THE TECHNOLOGY PROVIDER

Annual Report 2023

NEXT GEN

5-YEAR-OVERVIEW

	2023	2022	2021	2020	2019
CONSOLIDATED INCOME STATEMENT (IN € MILLION)					
Net sales before PvA	11 118.0	12 562.7	12 394.4	11 898.4	10 692.7
Thereof Supply	6 748.2	8 100.3	8 551.9	8 423.3	7 533.5
Thereof Solutions	3 295.2	3 544.4	3 200.5	2 975.7	2 732.7
Thereof Service	1 074.6	918.0	642.0	499.4	426.5
Gross profit	695.0	713.4	683.4	639.4	601.2
EBITDA	247.3	280.0	257.2	227.5	196.7
EBIT	202.7	236.8	217.6	185.3	157.9
Profit before taxes (EBT)	174.5	207.9	201.1	167.7	134.8
Net profit Group	124.1	152.4	154.2	130.0	100.3

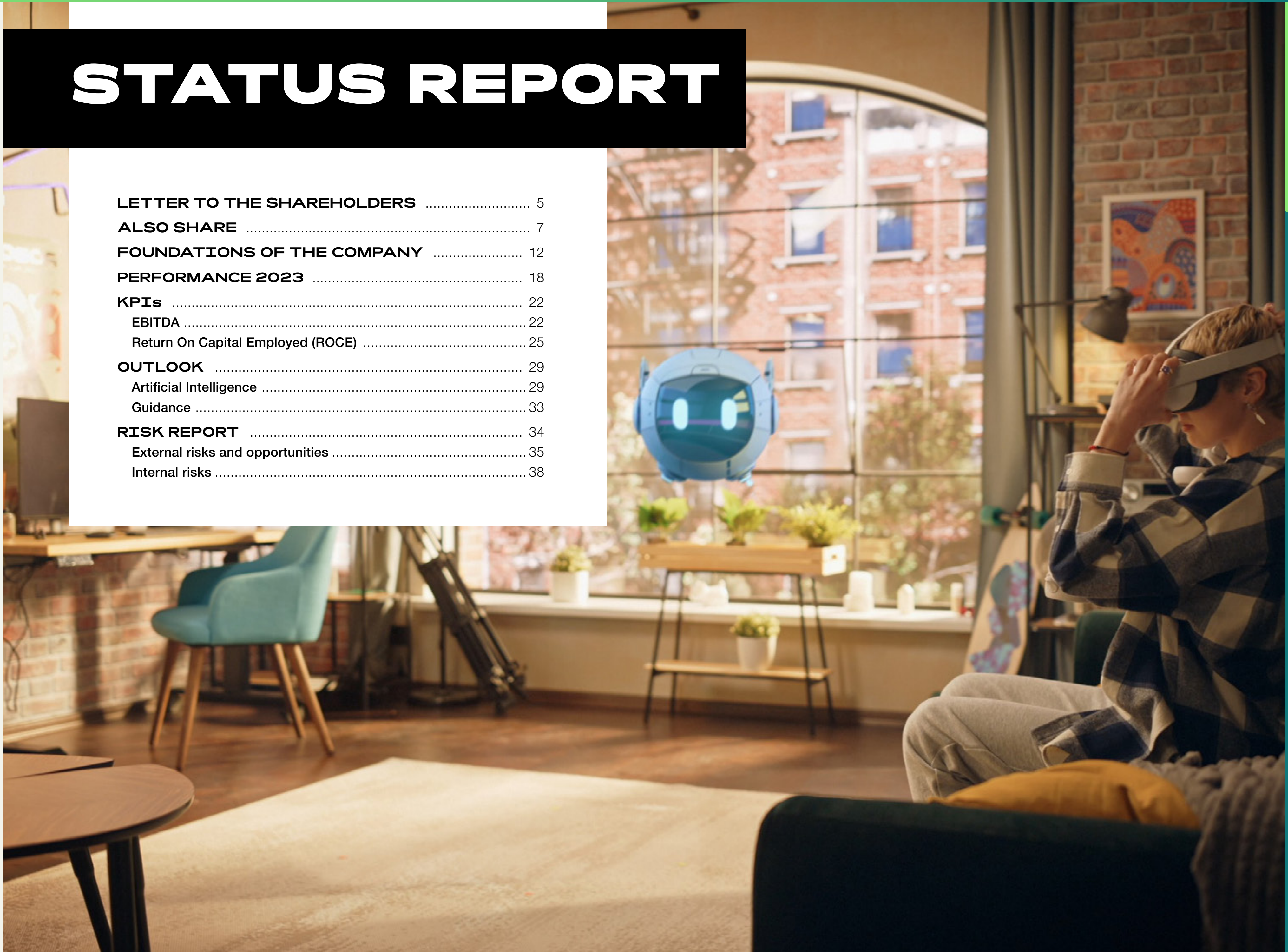
	31.12.2023	31.12.2022	31.12.2021	31.12.2020	31.12.2019
CONSOLIDATED STATEMENT OF FINANCIAL POSITION (IN € MILLION)					
Cash and cash equivalents	665.4	478.7	617.2	483.2	349.5
Other current assets	2 100.3	2 226.3	2 074.4	1 992.4	2 058.7
Non-current assets	464.2	448.5	392.9	406.5	415.4
Total assets	**3 229.9**	**3 153.5**	**3 084.5**	**2 882.1**	**2 823.6**
Current liabilities	2 021.7	1 831.1	1 854.2	1 688.4	1 643.0
Non-current liabilities	163.1	282.0	280.8	372.4	448.3
Equity	1 045.1	1 040.4	949.5	821.3	732.3
Total liabilities	**3 229.9**	**3 153.5**	**3 084.5**	**2 882.1**	**2 823.6**
Equity ratio	32.4%	33.0%	30.8%	28.5%	25.9%

5-YEAR-OVERVIEW (CONTINUED)

	2023	2022	2021	2020	2019
CONSOLIDATED STATEMENT OF CASH FLOWS (IN € MILLION)					
Free cash flow	347.2	79.3	242.6	226.6	239.5
Cash flow before changes working capital	153.4	173.5	197.7	163.2	139.2
Investments in property, plant and equipment	8.8	7.5	5.5	6.8	7.6
KEY FIGURES					
Gross margin as % of net sales	6.3%	5.7%	5.5%	5.4%	5.6%
Net profit Group as % of net sales	1.1%	1.2%	1.2%	1.1%	0.9%
Return on Capital Employed (ROCE)	25.7%	22.4%	26.3%	21.0%	15.5%
Net financial debt/EBITDA	–1.50	–0.56	–0.88	–0.17	0.75
Average headcount during the year [1]	4 048	4 233	4 082	4 081	3 952
EBITDA per employee in € 1 000	61.1	66.1	63.0	55.7	49.8
SHARES OF ALSO HOLDING AG					
Number of registered shares, nominal value CHF 1.00 per share	12 848 962	12 848 962	12 848 962	12 848 962	12 848 962
Dividend per registered share (in CHF)	4.80 [2]	4.60	4.30	3.75	3.25
Earnings per share EPS (in CHF)	9.79	11.97	12.99	10.86	8.68
Equity per registered share (in CHF)	75.32	79.73	76.34	69.05	61.86
Market capitalization at December 31 (in Mio CHF)	3 225.1	2 174.0	3 854.7	3 250.8	2 099.5
Price-earnings ratio (P/E ratio)	25.6	14.1	23.1	23.3	18.8

1 Basis: full-time equivalent positions excluding temporary employees
2 Proposal of the Board of Directors

STATUS REPORT



LETTER TO THE SHAREHOLDERS

Dear shareholders

Today more than ever, the ICT sector is evolving rapidly, offering considerable potential for growth through the constant rise of new technologies.

Recognising opportunities at an early stage and consistently turning them into results — that is what sets ALSO apart. The foundation for it are the efficiency, flexibility and dynamism of our high-performance organisation, which has been con-tinuously developed over the last thirteen years. These qualities pay off all the more in a market environment characterised by political and economic volatility. Corona, problems in the supply chain, wars and other geopolitical tensions — without constant market analyses and consistent action by the company and its employees, we would not be able to overcome these challenges so well.

In the second half of last year in particular, a reluctance to buy and invest among companies and consumers was noticeable due to the unstable geopolitical situation, the extent of which could not have been expected at the beginning of the year. The achieved EBITDA of 247 million euros is an excellent result in view of a decline in net sales of over 1.4 billion euros and demonstrates the company's resilience. In 2019, a year with comparable sales, the outcome was around 50 million euros lower and ROCE was 10 percent less than in 2023. Looking at the operating result, the previous year was even slightly exceeded. This was driven by

- the further increase in operational excellence,
- growth in the cloud,
- the integration of acquired companies.

The active management of net working capital also had a positive effect, leading to an optimisation of free cash flow (347 million euros, +438 percent) and ROCE. At 25.7 percent, it increased significantly compared to the previous year.

Since the start of the share buyback programme, which began on 10 August 2022, we recorded an increase in value of around 1 billion Swiss francs for your company until 31 December 2023. For the shares held by the company, this means an increase in value of 44.6 million Swiss francs compared to the average buyback price per share.

The constant new technological developments in our industry are forcing companies and consumers to invest in new devices and applications, whether to increase the quality and efficiency of production or to utilise all the possibilities of our digital world. This is the foundation of our industry's robust performance. At the same time, cloud-based digital platforms, the Internet of Things, virtualisation, cybersecurity and AI, offer opportunities for major incremental growth. Generative AI is just the latest example of this.

Due to these reasons, we consider EBITDA of between EUR 265 and 305 million and ROCE of over 25 percent to be achievable for 2024. For the medium term, i.e. a timescale of 3 to 5 years, we are increasing our targets and aim for EBITDA of between EUR 350 and 450 million and ROCE of over 30 percent.

2024 marks the beginning of a new era for the company. With a next generation of technologies, but also with a next generation of people who will shape the future of ALSO. It is a credit to the company that it has such a strong and qualified team of employees and managers. A team that will continue to successfully pursue the course of sustainable, profitable growth.

I would like to thank you all for your continued support and trust: our shareholders, vendors, customers and the financial institutions. But especially our employees and their families, without whom the success of the past 13 years would not have been possible. It has been an honour and a privilege to work for this company.

I am convinced that ALSO will continue to flourish under the operational leadership of the next generation and create value for its shareholders.

All the best

Gustavo Möller-Hergt
CEO and President of the Board of Directors of ALSO Holding AG

ALSO SHARE

Share price development 2012 to 2023

The Swiss capital market performed significantly better in 2023 than in 2022, with the SPI rising by around 3 percent and the SPI Extra, which serves as a benchmark for investments in small and medium-sized companies, also improving by 3.7 percent compared to the previous year.

The ALSO share closed at CHF 251.00 on 31 December 2023, representing an increase in value of 48.4 percent compared to the previous year's closing price of CHF 169.20.

As at 31 December 2023, the company's market capitalisation was CHF 3.23 billion (previous year: CHF 2.17 billion).

Overview share buy-back programme

Fig. 01

Price paid per share (CHF)	
Highest price **190.00**	Number of shares acquired **568 716**
Lowest price **140.64**	Total expenses **98 108 016** CHF
Average price **172.51**	**99 989 655** EUR

On 21 July 2023, the buyback programme for the purchase of treasury shares on the first trading line, which began on 10 August 2022, was successfully completed. A total of 568 716 shares were repurchased at an average price of CHF 172.51. This corresponds to 4.4 percent of the share capital currently entered in the commercial register. At the closing price on 31 December 2023, this represents an increase in value of around CHF 1.0 billion for your company since the start of the share buyback programme. For ALSO's own shares, it amounted to CHF 44.6 million compared to the average purchase price. The total buyback amount totaled € 99.99 million. Fig. 01 The repurchased shares will be used for own purposes, including financing potential acquisitions, increasing liquidity and long-term incentives for the company's management.

Key figures of the ALSO share

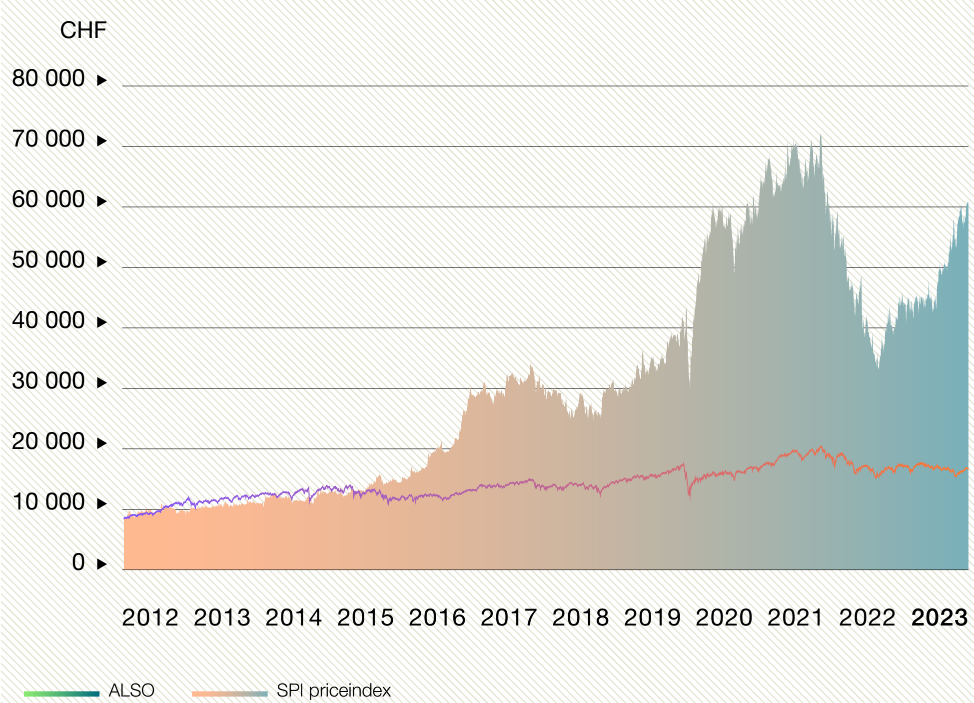
	2023	2022	2021	2020	2019
Number of registered shares with a nominal value of CHF 1.00 per share	12 848 962	12 848 962	12 848 962	12 848 962	12 848 962
Dividend per share (in CHF)	4.80[1]	4.60	4.30	3.75	3.25
Earnings per share (in CHF)	9.79	11.97	12.99	10.86	8.68
Equity per share (in CHF)	75.32	79.73	76.34	69.05	61.86
Highest price (in CHF)	255.00	308.00	304.00	263.00	167.40
Lowest price (in CHF)	172.20	137.80	236.50	123.00	106.00
Market capitalisation as at 31 December (in CHF million)	3.23	2.17	3.86	3.25	2.10

1 Motion of the Board of Directors

The following chart shows the long-term performance of the ALSO share compared to the relevant indices (2012–2023).

Comparison of performance ALSO share and SPI (Initial capital CHF 10 000)

Fig. 02



Listing

The shares of ALSO Holding AG have been listed on the SIX Swiss Exchange since 1986 (symbol: ALSN, security: 2 459 027, ISIN: CH0024590272) and are included in the following indices, among others: SPI, SPI Select Dividend 20, SWX ID TECH, SPI ESG Wgt, SPI ESG and UBS 100.

Dividend policy

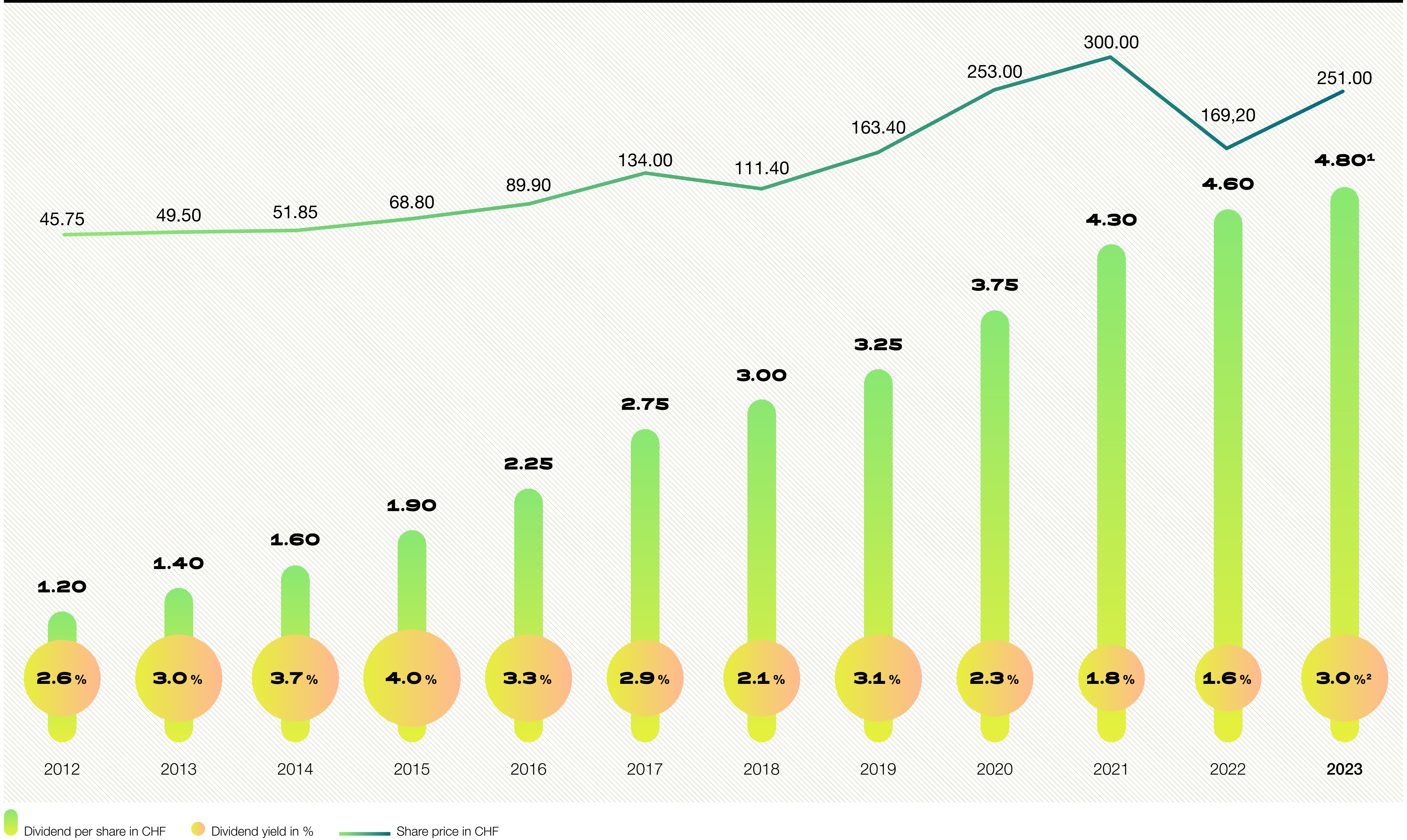
ALSO Holding AG paid a dividend of CHF 4.60 per share in March 2023. Fig. 03 The Board of Directors pursues a consistent dividend policy.

The current earnings and financial situation and the corresponding outlook are taken into account when determining the dividend each year. For 2024, the Board of Directors is proposing a dividend of CHF 4.80 per share to the shareholders. This corresponds to a total dividend of CHF 58.8 million[1], or 43.9 percent of the net profit generated (converted at the closing rate of €/CHF 0.926 as at 31 December 2023). The proposal will be submitted to the shareholders for approval at the Annual General Meeting on 21 March 2024.

