries of origin.

Including but not limited to: Germany, Canada, Romania, India, United States, Slovenia, Hungary, Austria, Spain, Italy and the Czech Republic.

#### G4-11 Employees covered by collective bargaining agreements

Our organization has no employees covered by collective bargaining agreements.

#### G4-12 Organization's supply chain

Our organization does not have a supply chain.

We are an air carrier, licensed by the European Aviation Safety Agency (EASA) according to EU-OPS1, our Maintenance Organization (MRO) is certified according to EASA Part 145.

Our air ambulance operations are certified by EURAMI (European Medical Institute).

As a certified airline, we obtain parts only from suppliers providing us with a certificate of origin.

During the reporting period of 2016 we received parts from approximately 105 suppliers, of those 85% came from companies in the United States of America, 10% came from Germany, 1% came from Canada and 1% came from the United Kingdom.

#### G4-13 Significant changes regarding size, structure ownership or supply chain

During the reporting period there were significant changes in terms of the size, structure or ownership of the organization or the supply chain.

In August 2016 the grounding for the new Hangar ("Hangar 8") started at EDDN airport. The Hangar will be completed in spring 2017 and provide an additional hangar floor by 4.500 m<sup>2</sup>. The investment for Hangar 8 will be approximately € 7 m.

FAI rent-a-jet Aktiengesellschaft was able to increase the fleet to a total amount of 21 aircraft.

In April 2016 the ownership (100 %) merged from Axtmann Holding AG into Axtmann Aviation Holding GmbH.

#### G4-14 Addressing of the precautionary principle

The precautionary principle 15 of the "Rio Declaration on environment and development" is implemented at the company level among other things as stated in the companies "Code of Conduct".

#### G4-15 Sustainability charters, principles or initiatives endorsed

Our organization endorses or supports external charters, principles and initiatives listed in the table.

Table 12: Externally developed economic, environmental and social charters, principles, or other initiatives subscribed or endorsed

| Name                          | Date of adoption | Countries or operations where applied | Range of stakeholders involved in the development and governance of these initiatives | Bindingness             |
|-------------------------------|------------------|---------------------------------------|---|-------------------------|
| United Nations Global Compact | 07/06/2005       | Company wide                          | Axtmann Aviation Holding GmbH   | non-binding / voluntary |

#### G4-16 Memberships of associations

Our organization is a member of the associations and interest groups listed in the table:

Table 13: Memberships in associations

| Name of the Association                         | Commitment of the organization                 |
|---|--|
| EURAMI (European Aero-Medical Institute e.V.)   | Participating in projects or in working groups |
| EBAA (European Business Aviation Association)   | Participating in projects or in working groups |
| GBAA (German Business Aviation Association e.V) | Participating in projects or in working groups |
| MEBA (Middle East Business Aviation)            | Participating in projects or in working groups |
| ABAA (African Business Aviation Association)    | Participating in projects or in working groups |
| United Nations Global Compact                   | Participating in projects or in working groups |



## Identified Material Aspects and Boundaries

### G4-17 Organizational structure

The following information regarding the specified organizational units can be found in these documents: Information on the consolidated business units can be found within the published available audit report-consolidated financial statements. These are published in the Federal Gazette “Bundesanzeiger” ([www.bundesanzeiger.de](http://www.bundesanzeiger.de)). Enter “FAI” as a search term.

The Company is managed by the Executive Board, consisting of four (4) executive members. The Executive Board is responsible for all decisions regarding economic, environmental and social impacts.

### G4-18 Method for defining report content and differentiation of aspects

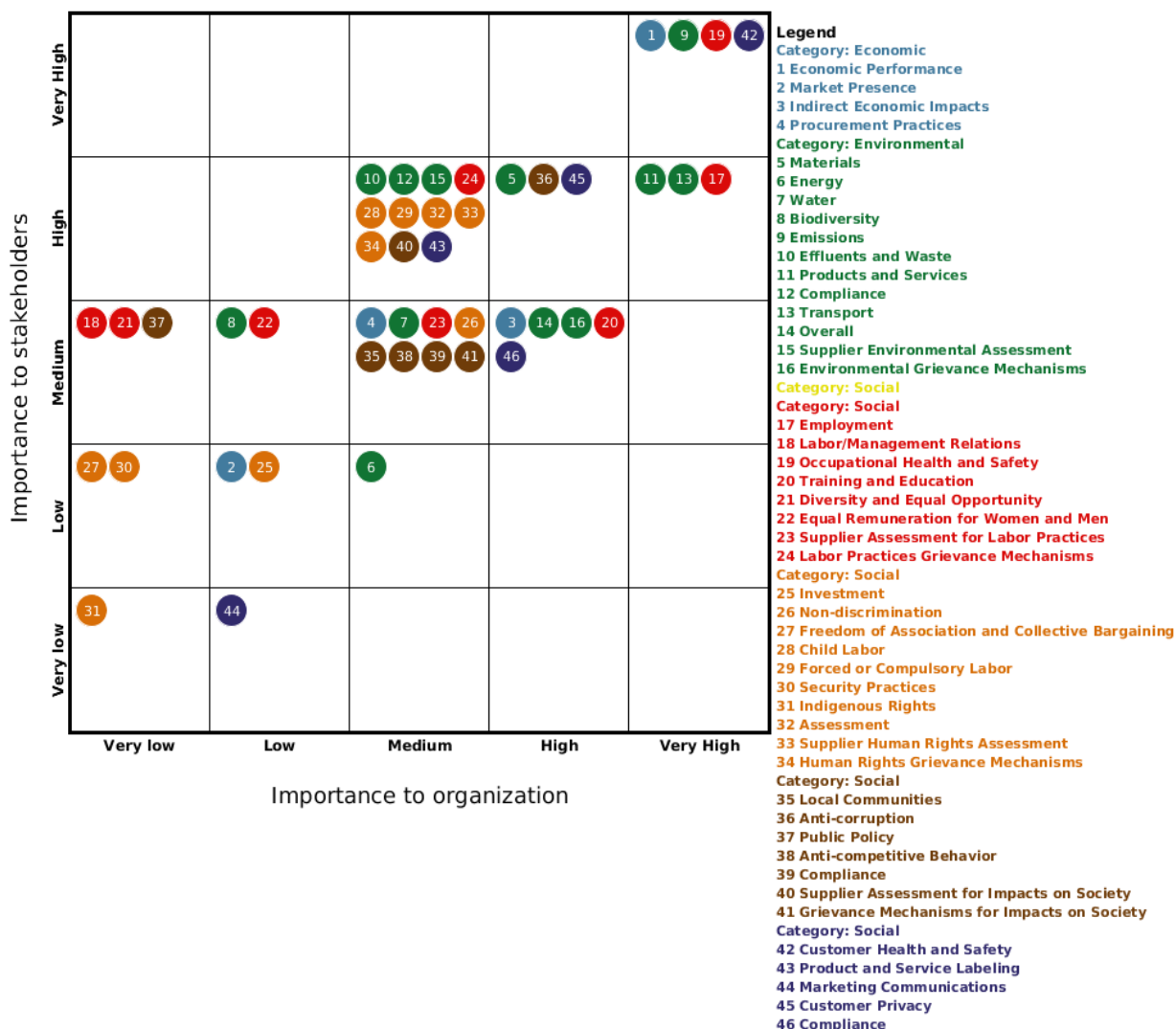
Process for defining the report contents and aspect boundaries:

In order to define the material aspects and boundaries of the report, we used as a foundation the quick check of the sustainability software 360report. In the first step, we evaluated the data base in the GRI stakeholder survey of the sector air transportation (primarily passenger air transportation), in order to take the size of FAI rent-a-jet Aktiengesellschaft into account. In the second step, we adapted the materiality matrix using an initial selection of indicators and aspects. This adaptation as well as the selection of relevant indicators are based on the contribution of the Executive Assistant to Chairman and were carried out in consultation with Members of the Board.

Once the materiality was defined, 360report answered and worked on the questionnaires. This was done in close collaboration with the staff of Human Resources, Operations, Accounting as well as other staff members and the experts from 360report. Aspects and indicators, whose materiality was classified as low or very low and were not taken into consideration in this report.



## G4-19 Identified material aspects



## G4-20 / G4-21 Material aspects and aspect boundaries within and outside the organization

Significant aspects and boundaries of the aspects within and outside the Company:

The first analysis is based on the assumption that all as “material” classified aspects for the entire company located in Nuremberg are of importance. Regarding the communication with the stakeholders it is important to us to continuously improve our annual Communication on Progress. In addition, we have been reporting to our shareholders for many years pursuant with the IFRS financial reporting standards.

## G4-22 Effect of any restatements of information provided

Our organization has previously reported on sustainability issues. Compared to the previous Sustainability Report there are changes in the presentation of information.

FAI-rent-a-jet Aktiengesellschaft has published a sustainability report in previous years. As this report becomes more detailed, 360report software gave us the opportunity to comply with this.

## G4-23 Changes from previous reporting periods

In comparison to the previous Sustainability Report there have been no changes in scope and aspect boundaries.

Please also refer to G4-22

## Stakeholder Engagement

### G4-24 Stakeholder groups engaged

During the reporting period the organization's stakeholders were involved in sustainability issues. The following table shows the involved stakeholders.

Table 14: List of stakeholders and their sectors

| Stakeholder          | Topics  |
|----------------------|---|
| Executive Board      | All material aspects  |
| Individual Employees | The specific aspect for which the individual staff member carries out the data collection |

There was great engagement from employees and stakeholders alike during the time of data collection.

### G4-25 Basis for identification and selection of stakeholders with whom to engage

During the reporting period the organization's stakeholders were involved in sustainability topics. The identification and selection of stakeholders is made in accordance with the following principles and procedures: The management is the driving force associated with the subject of sustainability. During the discussion about the material aspects and indicators additional employees were involved gradually into the process.

### G4-26 Approach for stakeholder engagement

Stakeholders of our organization were involved in discussions on sustainability issue during the reporting period. The following table shows the methods of stakeholder involvement.

Table 15: Stakeholder involvement and frequency

| Procedure                                      | Stakeholder groups    | Frequency of involvement                          |
|--|-----------------------|---|
| In a transparent and continuous dialog process | various staff members | several times in the course of the reporting time |

Stakeholder involvement occurred not only as part of the report preparation process but also independently. Our organization is planning in the medium term to increase stakeholder involvement and to implement it in the management process.

### G4-27 Key topics and concerns of stakeholder engagement

Table 16: Key topics and organisation's response

| Topic / concern        | Stakeholder groups approached | Response of the organization |
|------------------------|-------------------------------|------------------------------|
| Labour Practices       | Human Resources               | see matrix G4-G19            |
| Customer Satisfaction  | Customers                     | see matrix G4-G19            |
| Product Responsibility | Charter                       | see matrix G4-G19            |
| Human Rights           | Management                    | see matrix G4-G19            |
| Environment            | Management                    | see matrix G4-G19            |
| Economic Performance   | Management<br>Accounting      | see matrix G4-G19            |

Employees from several departments including upper management, human resources, accounting, charter and engineering were involved in the preparation of this report. Their involvement was of great importance for the completion of this report.

## Report Profile

### G4-28 Reporting period

The information shown in the report covers the fiscal year from Jan 1, 2016 to Dec 31, 2016.

### G4-29 Date of most recent previous report

The last sustainability report was in the year 2016 for 2015.

### G4-30 Reporting cycle

Our report is published at periods of one year.

### G4-33 External assurance of the report

The sustainability report has not been externally audited.



## Governance

### G4-34 Governance structure

Our organization has the following governing bodies and committees in the governance structure: The Board consists of four (4) Executive Board members and the Supervisory Board with three (3) members.

The following committees are responsible for decision-making in economic, environmental and social impacts: Executive Board.

## Ethics and Integrity

### G4-56 Codes of conduct and codes of ethics

Our organization is based on written values, principles and standards of conduct and norms (e.g. codes of conduct and codes of ethics).

