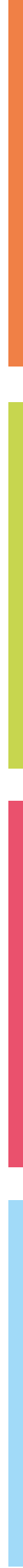


# CONCIRCLE SUSTAINABILITY REPORT

*2024/2025*



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## Sustainable Development Goals @ concircle



“I still vividly remember my childhood: war was not an issue, disasters seemed far away, and nature was rich in biodiversity. Through clubs and community organizations, there was a strong sense of belonging. It was a happy childhood – one I would wish for every child in the world.

Today, as a father of three young children, I see them growing up in a society shaped by prosperity. Yet, I often face the challenge of explaining what war means, why certain species are disappearing, or why entire regions, such as in Africa, are suffering from prolonged droughts.”

*Florian Gstir – Managing Director*

### Our Contribution as a Company

At concircle, our core business is industrial consulting. With our solutions, we support companies in producing, storing, and transporting goods in a resource-efficient and sustainable way. In doing so, we directly contribute to the Sustainable Development Goals, particularly **SDG 9 – Industry, Innovation and Infrastructure** and **SDG 12 – Responsible Consumption and Production**.

At the same time, we are aware that many societal and environmental challenges lie beyond our core business. This is where we take responsibility and actively engage in additional SDG areas.

### Engagement Beyond Our Core Business

In the past financial year, many of our employees have once again shown personal commitment and contributed to initiatives beyond our consulting focus:



**Social engagement** (SDG 2 – Zero Hunger, SDG 3 – Good Health and Well-being): Distribution of warm meals and support for local initiatives.



**Global responsibility** (SDG 1 – No Poverty, SDG 6 – Clean Water and Sanitation, SDG 13 – Climate Action): Selection and funding of impactful projects in Africa and Asia.



**Employee-driven initiatives** (SDG 17 – Partnerships for the Goals): Organization and participation in our conCHARITY sports event, with proceeds donated to social projects.

**This broad commitment demonstrates that sustainability at concircle is not just a word on paper – it is brought to life through the active involvement of our employees.**

## What does sustainability mean to us @ concircle?

“When I started at concircle, elections were coming up to form the new SDG team, and I was asked if I am fine with a nomination as chairperson within this team. For me it was a big pleasure to get nominated and that I am now the chairperson of the concircle SDG team. It maybe sounds small compared to our main business, but at concircle it isn't. We have strong support from our management and can independently decide where we donate our budget in the volume of 3% of the EBIT based on the rules of SDG relaying on the 17 SDG goals from united nations.



For me **it is a matter of the heart** having the possibility to make the world a little bit of a better place to live. And I am sure if each company will do it in the same way maybe in the near future, it will be no longer be necessary to explain to our kids situations about war or why some species are disappearing.”

*Wolfgang Aigner, Chairperson*



“Sustainability is not a side project; it reflects how we see our role as a company in society. At concircle, we combine industrial consulting with **responsibility for people and the planet**. Each year we select focus goals where we want to make a tangible difference. In recent years this has meant supporting health, hunger relief, and environmental protection; this year our focus is on SDG 4 (Quality Education), SDG 7 (Affordable and Clean Energy), and SDG 16 (Peace, Justice and Strong Institutions).

What makes me proud is not only the impact of our projects, but the spirit in which our colleagues engage, proving that sustainability is already part of our DNA. And in our daily work, we try to follow a simple idea: everyone contributes where and as much as they can: it doesn't always have to be something big to matter.”

*Silvia Zeller, Global Head of People & Culture*

## SDG Committee



Chairperson



Member from Concircle Österreich GmbH



Member from Concircle Slovensko s.r.o.



Member from Concircle Schweiz AG



Member from Concircle Consulting GmbH

**Wolfgang Aigner**

**Marta Szymula**

**Aleksandr Frolikov**

**Milka Stanic**

**Teresa Zotz**

All concircle employees were invited to participate in the SDG Committee and after an election process, the following committee was formed for two fiscal years (2025/2026 and 2026/2027):

From July to October, all concircle employees were welcomed to contribute ideas and specific proposals on how the SDG budget should be distributed. Whether they named a reputable organisation or a cause which needed special attention during the year – every input was appreciated and taken into consideration.