1 As at 31 December 2023, 12 252 157 shares are entitled to dividends

Dividend per share and cumulative amount of payout

Fig. 03



1 Proposal of the Board of Directors 2 Calculation based on the year-end exchange rate of EUR/CHF 0.9260

Share capital and shareholder structure

As at 31 December 2023, the share capital of ALSO Holding AG amounted to CHF 12 848 962, consisting of 12 848 962 fully paid-in shares with a nominal value of CHF 1.00 each. There is only one class of shares, in which each share has the same voting rights and grants the same entitlement to dividends. ALSO has a broadly diversified, international and long-term oriented shareholder base with clear majority interests.

Special Distribution Holding GmbH, a Droege Group AG company based in Düsseldorf (Germany), is the majority shareholder with a 51.30 percent stake. The Droege Group is an independent investment and consultancy company and a specialist for tailor-made transformation programmes with the aim of increasing company value. As an industrial holding company, the Droege Group assembles a diversified portfolio and develops its entrepreneurial platforms in line with long-term megatrends.

ALSO had a total of 4961 shareholders from 39 countries, with a free float of 48.7 percent at the end of December 2023. The majority of shareholders are based in Switzerland, followed by Germany and the United Kingdom. As at the balance sheet date, ALSO Holding AG held 4.64 percent and J. Safra Sarasin Investmentfonds AG, Basel (Switzerland) held 3.01 percent of the shares.

Analysts’ recommendation

The management of the ALSO Group informs covering analysts on an ongoing basis about the development of the Group in accordance with legal requirements. ALSO Holding AG is monitored and regularly evaluated by the following banks and financial institutions:

- Baader Bank
- Bank Vontobel AG
- Mirabaud Wertpapiere
- Research Partner
- Stifel
- M.M. Warburg & CO

At the end of December 2023, all analysts covering ALSO recommended the share as a buy.

Investor Relations

The company informs its shareholders and the capital market transparently, comprehensively and promptly about important events and developments. It ensures that all stakeholder groups are treated equally in terms of timing and content in periodic and ongoing reporting.

In addition to the detailed Annual Report, the Half-year Report and the ESG Report, ALSO keeps shareholders and market participants informed on an ongoing basis through media releases and events such as roadshows and investor days. The members of Group Management and other management representatives are also available to shareholders in person during the year at these events, the Annual Media Conference and the Annual General Meeting, as well as within the framework of legal requirements (e.g. closed periods).

Detailed information about the company is available at **www.also.com**. Current and previous reports, press releases and investor presentations can be found there. It is also possible to subscribe to **press releases**. Investors and analysts can contact the company at any time via the central e-mail: **investor-relations@also.com**.

Financial calendar

Annual General Meeting	March 21, 2024
Publication half-year report	July 24, 2024

Contact Investor Relations

Beate Flamm
Phone +49 151 61 26 60 47
E-Mail: **investor-relations@also.com**

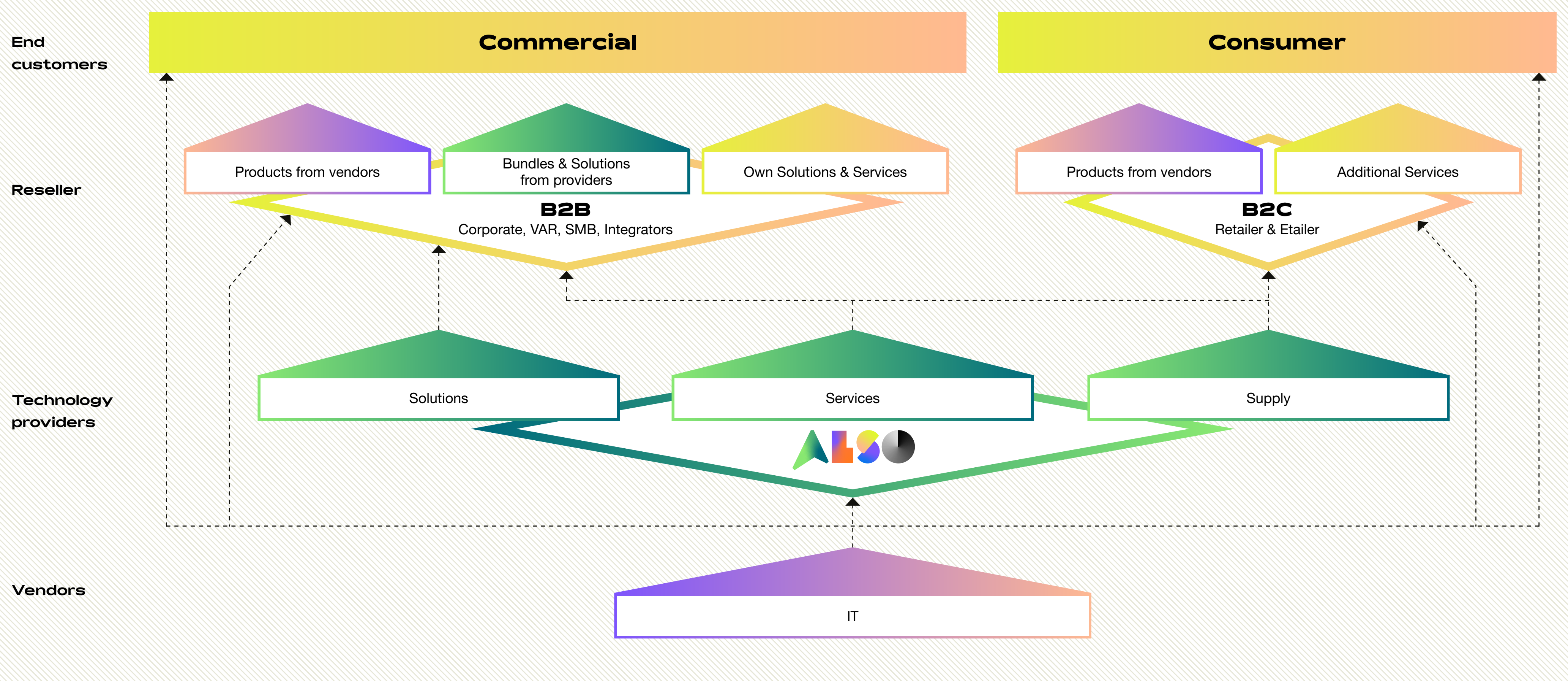
Kilian Maier
Phone +41 76 570 11 60
E-Mail: **investor-relations@also.com**

FOUNDATIONS OF THE COMPANY

With a current turnover of around € 1 000 billion and a share of around 5 percent of European economic output, the technology sector is a key economic driver. Further annual growth of over 5 percent is expected for the industry in the region until the end of the decade.

As a technology provider, ALSO is the link between vendors and the market. The company offers devices and applications, IT landscapes and systems, cloud-based as-a-service offerings and solutions based on digital platforms, for example for IoT, AI or cybersecurity.

The ICT market model Fig. 04

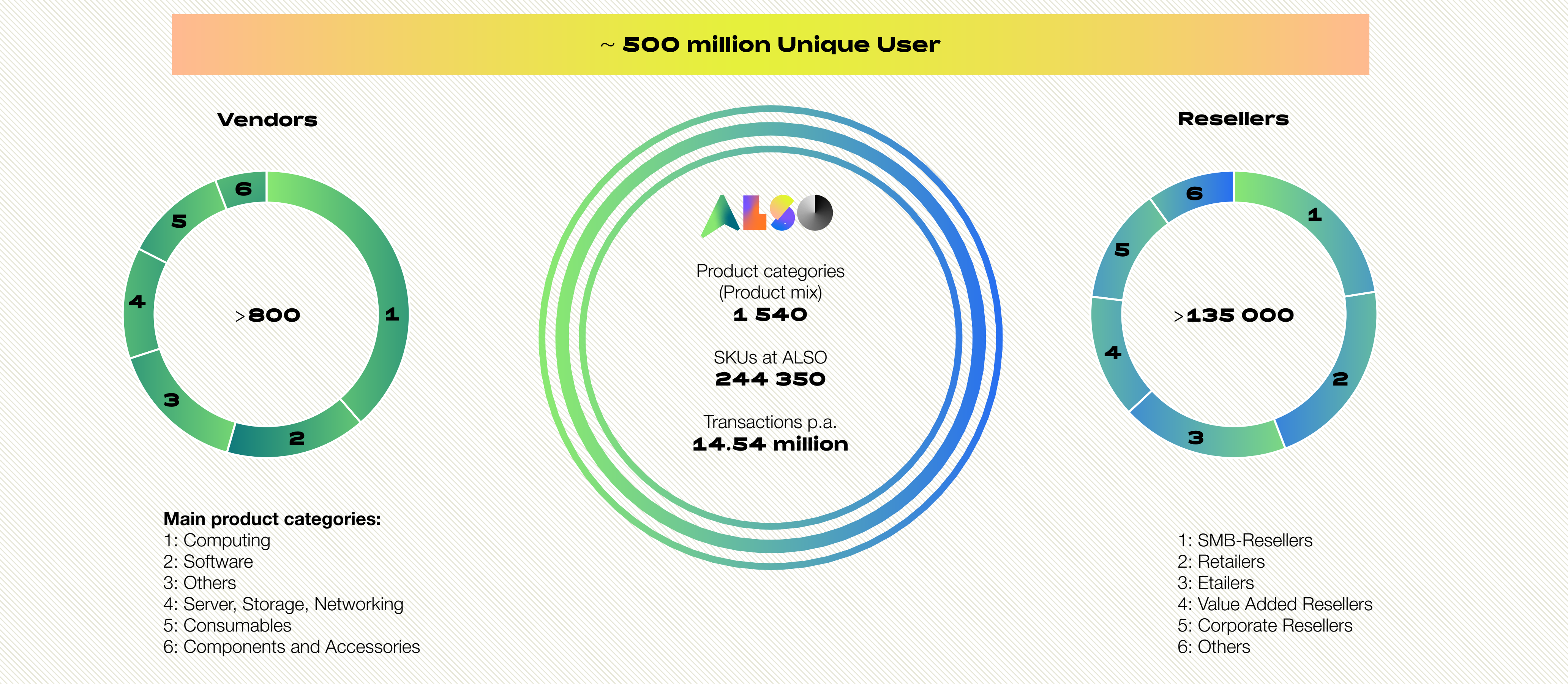


THE ALSO ECOSYSTEM

Over the past thirteen years, ALSO has built and constantly expanded a robust and flexible ecosystem. The company is currently present in 30 European countries and potentially in 114 other countries worldwide via Platform-as-a-Service partners. Fig. 05

The large number of customers within the ecosystem, on both the vendor and reseller side, their different technological specialisation and specific industry knowledge as well as the breadth and depth of the product categories are key to the company's success. At the same time, this provides stability: possible critical developments in an individual segment can be compensated for by new and further developments in other areas and their scaling.

The ALSO Ecosystem Fig. 05



All numbers are approximate

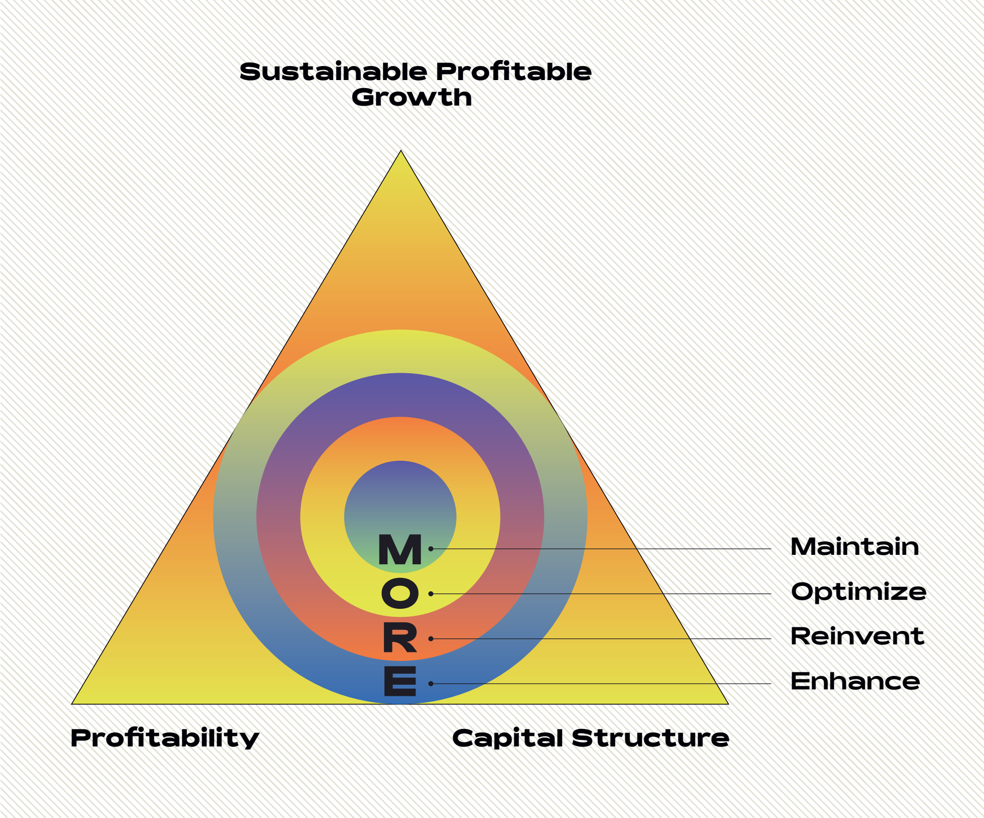
STRATEGY: MORE

ALSO introduced the MORE strategy in 2011. The primary objective is to increase the value of the company and thus generate the most sustainable returns possible for shareholders. The balance between growth, capital structure and profitability is crucial to achieving this goal,. ALSO stands for an increase in corporate success that is repeatable, scalable and profitable, as well as ethical and responsible towards current and future stakeholders.

ALSO is driving the company's development with four key activities:

- **Maintain** stands for securing what has already been achieved, further expanding the ecosystem and, in developed markets, maintaining the dominant position.
- **Optimize** aims to continuously improve business models and processes to increase ALSO's operational excellence and financial success.
- With **Reinvent,** the development of new offerings and platforms, ALSO will continuously increase the share of solution- and service-oriented business models in sales.
- **Enhance** means strengthening through acquisitions, be it by establishing a presence in new countries, strengthening the position in existing markets or through acquisitions of new technologies. ALSO has developed its own programme, Transformative Integration, with enables it to integrate acquired companies quickly, effectively and efficiently into the existing ecosystem, while at the same time best practices from these companies are rolled out within the ALSO Group.

ALSO's MORE strategy Fig. 06



EBITDA is an indicator of the company's profitability. ROCE shows the efficiency of the capital structure. These two key figures form the foundation for achieving sustainable profitable growth.

BUSINESS MODELS: THE 3S (SUPPLY, SOLUTIONS, SERVICE)

With its three business models of Supply, Solutions and Service, ALSO serves the ICT sector in two routes to market: transactional, through the sale of IT components, and subscription-based (consumptional) with cloud-based as-a-service offerings, including possible hybrid solutions. Fig. 07

Our business models: 3S Fig. 07

BUSINESS MODEL	Route to market	Revenue	EBITDA-Margin	Customer loyalty
Supply	Mainly transactional			
Solutions	Hybrid			
Service	Mainly consumptional (subscription-based)			

Supply: Sales in this business model include the wholesale of devices and applications for IT, consumer electronics and telecommunications.

Solutions: ALSO primarily supports small and medium-sized companies in IT architecture and IT planning topics, quickly translates requirements into specific configurations and monitors the status of projects. The second major area of activity is the marketing of specific solutions in the areas of IoT, Artificial Intelligence, virtualisation and cybersecurity.

Service/cloud and digital platforms: This business model comprises the "as-a-service" provisioning of all technological components required for a digital workplace ("unique user") as well as all digital platforms, i.e. Artificial Intelligence, IoT, cybersecurity and virtualisation/gaming. Services such as financing, maintenance, dimensioning or procurement and replacement of devices are also provided.
On top of this, ALSO offers logistics and marketing services:

Logistics Services includes supply chain solutions along the entire value chain.

Marketing Services comprises sales activities and marketing for vendors. ALSO as well offers resellers, especially SMB customers, a wide range of support in marketing matters.

The three business models complement each other. The development of projects in Solutions leads to sales in Supply and Service. All three areas benefit from the shift towards the Service model. IT-as-a-service generates recurring revenue with higher margins than the Supply business, while at the same time being highly scalable and benefiting from a lock-in effect. The benefit for Supply is the growing customer base and the device-based as-a-service offerings. Solutions is strengthened by the necessary consulting services for the optimal setup and the use of digital platforms, for example for IoT offerings.

SUCCESS FACTORS: THE 5 LEVERS

To continuously increase earnings the company has the following instruments at its disposal:

Reseller mix: A balanced composition of the customer structure contributes to the stability of the company, the increase of profitability and the optimisation of the capital employed.

Vendor mix: By securing and developing the vendor portfolio, ALSO can constantly offer new technologies, devices and applications. This is why the company is focusing in particular on vendors that invest heavily in research and development.

Product category mix: One of the most important elements for the economic success of the company is the constant review of the product portfolio and its relevance for resellers as well as the establishment of separate business units for new technologies.

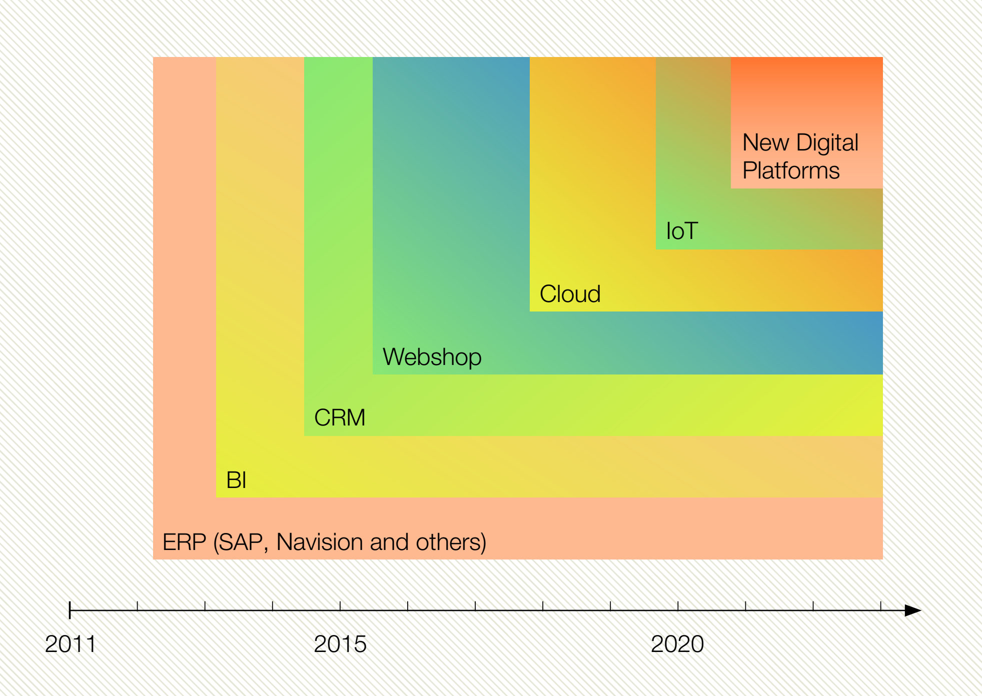
Business model mix: By driving forward the three business models, ALSO can improve profitability, increase customer loyalty and stabilise the business. ALSO uses digitalisation to optimise existing business models and continuously develop new approaches.

Operational excellence: The continuous optimisation of all its structures and processes, from the delivery of goods to the management of cash flows, is an indispensable part of actively managing the company's performance.