Table 17: Values, principles and standards of conduct and norms

| Value / principle / standard of conduct and norm | Name              | Description   |
|--|-------------------|---|
| Principle  | Employee Contract | Employment contracts are drafted by our legal department as well as overseen by our Human Resource Department     |
| Standard of conduct and norm                     | Code of Conduct   | Distribution by the Quality Management Team and as such is issued to each new employee on their first day of work |

There are regular training courses in terms of values, principles and standards of conduct and norms members of the governance board, our employees and business partners. New stakeholders are required to read and sign our principles, standards of conduct and norms. These include members of the governance board, our employees and business partners. The person in the following position is responsible for the values, principles and standards of conduct and norms: Head of Human Resources and Legal together with the staff members employed in this department.

Our principles and standards of conduct and norms are available in different languages so that they reach all members of senior management, employees, business partners and other stakeholders.

In terms of values, principles and standards of conduct and norms we are continuously training our employees. New stakeholders are required to read our principles, standard of conduct and norms confirming their acknowledgement and consent by signature. These include members of the governance board and our employees. The Quality Manager is responsible for the ongoing process of development and formulation of values, principles and standards of conduct and norms.

## SPECIFIC STANDARD DISCLOSURES

### Category: Economic

#### G4-DMA Disclosures on Management Approach “Economic”

As a leading provider of ambulance flights, VIP-Charter, aircraft management and maintenance we are challenged by our clients' future-oriented solutions for sustainable individual mobility. According to our conviction to act responsible and the combined social acceptance this creates increasingly the condition for each enterprise to be economically successful, now and in the future. Thus, we understand sustainable management as an investment in our future capabilities. This requires that solutions for social and entrepreneurial challenges are identified at an early stage.

## Economic Performance

### G4-EC1 Direct economic value generated and distributed (EVG&D)

#### *Direct economic value generated and distributed*

For determining taxable income our Company uses accruals based accounting method recorded as revenue and expenditures in the income statement. As a result of the internal data management system previously used, the economic business figures required by GRI G4 were not yet available in this format.

We will adjust the system to be able to generate these business figures in the near future in the appropriate format.

The EVG&D cannot be allocated by national, regional or market level. The reason being that the percentage of local supply options depend on routes flown in the air and therefore fluctuates significantly in order to be able to report fixed percentages.

### G4-EC2 Chances and risks due to climate change

#### *Financial implications and other risks and opportunities for the organization's activities due to climate change*

We have not yet verified the risks of natural disasters due to climate change for our business activities. We assume no strong hazard due to our geographical location. FAI rent-a-jet Aktiengesellschaft does not operate in the classic energy-intensive industries, however, ranks among a growing sector with raising greenhouse gas emissions:

Air-transport CO<sub>2</sub>-regulations apply for all aircraft operators according to European Emissions Trading System (EU-ETS) for intra-European Economic Area (EEA) flights. Due to the "Stopping the Clock"-decision for international flights from/to the EEA, the EU-ETS is temporarily suspended until the international Civil Aviation Organization ICAO shall have developed and adopted a global model for the regulation of international aviation emissions.

However, we are affected indirectly by climate changes, as we have to pay for higher energy and raw material prices, which in turn result in higher demands on energy management. Nevertheless, we have a CO<sub>2</sub> strategy, which is explained in more depth in the environment section of this report.

We are unable to provide information on a systematic and database-supported analysis of the financial consequences of climate change.

### G4-EC3 Coverage of the benefit obligations

#### *Coverage of the organizations defined benefit obligations*

Our organization does not have a pension scheme for employees. Currently there is no plan to introduce a scheme.

All fixed employees are covered by the German Social Security System which includes a pension scheme. As provided by law, FAI rent-a-jet Aktiengesellschaft contributes 50 percent to all contributions of the employees into this pension scheme, up to the social security contribution ceiling.

## Market Presence

### G4-EC5 Ratios of standard entry level wage by gender compared to local minimum wage

FAI rent-a-jet Aktiengesellschaft wages are based on the employees' ability, engagement, job performance and commitment. There is no gender bias regarding pay scale and everyone is paid above minimum wage.



## Indirect Economic Impacts

### G4-EC7 Infrastructure investments and services supported

#### *Development and impact of infrastructure investments and services supported*

We have made the following investments in infrastructure or services during the reporting period.

*Table 18: Investments in infrastructure or services supported*

| <i>Description</i>             | <i>Previous needs analysis performed</i> | <i>Type of investment</i> | <i>Cost in Euro</i> | <i>Duration</i> |
|--------------------------------|--|---------------------------|---------------------|-----------------|
| Alexander v. Humboldt Stiftung | yes                                      | Monetary donation         | 3,000               | one time        |
| Nürnberger Tafel               | yes                                      | Monetary donation         | 5,000               | one time        |
| Leon Heart Foundation          | yes                                      | Monetary donation         | 5,000               | one time        |

In 2016 we decided that one of our donations shall be of benefit to the Leon Heart Foundation.

The Leon Heart Foundation supports children and teenagers in social and medical services all around the world. The foundation's goal is to leave traces and a lasting help in: medical supply, restoration and repair, rising of therapy rooms and rooms to play as well as the access to education.

In 2016 other donations were made as well. For Example to the "Tafel Nürnberg", a service organized by the city of Nuremberg for the ever growing population of low income households. The "Tafel Nürnberg" allows families in need to collect perishable and non-perishable foods in order to provide healthy food choices to their families.

The current or expected impact on communication and the local economy due to our involvement is: The foundations we support with our donations were founded to give help to those who really need it.

## Procurement Practices

### G4-EC9 Spending on local suppliers

#### *Proportion of spending on local suppliers at significant locations of operations*

Our company does not have a specific policy determining that locally-based suppliers shall be given preference. It is currently not planning to introduce such a policy either. Even with such policy in place the main suppliers for aircraft parts and services are the United States, France and the UK.



## CATEGORY: ENVIRONMENTAL

### G4-DMA Disclosures on Management Approach EN (Environment)

Sustainability has many facets. From environmental protection to aid for people in need, social commitment is firmly anchored in the philosophy of FAI rent-a-jet Aktiengesellschaft. We contribute our part and consider ourselves proactive corporate citizens. We are especially engaged in regions which are relevant to us and our business activities.

For example our annual CO<sub>2</sub> emissions project aims to be a reliable partner for that particular community for years to come.

Due to the CO<sub>2</sub> emissions offset-project, our headquarters in Nuremberg are carbon neutral. This important step is our contribution to environmental protection. Following our "Code of Conduct", we commit ourselves to act responsible towards our environment for generations to come.



## Materials

### G4-EN1 Materials

#### Materials used by weight or volume

In the following we enter information regarding to: Operating supplies.

Table 19: Operating supplies used

| Operating supplies                       | Amount | Unit | Origin   | Renewability  | Measuring method |
|--|--------|------|----------|---------------|------------------|
| Mobil Oil 254                            | 650.00 | l    | external | non-renewable | estimate         |
| AREO HF Oil                              | 900.00 | l    | external | non-renewable | estimate         |
| Prist Oil                                | 380.00 | l    | external | non-renewable | estimate         |
| Grease/Schmierfette                      | 82.00  | kg   | external | non-renewable | estimate         |
| Turbo 2380 Oil                           | 563.00 | l    | external | non-renewable | estimate         |
| Butanol                                  | 120.00 | l    | external | non-renewable | estimate         |
| Isopropylalkohol                         | 160.00 | l    | external | non-renewable | estimate         |
| Diverse Sprays (Kantaktspray,PTFE,Lacke) | 325.00 | kg   | external | non-renewable | estimate         |

Table 20: Total weight of renewable and non-renewable materials used

| Material                                      | Weight |
|---|--------|
| Total weight of renewable material (in t)     | 0.00   |
| Total weight of non-renewable material (in t) | 2.84   |

Our organization uses the following estimation methods: Calculation of consumption levels of the average order amount of all supplies used.

### G4-EN2 Recycled input materials

#### Percentage of materials used that are recycled input materials

Our organization used no secondary raw materials in the reporting period.



## Energy

### G4-EN3 Energy consumption within the organization

In the reporting period energy has been purchased, produced and sold.

Table 21: Consumption of fuels broken down by fuel type

| Energy source                           | Energy (GJ)       |
|---|-------------------|
| Renewable energy sources                |                   |
| Biogas                                  | 1,316.95          |
| Bioethanol                              | 6.85              |
| Biodiesel                               | 70.02             |
| Non-renewable energy sources            |                   |
| Petrol                                  | 130.14            |
| Diesel                                  | 930.24            |
| Aviation turbine fuel (Jet A / Jet A-1) | 559,462.65        |
| <b>Total direct energy consumption</b>  | <b>561,916.85</b> |

Table 22: Total amount of indirect energy consumption differentiated by indirect renewable and indirect non-renewable energy sources in Gigajoule (GJ)

| Energy source                            | Energy (GJ)     |
|--|-----------------|
| Renewable energy sources                 |                 |
| Electricity                              | 504.09          |
| Non-renewable energy sources             |                 |
| Electricity                              | 1,296.24        |
| <b>Total indirect energy consumption</b> | <b>1,800.33</b> |

Table 23: Total amount of self-generated energy broken down by renewable and non-renewable energy source

| Energy source                | Energy (GJ)   |
|------------------------------|---------------|
| Renewable energy source      |               |
| Electricity                  | 587.87        |
| <b>Total energy produced</b> | <b>587.87</b> |

Table 24: Total amount of energy sold broken down by energy source

| Energy source            | Energy (GJ)   |
|--------------------------|---------------|
| Renewable energy sources |               |
| Electricity              | 158.65        |
| <b>Total energy sold</b> | <b>158.65</b> |

Table 25: Total amount of energy consumption within the organization broken down by renewable and non-renewable energy source

| Energy type   | Total (GJ)          | of which renewable (GJ) | of which non-renewable (GJ) |
|---|---------------------|-------------------------|-----------------------------|
| Purchased   | 1,123,179.83        | 9,844.08                | 1,121,281.92                |
| Produced  | 587.87              | 587.87                  | 0.00                        |
| Sold  | 158.65              | 158.65                  | 0.00                        |
| <b>Total energy consumption within the organization</b> | <b>1,123,609.05</b> | <b>10,273.30</b>        | <b>1,121,281.92</b>         |

The total amount of self-generated energy for the reporting year 2016 was 163,296 kWh (587.87 GJ). Of those, 44.069 kWh (158.65 GJ) were sold to the "Flughafen Nürnberg Energie GmbH".

The energy generated originates from FAI's own photovoltaic system on the roof of "Hangar 7".

#### G4-EN4 Energy consumption outside of the organization

We do not provide information about upstream or downstream energy consumption.

#### G4-EN5 Energy intensity

Table 26: Amount of energy, relevant types and intensity

| Amount of energy | Unit energy | Affected types of energy | Value reference size | Unit reference size | Energy intensity | Unit Result            |
|------------------|-------------|--------------------------|----------------------|---------------------|------------------|------------------------|
| 15,103,917.30    | l           | Kerosene                 | 12,986.50            | flight hours        | 1,163.05         | l Kerosene/flight hour |

#### G4-EN6 Reduction of energy consumption

Table 27: Initiatives to reduce energy consumption

| Initiative  | Reduction (in GJ) | Types of energy affected | Base year / reference size | Standards, methods and assumptions   |
|---|-------------------|--------------------------|----------------------------|--|
| Improved methods, optimal design of the flights   | 200.00            | Kerosene                 | 2016                       | Establishing standard procedures for the design of flight segments with the greatest fuel consumption, such as climb or longer horizontal flight segments during the climb phase.  |
| Changed employee behaviour in compliance with standard procedures, especially the optimal cruising method   | 150.00            | Kerosene                 | 2016                       | Choosing the ideal flight plan compliance with these procedures by all crews   |
| Examination of the flight schedules, Check the flight plans, avoid planning mistakes and detour plans by the crews and timely correction of errors        | 200.00            | Kerosene                 | 2016                       | Review of the flight schedule by crew and timely corrections as needed   |
| Flying with LJ60 with a further reach within the ambulance operations and replacement of older aircrafts and avoidance of landings for fuel purposes only | 560.00            | Kerosene                 | 2016                       | Reduction of necessary stopovers for refuelling purposes by approximately 100 landings, thus saving additional fuel consumption for a climb of around 150 litres of kerosene per saved stopover; In 2016 this results in a saving of 15,000 litres of kerosene |



Precise data on kerosene savings is difficult to retrieve and analyse. We are achieving saving potentials already at the flight scheduling stage and the assessment respectively the minimization of ground run-up of the engines, however, particularly during flights by optimizing operation of the aircraft by the crew.