The committee discussed all ideas and proposals received in order to distribute the SDG budget according to fair and balanced criteria.

### **Why I joined the SDG team?**

“I joined the SDG team because I wanted to be part of something with real impact. I enjoy working on meaningful projects alongside passionate, forward-thinking people. For me, it’s a great opportunity to grow, learn from others, and help shape initiatives that truly matter. What motivates me most is the belief that even a small step can lead to meaningful change. I love doing work that gives me a sense of purpose – where I feel I’m contributing to something bigger than myself. And that’s exactly what I found in this team.”

*Milka Stanic*

“I joined the SDG team to do good in a sustainable way and help people who are going through tough times. I’m proud that our company supports this and gives us the chance to make a real difference together. Being part of this team is meaningful and fun.”

*Teresa Zotz*



## Insights into Our Activities

We would like to highlight four activities in the fiscal year 2024/2025 that describe our personal engagement with sustainable goals. At concircle we like to get our hands dirty and get involved in charity - the following is a summary of four activities from last year.

### Ärzte ohne Grenzen

We consider our donation to *Ärzte ohne Grenzen Austria* (*Médecins Sans Frontières*) not only a gesture of solidarity but an important step in aligning our corporate values with the global mission for sustainable and inclusive health systems. We are deeply grateful for the unwavering dedication of the doctors and medical staff who risk their lives to provide care in the world's most challenging regions. It was an honor to visit their impressive field hospital installation in the center of Vienna, which offered a powerful and moving insight into their daily work. We are proud to support such a vital cause and stand behind their mission with admiration and respect.

### Caritas cooking

As part of our ongoing commitment to SDG 2: Zero Hunger, our employees regularly volunteer with *Caritas* to prepare and serve meals for individuals facing food insecurity. This initiative reflects our belief that access to nutritious food is a basic human right — and that businesses can play a hands-on role in addressing this critical need. By coming together in the kitchen, our team contributes not only time and effort but also care and dignity to every meal served. These regular cooking sessions have become a meaningful way for us to engage with the community, promote solidarity, and support the fight against hunger on a local level.

### West Wien Handball

As proud partners of *West Wien Handball*, we are thrilled to support over 200 young athletes in Vienna, fostering healthy and joyous leisure activities for all. We are honored to play a part in supporting and shaping the future of sports for these incredible young athletes. In 2025 we invited our partner handball club to hold their strategy meeting at our premises. Where otherwise business processes and digitalization roadmaps are defined, the wellbeing of more than 200 kids and the latest successes of the adult team were discussed.

### World Cleanup Day in Munich

As part of our commitment to a cleaner environment, our team participated in the *World Cleanup Day* in Munich. Equipped with gloves and garbage bags, we collected litter around our office. This initiative was eye-opening—once you start looking, the amount of waste in public spaces becomes strikingly clear. It highlighted the importance of keeping our city clean and being more mindful of our surroundings.





### ESTOA, Uganda

During a recent visit to Uganda, our colleague Wolfgang had the privilege of meeting the incredible team at *ESTOA*, a local organization dedicated to conservation, education, and sustainability. From protecting the habitat of mountain gorillas to tackling plastic waste, addressing HIV awareness, and advocating against oil drilling in Lake Albert, their work is making a real difference for both people and wildlife.

Their dedication to educating and empowering local communities shows how grassroots efforts create lasting impact. We're honored to have been able to support their mission and learn from their efforts.



### SOS Kinderdorf

As part of our Christmas initiative, we participated in a campaign organized by *SOS Kinderdorf*. On their website, children's wishes were shared and made available for download. Our employees had the opportunity to select a wish and personally fulfill it. With great enthusiasm, many colleagues took part, helping to bring joy to children during the holiday season.



### Petite Suisse

In December 2024, our colleagues at the Switzerland location set out to spread joy and brighten the holiday season for children in need. They took part in a donation campaign focused on collecting gifts to bring smiles to young faces. To make contributing simple and accessible, the Operations Team provided a QR code, allowing employees to make voluntary donations and be part of this meaningful initiative.