MANAGEMENT OF THE ECOSYSTEM

The use of harmonised ERP systems across all country organisations is the basis for utilising the company's digital management systems, from warehouse management systems (WMS) to business intelligence (BI), customer relationship management (CRM) and digital platforms. With their help, the analytical skills of the employees and the work of the company's data scientists, ALSO is constantly improving performance through automation, harmonisation and centralisation.

Digital management systems at ALSO Fig. 08



The permanent expansion and adaptation of the ecosystem, the interlocking of all elements of the complex supply chain and the constant analysis and utilisation of the knowledge gained in day-to-day business — without the parallel development of all these factors for well over a decade, it would not be possible to operate profitably on a sustainable basis. This is a competitive disadvantage for other market participants and a very high barrier of entry for potential new competitors.

PERFORMANCE 2023

The ICT market was very restrained in the reporting year. Inflationary pressure, high energy costs and the overall geopolitical situation dampened demand, particularly for devices in the consumer sector. These factors, together with higher interest rates, meant that many small and medium-sized companies were also forced to rigorously economise.

Based on the MORE strategy, ALSO used the 5 levers in 2023 to systematically expand the offerings and services in the three business areas while at the same time increasing the company's effectiveness and efficiency.

MORE 2023

Maintain

- Maintaining the successes and results achieved to date

Optimize

- Even better management of inventories and processes
- Standardisation and optimisation of sales channels (web shop and ACMP)
- Increase sales in the web shop, e.g. through support in online quotation and direct digital orders after approval, ordering service products via the web shop or searching and ordering stock in different ALSO countries
- Planning rollout of a standardised IT system from ERP to WMS to HR in all countries

Reinvent

- Development and expansion of the offering on the new digital platforms
- Development of solutions for additional verticals

Enhance

- Integration Hungary, Italy and Portugal
- Closing Purchase Commaxx (Nordics)
- Acquisition TARGET, Austria, as well as SWS, SWS International and Entec, Czech Republic and Slovakia (all still subject to regulatory approvals)
- Launch of ALSO Cloud UK as a greenfield operation in Europe's largest cloud market.
- Planning further expansion of own or jointly operated cloud locations worldwide

5 LEVERS 2023

Reseller mix

Optimisations to reduce complexity and improve scalability

- Increasing profitability by improving the customer base: expanding the customer base, particularly with value-added resellers, reducing retail/retail and very small resellers to improve ROCE
- Further refinement of customer segmentation to address specific target groups
- Increase in the degree of automation of the creditscoring process

- Expansion of the customer base in the system integrator and value-added reseller segment
- Acquiring new customers for the ACMP as one of the “best in class” marketplaces in terms of user-friendliness and security

Vendor mix

New vendors for all three business models, expansion of expertise in cooperation with existing suppliers

- Distribution of AMD, one of the world’s largest manufacturers of processors and graphics cards,
- Libelium, specialist in connectivity for IoT products
- Expansion of collaboration with ManageEngine, expert in IT management and security solutions, and Citrix
- Expansion of expertise and customer support for existing vendors such as Cisco, Citrix and Veeam
- ALSO Cloud Marketplace: Computing: Alibaba; Security: LastPass; ProofPoint; Data protection: Long-term, strategic agreement to accelerate growth with Acronis; Meta (Smart Glasses)

Product category mix

Optimisation of product categories according to customer requirements

- New product categories:
  - Components for regenerative electronics
  - Chargers and infrastructure for electric vehicles
  - Digital notebooks

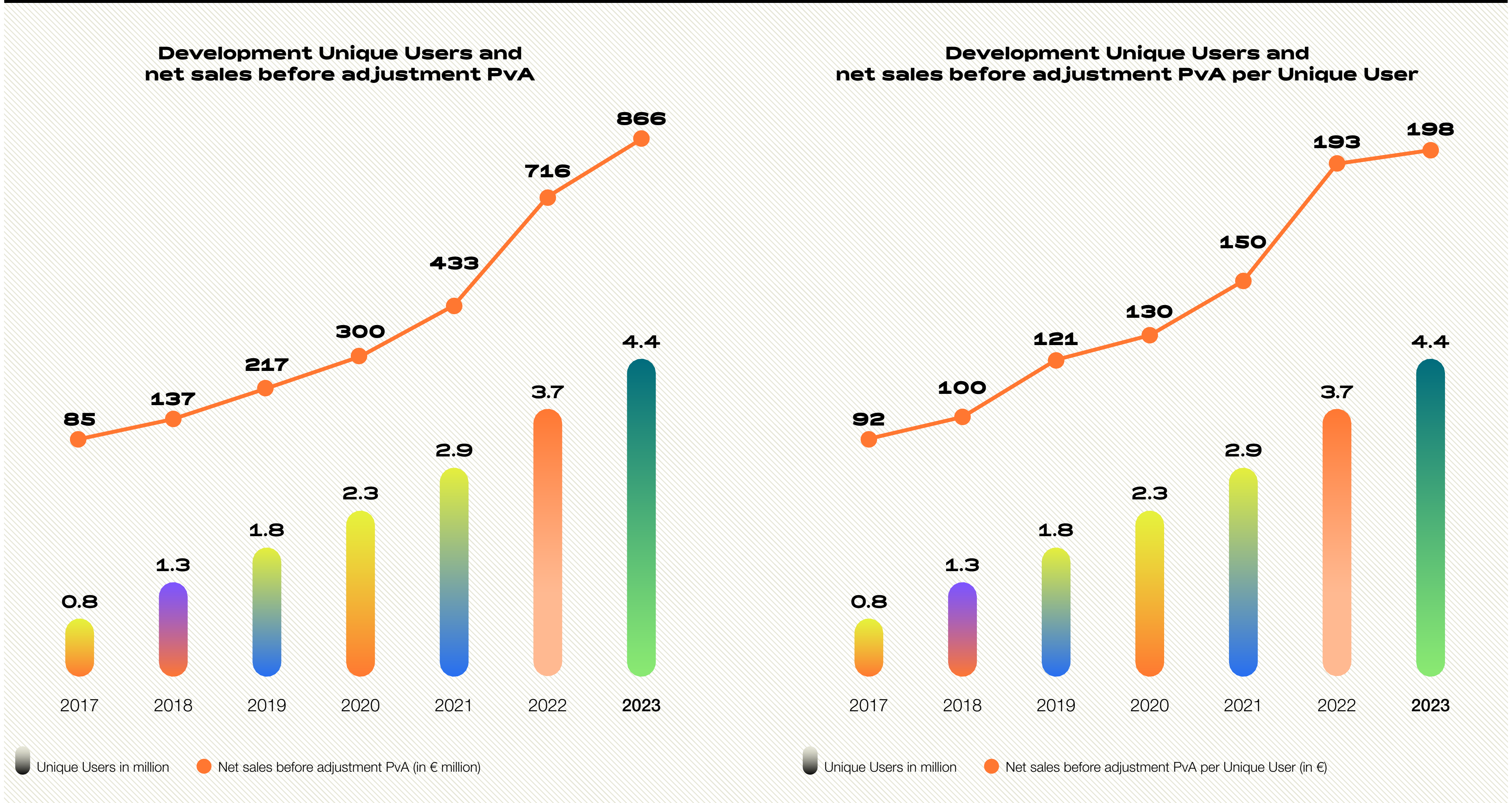
Business model mix

Measures to maintain sales strength and stabilise earnings in Supply, further development and expansion of Solutions and Service

- Supply:
  - Additional cost reduction through optimisation of warehouse locations
  - Further improvement in the management of inventories and net working capital by increasing the turnover rate (DIO)
- Solutions:
  - Development of the offering for verticals, e.g. solutions for agriculture and medical technology
  - Expansion of logistics and office services
  - Strengthening international expertise in the solutions and cloud business, for instance through the acquisition of Commaxx AG, an expert in Citrix-based applications
  - Partner support in the development of Smart Solutions offerings, e.g. by setting up a knowledge database that shows which products from different vendors are suitable for solving specific issues in different industries
- Service:
  - Increase in Unique Users from 3.7 to 4.4 million
  - Increase in monetisation from € 193 to € 198 per Unique User
  - Integration of further business intelligence tools in the ACMP to analyse the usage structure of end customers and to enable further monetisation by resellers
  - Development of additional cybersecurity functions, e.g. Azure Fraud Protection and the Security Dashboard
  - Integration of an e-pay portfolio into the SoraStream gaming platform for simple and fast in-app upgrades

Businessmodel-Mix Cloud

Fig. 09



The figures from 2017 to 2019 refer to Seats, the need for a "Unique User" concept only came up when the number of test and free licences significantly increased from 2020 onwards.

Sales and marketing services continued to grow in 2023. In addition to services for vendors, training and sales support measures for our resellers are becoming increasingly important in the development of this area.

Logistics services, which are almost exclusively part of the Supply division, declined slightly, but still outperformed the overall division in relative terms.

OPERATIONAL EXCELLENCE

Further cost reduction through structural optimisation and redesign of the organisation, investments in HR and IT

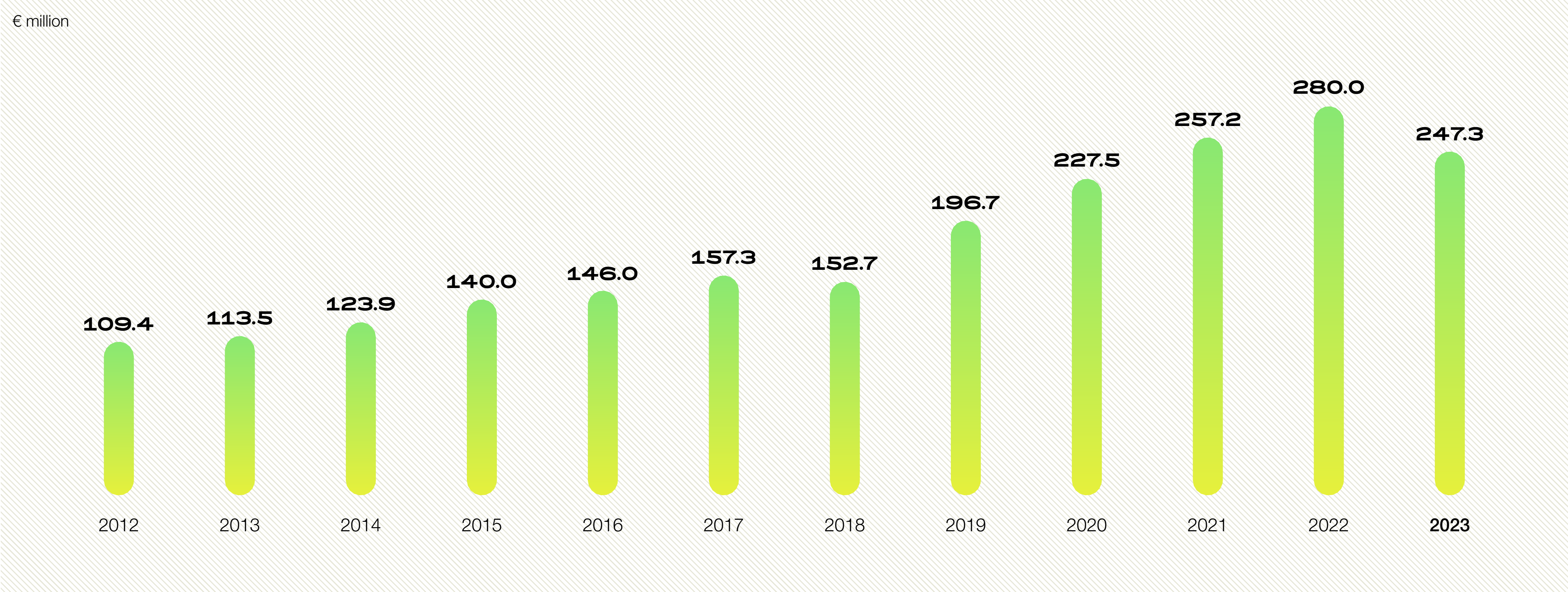
- Continuation of structural optimisations
- Successful completion of the additional contingency plan
- Regionalisation of the organisation to increase efficiency and improve the scaling of initiatives
- Start of the implementation of a new, centralised HR system
- Introduction of AI-supported software for targeted, long-term employee development
- Further training of staff taken on with the acquisition of new companies
- Strengthening the geographical resilience of the organisation
- Start of the implementation of a centralised and harmonised IT landscape covering all core areas of the company, from ERP to WMS to HR
- Completion of the integration of three acquired companies and setting up the infrastructure for the new operation in the UK
- Establishment of an additional data centre to further optimise data and operational security
- Expansion of robotic process automation by transferring created materials including master data in all countries (around 51 000 materials), automating 1.35 million tasks and thus saving 20 000 hours

KPIs

EBITDA

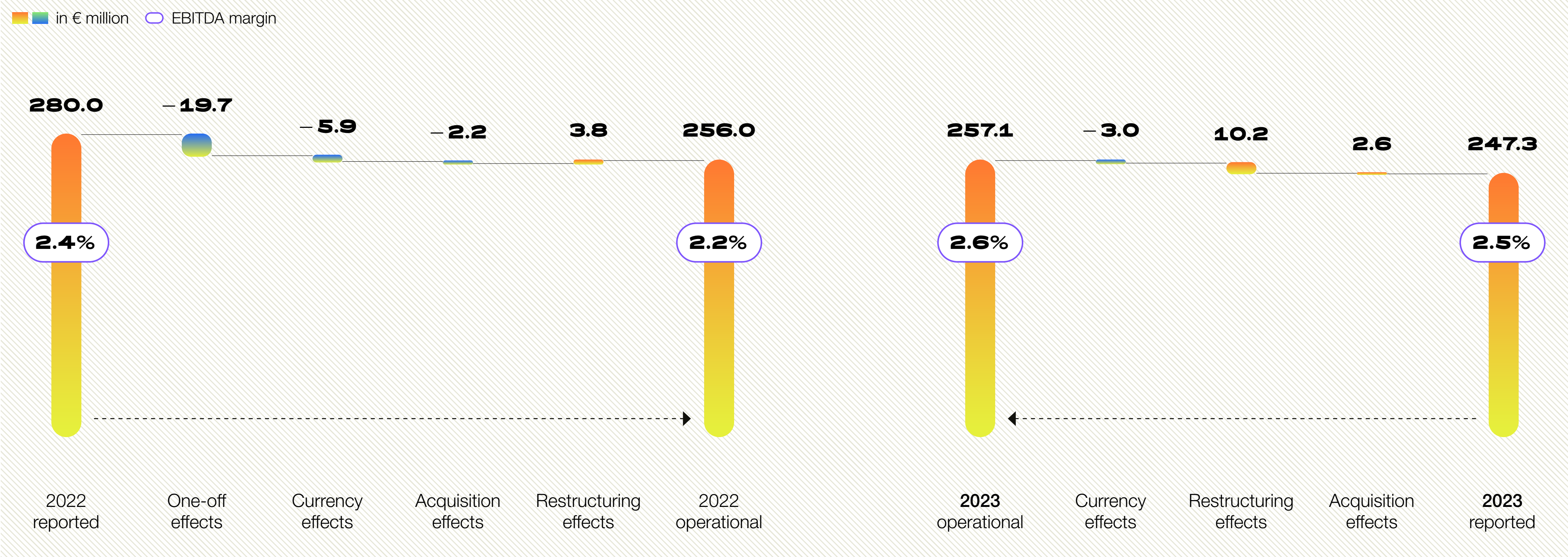
EBITDA is a good indicator for measuring the liquidity achieved. This is an important performance indicator for ALSO, as it is a key factor in the payment of dividends and the financing of acquisitions and organic growth. In contrast to free cash flow, EBITDA is not affected by changes in net working capital as at the reporting date.

Development EBITDA Fig. 10



EBITDA Bridge 2022 – 2023

Fig. 11



ALSO generated EBITDA of € 247.3 million in 2023. Taking into account special, foreign currency and acquisition effects in 2022 and 2023, operating EBITDA increased by 0.4 percent year-on-year from € 256.0 million to € 257.1 million. The operating EBITDA margin increased from 2.0 to 2.3 percent (+15 percent) compared to the previous year, due to the continuation of operational excellence in 2023.

Regarding personnel costs, ALSO continued its structural optimisation programme in 2023. As a result, savings of € 21.2 million were achieved. ALSO reinvested part of these savings in existing personnel, in personnel from acquisitions and in the expansion of new business models. Investments in reducing the complexity of the logistics infrastructure totaled € 4.4 million in 2023. A further € 2.0 million was invested in this context as part of material costs. Furthermore, ALSO was able to achieve significant savings by optimising transport, the use of advertising materials and insurance.

EBITDA Bridge Personnel and material costs 2022 – 2023

Fig. 12

in € million

RETURN ON CAPITAL EMPLOYED (ROCE)

Profit or growth should not be achieved at the expense of changes in the capital structure. ROCE enables performance to be measured independently of the cost of capital and therefore increases comparability. ALSO uses ROCE to measure its success in managing net working capital in relation to the result achieved.

At 25.7 percent, ROCE remained within the company's target range in 2023.

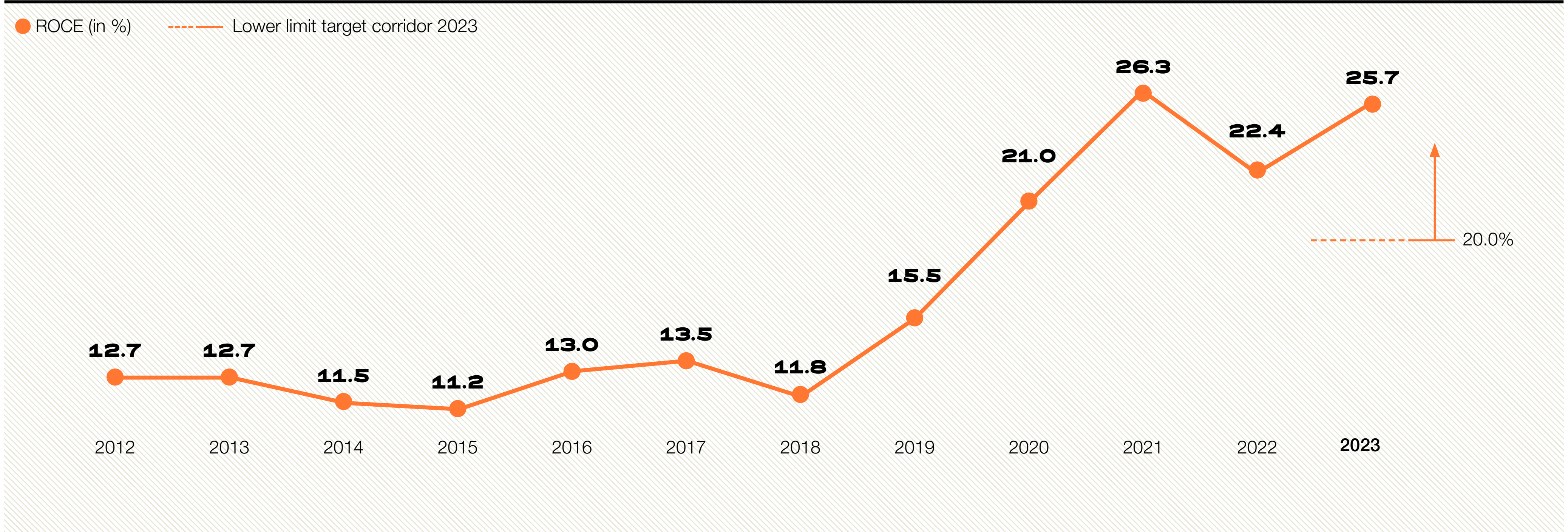
The first component of ROCE is NOPAT, the net operating profit after income taxes. This is calculated from EBIT (earnings before interest and taxes) minus income taxes.