Thanks to the great performance of our technicians, the flight crews and routing planners we were able to save approximately 29.535 litres of fuel in the reporting period for 2016.

## G4-EN7 Reductions in the energy requirements for products and services

Savings by feeding green electricity into a national grid:

The supply of the photovoltaic energy system from "Hanger 7" and its performance in 2016 is used as references thereafter.

## Water

### G4-EN8 Total water withdrawal

*Total water withdrawal by source*

The following standards were applied in the measurement:  
During the reporting period 2016 a total of 1.115 m<sup>3</sup> of water usage was measured by the calibrated water meter supplied by the Flughafen Nürnberg GmbH.



## Biodiversity

### G4-EN11 Operational sites in protected areas

*Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas*

There are facilities in protected areas, in areas of high biodiversity value without protection status or bordering such areas.

*Table 28: Locations in or adjacent to legally protected area(s) of high biodiversity value outside protected areas*

| <i>Location name</i> | <i>Geographic location / address</i> | <i>Type of operation</i> | <i>Subterranean land use</i> | <i>Position in relation to the protected area</i> | <i>Size of operational site (in km<sup>2</sup>)</i> |
|----------------------|--------------------------------------|--------------------------|------------------------------|---|---|
| Nuremberg            | Airport - Hangar 6                   | Headquarters             | No                           | Adjacent to a protected area                      | 0.14  |
| Nuremberg            | Airport - Hangar 7                   | Headquarters             | No                           | Adjacent to a protected area                      | 0.14  |

Table 29: Biodiversity of locations listed in previous table

| Location name | Attribute of the area | Protected status                                 | Name of the area                                |
|---------------|-----------------------|--|---|
| Nuremberg     | Terrestrial           | Protected forestry                               | Landscape protection areas "Kraftshofer Forest" |
| Nuremberg     | Terrestrial           | Natura 2000 (FFH area / European bird sanctuary) | Bird Sanctuary "Nürnberger Reichswald"          |
| Nuremberg     | Terrestrial           | Legally protected biotope                        | Biotope "Marienberg"                            |

#### G4-EN12 Impacts of the organization on biodiversity

*Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas*

The operations, products or services of our organization result in no impacts on biodiversity in protected or unprotected areas of high biodiversity.

FAI rent-a-jet Aktiengesellschaft is one of the leading providers of air ambulance and VIP charter services worldwide.

The supply of services we offer is surely an exposure for the biodiversity in the nearby protected areas. Although we try our best to minimize the environmental damage, we will not be able to dispose it completely. We can't do much against the turbine exhausts our aircrafts produce, for patients must be brought home and pilots must absolve their training flights. But we do have other methods to save the environment like producing our own electricity, waste separation or investing in projects to reduce greenhouse gas emissions. Our headquarters in Nuremberg are carbon neutral.

There are no apparent dangers to the biodiversity for the locations listed in Table 29.

#### G4-EN14 Total number of IUCN Red List of Threatened Species

*Total number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk*

The operations of the organization are possibly affecting species that are listed on the IUCN Red List of Threatened Species and on national or regional conservation lists.

As mentioned before, we do our best to minimize the effect that FAI rent-a-jet Aktiengesellschaft has on the environment and therefore also the animals and species that live in it.



## Emissions

### G4-EN15 Direct greenhouse gas (GHG) emissions (Scope 1)

Our organization calculates the entire Scope 1 CO<sub>2</sub> emissions with 360report. The emission factors used by 360report are mainly those of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and IFEU Institute.

Results of the input or calculated Scope 1 CO<sub>2</sub> emissions are shown here.

Table 30: Scope 1 CO<sub>2</sub>e emissions

| Emission source                                    | t CO <sub>2</sub> e | Percentage (%) |
|--|---------------------|----------------|
| Stationary combustion                              | 0.00                | 0.0%           |
| Company owned cars                                 | 74.05               | 0.2%           |
| Company owned airplanes                            | 38,543.69           | 99.8%          |
| Air conditioning installations                     | 12.67               | 0.0%           |
| Production of energy from renewable energy sources | 0.00                | 0.0%           |
| <b>Total</b>                                       | <b>38,630.41</b>    | <b>100.0%</b>  |

Table 31: Methods of data collection of direct CO<sub>2</sub>e emissions (Scope 1)

| Emission source                                    | Methodologies for data acquisition      |
|--|---|
| Company owned vehicles                             | Calculation based on site-specific data |
| Company owned airplanes                            | Mass balance calculations               |
| Air conditioning                                   | Calculation based on published criteria |
| Production of energy from renewable energy sources | Calculation based on published criteria |

### Reporting period

The data shown in the CO<sub>2</sub>-balance and corresponding indicators refer to the period from Jan 1, 2016 to Dec 31, 2016.

### Organizational boundaries

For the definition of organizational system boundaries it is necessary to define the subsidiaries and locations that are included in the CO<sub>2</sub>-balance. For the present CO<sub>2</sub>-balance and corresponding indicators the following subsidiaries are included:

Table 32: Included locations of the organization

| Name                              | Location  | Department          |
|-----------------------------------|-----------|---------------------|
| FAI rent-a-jet Aktiengesellschaft | Nuremberg | Various departments |

Furthermore, decision about if and in positive case which subsidiaries are included into the CO<sub>2</sub>-balance. The organization has subsidiaries but these are not included in the CO<sub>2</sub>-balance.

### G4-EN16 Energy indirect greenhouse gas (GHG) emissions (Scope 2)

Our organization calculates the entire Scope 2 CO<sub>2</sub> emissions with 360report. The emission factors of 360report are mainly the emission factors of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and the IFEU Institute.

Results of the input or calculated Scope 2 CO<sub>2</sub> emissions are shown here.

Table 33: Scope 2 CO<sub>2</sub>e emissions

| Emission source  | t CO <sub>2</sub> e market-based | t CO <sub>2</sub> e location-based | Percentage (%) market-based | Percentage (%) location-based |
|------------------|----------------------------------|------------------------------------|-----------------------------|-------------------------------|
| Electricity      | 221.04                           | 233.35                             | 100.00%                     | 100.00%                       |
| District heating | 0.00                             | 0.00                               | 0.00%                       | 0.00%                         |
| <b>Total</b>     | <b>221.04</b>                    | <b>233.35</b>                      | <b>100.00%</b>              | <b>100.00%</b>                |

Table 34: Methods of data collection of direct CO<sub>2</sub>e emissions (Scope 2)

| Emission source | Method of data collection               |
|-----------------|---|
| Electricity     | Calculation based on published criteria |

## Reporting period

The data shown in the CO<sub>2</sub>-balance and corresponding indicators refer to the period from Jan 1, 2016 to Dec 31, 2016.

## Organizational boundaries

For the definition of organizational system boundaries it is necessary to define the subsidiaries and locations that are included in the CO<sub>2</sub>-balance. For the present CO<sub>2</sub>-balance and corresponding indicators the following subsidiaries are included:

Table 35: Included locations of the organization

| Name                              | Location  | Department          |
|-----------------------------------|-----------|---------------------|
| FAI rent-a-jet Aktiengesellschaft | Nuremberg | Various departments |

Furthermore, decision about if and in positive case which subsidiaries are included into the CO<sub>2</sub>-balance. The organization has subsidiaries but these are not included in the CO<sub>2</sub>-balance.

## G4-EN17 Other indirect greenhouse gas (GHG) emissions (Scope 3)

Our organization calculates the entire Scope 3 CO<sub>2</sub> emissions with 360report. The emission factors of 360report are mainly the emission factors of DEFRA (Department for Environment, Food and Rural Affairs), but also of GEMIS (Global Emission model integrated systems) and the IFEU Institute.

Results of the input or calculated Scope 3 CO<sub>2</sub> emissions are shown here.

Table 36: Scope 3 CO<sub>2</sub>e emissions

| Emission source  | t CO <sub>2</sub> e | Percentage (%) |
|--|---------------------|----------------|
| Paper  | 3.98                | 0.05%          |
| Water  | 1.17                | 0.01%          |
| Waste  | 54.49               | 0.66%          |
| Indirect emissions from fuel and energy consumption in Scope 1 and Scope 2 | 8,141.32            | 99.27%         |
| <b>Total</b>   | <b>8,200.96</b>     | <b>100.00%</b> |

Table 37: Methods of data collection for direct CO<sub>2</sub>e emissions (Scope 3)

| Emission source | Method of data acquisition              |
|-----------------|---|
| Waste           | Mass balance calculations               |
| Paper           | Estimation                              |
| Water           | Calculation based on site-specific data |

### Reporting period

The data shown in the CO<sub>2</sub>-balance and corresponding indicators refer to the period from Jan 1, 2016 to Dec 31, 2016.

### Organizational boundaries

For the definition of organizational system boundaries it is necessary to define the subsidiaries and locations that are included in the CO<sub>2</sub>-balance. For the present CO<sub>2</sub>-balance and corresponding indicators the following subsidiaries are included:

Table 38: Included locations of the organization

| Name                              | Location  | Department          |
|-----------------------------------|-----------|---------------------|
| FAI rent-a-jet Aktiengesellschaft | Nuremberg | Various departments |

Furthermore, decision about if and in positive case which subsidiaries are included into the CO<sub>2</sub>-balance. The organization has subsidiaries but these are not included in the CO<sub>2</sub>-balance.

## G4-EN18 Greenhouse gas (GHG) emissions intensity

Table 39: CO<sub>2</sub> emission intensities

| CO <sub>2</sub> e emissions (in t) | Included types of GHG | Reference value | Units for reference value | Emission intensity | Units for result               |
|------------------------------------|-----------------------|-----------------|---------------------------|--------------------|--------------------------------|
| 38,543.69                          | Scope 1               | 12,986.50       | flight hours              | 2.97               | t CO <sub>2</sub> /flight hour |

## G4-EN19 Reduction of greenhouse gas (GHG) emissions

We have taken initiatives to reduce greenhouse gas emissions. Information on the initiatives taken are listed in the next table:

Table 40: Initiatives to reduce GHG emissions

| Initiative         | Reduction (in t) | Affected GHG    | Type of GHG | Base year / reference | Standards, methods and assumptions |
|--------------------|------------------|-----------------|-------------|-----------------------|------------------------------------|
| Wind Farms Project | 550.00           | CO <sub>2</sub> | Scope 1+2+3 | 2016                  | Gold Standard Project              |

This year the Gold Standard Project chosen is the “InfraVest, Changbin and Taichung bundled Wind Farms Project” in Taiwan.



The project involves the development of two onshore wind farms (103.5 MW and a 46 MW). The project consists of 45 plus 20 wind turbines each with a capacity of 2.3 MW. The project will generate 507 MWh/year, which is delivered to the national grid. The electricity produced will be exported to the regional state electricity authority Tai-Power. Therefore the emission reductions from the project activity will come from the avoidance of carbon dioxide emissions from fossil fuel use at the national electricity grid.

Being a renewable electricity project not only will there be a reduction of CO<sub>2</sub> but also of greenhouse gasses (GHG).