### Sei so frei

In addition, we supported the development organization *Sei so frei* with a financial donation. The organization's goal is to create a fairer world. With this contribution, we aim to promote sustainable development projects and support people in need, especially in regions where resources are scarce, and help is urgently required.

### Local Animal Shelter

As part of a holiday giving initiative, donations were collected for the local animal shelter through the Christmas Giving Tree at *Fressnapf*. Wishes for food, treats, collars, and blankets were fulfilled to provide comfort to animals in need. The selected gifts were prepared and dropped off for pickup, ensuring the shelter received essential supplies. This initiative helped support animal welfare and spread kindness during the festive season.

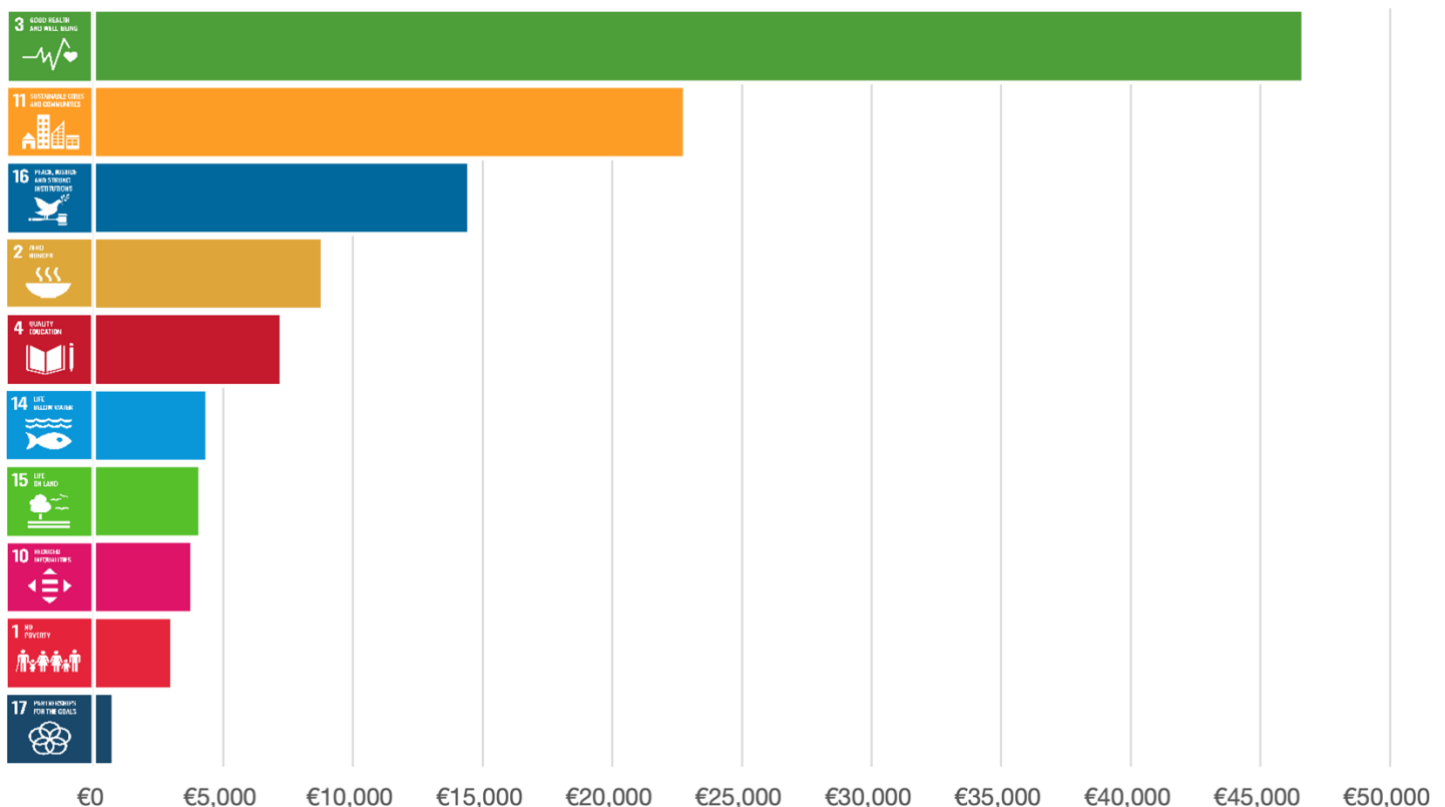


## Our Donations and Initiatives

concircle allocates **3% of its EBIT from all four legal entities to contribute to initiatives aligned with the Sustainable Development Goals (SDGs)**. In the fiscal year 2024/2025 this amounted to 56,171.87 €. Besides monetary contributions concircle and concircle employees invested their time into the SDG committee as well as their participation in different SDG projects as described on the previous page. The following diagrams and information provide insights into how the budget is distributed among the different SDGs.