In high-tax countries, ROCE will therefore be correspondingly lower than in countries with a lower tax burden. In addition to increasing the operating result through operational excellence, accelerating growth and Buy & Build, ALSO is therefore also constantly working on optimising the tax burden.

The second component of ROCE is capital employed (CE). It shows the equity plus debt capital employed, i.e. the total capital employed according to the balance sheet.

ROCE

Fig. 13



The amount of external funds required at ALSO is primarily influenced by the change in net working capital (NWC). The higher the requirement, the more external capital is needed. We are therefore working intensively on optimising the NWC. The options for optimising the required capital are, of course, influenced by market conditions, such as the availability of goods, and by EBITDA.

The most important lever for controlling the NWC at ALSO is inventory. In 2023, we succeeded in further optimising stock levels by constantly monitoring stock ranges per product category and vendor.

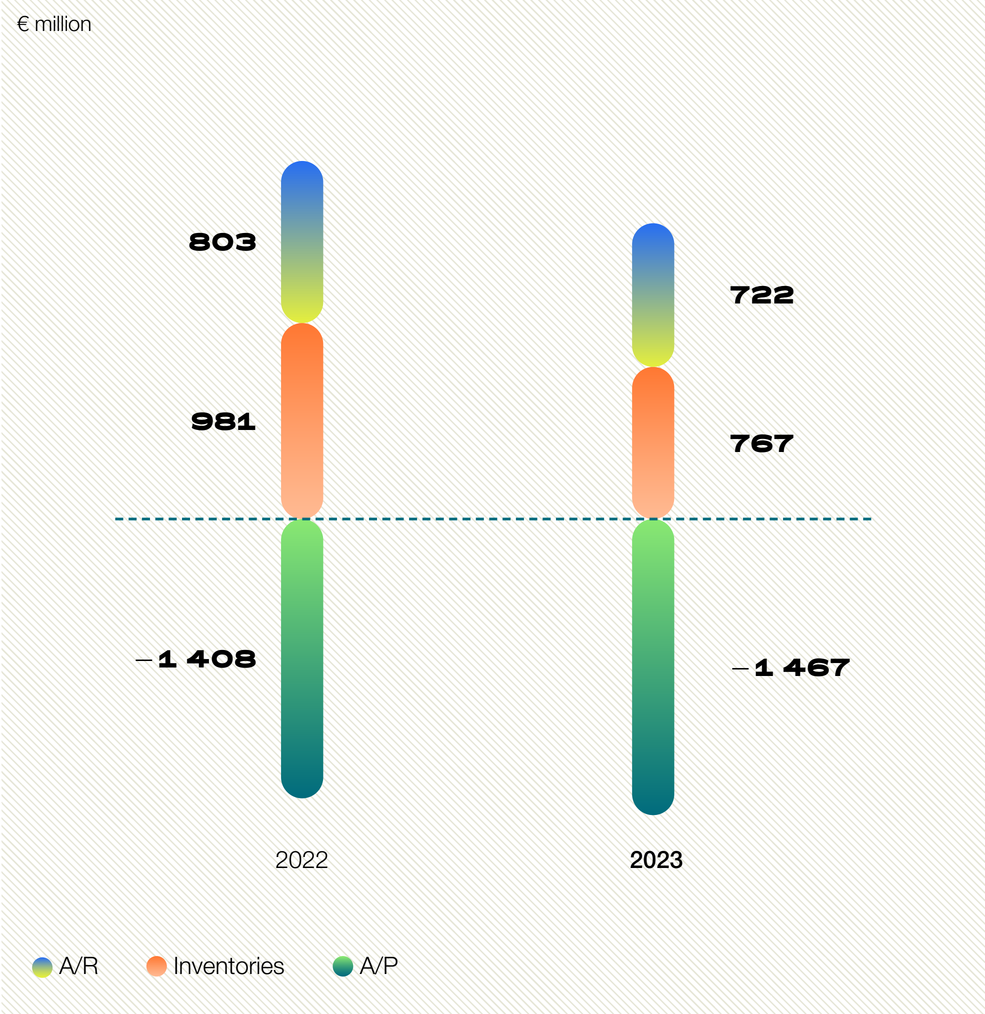
In the reporting year, ALSO was able to achieve a cash balance of around € 665 million, even though € 51 million was used to buy back own shares. Adjusted for this, net financial debt totaled € 422 million, which represents a significant increase of € 207 million compared to the previous year.

The two key figures EBITDA and ROCE are like two sides of the same page:

EBITDA shows the profitability of the company and thus the level of operational excellence.

ROCE shows the efficiency of the capital structure and thus the quality of management.

ROCE Net Working Capital Fig. 14



SUSTAINABLE GROWTH RATE (SGR)

The company's goal is sustainable profitable growth. This is monitored and managed using the Sustainable Growth Rate (SGR).

The SGR is calculated using the following four financial ratios: Profitability rate[1], asset utilization rate[2], retention rate[3] and total asset to equity ratio[4]. It is 7.3 percent and therefore within the defined target corridor adjusted to the current interest rate environment.

The Sustainable Growth Rate is ultimately nothing more than the corporate strategy MORE in financial ratios. It indicates the maximum sales growth that is possible without a deterioration in the financial structure. To calculate the SGR, the profit margin, retention rate, capital turnover ratio and equity ratio are multiplied. Fig. 15 illustrates the dependence between the retention rate and profitability rate at a constant asset utilization ratio and total asset to equity ratio. If a target value is set for the sustainable growth rate with a stable capital structure, all possible values for the retention rate and profitability rate in this constellation lie approximately on a straight line. In the chart, the range between the target values of 7 percent to 9 percent SGR is marked in green. All combinations in this range enable growth of between 7 and 9 percent with a stable capital structure in 2023.

The chart shows that with a stable capital structure, higher profitability also enables a higher payout ratio. As the capital structure improves, the target corridor gradually moves upwards. The impact on this Group key figure is taken into account when developing new business areas or making acquisitions.

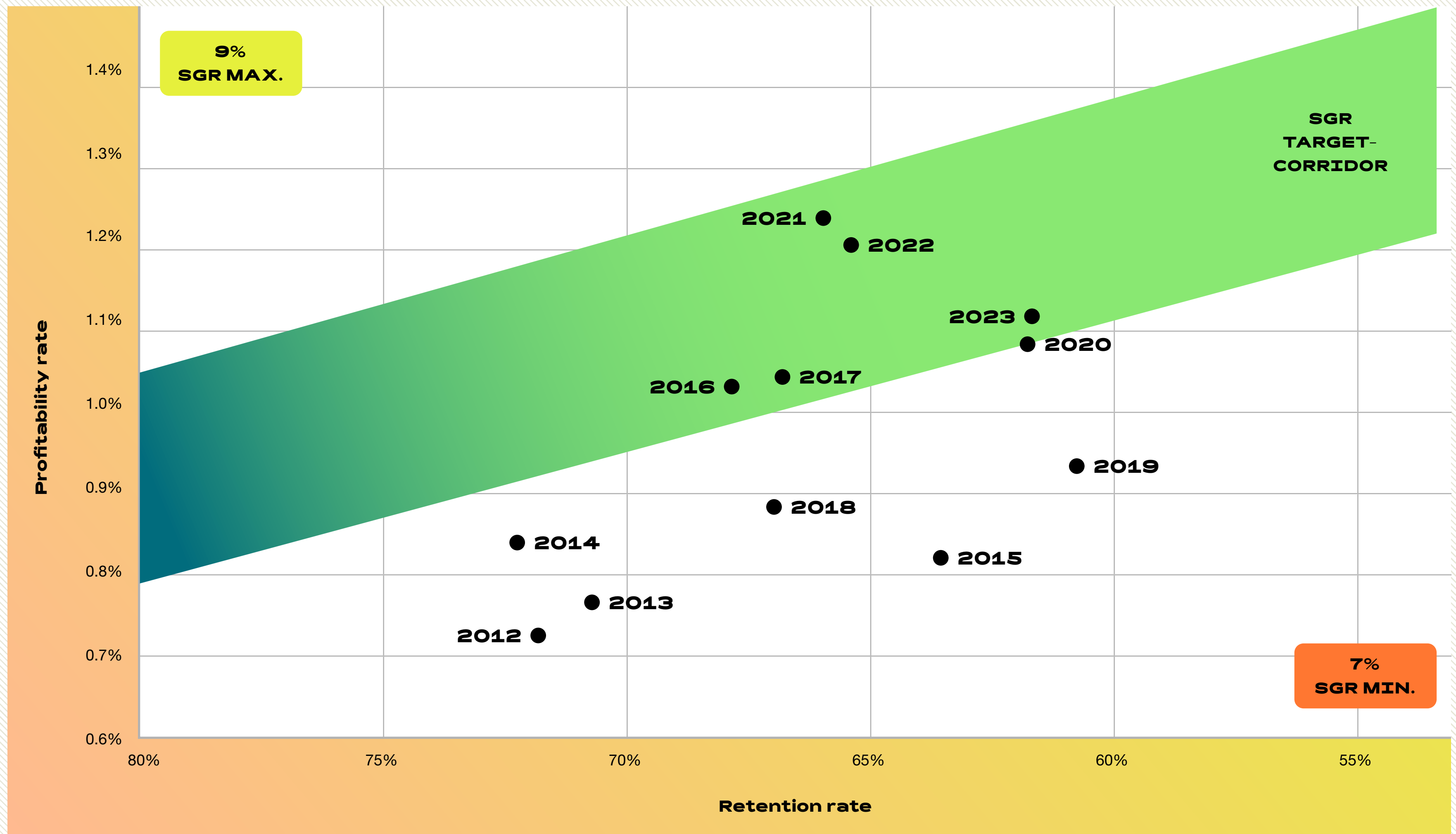
For investors, this means that there is no capital dilution while the dividend yield remains constant, and they can additionally benefit from the increase in value resulting from the targeted growth.

1 Profit margin: net profit/sales
2 1 minus payout ratio
3 Sales/total assets
4 Total assets/equity

Sustainable Growth Rate

Fig. 15

Calculation: P × A × R × T



Asset utilization rate and equity ratio are set as constants.
Representative presentation

OUTLOOK

After a weak market, particularly in the retail and etail sectors, in 2023, all market research companies are forecasting high single-digit growth for the ICT sector in Europe in 2024. Software and IT services will continue to be the drivers with growth in the low double-digit range. Higher investments are expected in data centres in preparation for the increased use of AI. The PC business is also expected to be revitalised by the development of AI-enabled models.

These forecasts confirm the statement that investments in IT may be delayed but will ultimately still have to be made. The industry's constant innovations are not only driving the revenue generated by updating and upgrading existing devices, but are also the driver for the development of new, incremental growth areas. The Internet of Things, virtualisation and Artificial Intelligence are only at the beginning of their application and therefore monetisation opportunities.

ARTIFICIAL INTELLIGENCE

Looking at the development of the ICT industry over the past few decades, there has been a revolution in the business approximately every 15 years: from the development of the first Apple Macs to the use of the internet for commercial and private users to the introduction of the smartphone. The most recent leap is generative AI. Whether big data or machine learning — we have been working on and with Artificial Intelligence for years. The revolution enabled by generative AI is that now everybody can tap into the collected digital knowledge and simultaneously get newly generated content with the help of large language models (LLMs). This results in a multitude of new options for further utilisation.

The business opportunities for ALSO regarding Artificial Intelligence consist of the following elements: the core, and thus the **first layer** is formed by a variety of applications for end users, the potential uses of which are virtually unlimited:

- **Analysing content and developing formulas:** Generative AIs can analyse and summarise content and conversations and create to-do lists. This also applies to tables, for which context-related suggestions for the visual presentation of content are just as common as the automatic creation of formulas for analysing the data shown.
- **Programming support:** Gone are the days of C++ or Java Script. English is the most widely used programming language, as developers can now write, review and optimise code directly. Suggestions for code snippets can also be generated based on the context of the current code base.
- **Image generation and editing:** Some generative AIs can create images based on descriptions or edit existing images.

What all these applications have in common is that they increase the quality and efficiency of the work performed.

The **second and third layer,** large-language and other models, as well as the data, based on which these models are developed, are not within the scope that can be monetised by ALSO.

The **fourth layer** consists of cloud platforms. In the case of hybrid or company-owned private clouds, ALSO can generate growth across all three business models. The planning of the concept and setup is the core business of Solutions, hardware is delivered by Supply and the necessary IT applications are either purchased as a service or transactionally via Supply.

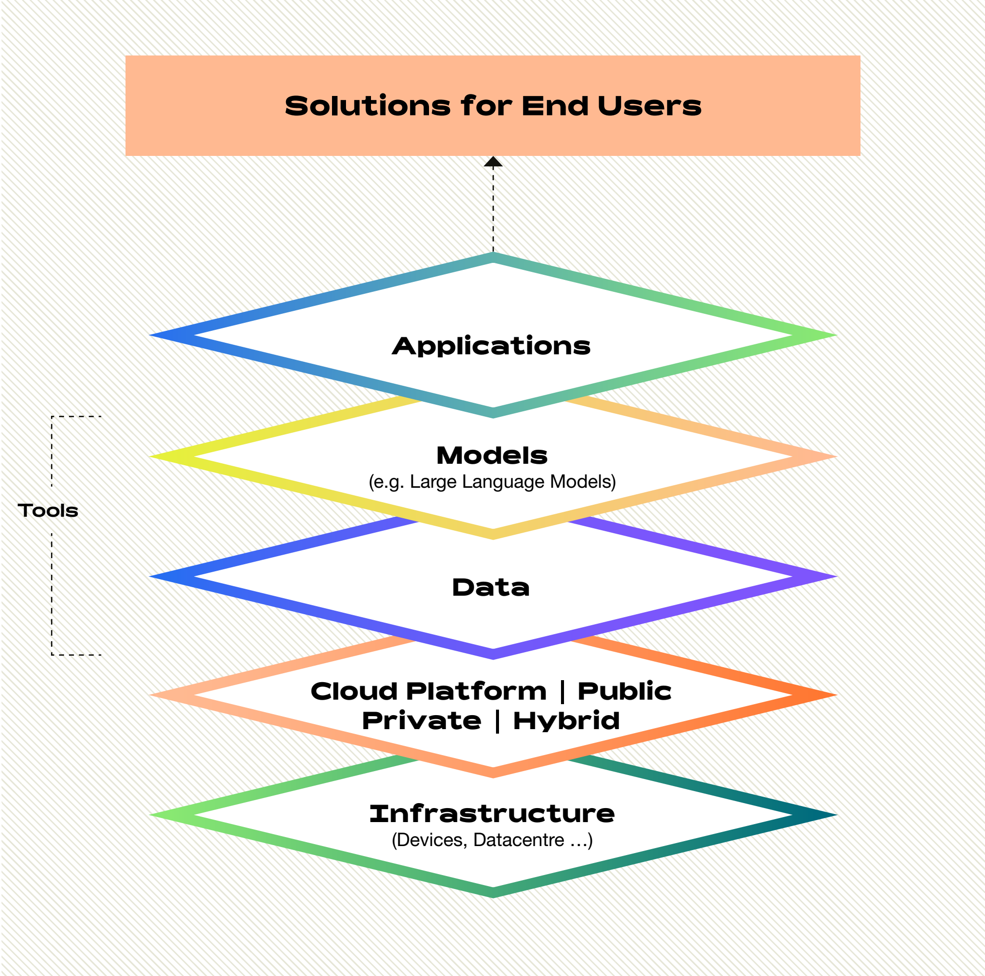
The **fifth layer** concerns devices, data centres and infrastructure.

- Many of the **computing services** take place online in the cloud. However, powerful desktops and laptops as well as routers are needed to work effectively and efficiently with generative AI and to enable fast data exchange.
- **Storage requirements:** Generative AI models require a large amount of storage capacity for the huge amounts of data needed for training. New hardware often offers more capacity and faster access.
- **Energy efficiency:** Training AI models can be very energy intensive. New hardware is often more efficient, which reduces both the costs and the environmental footprint of AI training.

Using these applications is not viable without comprehensive cybersecurity. Generative AI will accelerate digitalisation even further, because only what is in the cloud is accessible and usable for LLMs. This not only increases the risk of cyber attacks, but also the risk of deep fakes. Comprehensive protection is becoming increasingly crucial. It has to both avert acute threats and proactively uncover potential vulnerabilities, enables the development of risk scenarios and thus offers the best possible security.

For all of these layers new companies with new product categories are constantly emerging. They range from highly efficient and powerful processors and the creation of AI-generated videos to generating royalty-free music or offers for verticals such as SEO optimisation for marketing.

Requirements for Generative AI Fig. 16



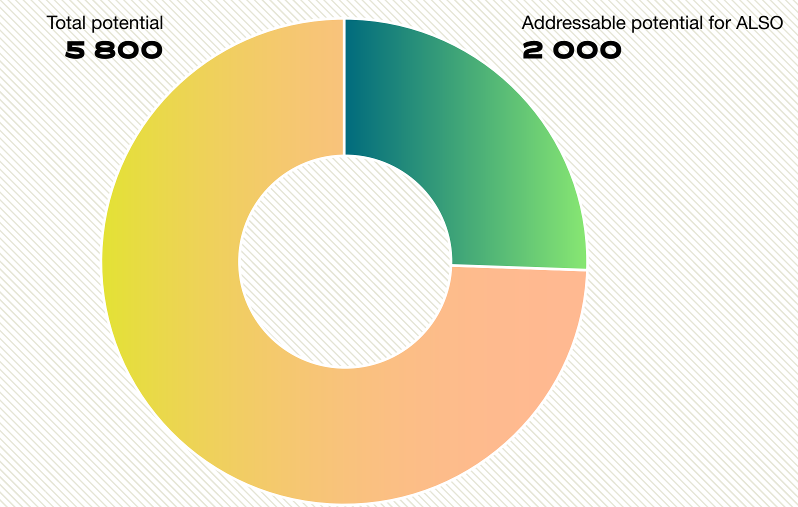
It has to be noted that artificial intelligence creates additional, incremental growth that leads to an increase in monetisation per Unique User.

The costs per digital workplace, from software to hardware, backup, storage and security to the necessary IT infrastructure, vary greatly depending on the industry, region and company size. For an SMB workplace in Western Europe, the annual costs will increase from the current € 5,000 to around € 5,800 as a result of the new AI-related offerings.

Accordingly, the addressable potential for ALSO will increase from € 1 200 to € 2 000 per Unique User.