Previously projects in Mali and Turkey (Gold Standards as well), were chosen for our contribution for 2013 2014 and 2015.

A certificate from Zukunftswerk, set against a background of a mountain landscape with a sunburst effect. The certificate is enclosed in a blue-bordered box. It confirms the offset of CO2 emissions from a hangar in the business year 2016, amounting to 550.0 tonnes. The offset is sourced from the Gold Standard Windkraft-Klimaschutzprojekt Infravest Wind in Taiwan. The certificate is dated June 14, 2017, in Starnberg. A QR code and a link to the project page are also provided.

ZUKUNFTSWERK

Bestätigung No. 50431  
FAI Rent-a-jet AG

hat zum Ausgleich von CO<sub>2</sub>-Emissionen des Hangars  
im Geschäftsjahr 2016 CO<sub>2</sub>-Emissionsrechte i.H.v.

550,0 Tonnen

aus dem Gold Standard Windkraft-Klimaschutzprojekt Infravest Wind,  
Taiwan, erworben und stillgelegt.

Starnberg, am 14. Juni 2017  
ORT, DATUM



[zukunftswerk.org/co2-50431](http://zukunftswerk.org/co2-50431)  
LINK ZUR PROJEKTSEITE

#### G4-EN20 Ozone-depleting substances

We destroy ODS in our organization through recognized technologies.

At FAI rent-a-jet Aktiengesellschaft we do not produce, import or export ozone-depleting substances.

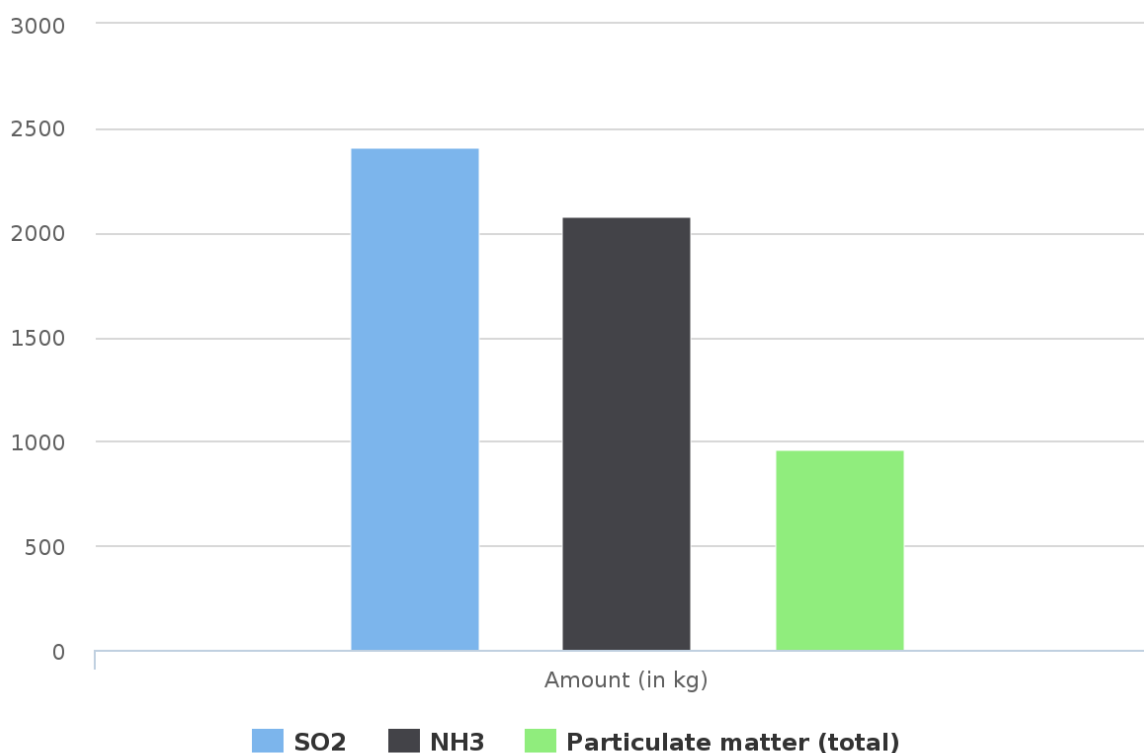
## G4-EN21 NOx, SOx and other significant air emissions

Our organization emits significant air emissions.

Table 41: Significant air emissions

| Type of air emission          | Amount (in kg)  | Method of calculation              | Used standards, methods and assumptions |
|-------------------------------|-----------------|------------------------------------|---|
| SO <sub>2</sub>               | 2,417.00        | Calculation based on standard data | based on published criteria             |
| NH <sub>3</sub>               | 2,078.00        | Calculation based on standard data | based on published criteria             |
| Particulate matter (total)    | 967.00          | Calculation based on standard data | based on published criteria             |
| <b>Total of air emissions</b> | <b>5,462.00</b> |                                    |   |

Chart 4:



The air emission calculation is based on the basis of kerosene consumption. This was multiplied by emission factors for kerosene published by the German Federal Environment Agency in 2012 with the study "Entwicklung eines Modells zur Berechnung der Energieeinsätze und Emissionen des zivilen Flugverkehrs-TREMOD AV" [<< Development of a model for calculating energy consumption and emissions of civil aviation-TREMOD=Transport Emission EstimateModel>>]

## Effluents and Waste

### G4-EN22 Water discharge

#### Total water discharge by quality and destination

Our organization has wastewater discharges, which are shown in the table below.

Table 42: Waste water discharges by location, destination and treatment

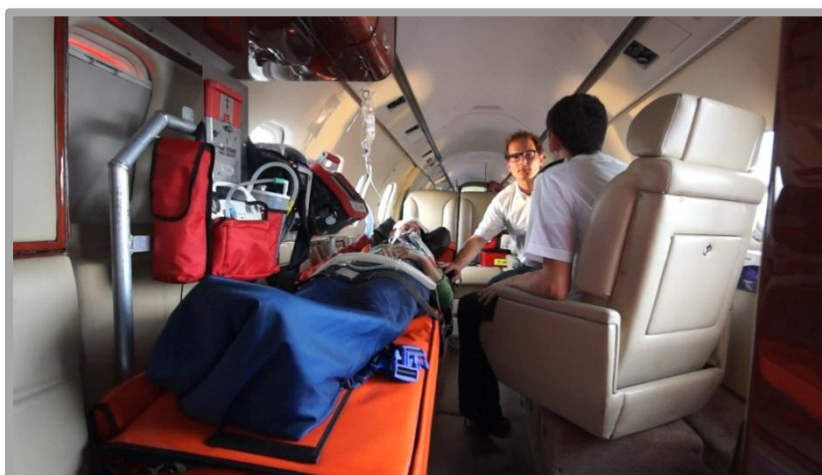
| Location                                  | Volume (in m <sup>3</sup> ) | Treatment  | Destination         | Method of volume estimation | Reuse by another organization |
|---|-----------------------------|--|---------------------|-----------------------------|-------------------------------|
| Nuremberg                                 | 1,115.00                    | Treated in the external wastewater treatment plant | Public sewer system | Measurement                 | No                            |
| <b>Total of all wastewater discharges</b> | <b>1,115.00</b>             |  |                     |                             |                               |

| Source                          | Quantity (megalitres / year) | How does total water withdrawals for this source compare to the last reporting year? | Comment        |
|---------------------------------|------------------------------|--|----------------|
| Fresh surface water             | 0.00                         | Not applicable   | not applicable |
| Brackish surface water/seawater | 0.00                         | Not applicable   | not applicable |
| Groundwater                     | 0.00                         | Not applicable   | not applicable |
| Municipal treatment plant       | 1.12                         | About the same   | not applicable |
| <b>Total</b>                    | <b>1.12</b>                  |  |                |

There are no other standard wastewater quality parameters available in our organization.

We have used the following standards, methods and assumptions: The final numbers for the usage of water was compiled from an annual bill from the Albrecht Dürer Airport Nürnberg.

Water is an increasingly scarce natural resource, and we as a company are aware of the impact we as a unit can have. In all of our facilities water savers are in place to reduce our daily use of fresh water.



## G4-EN23 Waste

### Total weight of waste by type and disposal method

In our organization both non-hazardous and hazardous waste is generated.

Table 43: Non-hazardous waste by type and disposal method

| Waste type   | Amount (in t) | Method of disposal | Information on method of disposal                     |
|--|---------------|--------------------|---|
| Paper / cardboard  | 4.00          | Recycling          | Information provided by the waste disposal contractor |
| Batteries  | 0.53          | Recycling          | Information provided by the waste disposal contractor |
| Wastes not otherwise specified in the list (WCN 16)                | 2.55          | Recycling          | Information provided by the waste disposal contractor |
| Municipal wastes including separately collected fractions (WCN 20) | 273.00        | Recycling          | Information provided by the waste disposal contractor |
| <b>Total of non-hazardous waste</b>                                | <b>280.08</b> |                    |   |

Chart 5:

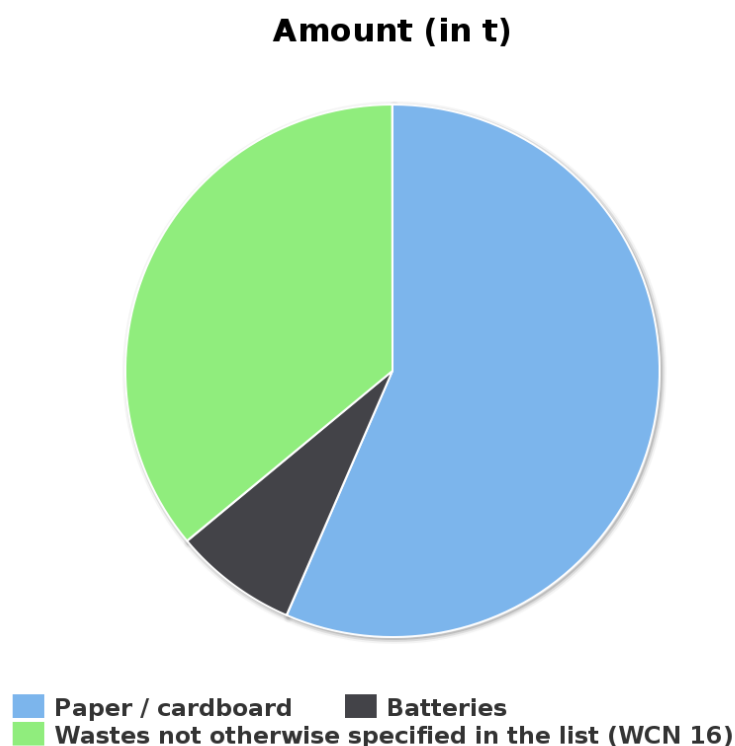


Table 44: Hazardous waste by type and disposal method

| Waste type  | Amount (in t) | Method of disposal | Information on method of disposal                     |
|---|---------------|--------------------|---|
| Oil wastes and wastes of liquid fuels (except edible oils) (WCN 12) | 1.96          | Recycling          | Information provided by the waste disposal contractor |
| Waste organic solvents, refrigerants and propellants (WCN 14)       | 0.12          | Recycling          | Information provided by the waste disposal contractor |
| Packaging waste   | 0.53          | Reuse              | No information available                              |
| <b>Total of hazardous waste</b>                                     | <b>2.61</b>   |                    |   |

All packaging materials and shipping cartons from our suppliers are re-used. The 273 tons of “municipal waste, including separately collected fractions (WCN 20)” is by far the largest amount of waste and consists of waste which has been disposed of as residual waste and paper from the offices, kitchens, etc.

Unfortunately, no exact figures are available concerning the amount and composition. Therefore, the daily volume of around 6 bags with a volume of 240 litres each, composition and hence the weight is an estimate. National and local regulations are exceeded by our company and annually we continue to keep waste to minimum.

