



FABER-CASTELL
since 1761

Change needs creativity.



Overview of sustainability reporting at Faber-Castell

Faber-Castell's sustainability reporting consists of various elements, offering stakeholders information according to their interests and needs.

Our **Sustainability Insights** provide a brief and clear overview of our key initiatives, projects and targets regarding sustainability.

Our **Sustainability Details** include all currently relevant metrics, data and interpretations regarding sustainability.

The key indicators, data and consumption figures from these Sustainability Details refer to different reporting scopes. Up until and including the fiscal year 2023/24, the reporting scope covered the production sites and affiliated (sales) entities of the Faber-Castell Group. From the fiscal year 2024/25 onwards, all entities of the Faber-Castell Group are included in the reporting scope.

Our **previous Sustainability Reports** can be found on our sustainability website.

Our sustainability reporting follows the standards of the Global Reporting Initiative (GRI) and considers the principles of the UN Global Compact. Furthermore, our projects and initiatives are linked to the United Nations' Sustainable Development Goals (SDGs).

For more information on the economic development of the Faber-Castell Group, visit the press pages at www.faber-castell.com and www.unternehmensregister.de.

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For more information
visit our sustainability
website:
[www.faber-castell.com/
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For further initiatives
and projects check our
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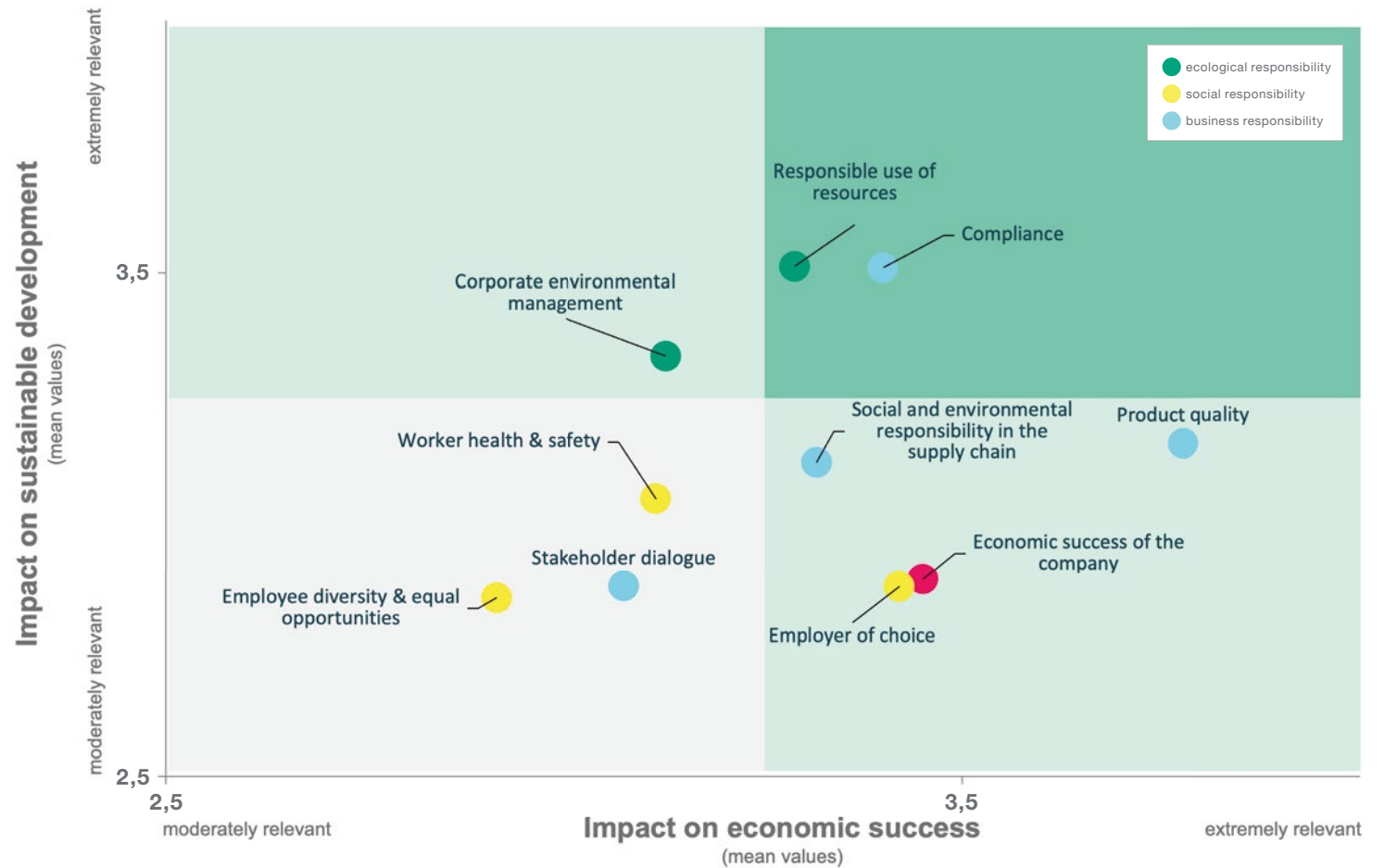