Unique User Potential Fig. 17

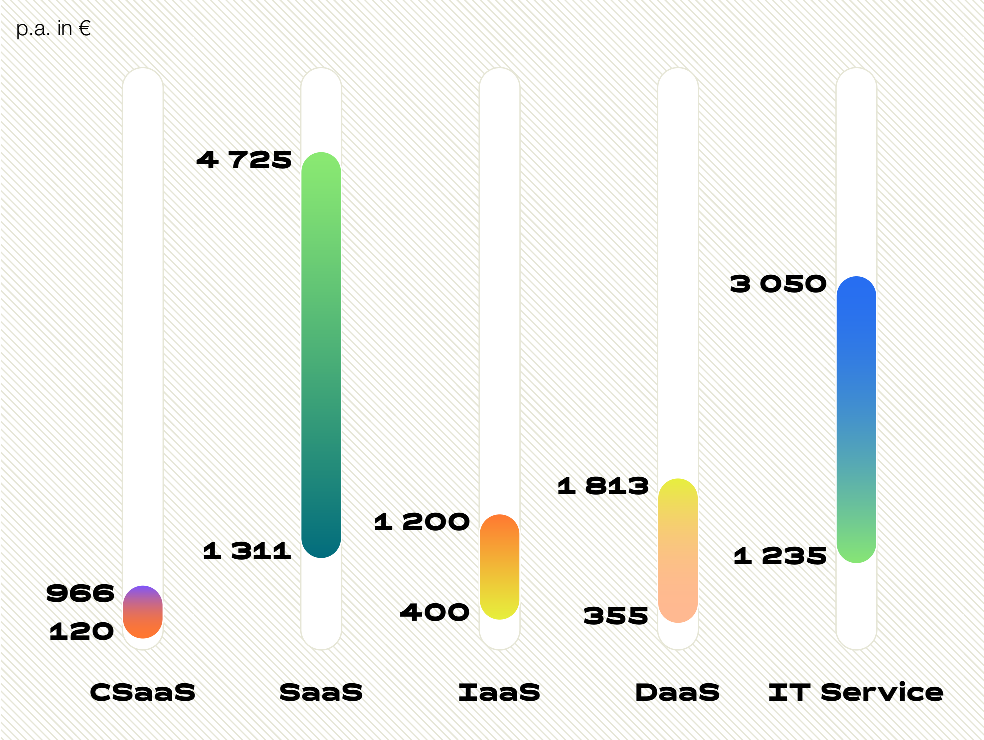
in €



An ever-increasing proportion of these required elements are now purchased as a service. ALSO's offering for resellers covers the following areas:

- Cybersecurity as a Service (CSaaS)
- Software as a Service (SaaS)
- Infrastructure as a Service (IaaS)
- Device as a Service (DaaS)
- IT service

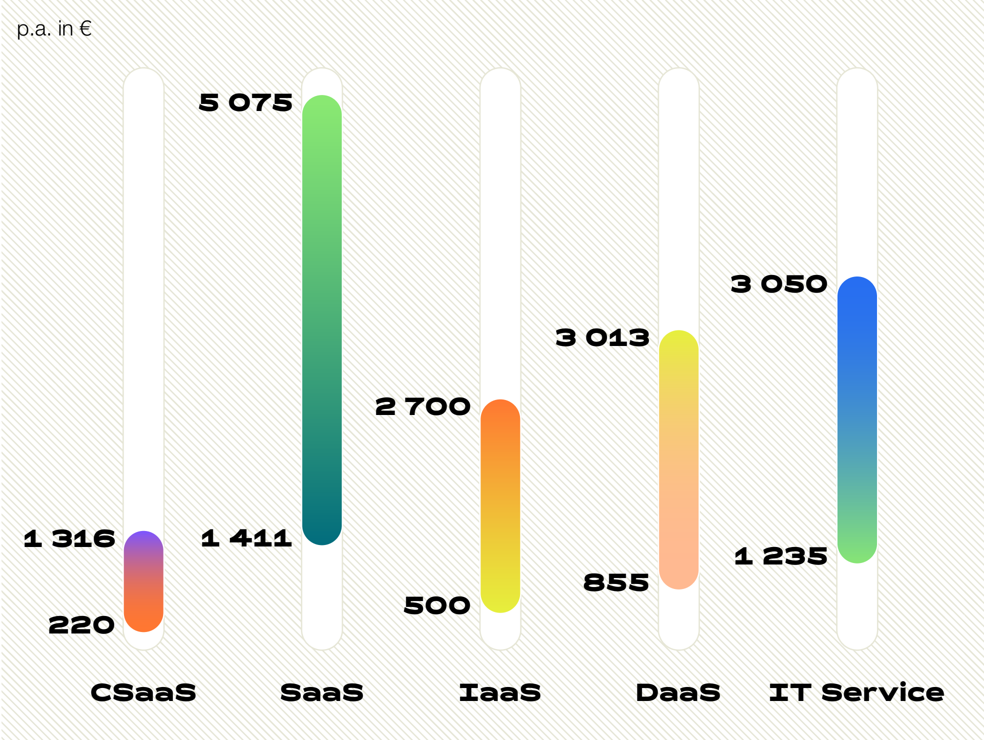
Monetisation potential for aaS revenues per unique user without AI Fig. 18



Minimum and maximum turnover per unique user

The use of generative AI will also have a direct impact on the monetisation potential.

Monetisation potential for aaS revenues per unique user with AI Fig. 19



Minimum and maximum turnover per unique user

Overall, the new technologies translate into an increase in demand in all three business models: from servers and routers to AI-optimised laptops: the devices come from ALSO. From the cloud infrastructure to the data centre: the solution is developed with ALSO. And from software to infrastructure-as-a-service and cybersecurity: the ALSO Cloud Marketplace is the central platform for resellers and end customers to utilise solutions and protect their data.

GUIDANCE

The company expects EBITDA of between € 265 million and € 305 million in 2024 with a ROCE of over 25 percent. The rapid development in the area of generative AI confirms our statement that constant innovation inevitably leads to investments in all areas of IT. In conjunction with the expertise, responsiveness and strength in execution of its employees, the company continues to see excellent growth opportunities.

The ALSO Group is therefore increasing the target corridor for medium-term EBITDA to between € 350 million and € 450 million, depending on potential acquisitions. The expectation for ROCE is over 30 percent.

RISK REPORT

The Board of Directors appoints an Audit Committee consisting of three non-executive members of the Board of Directors. It conducts and reviews the internal and external audit and assesses the risks identified and the risk management measures taken.

The organisation of risk management at ALSO is the responsibility of Internal Audit. The principles of risk management are laid down in the ALSO Group's risk management manual. Risks are identified on the basis of analytical analyses or by reporting.

A defined group of risk owners (e.g. Group Management, Senior Vice Presidents, Chief Customer Officers, Centre of Competence Heads, functional managers) identifies and assesses risks and reports them to Internal Audit. Employees can also report identified risks to the department.

To identify risks, Internal Audit uses modern, technology-supported tools for analytical analyses that increase objectivity, effectiveness and efficiency:

Data analyses/data analytics: Data analyses both in individual internal audits and as part of continuous auditing activities. The data analyses are programmed by the internal audit department specifically for the risk-related issues. The internal audit department benefits greatly from the standardised ERP system, which is used to implement Group-wide analyses and considerations.

Process mining: Identifying and analysing actual processes on the basis of digital data. A standard tool is used here.

Robotic process automation: Automation of audit procedures and support for repetitive activities.

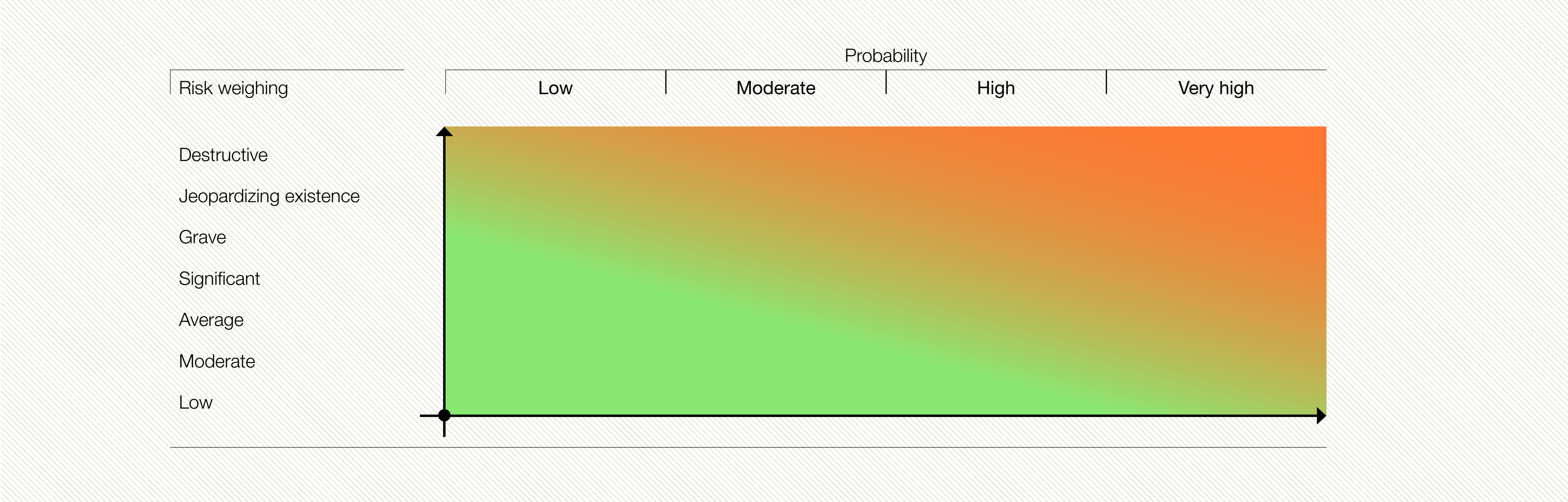
Internal Audit prepares an annual risk report for the Audit Committee, which summarises the individual risks and provides information at short notice if necessary. The Board of Directors is also informed annually about the risk structure.

The individual risks are assessed in terms of their potential impact on results or liquidity (low to destructive) and their probability of occurrence (low to very high). The classification of the potential impact is determined depending on the consolidated net profit of the ALSO Group and the need to adjust the classification is reviewed annually. Risks are categorised as low, moderate, high and very high on the basis of their potential impact and probability of occurrence. Fig. 20

The management process for business opportunities is based on the MORE strategy regarding management, the Mergers & Acquisitions department and the operating business units. Potential market opportunities are analysed and evaluated. Investment opportunities are examined and prioritised in terms of their potential value contribution. If the identified opportunities are deemed likely to materialise, they are included in the business plans and short-term forecasts. Additional trends or events that could lead to positive business development are presented below as opportunities.

Exemplary representation of the risk assessment method

Fig. 20



EXTERNAL RISKS AND OPPORTUNITIES

Global crises and conflicts

The outbreak of globally perceptible pandemics, trade wars or armed conflicts, such as the Russian invasion of Ukraine, can affect ALSO at various points along the value chain. On the vendor side, the availability of hardware may be temporarily impaired if major manufacturers have to reduce their production capacities or if the transport of goods to ALSO countries is made impossible or delayed. In addition, increased protectionist and nationalist tendencies could lead to tensions in business relationships with individual vendors. In recent years, ALSO has systematically expanded its portfolio of vendors and is able to offer resellers alternative products in the event of bottlenecks as part of its “vendor mix” lever. In addition, ALSO can use responsive analytics systems to recognise potential stock shortages in good time and respond by placing advance orders with the relevant vendors at an early stage. Customs conflicts between the USA and China resulting from nationalistic developments can also represent an opportunity for European IT companies.

On the reseller side, there may be a decline in demand in individual customer and product categories. This decline can be national, regional or even global, depending on the scope of the crisis. Thanks to its diversified ecosystem, ALSO is able to offset shifts in some customer and product categories with positive developments in others.

ALSO's operational processes may be impaired by the loss of a large number of employees, thus jeopardising ALSO's ability to deliver. In order to maintain business operations, ALSO continues to invest in its infrastructure in order to continuously expand the degree of hybrid and mobile work and in the Group-wide standardisation of processes. On the one hand, this enables working from everywhere, which reduces the risk of employee absences. On the other hand, staff absence can be compensated for by deploying teams to other locations. In the event of a pandemic, there are also centrally managed and locally implemented protection concepts. These include measures such as additional hygiene precautions, shift systems in the warehouses, remote work and support from external specialists.

The digitalisation push of recent years will have a lasting impact on the IT industry and therefore on ALSO as a technology provider. The cloud is the basis for hybrid and mobile working. This opens up ongoing opportunities for ALSO both for expanding the number of digital workplaces that are managed via the ACMP and for monetising them in greater depth through IT-as-a-Service offerings, for example.

Cyberattacks

Cyberattacks are malicious attacks on computers, servers, mobile devices, electronic systems, networks and data. The consequences of targeted attacks (espionage, sabotage, phishing) and attacks on critical infrastructure could be serious for ALSO. The Cybersecurity department therefore carries out regular IT risk analyses and penetration tests of business-critical IT systems and processes and reports to the Board of Directors on a monthly basis. The risks are systematically limited by the controls and suitable practices defined in ISO standards 27001 and 27002. Protection is further increased through the use of new technologies. Backup and recovery plans with targets for recovery times and recovery points are in place for business-critical IT systems.

The increasing number of attacks on companies, often involving the encryption of data and sometimes very high ransom demands, have led to a significant increase in awareness of the importance of cybersecurity. This creates opportunities for ALSO in the marketing of the cybersecurity platform and related services such as comprehensive cyber risk analyses and the development of mitigation plans.

Risk related to deposits

ALSO is exposed to default risk through deposits with banks and receivables from factoring companies. This default risk is not covered by credit insurance. The risk is minimised through diversification in the selection of financial institutions. In addition, the financial strength of each counterparty is continuously monitored on the basis of publicly available ratings and ad hoc reports. This enables ALSO to minimise credit risks as a rule. During the many years of business relations with the banks and factoring companies, no bad debt losses were recorded.

Interest rate risks

ALSO's interest rate risks mainly relate to current financial liabilities with variable interest rates. Interest rate fluctuations cause changes in the interest income and expense of interest-bearing assets and liabilities. ALSO is exposed to interest rate risks primarily in euros, Swiss francs, Danish kroner and Polish złoty. Interest rate management is centralised. Interest rate risks from current liabilities are partially hedged, which means that a significant proportion of interest-bearing financial liabilities remain exposed to interest rate fluctuations. Taking into account the existing and planned debt structure, interest rate derivatives are used if necessary, in order to comply with the bandwidths recommended by central treasury and approved by management. As ALSO has both fixed and variable interest-bearing financial instruments, interest rate risks can result from both rising and falling interest rates on the market.

Exchange rate risks

A material part of the cash flows of the operating companies occurs in currencies which are not the functional currencies of these subsidiaries. ALSO is therefore exposed to foreign currency risks. ALSO's objective is to minimise the impact of exchange rate fluctuations on its results through the process of buying and selling items. Risks from foreign currencies are only hedged to the extent that they affect the Group's cash flows. Exchange rate risks arising from the transfer of subsidiaries' income statements and balance sheets into the consolidated financial statements are not hedged. A certain amount of purchases from subsidiaries abroad is conducted in foreign currencies, in particular in euros (if not the functional currency) and USD. To hedge this exchange rate risk, the central treasury department hedges the purchasing volumes of the operating companies. Foreign currency risks arise from intra-Group loans between subsidiaries with different functional currencies. ALSO hedges most of these risks. Speculative borrowing or investments in foreign currencies are not permitted. Transaction-related foreign currency risks are calculated on a daily basis. The resulting net exposures per currency are consolidated at Group level. ALSO continuously reduces the exchange rate risk through the regular use of forward transactions.

Environmental, climate and safety risks

As an international technology provider, ALSO is exposed to risks from potential damage to people, goods and reputation. This includes physical risks caused by natural disasters. The targets based on the company's LESS sustainability strategy and training on environmental protection, occupational health and safety are designed to minimise these risks to people and the environment. They are evaluated directly at sites and indirectly via enquiries to vendors in order to secure the supply chain. ALSO complies with all rules of conduct and legal requirements related to environmental protection, huma rights, and occupational health and safety. Regulatory risks that could arise from the requirements to reduce emissions are closely monitored. In the medium and long term, these arise in particular from the pricing of CO_2 through emissions trading systems, taxes or changes in energy legislation. These risks are actively countered by taking measures as part of the company's energy and CO_2 management.

More information on ESG-related risks and opportunities can be found in the Non-financial Report, which is part of this publication.

INTERNAL RISKS

Vendors

ALSO works with the main manufacturers of hardware and software, particularly in the Supply division. This results in cluster risks and dependencies. The company counters this with active market share management as part of the “vendor mix” lever. Product innovations are continuously monitored in the ICT market in order to become involved in areas with high potential at an early stage.

Due to various programmes to support sales (such as marketing programmes, bonuses, sales discounts, price protection), large receivables from vendors regularly arise. In order to enforce these claims, complete documentation of the basis for the claim is required at all times. ALSO counters this risk through sustainable and efficient process organisation of the corresponding business transactions.

Resellers

On the reseller side, risks can arise from dependence on a few large customers. By excercising continuous measures in the SMB customer segment, diversification increases the number of customers and thus reduces risks.

ALSO is exposed to default risks on customer receivables from its operating business. In order to limit the risk of losses on receivables, a credit check is performed on the customer as early as the quotation phase. Default risks are also limited by active receivables management. Active customer monitoring, balance sheet analyses, disclosures, insurance ratings and factoring programmes are among the key measures. A significant share of receivables is hedged by commercial credit insurance.

Information technology

Information security, IT availability and performance are essential prerequisites for successful business operations. IT systems are constantly monitored and optimised. The hybrid cloud architecture enables the rapid provision of IT capacities to meet new requirements.

Logistics and warehouse

ALSO’s business model is highly dependent on the availability of efficient in-house logistics structures, the security of inventories, and high-performance and cost-effective external logistics partners. The logistics structures are subject to classic failure risks such as fire, flooding or theft, as well as price change risks for warehouse rental and transport. In addition, there are risks relating to the competitiveness of our logistics structures.

Due to the relatively short product life cycles of IT products, ALSO’s inventories are subject to depreciation risks. ALSO counters this risk through dedicated demand-orientated inventory planning with the aim of high availability at reasonable inventory turnover time, as well as through corresponding rights in the agreements with vendors (price protection, stock protection or stock rotation). Monthly reports and BI reports that are available online at any time provide the persons involved with detailed transparency on the age structure and value of the stock for each product category, each vendor and each SKU (Stock Keeping Unit).

Personnel

ALSO's further development depends to a large extent on the knowledge and dedication of its employees. The company deals with personnel risks and works with systematic personnel planning and qualification in order to deploy, promote and retain employees according to their abilities. Employee satisfaction is also actively monitored. Our personnel and management development is an important prerequisite for the forward-looking and reliable safeguarding of our personnel capacities. Despite all efforts, the shortage of skilled labour will remain a challenge. Internal development opportunities will therefore be further strengthened in order to qualify our own staff in the best possible way in the medium to long term and thus counteract the shortage of skilled workers. There are bottlenecks in the recruitment of appropriately certified employees, particularly in the Group companies with a focus on the Solutions business segment. In order to address a wide range of new potential employees, specialised recruiters search the international labour market for suitable talent for ALSO's growth areas using standardised catalogues of requirements. Recruitment is also carried out with the help of social media tools and the use of AI.

Law

As an internationally active Group, ALSO must comply with numerous legal, tax, competition and patent regulations. The large number and increasing complexity of the relevant regulations at local and international level increases the risk that ALSO may be exposed to significant legal and economic risks, such as fines or claims for damages, in the event of non-compliance. Identified legal risks are reported as part of risk management.

Existing and impending legal disputes are continuously recorded, analysed and assessed with regard to their legal and financial impact and taken into account accordingly in the ongoing risk management process.

Compliance

The legally and ethically impeccable conduct of employees in their day-to-day business activities is ensured by a compliance management system. This sets out binding compliance rules for the entire ALSO Group, prevents infringements, monitors compliance and sanctions offences.

The central document is the Code of Conduct, which is binding for all employees and managers at all levels of the Group. For the highest-risk compliance issues, Group guidelines apply on the basis of the Code of Conduct, which regulate the issue in detail and in relation to typical circumstances in the business of the ALSO Group as a technology provider. This includes, in particular, topics such as antitrust and competition law, the handling of gifts and invitations, and the avoidance of conflicts of interest.

The compliance organisation is headed by the Group Compliance Officer, who reports directly to the Audit Committee. He is supported by four regional compliance officers, who in turn coordinate the work of the local compliance officers in each country organisation. A Compliance Ombudsman is also available to employees and third parties as an independent external point of contact for reporting violations of the ALSO Code of Conduct, in particular criminal offences or agreements restricting competition. He also carries out random compliance checks in the ALSO national companies. As an attorney-at-law, the ombudsman is bound to professional secrecy and, if requested, follows up information without naming names. In the case of acquisitions, he checks the compliance-compliant behaviour of the respective company before the takeover.