#### G4-EN24 Significant spills

*Total number and volume of significant spills*

In the organization there have been no incidents in which environmentally harmful substances have been released.

## Products and Services

#### G4-EN27 Mitigation of the Environmental Impacts of Products and Services

In our organization there are no initiatives taken to reduce the environmental impact of products and services.

The initiatives taken by FAI rent-a-jet Aktiengesellschaft have been described before. There are no other additional initiatives other than continuously keeping our impact on the environment at a minimum.

## Transport

#### G4-EN30 Environmental impacts of transport

*Significant environmental impacts of transporting products and other goods and materials for the organization's operations, and transporting members of the workforce*

The environmental impact of air transport is: >15,103,917 litre Kerosene >70.80-86.30 Decibel (Noise). Basis of the indicators is the main line of business of the company: Air transport within the ambulance flight operations and charter flight operation. There is unfortunately no limitation of transport to be expected with regard to travel of the crew. The main work of the company is, however, in the field of air ambulance operations avoiding empty leg flights. We try, in terms of ambulance flight operations, to achieve a continuous fulfilment of tasks per aircraft through optimal aircraft planning. The aim is, when arriving at the destination of a patient, to enable the admission of another patient at the same destination in order to minimize the environmental and economic impacts of potential additional flights. Criteria to determine the significance of environmental effects are: On the one hand capacity utilization of ambulance aircraft with the analysis of the transport routes of the patients and on the other hand the compliance with standards during take-off and departure of all aircrafts according to the “Noise Abatement Procedures” to reduce noise pollution.

## Supplier Environmental Assessment

### G4-EN32 New suppliers screened on the basis of ecological criteria

Due to the wide scope of the supply chain and the associated complex data we are not able to estimate the impact other supplies have on the environment at this point of reporting. Our hope for the future is that all suppliers we are using will conform to the Global Compact list of requirements.

### G4-EN33 Negative environmental impacts in the supply chain

*Significant actual and potential negative environmental impacts in the supply chain and actions taken*

Our organization has not yet reviewed any supplier in relation to significant actual and potential negative effects on the environment. We have not currently planned such a project.

## Environmental Grievance Mechanisms

### G4-EN34 Formal grievance about environmental impacts

*Number of complaints about environmental impacts filed, addressed, and resolved through formal grievance mechanisms*

In our organization, there is a formal complaints procedure in relation to environmental impact. We respect and observe environmental protection requirements pursuant to legal guidelines. Our employees are trained regarding the urgency of these tasks.

In our company there is a formal complaint procedure concerning environmental impact. This is possible via an anonymous complaint box next to the human resource department.

During the reporting period, no formal complaints in relation to environmental impact were filed, processed or resolved.





## CATEGORY: SOCIAL

### Sub-Category: Labour Practices and Decent Work

#### G4-DMA Disclosures on Management Approach “LA (Labour Practices and Decent Work)”

We respect and recognize the unique role of each employee and his/her contribution to the success of the company. All colleagues - regardless of position, nationality, gender, or age - are treated equally by upper Management and the executive Board.

We want to attract and retain the best employees. We therefore provide them with secure and attractive jobs. Beyond the fixed and variable salary components we offer additional benefits such as holiday payment equal to one month's salary, payments to employee's savings scheme and various insurance services. Key decisions affecting the employees and the employment are taken by the management board. The responsibility for the successful implementation lies in both human resources as well as in specialized departments.

Appreciation and team spirit are important fundamental principles of cooperation in our organization. We are convinced that good teams are more than the sum of their individual parts. A strong sense of “we” is the basis for our sustainable business success.

### Employment

#### G4-LA1 Employee overview and development

*Total number and rates of new employee hires and employee turnover by age group, gender, and region*

Table 45: Employee fluctuations by gender and age group

| Criterion          | Number of staff by criterion | Number of joiners | Joining rate (in %) | Number of leavers | Turnover rate (in %) |
|--------------------|------------------------------|-------------------|---------------------|-------------------|----------------------|
| <b>Total staff</b> | <b>198</b>                   | <b>69</b>         | <b>33%</b>          | <b>53</b>         | <b>20%</b>           |
| <b>By gender</b>   |                              |                   |                     |                   |                      |
| female             | 46                           | 14                | 29%                 | 9                 | 15%                  |
| male               | 152                          | 55                | 35%                 | 44                | 21%                  |
| <b>Age group</b>   |                              |                   |                     |                   |                      |
| < 30 years         | 33                           | 21                | 55%                 | 11                | 20%                  |
| 30 - 50 years      | 125                          | 41                | 32%                 | 35                | 21%                  |
| > 50 years         | 40                           | 7                 | 18%                 | 7                 | 15%                  |

Table 46: Workforce by country / region

| Country / region                 | Number of staff by region | Number of joiners | Joining rate (%) | Number of leavers | Turnover rate (%) |
|----------------------------------|---------------------------|-------------------|------------------|-------------------|-------------------|
| Germany                          | 198                       | 69                | 33%              | 53                | 20%               |
| <b>Total number of employees</b> | <b>198</b>                | <b>69</b>         |                  | <b>53</b>         |                   |

#### G4-LA2 Benefits provided

*Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation*

We provide our full-time employees with company benefits. The company benefits are the same for all significant business locations.

Our organization provides full-time employees with the following standard company benefits: Christmas bonus and capital-forming investments up to EUR 40.00 per month and a snacks / drinks contribution of EUR 10.00 per month.

Our employees with fixed-term or part-time work contracts are granted the same benefits as full-time employees.

#### G4-LA3 Parental leave

*Return to work and retention rates after parental leave, by gender*

In the reporting period there were no work returners.

In the reporting period there was 1 termination agreement (female).

More and more fathers are leaving their traditional roles as they stay home to raise their children.

Here at FAI rent-a-jet Aktiengesellschaft we are no different. Three of our 4 members of the Executive Board have children and therefore are aware how important the first few forming years in a child's life are. So they support their employee's decisions for extended maternity/paternity leave. 100% of employees return to work after their paid leave is over and enjoy their work and family balance as we can offer them here at FAI rent-a-jet Aktiengesellschaft.



## Occupational Health and Safety

### G4-LA5 Total workforce represented in formal joint management-worker health and safety committees

*Percentage of total workforce represented in formal joint management-worker health and safety committees that help monitor and advice on occupational health and safety programs*

Our organization holds occupational safety and health committees (according to German law). Participants change from meeting to meeting, but most of the time all departments are represented. A specific percentage or number of employees attending is not written down.

### G4-LA6 Injuries, occupational diseases, lost days and absenteeism

*Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender*

*Table 47: Injuries, occupational diseases, lost days and absence due to deaths during the reporting period for the total workforce*

| <b>Criterion</b>   | <b>Number of female</b> | <b>Number of male</b> | <b>Total</b> |
|--|-------------------------|-----------------------|--------------|
| Theoretical number of hours  | 83,733                  | 276,684               | 360,417      |
| Lost hours   | 7,285                   | 15,572                | 22,857       |
| <b>Illness-related absenteeism</b>   |                         |                       |              |
| Hours lost due to sickness   | 7,285                   | 15,572                | 22,857       |
| of which hours lost due to occupational diseases                           | 0                       | 0                     | 0            |
| <b>Reportable accidents</b>  |                         |                       |              |
| Number of reportable accidents   | 0                       | 2                     | 2            |
| of which number of accidents on the way to or from work or sport accidents | 0                       | 0                     | 0            |
| of which fatal accidents   | 0                       | 0                     | 0            |
| Number of lost days per reportable accident                                | 0.0                     | 18.0                  | 18.0         |
| <b>Overview</b>  |                         |                       |              |
| Reportable accidents per 1,000 employees                                   | 0.0                     | 10.0                  | 10.0         |
| Absence days per 1,000 employees   | 26,817.0                | 88,623.0              | 115,440.0    |

Following injuries occurred during the reporting period: No specific data available.

*Table 48: Downtime of the total workforce by region*

| <b>Region</b> | <b>Total planned time</b> | <b>Total hours lost</b> |
|---------------|---------------------------|-------------------------|
| Germany       | 360,417                   | 22,857                  |
| <b>Total</b>  | <b>360,417</b>            | <b>22,857</b>           |

This list includes accidents requiring only first aid. Accidents are written down in a special accident book, provided by our mandatory accident insurance (Berufsgenossenschaft für Verkehr, Munich branch). Also accidents with deadly outcome or more than 3 days sick note require a special report to the accident insurance.

## G4-LA7 Diseases related to occupation

*Workers with high incidence or high risk of diseases related to their occupation*

There are no activities that have a high rate of disease or risk in our organization.

There are no known cases of work related illnesses to report.

The most common reason for sick days are the common cold/flu and stomach issues that simply happen to be viral infections passed from person to person. Vaccinations are offered to all of the FAI rent-a-jet Aktiengesellschaft employees free of charge. Special insulation and special window panes make the headquarters building not susceptible to high noise levels.

## Training and Education

### G4-LA9 Training per employee

*Table 49: Average number of hours of education and training by gender and employee category*

| <i>Category</i>                               | <i>Number of employees</i> | <i>Hours for education and training</i> | <i>Hours of training per category</i> |
|---|----------------------------|---|---------------------------------------|
| <b>Total staff</b>                            | <b>198</b>                 | <b>6,356</b>                            | <b>32.1</b>                           |
| <b>By gender</b>                              |                            |   |                                       |
| female  | 46                         | 384                                     | 8.3                                   |
| male  | 152                        | 4,544                                   | 29.9                                  |
| <b>Position</b>                               |                            |   |                                       |
| Board of directors or executive management    | 4                          | 0                                       | 0.0                                   |
| Senior managers                               | 9                          | 308                                     | 34.2                                  |
| Further levels of management                  | 0                          | 0                                       | 0.0                                   |
| Employees without managerial responsibilities | 185                        | 6,048                                   | 32.7                                  |
| <b>Activity</b>                               |                            |   |                                       |
| Technical                                     | 60                         | 1,428                                   | 24.2                                  |
| Management                                    | 138                        | 4,928                                   | 36.0                                  |
| Production                                    | 0                          | 0                                       | 0.0                                   |
| Sales   | 0                          | 0                                       | 0.0                                   |

At the beginning of the employment relationship all new employees are trained on safety regulations and familiarized with safety instructions and laws.

A continuous training program is in place to make sure knowledge is retained, built and continued. FAI rent-a-jet Aktiengesellschaft and its employees strive for the utmost professionalism and rely on experts in their field to train our employees to our highest standards.

The continuous training program, available to all employees, guarantees to FAI rent-a-jet Aktiengesellschaft and its employees that all professional requirements are not only met but exceeded.

#### G4-LA10 Programs for training and education for assisting in managing career endings

*Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings*

We offer education and training programs to our employees to improve their skills and knowledge. These are: internal education and training courses, financial contributions for external training and further education programmes and sabbatical rules with employment guarantee.

We offer no transition programs to our employees who retire or whose employment relationship ends.

### Equal Remuneration for Women and Men

#### G4-LA13 Ratio of remuneration of women to men

*Basic salary by genders, positions and activity*

There is no difference between the salaries and remuneration of men and women in our organization.

Remuneration is, at FAI rent-a-jet Aktiengesellschaft, not based on gender but on educational level, experience, job performance and by time and service provided to the company.

### Supplier Assessment for Labour Practices

#### G4-LA14 Suppliers that were screened for impacts on labour practices criteria

*Percentage of new suppliers that were screened using labour practices criteria*

Our organization has not screened new suppliers in regard to labour practices criteria.

#### G4-LA15 Impacts on labour practices in the supply chain

*Significant actual and potential negative impacts for labour practices in the supply chain and actions taken*

Our organization has not yet reviewed any suppliers in relation to significant actual and potential negative effects of labour practices. The introduction of a review is currently not planned.