Sustainability survey and materiality analysis

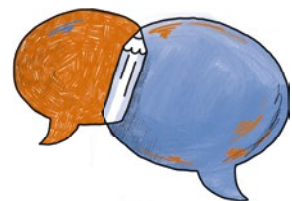
Since 2016, Faber-Castell has been conducting regular stakeholder surveys on sustainability. In April 2023, participation was invited again, where stakeholders assessed ten selected topics from two perspectives. They evaluated each topic regarding its impact on the environment, society and economy (inside-out perspective) and its influence on Faber-Castell's long-term business success (outside-in perspective).

The number and range of stakeholders surveyed have significantly increased since the beginning. Over 900 stakeholders participated in the April 2023 survey, including internal groups like employees and management, and external groups like consumers, customers, suppliers as well as representatives from unions, industry associations, local communities, external authorities, NGOs and press/media.

Key topics identified by stakeholder groups: compliance, responsible use of resources, corporate environmental management, product quality, social and environmental responsibility in the supply chain, economic success of the company and employer of choice.



The survey is a crucial basis for conducting a materiality analysis for Faber-Castell. The goal of this analysis is to refine or adjust the sustainability strategy and derive targets for improving sustainability performance. It also identifies focuses for sustainability reporting and communication.



Raw materials input

Raw materials	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Wood (slats)	pcs.	547,468,486	455,512,215	533,740,036	534,807,671	483,707,806	511,974,821	6%	Due to sharpened definitions, the figure of wood slats has been slightly adjusted for previous years.
Plastics (conventional)	t	7,261	4,462	5,250	8,008	6,087	5,543	-9%	There has been an increase in the number of product lines containing alternative plastic. However, global production of plastic products has decreased in general, which especially affected products containing recycled plastic.
Plastics (recycled)	t	76	202	469	937	1,305	1,009	-23%	
Plastics (biobased)	t	0	0	0.8	1.8	0.9	29	3,112%	
KPI: alternative plastic in products Proportion of alternative plastics in the total plastic consumption (granules) used for the manufacturing of our plastic products	%	1%	4%	8%	10%	18%	16%	-11%	
Filler (clay, kaolin)	t	3,487	3,577	4,377	4,661	3,838	4,124	7%	
Graphite	t	335	196	269	413	316	313	-1%	After the Covid-19 pandemic, raw material consumption increased according to the production volume. In the same fiscal year, the graphite pencil portfolio was expanded at the Brazil plant, which explains the increase in graphite consumption. Both have normalised in the last two fiscal years.
Water-based varnish	t	86	72	143	152	137	157	14%	The increase of water-based varnish since the fiscal year 20/21 is due to the Brazilian plant, where organic solvent-based paints have been replaced with different paints since the fiscal year 20/21.
Paint with organic solvents	t	785	763	770	865	722	683	-5%	

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Raw materials input

Raw materials	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Paper packaging total	t	6,151	5,868	7,590	10,501	8,253	7,450	-10%	The decrease in the number of packaging correlates with the decreased overall production volume in the current fiscal year.
Paper packaging (product)	t	4,527	4,034	5,267	6,065	5,204	4,598	-12%	
Plastic packaging total	t	1,839	2,187	2,781	2,866	2,755	2,608	-5%	
Plastic packaging (product)	t	1,495	1,652	2,624	2,642	2,689	2,462	-8%	
plastic packaging (product) made from recycled or bio-based plastic	%	n/a	n/a	n/a	261	195	150	-23%	
KPI: plastic packaging product proportion of all packaging (product) made from recycled or bio-based plastic	t	n/a	n/a	n/a	3%	2%	2%	-14%	
Packaging total	t	7,990	8,055	10,371	13,367	11,008	10,058	-9%	
Product packaging total	t	6,022	5,685	7,891	8,707	7,893	7,060	-11%	
Water (total)	m ³	273,602	248,612	252,974	294,725	300,797	279,337	-7%	In addition to Indonesia and Malaysia, local measures for reusing rainwater have been implemented in India (new project in the current fiscal year) and in the Czech Republic (newly included in the reporting scope).
Amount of rainwater reused	m ³	122	196	242	478	246	1,959	696%	

