

# ESG Benchmarking Report

Environmental, Social & Governance Analysis

**ITONICS Innovation GmbH**

Reporting Period: 2024

## Overall ESG Performance



## Key Highlights

### Strength

Strong governance performance with a score of 61/100

### Area for Improvement

Diversity & Inclusion needs improvement (45/100)

### Strength

Excellent Board Structure performance in governance

### Area for Improvement

Environmental score of 52/100 is below industry benchmarks

## Environmental Score: 52.3/100

● Performance Level: PAR

Based on 4 metrics • 4 with benchmark data

### Subcategory Breakdown

Climate & Emissions	48.5/100 (par)
Energy	56.1/100 (par)

### Key Metrics

Metric	Value	Confidence
GHG Scope 1 Emissions	420 tCO2e	90%
GHG Scope 2 Emissions	310 tCO2e	88%
Total Energy Consumption	1180 MWh	95%
Renewable Energy %	52 %	92%

## Social Score: 48.1/100

- Performance Level: PAR

Based on 4 metrics • 3 with benchmark data

### Subcategory Breakdown

Workforce	51.2/100 (par)
Diversity & Inclusion	45.0/100 (lagging)

### Key Metrics

Metric	Value	Confidence
Employee Turnover Rate	14 %	98%
Training Hours per Employee	38 hours	85%
Gender Diversity	33 %	100%

## Governance Score: 61.2/100

● Performance Level: LEADING

Based on 4 metrics • 2 with benchmark data

### Subcategory Breakdown

Board Structure	58.5/100 (leading)
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### Key Metrics

Metric	Value	Confidence
Board Independence	58 %	100%
Board Diversity	35 %	100%
Ethics Policy Exists	Yes	100%
ESG Committee Exists	Yes	95%

## Complete Metrics Inventory

Metric	Category	Value	Confidence
GHG Scope 1 Emissions	Eenv	420	90%
GHG Scope 2 Emissions	Eenv	310	88%
Total Energy Consumption	Eenv	1180	95%
Renewable Energy %	Eenv	52	92%
Employee Turnover Rate	Ssoc	14	98%
Training Hours per Employee	Ssoc	38	85%
Gender Diversity	Ssoc	33	100%
Board Independence	Ggov	58	100%
Board Diversity	Ggov	35	100%
Ethics Policy Exists	Ggov		100%
ESG Committee Exists	Ggov		95%

Note: This report is based on available ESG data and benchmarks as of the reporting period. Metrics marked with high confidence (e80%) are based on verified source documents. For detailed methodology and data sources, please refer to the full ESG documentation.