## SUB-CATEGORY: HUMAN RIGHTS

### G4-DMA Disclosures on Management Approach “HR (Human Rights)”

Some historically maintained that human rights standards were only applicable to the government but not the private sector. We, at FAI rent-a-jet Aktiengesellschaft believe this not to be true. Human rights belong to everyone and affect all aspects of our lives. The right to be treated with dignity, respect and fairness. In the workplace human rights include the right to a safe work environment and the right to fair and equal remuneration.

Human rights obligation is particularly evident in our investment decisions and the selection of business locations. Our employees have the possibility to anonymously and confidentially communicate on violations of human rights via our Human Resource Department, which then investigates these accusations and takes the necessary measures to counter any and all abuse. No violation of Human rights was reported in the reporting timeframe for this report. In our Code of Conduct we commit ourselves to respect all human rights in all our actions and activities.

### Non-discrimination

#### G4-HR3 Discrimination incidents

*Total number of incidents of discrimination and corrective actions taken*

During the reporting period no incident of discrimination was reported.



### Freedom of Association and Collective Bargaining

#### G4-HR4 Freedom of association and collective bargaining

*Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at significant risk, and measures taken to support these rights*

In our organization there are no business or supplier locations in which the right of workers to freedom of association and collective bargaining is violated or could be significantly compromised.

### Child Labour

#### G4-HR5 Risk of child labour

*Operations and suppliers identified as having significant risk for incidents of child labour, and measures taken to contribute to the effective abolition of child labour*

In our organization there are no business locations or suppliers which are considered risky with regard to child labour and youth work.

### Forced or Compulsory Labour

#### G4-HR6 Risk of forced and compulsory labour

*Operations and suppliers identified as having significant risk for incidents of forced or compulsory labour, and measures to contribute to the elimination of all forms of forced or compulsory labour*



In our organization there are no business locations or suppliers with a significant risk for incidents of forced or compulsory labour.

## Security Practices

### G4-HR7 Security personnel trained in the human rights aspects

*Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations*

In our organization there is no directly hired security staff.

The training requirements also apply to third parties who provide our organization with security personnel.

## Indigenous Rights

### G4-HR8 Incidents of violations involving the rights of indigenous peoples

*Total number of incidents of violations involving rights of indigenous peoples and actions taken*

During the reporting period, no incident was reported regarding violation of the rights of indigenous people.

## Supplier Human Rights Assessment

### G4-HR10 Suppliers that were screened for impacts on human rights

*Percentage of new suppliers that were screened using human rights criteria*

Our organization has not reviewed any new suppliers on the basis of human rights criteria.

### G4-HR11 Negative human rights impacts in the supply chain and actions taken

*Significant actual and potential negative impacts on society in the supply chain and actions taken*

Our organization has not assessed any suppliers in relation to significant actual and potential negative impacts on human rights. The introduction of an assessment is not currently planned.

## Human Rights Grievance Mechanisms

### G4-HR12 Formal complaints procedure in relation to human rights impacts

*Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms*

Our company, FAI rent-a-jet Aktiengesellschaft has procedures in place, to file a formal complaint, in relation to human rights. In the time period for this report (2016) there were no complaints filed, submitted and/or addressed relating to human rights issues.

## Sub-Category: Society

### G4-DMA Disclosures on Management Approach “SO (Society)”

Social commitment is firmly anchored in our corporate identity. We operate in many different markets, which are characterized by diversity. Due to our multiannual local presence in these markets we are able to perceive an overview of the population's social situation.

However, due to our international operations the support is not only important to us beyond the German.

We are committed to local projects in Nuremberg as well as other projects throughout Germany.

The basis of fair competition is to comply with legal standards also and especially in view of human resources. Corruption distorts competition and causes damage to the company. The corporate image is the basis for a healthy but growing corporate development and is essential for further development.

Our employee's remuneration is above the regional benchmark. The exploitation and the abuse of our staff will never be tolerated nor have they ever been part of our business philosophy. Due to the fair remuneration the susceptibility of the individual employee to corruption is minimized.

Our Code of Conduct, which is published on our website ([www.fai.ag](http://www.fai.ag)), underlines our commitment to zero tolerance on corruption.

## Local Communities

### G4-SO1 Engagement with local communities

*Percentage of operations with implemented local community engagement, impact assessments, and development programs*

Our organization has no formal programs or systematic procedures for involvement with local communities, impact assessment or development programs. The introduction of such measures is not currently planned.

### G4-SO2 Impacts on local communities

Operations with significant actual and potential negative impacts on local communities

In our organization there are no business activities in some locations that have a significant potential to cause adverse effects on local communities and municipalities or that already have a negative effect.

## Anti-corruption

### G4-SO3 Operations assessed for risks related to corruption

Total number and percentage of operations assessed for risks related to corruption and the significant risks identified

Due to our “zero tolerance” policy, the risk of corruption is very low. Description as such is found in the Company's Code of Conduct.

### G4-SO4 Communication and training on anti-corruption policies and procedures

Each new staff member receives a FAI rent-a-jet Aktiengesellschaft's “Code of Conduct” for review and signature the day he/she starts working. It provides instructions, policies and procedures to combat corruption.

## G4-SO5 Cases of corruption

*Confirmed incidents of corruption and actions taken*

During the reporting period there were no incidents of corruption in our organization.

## Public Policy

### G4-SO6 Political donations

*Total value of political contributions by country and recipient / beneficiary*

During the reporting period our organization has made no direct or indirect monetary and non-monetary contributions.

Our company does not directly nor indirectly financially support any political institutions or individuals.

## Anti-competitive Behaviour

### G4-SO7 Anti-competitive behaviour or anti-trust and monopoly practices

*Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes*

In the reporting period, our organization was not involved in court processes due to anti-competitive behaviour or violations of antitrust law.

In the reporting period for the year 2016 FAI rent-a-jet Aktiengesellschaft has not been involved in any proceedings arising from anti-competitive behaviour or violations of cartel law. We comply with applicable laws and consults legal experts regarding antitrust and completion laws.

## Compliance

### G4-SO8 Fines and non-monetary sanctions

*Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations*

Our organization did not violate any laws or regulations in the reporting period.

In the reporting period for the year 2016 FAI rent-a-jet Aktiengesellschaft has not been involved in any proceedings arising from anti-competitive behaviour or violations of cartel law. We comply with all local and federal laws and consult with our legal team regarding antitrust and completion issues.

## Supplier Assessment for Impacts on Society

### G4-SO9 Suppliers that were screened for impacts on society

*Percentage of new suppliers that were screened using criteria for impacts on society*

FAI rent-a-jet Aktiengesellschaft does not have any business dealings with any company which could have a negative impact on society.

### G4-SO10 Negative impacts through the supply chain on society

*Significant actual and potential negative impacts on society in the supply chain and actions taken*

FAI rent-a-jet Aktiengesellschaft does not support and/or have business contracts and/or suppliers throughout our supply chain which have a negative impact on society to our knowledge.

## Grievance Mechanisms for Impacts on Society

### G4-SO11 Grievances about impacts on society

*Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms*

FAI rent-a-jet Aktiengesellschaft has a procedure in place for formal complaints regarding impacts on society.

Although there was no such complaint filed during the reporting year 2016.

## Sub-Category: Product Responsibility

### G4-DMA Disclosures on Management Approach “PR (Product Responsibility)”

As a provider of premium services for individual mobility we consider security as a core element of our product responsibility. We maintain all required certificates of airworthiness (CofA) and airworthiness review certificates (ARC) always in good standing. The safety of our passengers is number 1 priority at all times.

## Customer Health and Safety

### G4-PR1 Impacts of products and services on health and safety

*Percentage of significant product and service categories for which health and safety impacts are assessed for improvement*

100% of our product and service categories were examined with regard to their effects on health and safety in the entire life cycle.

We are approved by EURAMI (European Aero Medical Institute) and the European Standard EN 13718-2. By this we can guarantee our services have been tested throughout their life cycle with regard to their impact on health and safety.

## G4-PR2 Non-compliance with regulations concerning products and services

*Total number of incidents of non-compliance with regulations and voluntary codes concerning the health and safety impacts and services during their life cycle, by type of outcomes*

During the reported year 2016 there were no violations of regulations and/or voluntary codes of products and services on health and safety.

## Product and Service Labelling

### G4-PR3 Product and service information and labelling

*Type of product and service information required by the organization's procedures for product and service information and labelling, and percentage of significant product and service categories subject to such information requirements*

FAI rent-a-jet Aktiengesellschaft does not provide any type of product and service labelling or percentage of significant product and service categories.

## Customer Privacy

### G4-PR8 Breaches of customer privacy and loss of customer data

*Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data*

During the reporting period there were no justified complaints to our organization about the protection of customer privacy or the violation of data protection.



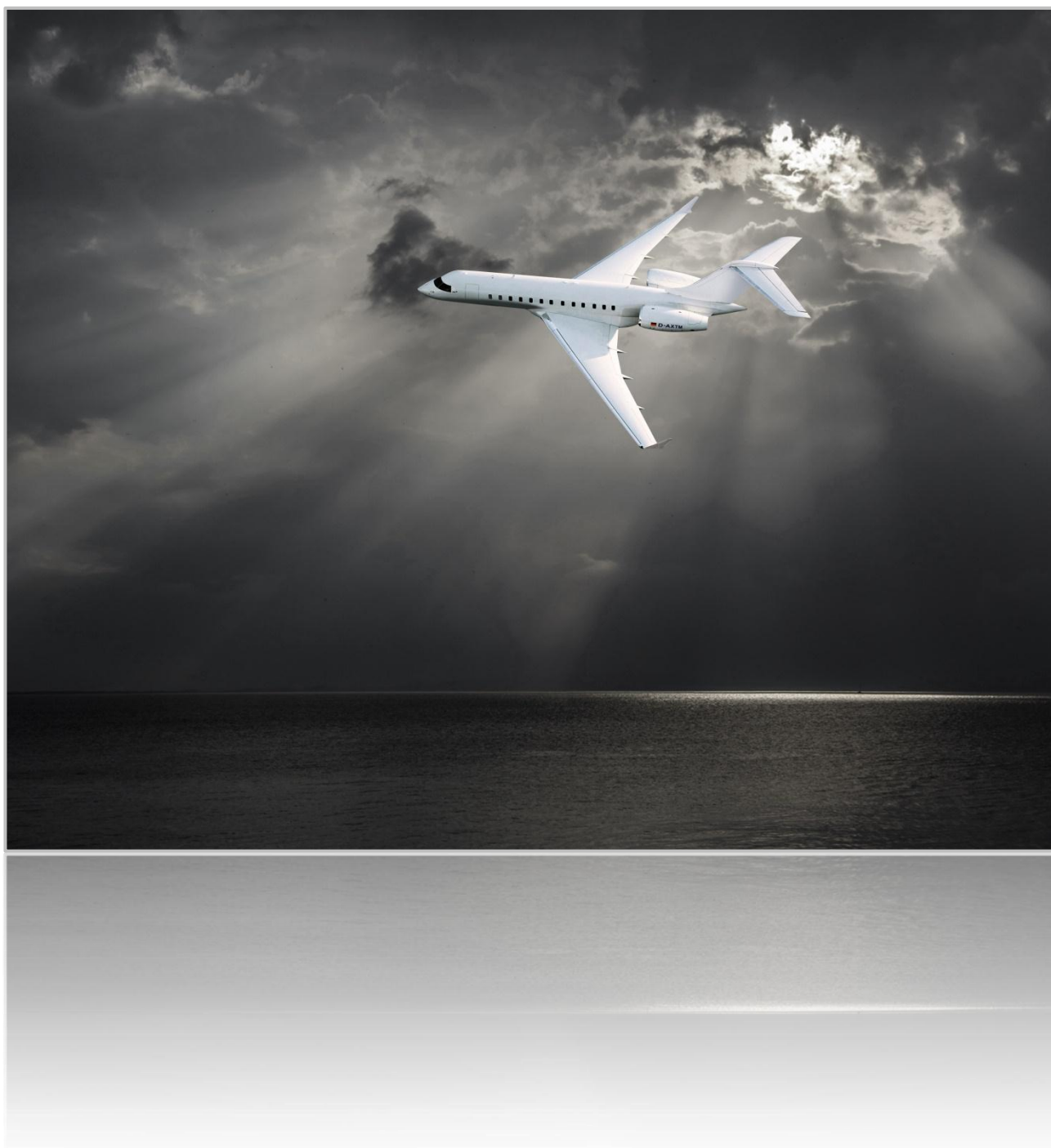
## Compliance

### G4-PR9 Fines for non-compliance with laws and regulations concerning products and services

*Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services*

We complied with all laws and regulations relating to our products or services, so that in the reporting period no penalties in the form of fines occurred.