The diagram below illustrates the allocation of the total budget to each SDG. It's important to note that concircle establishes specific focus goals for each fiscal year, which may lead to variations in the distribution. However, these variations are expected to balance out over time. In the fiscal year 2024/2025, the company's primary focus was on four SDGs: Good Health And Well-Being, Zero Hunger, Life Below Water, Life On Land, 55% of the Sustainable Development budget was dedicated to these key goals.

### Overview of our Spendings by Sustainable Development Goal



The bar chart above provides a visual representation of the number of initiatives undertaken by concircle for each specific goal. This chart highlights the extent of concircle's involvement in initiatives related to each goal. In alignment with the data presented in the pie chart, it is noteworthy that the goal of Good Health and Well-being recorded the highest number of initiatives, totalling 18.

In the following, we would like to introduce three organizations and causes, which we supported during the last two years: *Sei so frei*, *One Earth – one Ocean* and our support of the several NGO's providing aid after a devastating earthquake in Myanmar. We believe that the work of these organizations is invaluable and would like to raise awareness about the astounding work they do every day.



## Sei So Frei Österreich - [https:// www.seisofrei-ooe.at](https://www.seisofrei-ooe.at)

*Donation amount: 860 €*

“**Sei So Frei** – which means “Be so free” – is not just our name, but also our mission: to accompany people on their journey from poverty and oppression to a life of dignity and self-determination. For more than 60 years, as the development organization of the Catholic Men’s Movement, we have been working with partners in the Global South to improve living conditions and build fairer structures. Listening carefully, building trust, and staying open to new and unconventional ideas are at the heart of our work.

Our small, passionate team of six is based in Linz, Austria. We focus on rural areas in East Africa and Central America, where people face tough living conditions. Instead of imposing outside solutions, we build on the strengths and knowledge they already have. Most of our local partner organizations operate as dedicated country offices. They are fully funded by us and work exclusively with our programs, ensuring close and consistent support for the beneficiaries. Together, we implement projects in the areas of health, food security, and education, always with a focus on personal responsibility and active participation.

Our support goes beyond short-term aid; it’s a long-term commitment to carefully planned projects. We don’t just provide money, we encourage, challenge, and work side by side with the people, empowering them to shape their own future. Staying close to our partners and getting to know the people we support is important to us, so we aim to visit our projects every year.

We have invested concircle’s donation in our ongoing beekeeping initiative in Kasese District, Uganda. Rural families receive essential tools like protective gear, beehives, smokers, and honey extractors, along with training from experienced beekeepers. In the face of climate change, this gives them an additional, more reliable source of income, even during poor harvests, while also protecting the environment by promoting sustainable land use and biodiversity through tree planting. Your 860 € donation funded 11 beehives and 63 bee-friendly tree seedlings. Thanks to your support, families like John and Zauria or Yonah and Eleanora are taking an important step towards a more secure future.”



**John Mwahulwa (51) and his wife Zauria Ithungu (41)**

© Sei So Frei OÖ



From left to right:

**Ruth Lummerstorfer** (Sei So Frei Project Manager)

**Yonah Maupeko with his wife Eleanora Masika**

**Magdalena Glasner** (Sei So Frei Managing Director)

© Sei So Frei OÖ

## One Earth – One Ocean - <https://oneearth-oneocean.com>

Donation amount: 1,350 €

One Earth – One Ocean is a German environmental organization founded in 2011 that is dedicated to combating water pollution caused by plastic waste. With its innovative concept of a “maritime waste collection service,” the organization develops and operates specialized vessels designed to systematically clean rivers, coastal regions, and oceans. At the heart of this fleet is the **seekuh**, a specially developed catamaran designed for use in heavily polluted waters.