The compliance management programme includes a comprehensive training programme for all employees. It begins with a Group-wide standardised basic training course for all new employees joining ALSO. This training is geared to ALSO's typical business needs and is available in the national languages of all ALSO companies. It is mandatory for all employees, with the exception of logistics and temporary employees, and must be successfully completed within four weeks of joining the company. This basic training is supplemented by two further compulsory training courses, which are designed to refresh and deepen knowledge. In the process, what has been learnt is reviewed using an e-learning platform. Follow-up training is also conducted at regular intervals.

Group managers are asked to submit a declaration of commitment once every six months, which reminds them of their existing compliance obligations and includes a statement on potential compliance-relevant issues from the previous six months.

Data protection

To ensure compliance with the applicable data protection regulations, in particular the European General Data Protection Regulation (GDPR) and the respective national data protection laws, ALSO has created a data protection organisation consisting of a Chief Data Protection Officer at Group level and Local Data Protection Officers in all national companies. On the basis of a Group Data Protection Policy, ALSO's business processes in all business areas are aligned with principles such as fairness and lawfulness, purpose limitation, transparency and data economy, and are reviewed by regular internal data protection audits. Data protection training with subsequent testing is mandatory for all employees once a year.

Liquidity risks

ALSO's central tasks include ensuring the Group's solvency at all times by providing sufficient funds when needed, and safeguarding profitability by managing financial risks. Central liquidity risk management ensures that the Group is always in a position to fulfil its payment obligations on time. Extensive planning ensures that sufficient financial resources are also available in the medium and long term. In the area of financing, ALSO strongly diversifies its financial institutions in order to reduce dependence on individual financial institutions. ALSO was always in a position to fulfil all its financial obligations in the 2023 financial year.

Tax risks

ALSO's operations are heavily networked and carried out across different locations. The associated service relationships harbour the risk that the underlying transfer prices may not be recognised for tax purposes. To limit this risk, ALSO has designed the transfer pricing concept with specialised tax advisors and has the underlying transfer pricing documentation audited regularly. ALSO recognises some tax losses carried forward. There is a risk that these loss carryforwards may expire unutilised due to time or other restrictions.

NON-FINANCIAL REPORT

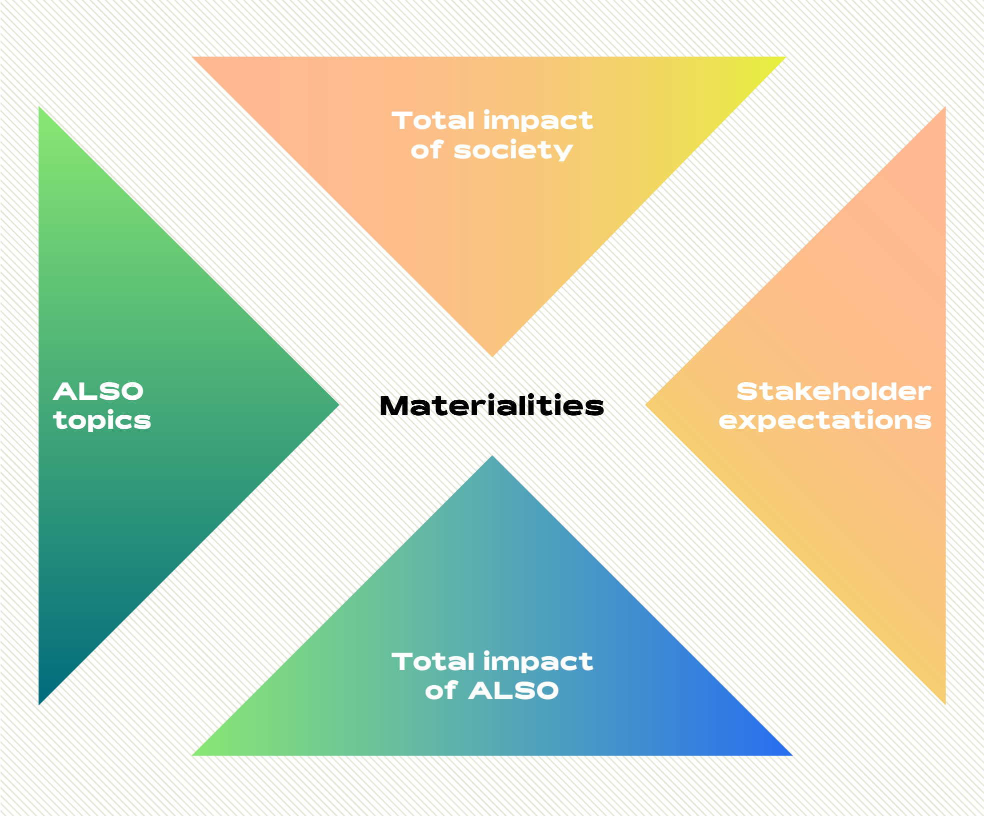
ALSOs ESG STRATEGY: ACHIEVE MORE WITH LESS

Investors and customers, employees and society are increasingly demanding that companies adopt an approach to their management that takes into account their impact on the environment, society and the economy. Therefore, businesses are no longer solely judged by their financial bottom line. Accordingly, ALSO, as a multinational IT technology provider, understands this paradigm shift and has embraced an exhaustive sustainability strategy to strike a balance between good governance, economic, environmental, and social aspects in all its decisions.

To identify the social, economic, and environmental topics that are most relevant to our stakeholders and our long-term business success, we conducted an extensive double materiality analysis in 2023. GRI 3 Material Topics Participants of our survey ranked the top 10 topics regarding:

- the impact of ALSO on society from an economic, environmental, and social perspective (i.e., impact materiality), and
- the impact of society on ALSO's business value (i.e., financial materiality).

Assessment process for Double Materiality Fig. 21



This led to the following list of topics most material for ALSO:

ALSO Materialities

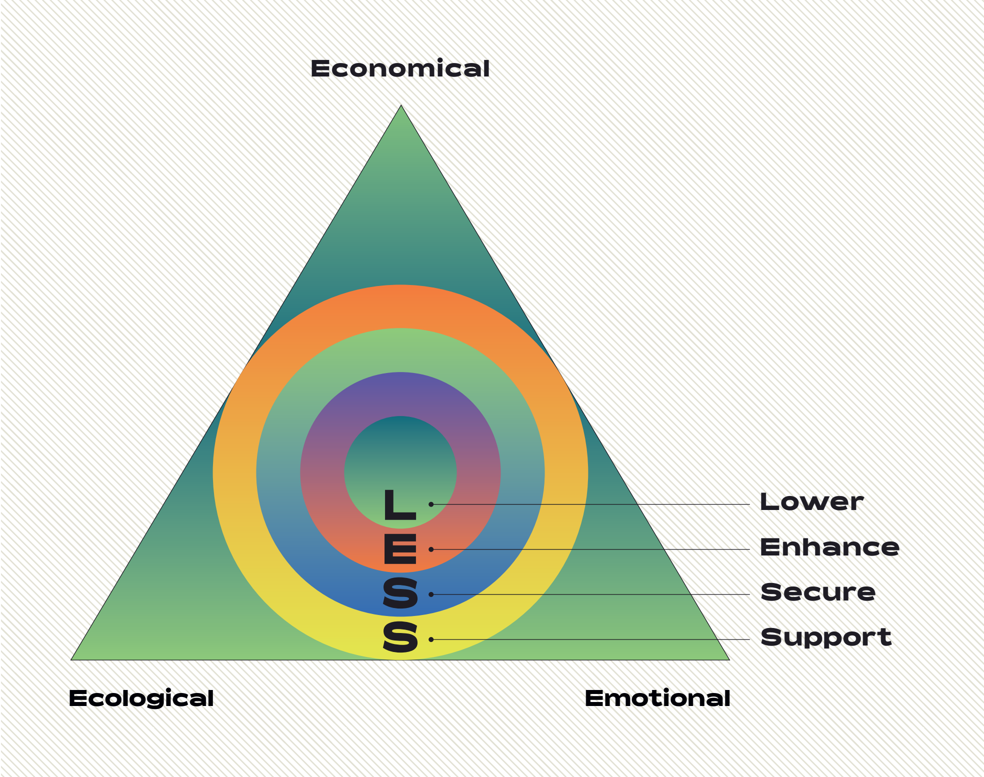
Fig. 22

Total Impact of Society (Financial Materiality)	Total Impact of ALSO (Impact Materiality)	Total Combined
Circular Economy	GHG Emissions	Circular Economy
Customer Privacy, Data protection, Cybersecurity	IT-based innovations enabling companies to improve their ESG performance	GHG Emissions
Economic Growth and Decent Work	Circular Economy	IT-based innovations enabling companies to improve their ESG performance
IT-based innovations enabling companies to improve their ESG performance	Energy Consumption	Energy Consumption
Energy Consumption	Waste	Customer Privacy, Data protection, Cybersecurity
GHG Emissions	Customer Privacy, Data protection, Cybersecurity	Economic Growth and Decent Work
Climate Change	Transparent Business Practices	Climate Change
Job opportunities and training for young people	Partnerships with Business Partners to reach ESG Goals	Transparent Business Practices
Transparent Business Practices	Climate Change	Waste
Waste	Economic Growth and Decent Work	Job opportunities and training for young people

All of these are reflected in our LESS strategy, which is an acronym of :

- **Lower** emissions and consumption
- **Enhance** engagement along the supply chain for a circular economy and Human Rights
- **Secure** data privacy, good corporate governance and economic success
- **Support** resource conservation through innovative IT solutions as well as families and communities

ALSOs LESS Strategie Fig. 23



Lower

We reduce our environmental impact by cutting CO_2 equivalents, curbing energy use, optimizing waste management, gradually transitioning to sustainable energy sources, and implementing solutions that help us and our partners move towards a circular economy.

Enhance

Beyond our company scope we actively work with our partners along the supply chain, developing sustainable IT solutions to amplify the positive impact of IT on society and people's lives. In addition, we constantly enhance our sustainability efforts by raising employee awareness associated with the risks and opportunities around climate change and other ESG factors.

Secure

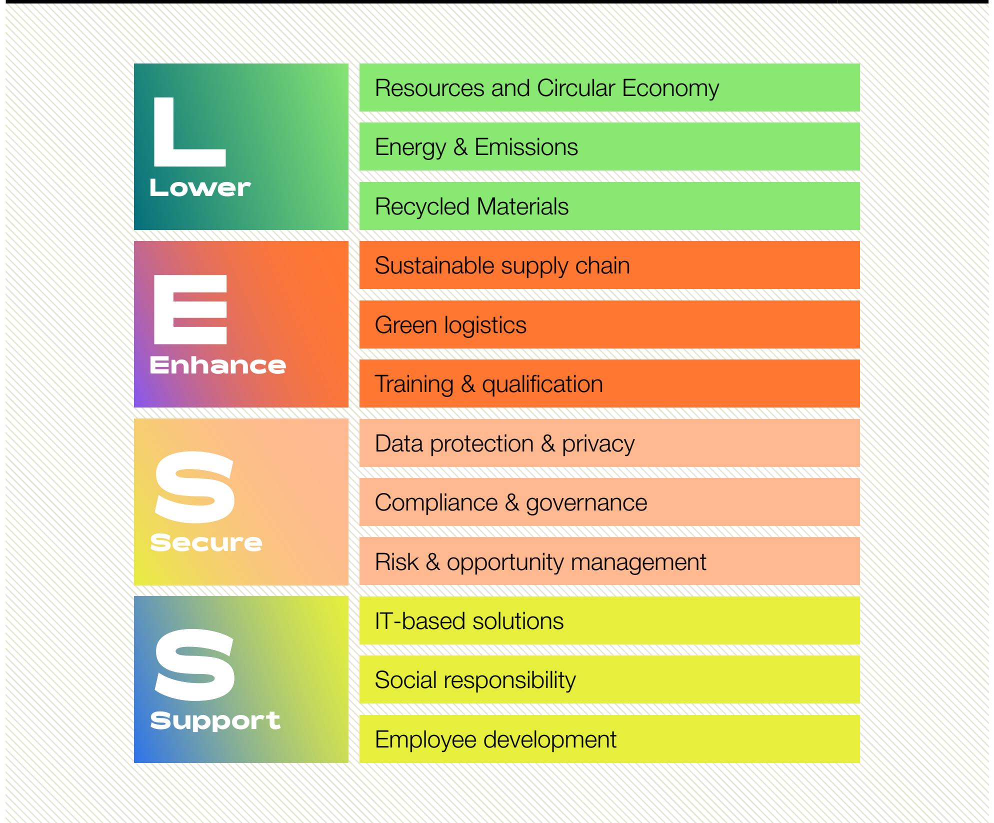
Data security, data protection and compliance are a priority for us. Cybersecurity is therefore of the utmost importance for both our own platforms and our customers' service portfolios. In addition, our risk and opportunity management ensures the sustainable profitable growth of our company, the security of our employees' jobs and long-term, reliable partnerships with our customers.

Support

Promoting digital literacy, particularly among children, is important to us. We also offer job training and career paths for all of our employees. Therefore, we support businesses and society in resource conservation and emission reduction through innovative IT solutions, leveraging technologies like IoT or AI.

For each of these topics we have defined 3 areas of action:

Aareas of action Fig. 24



ALSO's goal is to generate sustainable profitable growth. The ESG strategy is supplementing our business strategy MORE (**M**aintain achievements; **O**ptimize processes; **R**einvent business models; **E**nhance reach through acquisitions). Integrating MORE and LESS is the basis for the realization of both our business and our ESG goals.

FIVE SUCCESS FACTORS IN OUR ESG PERFORMANCE

1. ESG Engagement Mix

We are committed to developing and implementing environmentally responsible business practices. This includes reducing carbon emissions, conserving natural resources, and promoting sustainable supply chain practices.

Our social commitment includes enforcing respect for human rights along the supply chain and promoting diversity and inclusion within our organisation and beyond. Another key component of our work is clearly defined corporate governance practices, including transparent accounting, process-based decision-making, and effective risk management. The ESG Committee plays an important role in managing and monitoring our engagement.

2. Supply Chain Mix

We only collaborate with vendors and suppliers who share our ESG values and document this by committing to our Supplier Code of Conduct values. The regular assessment of our vendors' sustainable engagement are as important as our efforts to engage with our logistics partners and local suppliers. These actions ensure the respect for human rights and the promotion of sustainable production, transport, and services as standard practices, not exceptions.

3. Productcategory Mix

Developing our portfolio of products and services in line with ESG principles is both a necessity and a growth factor. We create sustainable solutions, offer circular economy options, and provide services that contribute positively to society and the environment.

In the marketing of our offerings, we communicate product life cycles, recyclability, and eco-friendly features through our Webshop.

4. Stakeholder Inclusion

We are constantly engaging with our investors, analysts, and financial partners to understand their ESG priorities and align our strategy with their expectations. On top of this, we carry out comprehensive stakeholder interviews.

Our employees play a crucial role in the implementation of our sustainability strategy.

Employee representatives are involved in all operational matters within the legally possible framework. We offer training and development programs related to ESG, involve employees in ESG initiatives, and value their feedback on ways to improve.

Understanding our customers' ESG requirements and incorporating them into our product and service offerings not only ensures a "greener IT" but also helps us grow our business. Developing offers and marketing campaigns specifically tailored to feature sustainable products is one example of how we can achieve this growth.

A further important aspect is engaging with the communities in which we operate. We offer jobs and apprenticeships in the countries where we are present, and we also support families through our Oscar platform helping them navigate digital media safely and successfully.

5. Operational Excellence

Constantly optimizing our operations is key to minimizing environmental impact and lowering resource usage. Implementing energy-efficient technologies, reducing waste, and using energy from renewable sources are just some of the measures we take. We will continue to invest in ESG-related process optimization to continuously improve our operations and reduce potential adverse externalities.

PERFORMANCE 2023

Assessment Article 964 of the Swiss Code of Obligations

This new regulation stipulates that companies must comply with due diligence and reporting obligations regarding minerals and metals from conflict-affected and high-risk areas as well as child labour. As a member of the UN Global Compact, ALSO is committed to the protection of human rights. Furthermore, it is not directly involved in the transport, processing or treatment of minerals or metals. All manufacturers with whom the company works and for whose products or production there could be corresponding risks have undertaken to comply with the OECD guidelines for conflict minerals and to respect human rights. This is ensured by active and documented enquiries with the manufacturers whose products ALSO Holding AG distributes, as well as by a Supplier Code of Conduct, which each supplier must either sign or provide evidence of a corresponding self-regulation.

Comprehensive Climate Change Risk and Opportunity Assessment

A comprehensive assessment of the risks and opportunities associated with climate change was conducted during the year. This assessment covered the company's business activities, as well as its activities in individual countries. By identifying potential risks, such as supply chain disruptions due to extreme weather events, and opportunities, such as investments in renewable energy, ALSO laid the foundation for a forward-looking risk and opportunity management. Risk report, TCFD report, GRI 3 Material Topics

Constant improvement of materiality assessment

In addition to a comprehensive analysis of the company's own performance, structured stakeholder interviews were conducted as a central component of the 360-degree analysis of the company. They aimed to gain valuable insights into the expectations and perspectives of diverse stakeholders, including shareholders, vendors, resellers, employees and the communities in which we operate. By engaging in open and constructive dialogues with these key groups, we can better understand their priorities and expectations regarding our ESG engagement and plan and act accordingly. GRI 3 Material Topics

Implementation of ESG Management System

In order to ensure standardized work on sustainability issues across the Group, an ESG management system was set up in 2023. This system is compliant with ISO 14001 and will be the basis for next year's certification in our Scandinavian entities. It outlines processes for emissions reduction, waste and materials management, health and safety, diversity, equality, and inclusion. It also includes an assessment of the risks and opportunities associated with climate change. E-learning on ESG topics will be made available to all employees to improve their understanding of and commitment to sustainability. In addition, managers can access sustainability performance figures to promote accountability and transparency.

Responsible Management along the Supply Chain

To ensure sustainability across its supply chain, ALSO developed a questionnaire to assess vendors' performance in environmental, social, and governance aspects. Responses are evaluated using an automated process to eliminate bias. If a predefined threshold is not met, the company engages with the vendor to investigate the reasons and collaborate on improvements. This approach promotes responsible sourcing and encourages vendors to align with ALSO's sustainability goals. In 2023 the questionnaire has been sent to our 95 biggest vendors in terms of net sales, with responses from 56 so far. Unfortunately, 39 vendors have not yet responded, despite repeated requests. We have been in touch with all vendors that were classified as "high-risk" to discuss potential improvements and explore ways we can support them. In preparation for 2024, we have already begun identifying the persons responsible for ESG within more of our vendors.

Sustainable Logistics with our Pan-European Logistics Network

ALSO is systematically working on building a pan-European logistics network to deliver goods faster and at the same time reduce emissions by bringing goods closer to customers in large quantities before delivery. In 2023, we opened a new warehouse in Poland and prepared the opening of a regional hub in Slovakia. In this context, we also prepared the closure of a warehouse in Germany in close consultation with employee representatives. More than a third of all employees were transferred to another location, which in fact is closer to where they live, while the remaining employees are being closely supported in their transition to new employment relationships or early retirement.

By choosing a new logistics partner in Norway, Sweden and Denmark, the company has taken an important step towards reducing emissions. This strategic partnership not only optimizes the logistics network but also offers opportunities to minimize the carbon footprint associated with transportation. ALSO is further contributing to a more environmentally friendly supply chain by providing the option to consolidate deliveries in the webshop.