In the reporting year 2016 there were no violations and/or fines issued in regards to non-compliance with the law and /or regulations concerning our products and/or services.





# GOALS

Table 50: Goals Achievement

| Hierarchy level   | Goal / Measure                        | Year of origin | Due Date              | Original Value | Target Value | Reached Value | Change Origin value to reached value | Deviation reached value to target value | Responsibility |
|---|---------------------------------------|----------------|-----------------------|----------------|--------------|---------------|--------------------------------------|---|----------------|
| Category: Environmental   |                                       |                |                       |                |              |               |                                      |   |                |
| Materials   |                                       |                |                       |                |              |               |                                      |   |                |
|   | Reduction of non-renewable waste      | 2015           | 2nd half of year/2018 | 2.84 t         | 2.5 t        | 2.84 t        | +/-0 t                               | Not reached: +13.6%                     |                |
| Emissions   |                                       |                |                       |                |              |               |                                      |   |                |
| FAI Sustainability Report 2016  | Continuous reducing of emission       | 2015           | 2nd half of year/2018 | 34,644.74 t    | 33,000 t     | 38,543.69 t   | +3,898.95 t                          | Not reached: +16.8%                     |                |
| The increase of emissions solely is a result of an increase in production of flight hours. Per flight hour, the emission level remained stable. |                                       |                |                       |                |              |               |                                      |   |                |
| FAI Sustainability Report 2016  | To further reduce emission            | 2015           | 2nd half of year/2018 | 6,168 kg       | 6,000 kg     | 5,462 kg      | -706 kg                              | Reached: -8.97%                         |                |
| Category: Social  |                                       |                |                       |                |              |               |                                      |   |                |
| Sub-Category: Labour Practices and Decent Work  |                                       |                |                       |                |              |               |                                      |   |                |
| Employment  |                                       |                |                       |                |              |               |                                      |   |                |
| FAI Sustainability Report 2016  | Reduce staff turnover                 | 2015           | 2nd half of year/2017 | 25.56 %        | 25 %         | 19.85 %       | -5.71 %                              | Reached: -20.6%                         |                |
| Training and Education  |                                       |                |                       |                |              |               |                                      |   |                |
| FAI Sustainability Report 2016  | Continuous training for all employees | 2015           | 2nd quarter/2018      | 5,696 Hours    | 6,000 Hours  | 6,356 Hours   | +660 Hours                           | Reached: +5.93%                         |                |



## GRI CONTENT INDEX

This Sustainability Report is prepared in accordance with the Core option of the GRI Sustainability Reporting Guidelines.

The GRI Content Index uses abbreviations for the disclosures - you can see the full GRI descriptions in the GRI G4 Implementation Manual.

*Table 51: Reported General Standard Disclosures*

| <i>Gen. St.-disclosures</i>                       | <i>Page</i> | <i>Omissions</i> | <i>External Assurance</i> | <i>UN Global Compact</i>                 | <i>ISO 26000</i>                 |
|---|-------------|------------------|---------------------------|--|----------------------------------|
| <b>Strategy and Analysis</b>                      |             |                  |                           |  |                                  |
| G4-1  |             |                  | No                        | Active: CEO Commitment; Adv.: 19         | 4.7, 6.2, 7.4.2                  |
| UNGC  |             |                  | No                        | Active + Adv.: Declaration of membership |                                  |
| <b>Organizational Profile</b>                     |             |                  |                           |  |                                  |
| G4-3  |             |                  | Yes                       |  |                                  |
| G4-4  |             |                  | No                        |  |                                  |
| G4-5  |             |                  | Yes                       |  |                                  |
| G4-6  |             |                  | No                        |  | 7.2                              |
| G4-7  |             |                  | Yes                       |  | 6.2;7.2                          |
| G4-8  |             |                  | Yes                       |  | 6.2;7.2                          |
| G4-9  |             |                  | Yes                       |  | 7.2                              |
| G4-10   |             |                  | Yes                       | Active: 6; Adv.: 6                       | 6.4, 6.4.3                       |
| G4-11   |             |                  | No                        | Active: 6; Adv.: 6                       | 6.4, 6.4.3, 6.4.4, 6.4.5, 6.3.10 |
| G4-12   |             |                  | Partially                 | Adv.: 2                                  |                                  |
| G4-13   |             |                  | Yes                       | Adv.: 2                                  |                                  |
| G4-14   |             |                  | No                        |  |                                  |
| G4-15   |             |                  | No                        |  | 7.8                              |
| G4-16   |             |                  | Yes                       |  | 7.8                              |
| <b>Identified Material Aspects and Boundaries</b> |             |                  |                           |  |                                  |
| G4-17   |             |                  | Yes                       |  | 5.2, 7.3.2 - 7.3.4               |
| G4-18   |             |                  | No                        |  | 5.2, 7.3.2 - 7.3.4               |
| G4-19   |             |                  | No                        |  | 5.2, 7.3.2 - 7.3.4               |
| G4-20   |             |                  | No                        |  | 5.2, 7.3.2 - 7.3.4               |
| G4-21   |             |                  |                           |  | 5.2, 7.3.2 - 7.3.4               |
| G4-22   |             |                  | No                        |  |                                  |
| G4-23   |             |                  | No                        |  |                                  |
| <b>Stakeholder Engagement</b>                     |             |                  |                           |  |                                  |
| G4-24   |             |                  | No                        | Adv.: 21                                 | 5.3                              |
| G4-25   |             |                  | No                        | Adv.: 21                                 | 5.3                              |
| G4-26   |             |                  | No                        | Adv.: 21                                 | 5.3                              |
| G4-27   |             |                  | No                        | Adv.: 21                                 | 5.3                              |

| Report Profile       |    |                               |       |
|----------------------|----|-------------------------------|-------|
| G4-28                | No |                               | 7.5.3 |
| G4-29                | No |                               | 7.5.3 |
| G4-30                | No |                               | 7.5.3 |
| G4-32                | No |                               |       |
| G4-33                | No | Adv.: External COP Assessment | 7.6.2 |
| Governance           |    |                               |       |
| G4-34                | No | Adv.: 1, 20                   | 6.2   |
| Ethics and Integrity |    |                               |       |
| G4-56                | No | Active: 10; Adv.: 12-14       | 4.4   |

The table with material aspects uses abbreviations for the disclosures - you can see the full GRI descriptions in the GRI G4 Implementation Manual.

Table 52: Reported Specific Standard Disclosures

| DMA and Indicators        | Page | Omissions   | External Assurance | UN Global Compact        | ISO 26000                  |
|---------------------------|------|---|--------------------|--------------------------|----------------------------|
| Category: Economic        |      |   |                    |                          |                            |
| Economic Performance      |      |   |                    |                          |                            |
| G4-DMA                    |      |   | No                 |                          | 6.8.1 - 6.8.3, 6.8.7/9     |
| G4-EC1                    |      |   | No                 |                          | 6.8.1 - 6.8.3, 6.8.7/9     |
| G4-EC2                    |      | We cannot report on internal energy management and a systematic, data-driven analysis of the financial consequences of climate changes since no detailed data is available. | No                 |                          | 6.5.5                      |
| G4-EC3                    |      |   | No                 |                          | 6.8.7                      |
| Market Presence           |      |   |                    |                          |                            |
| G4-DMA                    |      |   | No                 | Active: 6                | 6.3.7/10, 6.4.3/4, 6.8.1/2 |
| G4-EC5                    |      |   | No                 | Active: 6                | 6.3.7/10, 6.4.3/4, 6.8.1/2 |
| Indirect Economic Impacts |      |   |                    |                          |                            |
| G4-DMA                    |      |   | No                 |                          | 6.3.9, 6.8.1/2, 6.8.7/9    |
| G4-EC7                    |      |   | No                 |                          | 6.3.9, 6.8.1/2, 6.8.7/9    |
| Procurement Practices     |      |   |                    |                          |                            |
| G4-DMA                    |      |   |                    | Adv.: 2                  | 6.4.3, 6.6.6, 6.8.1/2/7    |
| G4-EC9                    |      |   |                    | Adv.: 2                  | 6.4.3, 6.6.6, 6.8.1/2/7    |
| Category: Environmental   |      |   |                    |                          |                            |
| Materials                 |      |   |                    |                          |                            |
| G4-DMA                    |      |   | No                 | Active: 7,8; Adv.: 15-18 | 6.5.4                      |
| G4-EN1                    |      |   | No                 | Active: 7,8; Adv.: 15-18 | 6.5.4                      |
| G4-EN2                    |      |   | No                 | Active: 8; Adv.: 15-18   | 6.5.4                      |

|                            |     |                              |         |
|----------------------------|-----|------------------------------|---------|
| <b>Energy</b>              |     |                              |         |
| G4-DMA                     | No  | Active: 7,8;<br>Adv.: 9-11   | 6.5.4   |
| G4-EN3                     | No  | Active: 7,8;<br>Adv.: 9-11   | 6.5.4   |
| G4-EN4                     | No  | Active: 8;<br>Adv.: 2; 15-18 | 6.5.4   |
| G4-EN5                     | No  | Active: 8;<br>Adv.: 15-18    | 6.5.4   |
| G4-EN6                     | No  | Active: 8;<br>Adv.: 15-18    | 6.5.4/5 |
| G4-EN7                     | No  | Active: 8;<br>Adv.: 15-18    | 6.5.4/5 |
| <b>Water</b>               |     |                              |         |
| G4-DMA                     | Yes | Active: 7,8;<br>Adv.: 15-18  | 6.5.4   |
| G4-EN8                     | Yes | Active: 7,8;<br>Adv.: 15-18  | 6.5.4   |
| <b>Biodiversity</b>        |     |                              |         |
| G4-DMA                     | No  | Active: 8; Adv.: 15-18       | 6.5.6   |
| G4-EN11                    | No  | Active: 8; Adv.: 15-18       | 6.5.6   |
| G4-EN12                    | No  | Active: 8;<br>Adv.: 15-18    | 6.5.6   |
| G4-EN14                    | No  | Active: 8;<br>Adv.: 15-18    | 6.5.6   |
| <b>Emissions</b>           |     |                              |         |
| G4-DMA                     | No  | Active: 7;<br>Adv.: 15-18    | 6.5.5   |
| G4-EN15                    | No  | Active: 7;<br>Adv.: 15-18    | 6.5.5   |
| G4-EN16                    | No  | Active: 7;<br>Adv.: 15-18    | 6.5.5   |
| G4-EN17                    | No  | Active: 7;<br>Adv.: 15-18    | 6.5.5   |
| G4-EN18                    | No  | Active: 8;<br>Adv.: 15-18    | 6.5.5   |
| G4-EN19                    | No  | Active: 8,<br>9; Adv.: 15-18 | 6.5.5   |
| G4-EN20                    | No  | Active: 7, 8;<br>Adv.: 15-18 | 6.5.3/5 |
| G4-EN21                    | No  | Active: 7, 8;<br>Adv.: 15-18 | 6.5.3   |
| <b>Effluents and Waste</b> |     |                              |         |
| G4-DMA                     | No  | Active: 8;<br>Adv.: 15-18    | 6.5.3/4 |
| G4-EN22                    | No  | Active: 8;<br>Adv.: 15-18    | 6.5.3/4 |
| G4-EN23                    | No  | Active: 8;<br>Adv.: 15-18    | 6.5.3   |
| G4-EN24                    | No  | Active: 8;<br>Adv.: 15-18    | 6.5.3   |