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Raw materials output

Products	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Wood-cased pencils	million pcs.	2.120	1.900	2.119	2.286	2.014	2.041	1%	
Ink writing instruments, markers, erasers and writing accessories	million pcs.	938	553	747	895	926	895	-3%	
Other products	million pcs.	263	226	182	363	370	236	-36%	
Produced ink	kg	893,393	564,957	695,310	900,553	856,364	714,586	-17%	
Writing instruments (total)	million pcs.	3,102	2,453	2,822	3,223	2,940	2,935	0%	
All products (excluding ink)	million pcs.	3,321	2,679	3,048	3,544	3,310	3,171	-4%	

Waste water	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Waste water	m ³	126,058	93,961	119,994	127,183	126,751	138,134	9%	The increase in the amount of waste water is due to improved data collection processes and quality as well as the expanded reporting scope in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
KPI: waste water <small>Total amount of waste water in m³ generated in our production of 1 million products</small>	m ³ / million pcs.	37.96	35.08	39.36	35.89	38.30	42.32	11%	In order to adequately track the development of KPIs, the same reporting scope as in previous years (production sites and affiliated (sales) entities) was chosen for the fiscal year 24/25.

Emissions	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
VOC emissions from paint coating	t	116	103	141	139	116	75	-35%	The VOC emissions from paint coating correlate with the amount of solvent-based varnish used, which has decreased in the current fiscal year.
Property boundaries (average per day)	dB(A)	60	64	55	61	60	61	1%	
Property boundaries (average at night)	dB(A)	53	58	61	57	55	57	4%	

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Raw materials output

Waste	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Hazardous waste	t	617	408	518	597	640	471	-26%	The increase in the indicator waste (total) is due to the expanded reporting scope in the fiscal year 24/25. Moreover, due to the improvement of the data collection process and more detailed categories, there has been a slight shift between the amounts of hazardous waste and household waste.
Proportion of recycled hazardous waste	%	46%	35%	44%	55%	30%	44%	45%	
Household waste	t	4,239	3,672	3,491	3,835	4,142	5,145	24%	
Proportion of recycled household waste	%	40%	35%	33%	31%	35%	40%	14%	
Waste (total)	t	4,856	4,080	4,009	4,433	4,782	5,616	17%	
Proportion of recycled waste (total)	%	40%	35%	35%	34%	35%	40%	17%	
KPI: waste Amount of waste in tons generated in our production per 1 million products produced	t / million pcs.	1.46	1.52	1.32	1.25	1.44	1.67	16%	In order to adequately track the development of KPIs, the same reporting scope as in previous years (production sites and affiliated (sales) entities) was chosen for the fiscal year 24/25.

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Energy & CO₂

Energy from non-renewable sources (Scope 1)	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Natural gas	MWh	9,394	11,137	10,853	8,981	10,431	13,199	27%	In the fiscal year 23/24, the Stein site switched from the more CO ₂ -intensive energy source of heating oil to the use of natural gas, which explains the increase in the previous and current fiscal year. Additionally, some of the sites, which have been included in the reporting scope since the current fiscal year, use natural gas for heating.
Liquid gas	MWh	993	796	760	817	826	1,077	30%	The increased consumption of liquid gas comes from a new building in Stein, Germany and the growth of modelling clay production in Peru. For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
Diesel	MWh	2,076	1,596	1,643	1,690	2,352	2,857	21%	The increase in diesel and petrol amounts is due to improved data collection processes and quality as well as the expanded reporting scope in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
Petrol	MWh	783	957	1,595	1,976	2,934	3,180	8%	
Heating Oil	MWh	247	141	418	2,494	1,590	436	-73%	As a result of the energy crisis in fiscal year 22/23, the Stein site needed to use heating oil instead of natural gas. This change was reversed in the last two fiscal years.
Energy from non-renewable sources (Scope 1) (total)	MWh	13,493	14,628	15,269	15,959	18,134	20,750	14%	For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.