Downstream Emission Assessment

The company developed a method for assessing downstream emissions using the GHG protocol. With the help of a tool integrated into the ERP system, the actual emissions generated by deliveries from our warehouses to customers or end consumers are calculated automatically. ALSO offers this free service to resellers in all countries on request. By providing this information, we help them to calculate their own ecological footprint and develop measures to reduce it.

GRI 305 Emissions

Innovative Packaging Automation

In Switzerland, ALSO Group introduced the “Autostrada” project, which revolutionizes packaging processes. This innovative system customizes packaging materials to fit the exact dimensions of the items being shipped. This not only reduces the amount of packaging material required but also eliminates the need for filler materials to prevent items from shifting during transit. Consequently, emissions are reduced as more goods can be transported per haulage, making the supply chain more efficient and eco-friendlier. In 2023, 11 percent of all packed parcels were packed automatically, saving about 400 kg of stuffing material. For 2024 the goal is to increase the amount to 41 percent of all parcels.

Implementation of DEI policy

The ALSO Group offers a diverse and inclusive working environment in which employees and partners feel equally valued and respected. We ensure equal opportunities for all, regardless of race, skin colour, religion, gender, sexual orientation, gender identity, national origin, age, disability or other legally protected characteristics. In 2023, we developed a DEI policy as part of the ESG management system to ensure full compliance with these rules throughout the organisation.

Participation in an EU study on the introduction of CSRD in companies

The EU adopted the Corporate Sustainability Reporting Directive at the end of 2022. As one of the pioneers in dealing with the corresponding standards, ALSO is a member of a study commissioned by the EU to analyse the challenges for companies during the introduction.

The company demonstrated a steadfast commitment to sustainability and climate action through a series of transformative initiatives. These efforts not only reduce the company’s environmental impact but also inspire positive change across its supply chain, customer base and employees.

Sustainability-Focused Marketing Campaign

The Group’s commitment also extends to its marketing. We developed a dedicated campaign aimed at raising awareness among customers about IT products which distinguish themselves through a good sustainability performance, be it in production, packaging, or energy consumption. The aim is to encourage customers to make an environmentally conscious order decision by promoting these products.

DEVELOPMENT ENVIRONMENTAL KPIs 2023

Scope 1, 2 and 3 emissions based on net sales

2022: 0.001916 metric tons of CO_2e per 1000 € of net sales
2023: 0.001818 metric tons of CO_2e per 1000 € of net sales
There are three main reasons for this decline in emissions: the first one is the ongoing shift in our business models from Supply to Service. The second is changing our logistics partner in the Nordics; using an intermodal transport partner has reduced emissions in this region quite significantly. And last, the absolute decline in net sales did also play a small factor in the reduction.

Percentage of renewable vs. non-renewable energy used in ALSO's operations

2022: 36% renewable energy; 64% non-renewable energy
2023: 69% renewable energy; 31% non-renewable energy
The increase of renewable energy is based on two facts: nearly all operations that can decide autonomously on the sort of energy used have switched to renewable energy sources by now. The second is that all companies have started discussions with the respective lessors on changing their contracts to renewable sources.

Percentage of waste diverted from disposal vs. directed to disposal

2022: 63% waste diverted from disposal; 37% waste directed to disposal
2023: 65% waste diverted from disposal; 35% waste directed to disposal
By separating waste consistently and efficiently, we keep the proportion of recyclable packaging components at the warehouse facilities at a high level and minimize non-recyclable waste throughout the Group. However, ALSO's focus is on the complete avoidance of waste. The packaging optimisation initiative launched in the Swiss warehouse is an excellent example of our efforts in this regard.

DEVELOPMENT SOCIAL KPIs 2023

Engagement for sustainability along the supply chain

59 vendors responded to our questionnaire on their commitment to sustainability. A high risk in the area of social responsibility was identified for 12 (20 percent). Discussions were initiated with all of these companies to support them in improving their performance.

Percentage of employees receiving IDPs (Individual Development Plans)

In 2023 in Austria and Switzerland 100 percent of all employees entitled to participate in this program had regular IDPs. Overall, in 25 percent of all countries more than 50 percent of the employees had IDPs, in 75 percent of the countries the average was below 50 percent. As the IDPs were only introduced in 2023, there are no comparative figures.

Number of accidents

2022: 27 work-related injuries
2023: 26 work-related injuries
All of these accidents are classed as minor injuries. The basis for this relatively low number, with well over 4 000 employees, is above all the regular safety training courses held.

DEVELOPMENT GOVERNANCE KPIs 2023

Number of reportable security incidents

2022: 60 incidents, 0 reportable
2023: 87 incidents, 0 reportable
There were no reportable security incidents where sensitive information was exposed. A total of 87 incidents ranging from malware to phishing or compromised accounts were averted before any damage could occur.

Percentage of employees receiving compliance training

2022: 100% participation rate in compliance training
2023: 100% participation rate in compliance training
As in 2022, in 2023 all non-warehouse employees of ALSO participated in the compliance training.

Adoption of ESG reporting framework requirements

With the support of a number of stakeholders, the company carried out a double materiality analysis, the findings of which were used to record the company's risks and opportunities. This analysis was also an important basis for the preparation of the TCFD report, which is included in this publication. In addition, the new CSRD guidelines were integrated into the GRI report for the first time.

OUTLOOK

As part of its sustainability strategy, ALSO has set itself specific targets to reduce potential negative impact of its business activities on the environment and to improve the quality of life of all people through IT.

LOWER

Area of action: Resources and Circular Economy

- Establish offers for the refurbishment and recycling of used devices with primary focus in the DACH region and the Nordics until the end of 2026
- Provisioning of second-hand devices for selected countries through the ALSO Webshop until the end of 2026

Area of action: Energy & Emissions[1]

- Scope 2:
  - Minus 15 % emissions until 2025 (see GRI 3.3). In the majority of our locations, we work in rented offices. There, we cannot decide on the source of the energy we require. The resources available to us correspond to the above figure when fully realised.
  - >50% of the energy used in our locations comes from renewable energy sources until 2025

1 Base year 2021, target year 2025 (end of year)

- Scope 3:
  - Account for 100 percent of ALSO's direct downstream emissions by 2025
  - Account for >70 percent of ALSO's direct upstream emissions by 2026

Area of action: Recycled Materials[1]

- >70 percent of all waste generated during ongoing operations is recycled or reused by 2025

ENHANCE

Area of action: Sustainable supply chain

- Share the ALSO ESG questionnaire with 100 percent of our major manufacturing vendors to obtain comprehensive knowledge about the sustainable commitment of our manufacturers and thus fulfil our responsibility along the supply chain until 2025
- Offer dedicated training regarding Human Rights for our vendor relations and procurement departments by then end of 2024
- Display sustainability data (e.g. energy consumption, PCF) for products in the ALSO Webshop by the beginning of 2026

1 Base year 2021, target year 2025 (end of year)

Area of action: Green logistics

- Assess emissions of ALSO's logistics partners and engage in dialogue about potential reduction strategies in 2024
- Offer low-emission transport options for our customers until the end of 2026
- Optimize materials used for transport packaging from a sustainability perspective (ongoing)

Area of action: Training and qualification

- Introduce ALSO's DEI (Diversity, Equity, Inclusion) policy in 2024
- Provide access to the ESG Knowledge Base for all employees during 2024
- Develop ESG trainings for all employees; first training in 2024: Human Rights along the Supply Chain

SECURE

Area of action: Data protection and privacy

- Attain ISO/IEC 27001 certification (information security management systems — ISMS) in the Nordics in 2024
- Maintain initial response time to potential data breaches and cyber-attacks of under 24 hours in 2024
- Develop privacy trainings tailored to specific business functions until 2025

Area of action: Compliance and governance

- Enforce zero tolerance for illegal business practices
- Hold mandatory compliance training for all ALSO staff on a regular and recurring basis
- Review legal requirements, policies and processes for all countries on an annual basis

Area of action: Risk and opportunity management

- Develop and implement guidelines for ESG management and define a plan for managing ESG contingencies until 2026
- Assess areas of opportunity and develop roadmaps for offerings in the area of sustainability (ongoing)
- Report challenges and opportunities to the Board of Directors twice a year

SUPPORT

Area of action: IT-based solutions

- Develop and market IT-based solutions that have the potential to support companies in improving their ESG goals (ongoing)
- Offer additional trainings for schools utilizing 3D printers and robotics for children in the DACH region in 2024

Area of action: Social responsibility

- Leverage ALSO's www.oscar-scout.com platform to further develop awareness for children and their relatives to navigate safely and successfully through digital media; create 12 more articles/videos in 2024
- Actively support our resellers regarding ESG topics by sharing knowledge and being a sparring partner for their ESG departments

Area of action: Employee development

- Provide feedback to our employees twice a year and support them with an Individual Development Plan in all countries in 2014
- Encourage our employees to use more sustainable methods of transport by offering tickets for public transport in cities, supporting the use of bikes ("job bike") and travel policies that favour public over private transport whenever possible (ongoing)
- Support our employees in their career development through external and internal training. The support can be financially and/or through temporary leave of absence (ongoing)

REPORTING STANDARDS

ALSO ensures maximum transparency, provides a comprehensive account of its sustainable engagement, and adheres to the most demanding reporting standards. We use the Global Reporting Initiative (GRI) as our primary framework, enabling comprehensive and comparable sustainability reporting. Complementing GRI, we report to the Carbon Disclosure Project (CDP) and EcoVadis, ensuring a broad disclosure of environmental impact and corporate social responsibility efforts.

As a member of the United Nations Global Compact (UNGC), ALSO aligns its strategy and activities with the universal principles on human rights, labour, the environment and anti-corruption. We report in accordance with the standards of the Task Force on Climate-related Financial Disclosures (TCFD) and are one of the first users of the Corporate Sustainability Reporting Directive (CSRD). The disclosures relating to this directive are incorporated directly into the GRI report. This emphasizes our proactive approach to comprehensive reporting in accordance with ESG criteria.

COMMUNICATION ON PROGRESS UN GLOBAL COMPACT

Human Rights

Principle 1:
Support and respect the protection of internationally proclaimed human rights in the company's own area of influence

- When hiring employees and determining their assignment in the company, ALSO prioritizes qualifications appropriate to the task description. In accordance with their qualifications, the majority of the employees are paid well above the minimum wage range defined in each country. This considerably reduces the risk of human rights violations. Management approach employment
- In its Code of Conduct, the company commits to being an exemplary, reliable, and fair business partner and employer. As a fair partner, ALSO recognizes and complies with all relevant laws, directives, internationally recognized standards, and UN Guiding. All new employees receive training on the Code of Conduct as part of their onboarding. ALSO Code of Conduct, GRI 2-24
- Compliance with the Code of Conduct is monitored Group-wide as part of bi-annual report delivered to the Board of Directors. There were no breaches related to human rights in 2023. GRI 2-24
- ALSO gives all employees as well as members of its supply chain the opportunity to report irregularities anonymously through an independent online platform accessible in 31 languages. No cases were registered in 2023, and no cases were pending from the previous year.

Principle 2:
Make sure the company is not complicit in human rights abuses

- With respect to human rights abuses, the greatest risk for ALSO lies with vendors, who can be influenced only indirectly. ALSO attempts to minimise this risk by making respect for human rights an integral part of the vendor contract, which is concluded before beginning a business relationship. At the same time, the company requires business partners to comply with the standards of behaviour defined in the comprehensive Supplier Code of Conduct, which includes guidelines such as the UN Guiding Principles on Business and Human Rights, and the ILO core labour standards. As of the end of 2023, 57 vendors signed the Code of Conduct or submitted their own corresponding documents. 9 out of the 57 manufacturers who took part in a survey were assigned to the highest risk category defined by ALSO, which corresponds to almost 16 percent of all participants. All these manufacturers were contacted for further inquiry. We specifically addressed the issues which came up in the assessment and asked them to develop concrete actions plans to address these areas. See Code of Conduct for Suppliers, Management approach procurement.

Labour practices

Principle 3:
Uphold the freedom of association and the effective recognition of the right to collective bargaining

- No rights with respect to exercising the freedom of association or collective bargaining as defined in the ILO core labour standards are subject to restriction at ALSO Group. This applied in 2023 as well as in previous years. GRI 407

Principle 4:
Uphold the elimination of all forms of forced and compulsory labour

- Answers see Principle 5

Principle 5:
Uphold the effective abolition of child labour

- The company's own exposure to forced or child labour is considered very low due to its industry, business model and the countries of operation. In order to also manage the risks along the supply chain, where there is less direct control, the company implemented its high Human Rights requirements as a standard commitment from the company's business partners. GRI 408, GRI 409

- ALSO categorically rejects all forms of forced and child labour. No cases of forced and compulsory or child labour were reported or revealed during the survey among vendors in 2023. The basic principles established in the Code of Conduct for Suppliers expressly include compliance with the ILO core labour standards for the exclusion of forced or child labour. GRI 408, GRI 409

Principle 6:
Uphold the elimination of discrimination in respect of employment and occupation

- The ALSO Code of Conduct clearly specifies how employees are expected to behave and how the company assumes responsibility as an employer to counteract discrimination in adherence with the ILO core labour standards. There were no cases of harassment or complaints concerning discrimination in the workplace in 2023. GRI 406-1

- ALSO's HR policy and recruitment practices do not differentiate between members of the local community and other applicants or employees, as we do not consider this appropriate in terms of equal opportunities. We are committed to ethnic equality and do not tolerate any form of discrimination. GRI 406

- The principles of equality are part of the Code of Conduct. This includes prohibition of discrimination against any employee based on gender, sexual orientation, age, disability, or any other differentiating factor. Fair and equal pay for men and women is a matter of course at ALSO. The proportion of female employees at the end of 2023 was 38 percent; in management it was 26 percent. GRI 405, Code of Conduct

Principle 7:
Support a precautionary approach to environmental challenges

- Since 2012, ALSO Group has followed a long-term environmental strategy, committed to environmentally friendly, resource-efficient operations, and fostering the circular economy. Environmental criteria are considered in all decision-making processes. These include among others the product carbon footprint of the products we sell, a consistent reduction in our land requirements and the development of offerings to support the circular economy.

- Another focus is on transparently documenting the emissions caused by the company's business activities by means of comprehensive CO_2e reporting for Scope 1, 2 and 3. GRI 3.3

- In the reporting year, the calculation of CO_2e has been extended to downstream emissions, including offering the respective figures free of cost to all customers on request.

Principle 8:
Undertake initiatives to promote greater environmental responsibility

- Energy management measures and the reduction of emissions focus on saving energy, reducing logistics emissions, increasing the proportion of renewable energies, and collaborating with vendors and logistics partners on assessing and reducing both the product carbon footprint and the CO_2 emissions created when shipping goods. GRI 302

- In 2023, ALSO started building an ESG management system for the Group to outline processes for emissions reduction, waste and material management, health and safety, diversity, equality, and inclusion. It also includes an assessment of climate change-related risks and opportunities. E-learnings on ESG topics are being made available to employees to enhance their understanding and commitment to sustainability. Additionally, the management can access sustainability performance figures, promoting transparency and accountability.

Principle 9:
Encourage the development and diffusion of environmentally friendly technologies

- ALSO promotes environmentally friendly technologies by distributing electronic components tailored for processing and storing solar energy. By providing access to these essential components, ALSO supports the spread of renewable energy solutions, making them more accessible and encouraging their adoption.
- Through the development of Internet of Things applications focused on energy and water consumption monitoring and management, the company support users to make informed choices about their resource usage. The applications enable real-time data collection and analysis, fostering a culture of conservation and efficient resource utilization, which aligns with environmental sustainability goals.
- ALSO offers cloud-based solutions to substitute in-person business meetings with virtual ones and reducing reliance on on-premises data centers. By embracing cloud technology, companies can not only lower energy consumption but also contribute to reducing travel-related emissions and their overall environmental impact.

Anti-corruption

Principle 10:
Work against corruption in all its forms, including extortion and bribery

- ALSO Group is committed to the highest standards in combating corruption. In addition to the Code of Conduct, employees receive regular training in this area. GRI 205
- Through the ALSO website, both internal and external whistleblowers have access to a multilingual platform to anonymously report any irregularities. It is operated by an external company with experience in this area. No cases were reported in 2023. GRI 2-16
- As a general principle, ALSO Group does not make any donations to parties or politicians. GRI 415-1

TCFD REPORTING

This is ALSO's first report on climate-related risks and opportunities following the TCFD (Task Force on Climate-related Financial Disclosures) guidelines. The report delves into governance, strategy, risk management, key performance indicators and goals. It explains how the company addresses and navigates both the physical and transitional risks and opportunities stemming from climate change, with a clear understanding of their potential financial implications.

ALSO's commitment to sustainability is grounded in responsible, long-term thinking and action, fostering its sustainable profitable growth. This means striking a balance between economic, environmental, and social aspects in all decision-making processes. The company has a high level of ESG awareness and is committed to environmentally friendly operations as well as the development of innovative, IT-based solutions which can help our customers achieve their sustainability goals. The management of climate change mitigation is an integral part of this. ALSO has the goal of making an active contribution towards climate change mitigation and consistently reducing energy consumption and CO_2e emissions — both inside the company and along its supply chain.

The company has actively addressed sustainability for more than a decade. Activities range from central level, where ESG commitment has been established as part of every vendor contract in 2016, to the countries, where, for example a heating concept based on geothermic energy was established in the new warehouse of the Finnish operation as early as 2016.

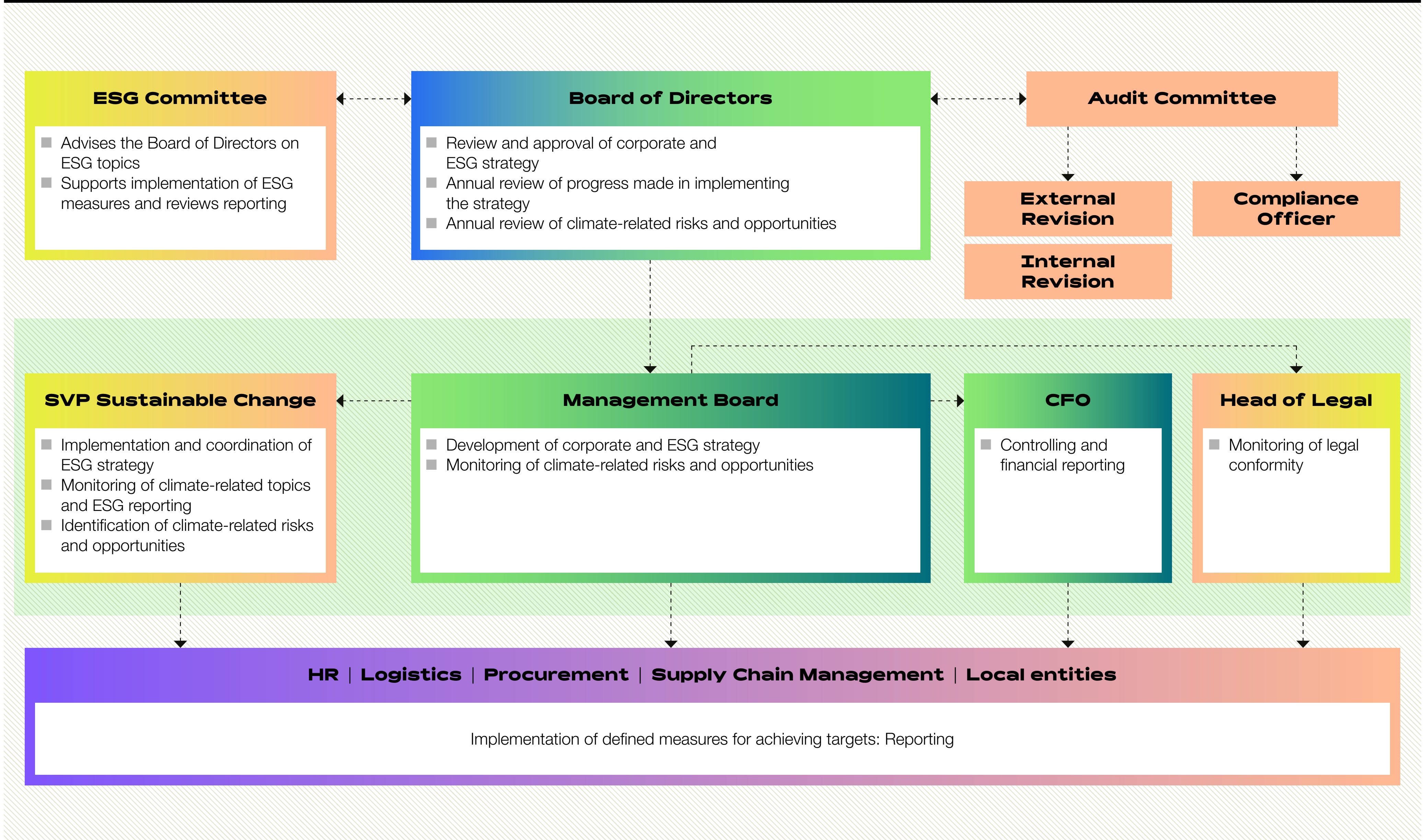
1. Governance

ALSO's corporate governance focuses on responsibility and future-oriented practices to ensure the resilience of its business model and long-term value creation. Sustainability has been a core commitment for the company over more than a decade, starting with a reporting on both environmental and social KPIs in the Annual Report and evolving into the GRI-based ESG report which has been published since 2021. We continuously refine our holistic approach to address key sustainability issues.