|  |   |           |                              |                     |
|--|---|-----------|------------------------------|---------------------|
| <b>Products and Services</b>   |   |           |                              |                     |
| G4-DMA   |   | No        | Active: 7-9;<br>Adv.: 8-15   | 6.5.3/4/5, 6.7.5    |
| G4-EN27  |   | No        | Active: 7-9;<br>Adv.: 8-15   | 6.5.3/4/5, 6.7.5    |
| <b>Transport</b>   |   |           |                              |                     |
| G4-DMA   |   | No        | Active: 8;<br>Adv.: 15-18    | 6.5.4, 6.6.6        |
| G4-EN30  |   | No        | Active: 8;<br>Adv.: 15-18    | 6.5.4, 6.6.6        |
| <b>Assessment of the suppliers on the basis of ecological criteria</b> |   |           |                              |                     |
| G4-DMA   |   | No        | Active: 8;<br>Adv.: 2, 15-18 | 6.3.5, 6.6.6, 7.3.1 |
| G4-EN32  |   | No        | Active: 8;<br>Adv.: 2, 15-18 | 6.3.5, 6.6.6, 7.3.1 |
| <b>Supplier Environmental Assessment</b>                               |   |           |                              |                     |
| G4-DMA   |   | No        | Active: 8;<br>Adv.: 2, 15-18 | 6.3.5, 6.6.6, 7.3.1 |
| G4-EN33  |   | No        | Active: 8;<br>Adv.: 2, 15-18 | 6.3.5, 6.6.6, 7.3.1 |
| <b>Environmental Grievance Mechanisms</b>                              |   |           |                              |                     |
| G4-DMA   |   | No        | Active: 8;<br>Adv.: 15-18    | 6.3.6               |
| G4-EN34  |   | No        | Active: 8;<br>Adv.: 15-18    | 6.3.6               |
| <b>Category: Social</b>  |   |           |                              |                     |
| <b>Sub-Category: Labour Practices and Decent Work</b>                  |   |           |                              |                     |
| <b>Employment</b>  |   |           |                              |                     |
| G4-DMA   |   | No        | Active: 6;<br>Adv.: 6        | 6.4.3               |
| G4-LA1   |   | No        | Active: 6;<br>Adv.: 6        | 6.4.3               |
| G4-LA2   |   |           | Adv.: 6                      | 6.4.4, 6.8.7        |
| G4-LA3   |   | Yes       | Active: 6;<br>Adv.: 6        | 6.4.4               |
| <b>Occupational Health and Safety</b>                                  |   |           |                              |                     |
| G4-DMA   |   | No        | Adv.: 6                      | 6.4.6               |
| G4-LA5   |   | No        | Adv.: 6                      | 6.4.6               |
| G4-LA6   |   | Yes       | Adv.: 2, 6                   | 6.4.6, 6.8.8        |
| G4-LA7   |   | No        | Adv.: 6                      | 6.4.6, 6.8.8        |
| <b>Training and Education</b>  |   |           |                              |                     |
| G4-DMA   |   | Partially | Active: 6;<br>Adv.: 6        | 6.4.7               |
| G4-LA9   |   | Partially | Active: 6;<br>Adv.: 6        | 6.4.7               |
| G4-LA10  |   | No        | Adv.: 6                      | 6.4.7, 6.8.5        |
| <b>Equal Remuneration for Women and Men</b>                            |   |           |                              |                     |
| G4-DMA   | no related detailed data is available on this indicator | No        | Active: 6;<br>Adv.: 6        | 6.3.7/10, 6.4.3/4   |

|   |   |    |                              |                              |
|---|---|----|------------------------------|------------------------------|
| G4-LA13   | no related detailed data is available on this indicator | No | Active: 6;<br>Adv.: 6        | 6.3.7/10, 6.4.3/4            |
| <b>Supplier Assessment for Labour Practices</b>         |   |    |                              |                              |
| G4-DMA  | no related detailed data is available on this indicator | No | Adv.: 2, 6                   | 6.3.5, 6.4.3, 6.6.6, 7.3.1   |
| G4-LA14   | no related detailed data is available on this indicator | No | Adv.: 2, 6                   | 6.3.5, 6.4.3, 6.6.6, 7.3.1   |
| G4-LA15   | no related detailed data is available on this indicator | No | Adv.: 2, 6                   | 6.3.5, 6.4.3, 6.6.6, 7.3.1   |
| <b>Sub-Category: Human Rights</b>                       |   |    |                              |                              |
| <b>Non-discrimination</b>                               |   |    |                              |                              |
| G4-DMA  |   | No | Active: 6;<br>Adv.: 15-18    | 6.3.6/7/10, 6.4.3            |
| G4-HR3  |   | No | Active: 6;<br>Adv.: 15-18    | 6.3.6/7/10, 6.4.3            |
| <b>Freedom of Association and Collective Bargaining</b> |   |    |                              |                              |
| G4-DMA  |   | No | Active: 3;<br>Adv.: 2, 15-18 | 6.3.3/4/5/8/10, 6.4.5, 6.6.6 |
| G4-HR4  |   | No | Active: 3;<br>Adv.: 2, 15-18 | 6.3.3/4/5/8/10, 6.4.5, 6.6.6 |
| <b>Child Labour</b>                                     |   |    |                              |                              |
| G4-DMA  |   | No | Active: 5;<br>Adv.: 2, 15-18 | 6.3.3/4/5/7/10, 6.6.6, 6.8.4 |
| G4-HR5  |   | No | Active: 5;<br>Adv.: 2, 15-18 | 6.3.3/4/5/7/10, 6.6.6, 6.8.4 |
| <b>Forced or Compulsory Labour</b>                      |   |    |                              |                              |
| G4-DMA  |   | No | Active: 4;<br>Adv.: 2, 15-18 | 6.3.3/4/5/10, 6.6.6          |
| G4-HR6  |   | No | Active: 4;<br>Adv.: 2, 15-18 | 6.3.3/4/5/10, 6.6.6          |
| <b>Security Practices</b>                               |   |    |                              |                              |
| G4-DMA  |   | No | Active: 1;<br>Adv.: 15-18    | 6.3.3/5, 6.6.6               |
| G4-HR7  |   | No | Active: 1;<br>Adv.: 15-18    | 6.3.3/5, 6.6.6               |
| <b>Indigenous Rights</b>                                |   |    |                              |                              |
| G4-DMA  |   | No | Active: 1;<br>Adv.: 15-18    | 6.3.4/6/7/8, 6.6.7, 6.8.3    |
| G4-HR8  |   | No | Active: 1;<br>Adv.: 15-18    | 6.3.4/6/7/8, 6.6.7, 6.8.3    |
| <b>Supplier Human Rights Assessment</b>                 |   |    |                              |                              |
| G4-DMA  | no related detailed data is available on this indicator | No | Active: 2;<br>Adv.: 2, 15-18 | 6.3.3/4/5, 6.6.6             |
| G4-HR10   | no related detailed data is available on this indicator | No | Active: 2;<br>Adv.: 2, 15-18 | 6.3.3/4/5, 6.6.6             |
| G4-HR11   | no related detailed data is available on this indicator | No | Active: 2;<br>Adv.: 15-18    |                              |
| <b>Human Rights Grievance Mechanisms</b>                |   |    |                              |                              |
| G4-DMA  |   | No | Active: 1;                   | 6.3.6                        |



|  |   |                            |                            |                                     |
|--|---|----------------------------|----------------------------|-------------------------------------|
|  |   |                            | Adv.: 15-18                |                                     |
| G4-HR12  | No  | Active: 1;<br>Adv.: 15-18  | 6.3.6                      |                                     |
| <b>Sub-Category: Society</b>                       |   |                            |                            |                                     |
| <b>Local Communities</b>                           |   |                            |                            |                                     |
| G4-DMA   | No  | Active: 1;<br>Adv.: 15-18  | 6.3.9, 6.5.1/2/3,<br>6.8   |                                     |
| G4-SO1   | No  | Active: 1;<br>Adv.: 15-18  | 6.3.9, 6.5.1/2/3,<br>6.8   |                                     |
| G4-SO2   | No  | Active: 1;<br>Adv.: 15-18  | 6.3.9, 6.5.3, 6.8          |                                     |
| <b>Anti-corruption</b>                             |   |                            |                            |                                     |
| G4-DMA   |   | Active: 10;<br>Adv.: 12-14 | 6.6.1/2/3                  |                                     |
| G4-SO3   |   | Active: 10;<br>Adv.: 12-14 | 6.6.1/2/3                  |                                     |
| G4-SO4   |   | Active: 10;<br>Adv.: 12-14 | 6.6.1/2/3/6                |                                     |
| G4-SO5   |   | Active: 10;<br>Adv.: 12-14 | 6.6.1/2/3                  |                                     |
| <b>Public Policy</b>                               |   |                            |                            |                                     |
| G4-DMA   |   | Active: 10;<br>Adv.: 12-14 | 6.6.1/2/4                  |                                     |
| G4-SO6   |   | Active: 10;<br>Adv.: 12-14 | 6.6.1/2/4                  |                                     |
| <b>Anti-competitive Behaviour</b>                  |   |                            |                            |                                     |
| G4-DMA   |   |                            | 6.6.1/2/5/7                |                                     |
| G4-SO7   |   |                            | 6.6.1/2/5/7                |                                     |
| <b>Compliance</b>                                  |   |                            |                            |                                     |
| G4-DMA   |   |                            | 4.6                        |                                     |
| G4-SO8   |   |                            | 4.6                        |                                     |
| <b>Supplier Assessment for Impacts on Society</b>  |   |                            |                            |                                     |
| G4-DMA   | no related detailed data is available on this indicator | No                         | Adv.: 2                    | 6.3.5, 6.6.1/2/6,<br>6.8.1/2, 7.3.1 |
| G4-SO9   | no related detailed data is available on this indicator | No                         | Adv.: 2                    | 6.3.5, 6.6.1/2/6,<br>6.8.1/2, 7.3.1 |
| G4-SO10  | no related detailed data is available on this indicator | No                         | Adv.: 2                    | 6.3.5, 6.6.1/2/6,<br>6.8.1/2, 7.3.1 |
| <b>Grievance Mechanisms for Impacts on Society</b> |   |                            |                            |                                     |
| G4-DMA   | No  |                            | 6.3.3, 6.6.1/2,<br>6.8.1/2 |                                     |
| G4-SO10  | No  |                            | 6.3.3, 6.6.1/2,<br>6.8.1/2 |                                     |
| <b>Sub-Category: Product Responsibility</b>        |   |                            |                            |                                     |
| <b>Customer Health and Safety</b>                  |   |                            |                            |                                     |
| G4-DMA   | No  |                            | 6.7.1/2/4/5, 6.8.8         |                                     |
| G4-PR1   | No  |                            | 6.7.1/2/4/5, 6.8.8         |                                     |
| G4-PR2   | No  |                            | 4.6, 6.7.1/2/4/5,<br>6.8.8 |                                     |
| <b>Product and Service Labelling</b>               |   |                            |                            |                                     |
| G4-DMA   | No  |                            | 6.7.1-5/9                  |                                     |

|                         |    |                |
|-------------------------|----|----------------|
| G4-PR3                  | No | 6.7.1-5/9      |
| <b>Customer Privacy</b> |    |                |
| G4-DMA                  | No | 6.7.1/2/7      |
| G4-PR8                  | No | 6.7.1/2/7      |
| <b>Compliance</b>       |    |                |
| G4-DMA                  | No | 4.6, 6.7.1/2/6 |
| G4-PR9                  | No | 4.6, 6.7.1/2/6 |





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