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Energy & CO₂

Energy from renewable sources (Scope 1)	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Energy from hydropower	MWh	1,856	2,002	1,795	1,757	1,965	1,756	-11%	The variations of this indicator are explained by annual fluctuations of the amount of water in the river and the turbine.
Energy from solar panels	MWh	n/a	296	1,383	1,517	1,593	1,973	24%	At several of our production sites, solar panels are used for sustainable energy generation, for example in Austria, Germany, India and Malaysia. In the current fiscal year, the site in China installed a new solar system, and in Stein, Germany, the system was expanded.
Bioethanol	MWh	28	14	25	38	52	23	-55%	At our site in Brazil, bioethanol is used to operate some vehicles. For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
Biodiesel	MWh	243	275	280	264	302	211	-30%	
Biomass	MWh	102,343	115,649	109,224	133,171	110,161	128,838	17%	In the production of wood-cased pencils in Brazil, Germany and Indonesia the resulting wood waste is used to generate energy, which is directly used for further process steps. The amount of energy produced correlates with the production volume at each location.
Wood pellets	MWh	5,337	4,761	5,018	3,842	3,089	3,192	3%	
Wood chips	MWh	2,437	2,393	2,278	2,625	2,647	2,395	-10%	
Energy from renewable sources (Scope 1) (total)	MWh	112,245	125,391	120,005	143,214	119,810	138,387	16%	For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.

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Energy & CO₂

CO ₂ -emissions	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Scope 1 direct emissions	tCO ₂ e	5,025	5,215	4,971	5,873	5,710	6,657	17%	Although emissions for heating, steam production and operation of machinery were reduced through various projects in the current fiscal year, the total sum of our emissions increased. The increase is due to improved data collection processes and quality as well as the expanded reporting scope in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
Scope 2 indirect emissions from purchased energy (market-based method)	tCO ₂ e	17,955	13,857	13,623	8,435	7,266	5,406	-26%	By using energy from renewable sources and purchasing certified green energy (Guarantees of Origin, RECs), scope 2 emissions were reduced consistently. For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
Scope 3 other indirect emissions caused by business travel and transports to customers	tCO ₂ e	10,284	6,681	6,874	11,174	9,953	22,177	123%	The increase in scope 3 emissions is due to improved data collection processes and quality, more precise emission factors as well as the expanded reporting scope in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
CO ₂ emissions (total)	tCO ₂ e	33,265	25,752	25,468	25,873	24,099	38,374	59%	For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
KPI: CO ₂ emission total amount of CO ₂ equivalents in tons generated in production and in parts of the downstream value chain per 1 million products produced	tCO ₂ e / million pcs.	10.72	10.50	9.02	8.03	8.20	10.98	34%	In order to adequately track the development of KPIs, the same reporting scope as in previous years (production sites and affiliated (sales) entities) was chosen for the fiscal year 24/25. For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.

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Energy & CO₂

Energy	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Purchased electricity from renewable sources	MWh	44,203	38,444	44,013	53,023	50,114	52,530	5%	100% of the electricity at our production sites in Austria, Brazil, Germany and Peru comes from renewable sources.
	%	75%	79%	84%	87%	87%	86%	-1%	
Purchased electricity from non-renewable sources	MWh	12,031	8,223	6,451	5,248	5,519	3,846	-30%	The increase in purchased electricity from renewable sources and self-produced renewable energy led to the decrease in purchased electricity from non-renewable sources.
Purchased electricity mix from renewable and non-renewable sources	MWh	2,397	1,785	2,137	2,394	1,812	4,282	136%	The increase in purchased electricity mix from renewable and non-renewable sources is due to the expanded reporting scope in the fiscal year 24/25.
Purchased electricity (total)	MWh	58,632	48,453	52,602	60,666	57,447	60,659	6%	
Purchased district heating	MWh	527	556	478	0	0	101	100%	The increase in purchased district heating is due to the expanded reporting scope in the fiscal year 24/25
Energy from scope 1 and 2 (total)	MWh	183,663	187,549	186,105	217,556	192,925	217,630	13%	
Energy from renewable sources	MWh	156,448	163,835	164,018	196,237	169,924	190,917	12%	For this indicator, data collection processes and quality were improved in the fiscal year 24/25. In addition, the data has been adjusted retroactively.
	%	85%	87%	87%	89%	87%	87%	0%	
Energy from non-renewable sources	MWh	24,818	21,932	19,953	18,930	21,190	22,430	6%	
	%	14%	12%	11%	9%	11%	10%	-6%	
Share of purchased energy (total)	%	32%	26%	28%	28%	30%	28%	-6%	
KPI: energy self-sufficiency <small>Proportion of self-produced renewable energy to total energy consumption</small>	%	61%	66%	64%	66%	62%	65%	5%	In order to adequately track the development of KPIs, the same reporting scope as in previous years (production sites and affiliated (sales) entities) was chosen for the fiscal year 24/25.
KPI: energy efficiency <small>Total energy consumption in Scope 1 and 2 per 1 million products produced</small>	MWh / million pcs.	55.59	70.42	61.37	61.66	58.57	67.16	15%	In order to adequately track the development of KPIs, the same reporting scope as in previous years (production sites and affiliated (sales) entities) was chosen for the fiscal year 24/25.