**The motivation behind this commitment:** plastic pollution in the oceans is one of the biggest environmental problems of our time. It threatens biodiversity, harms fisheries and tourism, and ultimately enters our food chain through microplastics. A significant portion of this waste reaches the oceans via rivers, especially building up near the coast and estuaries.

The **seekuh** is designed to address this issue at its source. Built specifically for use in shallow coastal waters, it collects waste using nets suspended below the hull, reaching depths of up to two meters. Each mission can recover up to three tons of plastic. Its modular design allows it to be transported globally in standard containers, and it increasingly runs on solar and wind power.



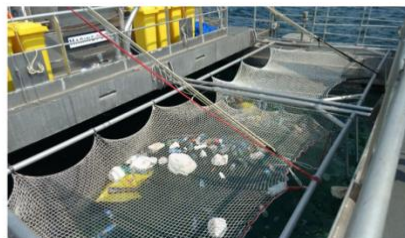
In addition to collecting waste, the **seekuh** also serves an educational role. On board is a small laboratory used to analyze water samples for microplastics. The fleet is supplemented by smaller boats called **seehamster**, and by the larger **seeelefant** - a processing ship used to sort, store, and prepare collected waste for recycling.

Since 2016, the **seekuh** has been deployed in various regions, from the Baltic Sea to Southeast Asia. The organization’s long-term goal is to build a global network of collection vessels that systematically remove plastic waste from pollution hotspots.

For its efforts, One Earth – One Ocean has received numerous awards, including the GreenTec Award and the German Federal Ecodesign Award. The organization sees its work as a practical, scalable contribution to marine conservation around the world.



© One Earth – One Ocean



© One Earth – One Ocean



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## Earthquake relief in Myanmar – donation to multiple organizations

Donation amount: 6.000 €



On 28 March 2025, a 7.7-magnitude earthquake struck central Myanmar. The impact was devastating: more than 5,000 deaths, tens of thousands left homeless, and extensive damage to hospitals, schools and water systems. As part of our social responsibility commitment, we have made a consolidated donation to seven relief organizations, supporting both immediate aid and long-term reconstruction.

Organization	Donation	Current measures on the ground
<b>Doctors Without Borders (MSF)</b>	€ 1,500	Mobile clinics, surgical interventions, restoration of water and power supplies in health posts, psychosocial care
<b>UNICEF</b>	€ 1,000	Distribution of WASH packages, measles/tetanus vaccination campaigns, learning and play kits for makeshift classrooms
<b>SOS Children's Villages</b>	€ 1,000	Setting up child-friendly spaces, family reunification, support for orphans and unaccompanied minors
<b>Johanniter</b>	€ 1,000	Mobile clinic in rural areas, hygiene kits, reconstruction of damaged wells and latrines
<b>Arbeiter-Samariter-Bund (ASB)</b>	€ 500	FAST rapid-response team: water purification, emergency ambulances and basic care
<b>Youth One World</b>	€ 500	In cooperation with Don Bosco partners: food, drinking water, medicines and safe shelters for children and young people
<b>CARE Austria</b>	€ 500	Specialized protection for women and children, emergency shelters, hygiene kits, cash assistance for particularly vulnerable households

With this contribution we aim to help where the need is greatest - delivering both urgent relief and sustained support for recovery.



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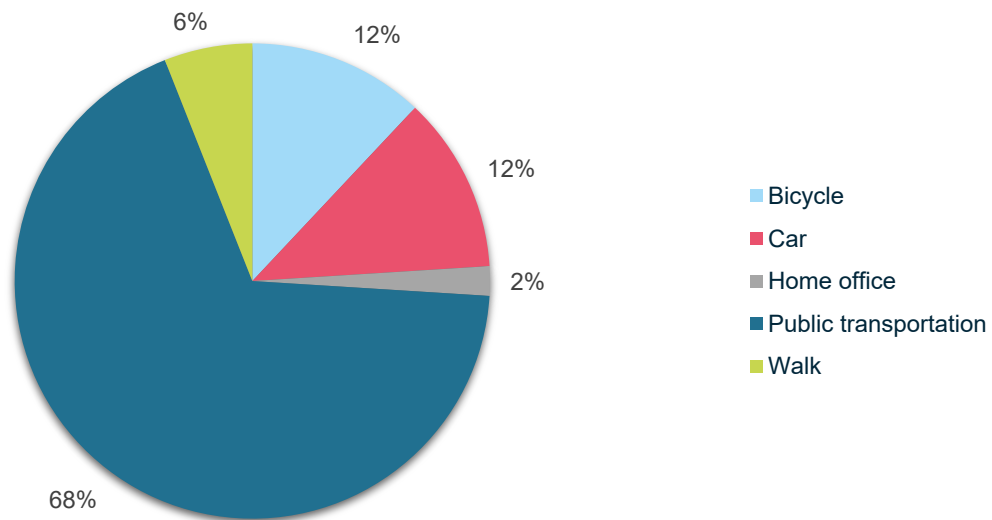


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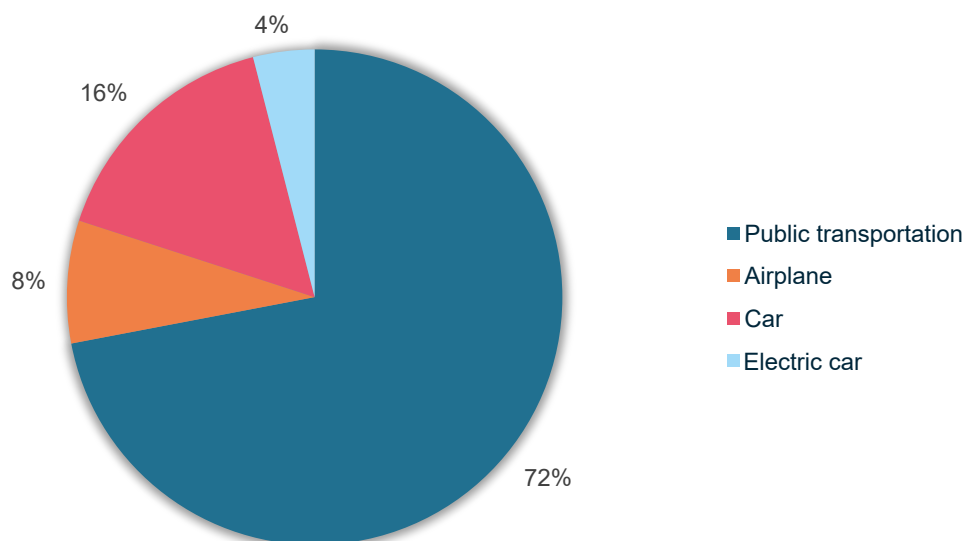
## The way we go – sustainability already in our DNA

Beside all the support we do by focusing on the UN's SDGs, as well as supporting NGO's and several initiatives, we increasingly push our organization to also think sustainably. This is reflected by our internal research, where we aimed to find out how we come to work. concircle supports sustainable travel by providing public transportation discount cards, which responsible travel more attainable and attractive (e.g. in Austria Vorteils card and Halbtax in Switzerland).

Further, the sustainability initiative conCharity, where we vote each year the cycling, walking, hiking champion motivates whole team during summertime to switch to more sustainable option.



The other bar chart shows how our employees travel to client meetings. The results show a clear trend: the majority (72%) use public transportation, followed by cars, air travel and electric cars. This demonstrates our collective effort to reduce the carbon footprint of our business activities and promote more environmentally friendly travel.





## Sustainable Development Goals

The Sustainable Development Goals are a universal call to action to end poverty, protect the planet and improve the lives and prospects of everyone, everywhere. The 17 Goals were adopted by all UN Member States in 2015, as part of the 2030 Agenda for Sustainable Development which set out a 15-year plan to achieve the Goals.

concircle is devoted to contributing to the achievement of these goals within the scope of its resources. The sustainability report is aimed at providing an overview of the activities undertaken in this regard. If you want to learn more about the SDGs, their meaning, and significance visit the UN website: <https://www.un.org/sustainabledevelopment/>

## SUSTAINABLE DEVELOPMENT GOALS



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