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Social indicators

Employees	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Number of employees worldwide	Headcount	7,151	6,511	5,405	6,567	5,985	6,637	11%	The increase in the absolute figures of this indicator can be explained by the expanded reporting scope. The decline in the fiscal year 23/24 is due to a global strategic reorganisation, which utilises regional structures and their synergies more efficiently.
Proportion of women	Headcount	3,136	2,739	2,402	2,826	2,556	2,942	15%	
	%	44%	42%	44%	43%	43%	47%	9%	
Proportion of employees with a disability	Headcount	119	142	171	176	176	202	15%	
	%	2%	2%	3%	3%	3%	3%	14%	
Proportion of employees in administration	Headcount	2,307	2,130	2,172	2,424	2,466	2,504	2%	
	%	32%	33%	40%	37%	41%	36%	-12%	
Proportion of employees in production	Headcount	4,844	4,381	3,233	4,143	3,766	4,133	10%	
	%	68%	67%	60%	63%	63%	62%	-3%	
Proportion of employees with permanent contracts	Headcount	5,765	5,443	4,049	5,590	5,511	5,808	-2%	
	%	81%	84%	75%	85%	92%	88%	-2%	
Proportion of employees who are employed via agencies	Headcount	305	208	273	631	536	674	26%	
	%	4%	3%	5%	10%	9%	10%	11%	
Number of apprentices / trainees / interns	Headcount	n/a	n/a	64	95	71	101	42%	The global number of trainees, apprentices, and interns was recorded for the first time in the fiscal year 21/22. Prior to this, only the number for Germany was recorded and reported. The number of interns decreased in the fiscal year 23/24 and normalised in the current fiscal year, while the number of apprentices remained steady over time.
Proportion of women in leadership and management positions (Level 1; 2a; 2b and 3)	Headcount	151	139	141	134	147	151	3%	This indicator has applied to all legal entities of the Faber-Castell group since the 22/23 fiscal year.
	%	34%	32%	34%	34%	35%	35%	0%	
Training hours (total)	h	n/a	n/a	54,539	64,404	64,967	74,477	15%	The first data collection took place in the fiscal year 21/22 as part of the development analysis for employees.
Training hours per employee	h / head	n/a	n/a	10	10	11	11	0%	

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Social indicators

Social Charter and collective labour agreements	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
Participation of Faber-Castell production and sales sites in the Social Charter	%	100%	100%	100%	100%	100%	100%	0%	
Reported corruption and discrimination incidents	quantity	0	0	0	1	0	0	0%	
Percentage of locations that affirm that they do not tolerate child labour	%	100%	100%	100%	100%	100%	100%	0%	
Percentage of locations that affirm that they do not tolerate forced labour	%	100%	100%	100%	100%	100%	100%	0%	
Percentage of locations that insure to tolerate the right to collective bargaining	%	100%	100%	100%	100%	100%	100%	0%	
Production sites with collective labour agreements	%	87%	81%	81%	81%	81%	81%	0%	The production site in Colombia does not have a collective labour agreement or a trade union, but there is a committee that represents employee interests vis-à-vis the employer. The changes in recent fiscal years are due to the site in the USA, which was established in the 19/20 fiscal year, and the first data was available in the 20/21 fiscal year.

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Social indicators

Sickness, injuries, deaths	Unit	FY 2019/20	FY 2020/21	FY 2021/22	FY 2022/23	FY 2023/24	FY 2024/25*	Δ 23/24 - 24/25*	Notes
First responders with training	Headcount	754	678	538	454	526	597	13%	
	%	11%	10%	10%	7%	9%	9%	0%	
Reportable accidents (incl. commuting accidents)	quantity	n/a	n/a	38	87	66	75	14%	The numbers include both, reported accidents in the workplace and reported commuting accidents.
Quote - Reportable occupational accidents	quantity / FTE	n/a	n/a	n/a	0.38	0.18	0.18	1%	This indicator has applied to all entities of the Faber-Castell group since the 22/23 fiscal year.
Fatal workplace accidents	quantity	0	0	0	0	0	0	0%	
Absence due to illness	days	n/a	n/a	n/a	41,856	34,016	46,171	36%	The increase in absence due to illness is due to the expanded reporting scope in the fiscal year 24/25.
Absence due to illness per employee	days / head	n/a	n/a	n/a	6.37	5.68	6.96	23%	

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