The Board of Directors holds primary responsibility for managing climate-related risks and opportunities. As these have the potential of affecting all aspects of ALSO's operations, they require to be overseen and controlled at the highest level.

Corporate strategy development is a collaborative effort between the Board of Directors and the Group Management Board. The **corporate strategy MORE**, which is focused on sustainable profitable growth is complemented by **LESS, the sustainability strategy** containing twelve concrete areas of action. These action areas encompass relevant topics related to climate change mitigation, such as reducing energy consumption and CO_2 emissions in operations and logistics, developing IT-based solutions which support companies in their efforts to save resources, data protection and privacy, and ensuring a sustainable supply chain.

Sustainability organisation of the company Fig. 25



In 2022, the Annual General Meeting decided on establishing an ESG Committee. It consists of experts regarding environmental, social and governance topics from within the IT industry, academic circles, and shareholder representatives and is chaired by a member of the Board of Directors. It is independent in its activities and works closely with the Board of Directors. The Committee advises the company on corporate governance and sustainability topics and supports it in implementing ethical, social and environmental measures. The Committee contributes to the preparation of the annual ESG Report by reviewing it according to their respective expertise and providing feedback.

Implementation of the sustainability strategy is the responsibility of the Group Management Board. One of its members, the Senior Vice President for Sustainable Change, regularly reports and discusses essential developments with her colleagues. She ensures that sustainability-related considerations are incorporated into all board-level decisions where appropriate. Results and progress toward objectives are reported to the Board of Directors at least annually. The company consistently evolves its approach to ESG.

The planning and execution of measures outlined in the twelve modules of the sustainability strategy are the shared responsibility of individual business units and the ESG department. It utilizes the company's business reporting tools to integrate the regular collection of environmental data, with dashboards enabling the monitoring of climate-related metrics, allowing for regular reporting to the Group Executive Board and the respective managers. Detailed insights from the monitoring of climate-related matters are published annually in a comprehensive ESG Report in accordance with GRI Standards, covering sustainability strategy, key performance indicators, and various additional reporting standards such as SDG and UNGC. The same goes for TCFD and CSRD reporting. Additionally, the ESG department is also responsible for reporting to both Ecovadis and the Carbon Disclosure Project (CDP).

For further insights into the company's corporate governance structure, refer to the Corporate Governance report included in this publication. Further information on the double materiality identification process and its result can be found in Chapter 3 of the GRI report.

2. Strategy

TCDF distinguishes between two types of climate change-related risks and opportunities: physical and transitional risks and opportunities.

Physical risks are caused by changes in the weather. These can be extreme weather events such as storms or long-term changes such as higher temperatures, rising sea levels or more periods of drought. These changes can cause damage to property, disrupt supply chains and/or affect the way companies operate. For example, higher temperatures mean that more energy is needed to cool data centers and workplaces in summer. If sea levels rise, warehouses near the coast may need to be protected from flooding.

Transitional risks and opportunities arise from changes in legislation, technology, economy and society due to climate change.

- Changes in environmental legislation are leading to ever stricter rules for the use of energy and increasing costs at the same time. Such changes are increasing the demand for energy-efficient IT devices and cloud services. More and more vendors are producing such devices, which are distributed to the many SMBs in Europe with our services.

- Businesses and society are becoming increasingly aware of the need to use resources efficiently and recycle more. This will also have an impact on the cloud business. More and more business processes will be shifted to the cloud, increasing the need for computing power and data centers — both business areas in which ALSO has a strong portfolio and a high level of expertise.

- Increasing expectations regarding a circular economy are creating new opportunities for the refurbishment and recycling of IT devices. Companies that modernise their IT infrastructure can return their old devices and thus contribute to a more sustainable economy. At the same time, they can get new devices at a better price. So, ALSO can grow both in refurbishment and remarketing as well as in the sale of new devices.

- Artificial intelligence (AI) and the Internet of Things (IoT) can make a significant contribution to environmental protection. AI can help to recognise patterns and trends in large amounts of data that can be used to improve energy efficiency and reduce resource consumption. IoT devices can provide real-time data on their operating status, enabling precise control and thus more efficient utilisation. As a provider of these technologies, ALSO can benefit from the increasing demand for such intelligent and environmentally friendly solutions.

Integration in business processes

To minimize risks and exploit opportunities in the market, ALSO is gradually integrating the sustainability approach into its business processes. Measures include:

- Systematic expansion of our vendor mix to mitigate availability risks from climate-related incidents in the supply chain and to integrate newly emerging business areas

- A product category mix that includes traditional IT as well as services that contribute to the more efficient use of resources or devices that enable the use of energy from renewable sources

- Ensuring compliance with the ESG requirements and standards expected by European law and international bodies

- Switching to renewable energy sources in most countries where ALSO can decide on the source of energy itself and is not dependent on third parties (landlords)

- Collaboration with our logistics partners, enabling us to offer our resellers access to low-carbon modes of transport
- The implementation of solar systems on our own buildings when/where possible.

By consistently implementing the ESG strategy, ALSO is working to minimise the risks caused by climate change and to exploit the associated opportunities. ALSO's sustainability strategy LESS

3. Risk management

The ALSO Group has a risk management system that is approved by the Board of Directors. The risk policy defines a structured process according to which the business risks, including sustainability and climate risks, are assessed and managed. In this process, the risks are identified, analysed, and assessed in terms of their probability of occurrence and extent, and measures are then defined to control the risks. The Group Management Board is responsible for controlling risk management on an operational level. In addition, responsible persons are designated in the company for significant individual risks; in the case of sustainability and climate risks, this is the SVP Sustainable Change. The responsible parties decide on specific actions for risk mitigation and monitor their implementation. The Internal Audit Department coordinates the risk management process and issues a risk report for the attention of the Audit Committee once a year. Significant risks are also discussed in the meetings of the Group Management Board and the Board of Directors, which take place on a regular basis.

The risk management process involves the following steps:

1. Risk identification and classification: Correct identification and assessment of the significant risks. These are discussed in depth with the Board of Directors.
2. Risk analysis: Assessment of specific business risks and analysis of the changes since the last survey. The former are assessed with the Probability of Occurrence, on a scale of improbable (1) to frequent (5). To measure the impact of a risk, a scale from insignificant (1) to very critical (5) is applied. The risks are classified based on the combined scores.
3. Risk management: measures and responsibilities are defined for each risk and checked at regular intervals.
4. Risk monitoring and reporting: Risk monitoring is part of regular reporting to the Board of Directors.
5. Risks associated with climate change are part of the overall risks of the company and are therefore also taken into account in risk assessment.

Material risks that may arise from climate change and their financial significance are regularly reviewed and assessed as part of risk management.

Assessment of the risks and opportunities resulting from climate change

Risk	Exposure/Impact	Measures
Physical risks		
Extreme weather events, (storms, flooding or landslides)	**Risk:** Extreme weather events can affect both ALSO's operations and supply chain.	Regular assessment of acute physical risks to warehouses and offices. Expansion of ALSO's vendor portfolio and globalization in order to minimize supply chain risks.
Longer-term effects of climate change (in-creasing average tem-peratures, rising sea levels, increasing peri-ods of drought)	**Risk:** Higher energy demand for the cooling of devices and workplaces in summer, and a possible reduction in energy demand for heating in winter.	**Mitigating risk:** Rent buildings for warehouses and offices with a high energy efficiency.
Transition risks		
Increased demands for energy efficiency and the use of renewable energy sources, plus increased CO_2 taxes on fossil combustibles and fuels	**Risk:** Increased CO_2 taxes on fossil combustibles and fuels lead to increased operating costs. These could be passed on thanks to the high price-setting power. The higher operating costs do not have a significant risk for ALSO. **Opportunity:** Customers will look for improved devices, energy-optimized data centres and IT landscapes. The increased need to monitor and control energy consumption means additional opportunities both for increased sales of energy-saving devices and for IoT solutions.	**Mitigating risk:** Further implementation of a comprehensive CO_2 strategy: implement energy-saving measures increase the share of green electricity seek discussions with logistics providers regarding transport solutions lowering CO2CO_2emissions **Managing opportunities:** Implement sustainability as a selection criterion in the Webshop Train sales experts to take energy efficiency into consideration when planning IT Expand IoT solutions focusing on sustainability
Tighter regulations in terms of ESG reporting	**Risk:** Failure to meet environmental, social, and governance expectations. Reputational damage in case of not complying with new regulations may lead to lower customer and investor trust. Some required climate transition practices need significant investments.	**Mitigating risk:** The ESG Office is tasked with developing our ESG strategy and tracking our performance. The Board of Directors has implemented an ESG committee, which supports and consults on these efforts.
Changes in customer requirements	**Opportunity:** The European Green Deal leads to higher requirements when it comes to circular economy, which provides a new business opportunity to ALSO in the refurbishment and remarketing of devices.	**Managing opportunities:** Grow ALSO's refurbishment and remarketing facility in Germany and establish a network of similar solutions across the EU.
Violations of existing laws in the supply chain	**Risk:** Violation of existing ESG laws by partners along the supply chain might cause a range of negative impact: disruptions in the supply chain, reputational damage, or even legal action.	**Mitigating risk:** Regularly evaluate the supply chain for compliance with relevant laws and regulations. Establish a robust due diligence process to identify and address potential violations of existing laws in the supply chain.

Physical risks are currently classified as low to moderate. Transitional risks and opportunities present not just dangers, but tangible chances for ALSO to increase net sales and gain market shares as a sustainability leader.

4. Key figures and goals

ALSO discloses comprehensive figures and goals on sustainability and emissions as part of its ESG reporting. The current version of the **GRI report** can be found in this publication.

GRI CONTENT INDEX

GRI CONTENT INDEX ESSENTIALS SERVICE 2023

For the Content Index—Essentials Service, GRI Services reviewed that the GRI content index is clearly presented, in a manner consistent with the standards, and that the references for disclosures 2-1 to 2-5, 3-1 and 3-2 are aligned with the appropriate sections in the body of the report. The service was performed on the English version of the report.

GRI 1: Foundation 2021

ALSO Holding AG has reported in accordance with the GRI Standards for the period January 01, 2023 to December 31, 2023.

GRI Standard/Other source	GRI Disclosure		CSRD Disclosure	Location	Omission		
					Requirement omitted	Reason	Explanation
GENERAL DISCLOSURES							
GRI 2: General Disclosures 2021	2-1	Organizational details		201, 218			
	2-2	Entities included in the organization's sustainability reporting		218			
	2-3	Reporting period, frequency and contact point		219			
	2-4	Restatements of information	BP-1 — General basis for preparation of the sustainability statements BP-2 — Disclosures in relation to specific circumstances	219			
	2-5	External assurance	GOV-4 — Statement on sustainability due diligence	220			
	2-6	Activities, value chain and other business relationships	SBM-1 — Market position, strategy, business model(s) and value chain	12 pp., 223			
	2-7	Employees	S1-6 — Characteristics of the undertaking's employees	225			
	2-8	Workers who are not employees	S1-7 — Characteristics of non-employee workers in the undertaking's own workforce	226			
	2-9	Governance structure and composition	GOV-1 — The role of the administrative, management and supervisory bodies SBM-2 — Interests and views of stakeholders	75 pp., 226			
	2-10	Nomination and selection of the highest governance body		85, 229			
	2-11	Chair of the highest governance body		78, 229			
	2-12	Role of the highest governance body in overseeing the management of impacts		72 pp., 229			
	2-13	Delegation of responsibility for managing impacts		82 pp., 230			
	2-14	Role of the highest governance body in sustainability reporting	GOV-2 — Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	231			
	2-15	Conflicts of interest		82, 231			

				Omission		
GRI Standard/Other source	GRI Disclosure	CSRD Disclosure	Location	Requirement omitted	Reason	Explanation
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns		231			
	2-17 Collective knowledge of the highest governance body		79 pp., 232			
	2-18 Evaluation of the performance of the highest governance body		98 pp., 232			
	2-19 Remuneration policies	GOV-3 — Integration of sustainability-related performance in incentive schemes	98 pp., 232			
	2-20 Process to determine remuneration		98 pp., 234			
	2-21 Annual total compensation ratio	S1-16 — Compensation indicators	98 pp., 235			
	2-22 Statement on sustainable development strategy	SBM-1 — Market position, strategy, business model(s) and value chain	235			
	2-23 Policy commitments	G1-1 — Corporate culture and business conduct policies S4-1 — Policies related to consumers and end-users	236, Code of Conduct			
	2-24 Embedding policy commitments		237			
	2-25 Processes to remediate negative impacts	GOV-5 - Risk management and internal controls over sustainability reporting S1-3 — Processes to remediate negative impacts and channels for own workers to raise concerns	34 pp., 237			
	2-26 Mechanisms for seeking advice and raising concerns	S1-3 — Processes to remediate negative impacts and channels for own workers to raise concerns	39, 238			
	2-27 Compliance with laws and regulations		239, Code of Conduct			
	2-28 Membership associations		239			
	2-29 Approach to stakeholder engagement	S2-2 — Processes for engaging with value chain workers about impacts	239			
	2-30 Collective bargaining agreements	S1-8 — Collective bargaining coverage and social dialogue	241			
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SBM-2 — Interests and views of stakeholders IRO-1 — Description of the processes to identify and assess material impacts, risks and opportunities	242			
	3-2 List of material topics	IRO-2 — Disclosure Requirements in ESRS covered by the undertaking's sustainability statements	245			
	3-3 Management of material topics	SBM-3 — Material impacts, risks, and opportunities and their interaction with strategy and business model(s) E1-1 — Transition plan for climate change mitigation E1-2 — Policies related to climate change mitigation and adaptation E1-9 — Potential financial effects from material physical and transition risks and potential climate-related opportunities E5-1 — Policies related to resource use and circular economy	247			

GRI Standard/Other source	GRI Disclosure		CSRD Disclosure	Location	Omission		
					Requirement omitted	Reason	Explanation
ECONOMIC PERFORMANCE							
GRI 3: Material Topics 2021	3-3	Management of material topics		252			
GRI 201: Economic Performance 2016	201-1	Direct economic value generated and distributed		114 p., 252			
	201-2	Financial implications and other risks and opportunities due to climate change		63, 253			
	201-3	Defined benefit plan obligations and other retirement plans	S1-11 — Social protection	103, 125 p., 254			
	201-4	Financial assistance received from government		255			
MARKET PRESENCE							
GRI 3: Material Topics 2021	3-3	Management of material topics		255			
GRI 202: Market Presence 2016	202-1	Ratios of standard entry level wage by gender compared to local minimum wage	S1-10 — Adequate wages	255			
	202-2	Proportion of senior management hired from the local community		255			
INDIRECT ECONOMIC IMPACTS							
GRI 3: Material Topics 2021	3-3	Management of material topics		34, 256			
GRI 203: Indirect Economic Impacts 2016	203-1	Infrastructure investments and services supported		154 p., 256			
	203-2	Significant indirect economic impacts		256			
PROCUREMENT PRACTICES							
GRI 3: Material Topics 2021	3-3	Management of material topics		257			
GRI 204: Procurement Practices 2016	204-1	Proportion of spending on local suppliers		257			
ANTI-CORRUPTION							
GRI 3: Material Topics 2021	3-3	Management of material topics	G1-3 — Prevention and detection of corruption or bribery	39, 258, Code of Conduct			
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	G1-3 — Prevention and detection of corruption or bribery	257			
	205-2	Communication and training about anti-corruption policies and procedures	G1-3 — Prevention and detection of corruption or bribery	257			
	205-3	Confirmed incidents of corruption and actions taken	G1-4 — Confirmed incidents of corruption or bribery	258			

GRI Standard/Other source	GRI Disclosure		CSRD Disclosure	Location	Omission		
					Requirement omitted	Reason	Explanation
ANTI-COMPETITIVE BEHAVIOR							
GRI 3: Material Topics 2021	3-3	Management of material topics		39, 258, Code of Conduct			
GRI 206: Anti-competitive Behavior 2016	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		258			
TAX							
GRI 3: Material Topics 2021	3-3	Management of material topics		40, 131, 259			
GRI 207: Tax 2019	207-1	Approach to tax		40, 131, 259			
	207-2	Tax governance, control, and risk management		40, 131, 259			
	207-3	Stakeholder engagement and management of concerns related to tax			Disclosure ommited	Confidentiality constraints	
	207-4	Country-by-country reporting			Disclosure ommited	Confidentiality constraints	
MATERIALS							
GRI 3: Material Topics 2021	3-3	Management of material topics		260			
GRI 301: Materials 2016	301-1	Materials used by weight or volume	E5-4 — Resource inflows	261			
	301-2	Recycled input materials used		262			
	301-3	Reclaimed products and their packaging materials			Disclosure ommited	Information incomplete	We currently cannot determine the precise value of products reclaimed by the disclosed companies.
ENERGY							
GRI 3: Material Topics 2021	3-3	Management of material topics	E1-1 — Transition plan for climate change mitigation E1-2 — Policies related to climate change mitigation and adaptation E1-3 — Actions and resources in relation to climate change policies E1-4 — Targets related to climate change mitigation and adaptation E1-7 — GHG removals and GHG mitigation projects financed through carbon credits E1-8 — Internal carbon pricing	263			

GRI Standard/Other source	GRI Disclosure	CSRD Disclosure	Location	Omission: Requirement omitted	Reason	Explanation
GRI 302: Energy 2016	302-1 Energy consumption within the organization	E1-5 — Energy consumption and mix	264			
	302-2 Energy consumption outside of the organization		267			
	302-3 Energy intensity	E1-5 — Energy consumption and mix — Energy intensity	268			
	302-4 Reduction of energy consumption		268			
	302-5 Reductions in energy requirements of products and services			Disclosure ommited	Information incomplete	We cannot determine the precise amount of energy reduction achieved by the disclosed companies in their service operations.
WATER AND EFFLUENTS						
GRI 3: Material Topics 2021	3-3 Management of material topics		269			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	E3-1 — Policies related to water and marine resources	269			
	303-2 Management of water discharge-related impacts		269			
	303-3 Water withdrawal	E3-4 — Water consumption	270			
	303-4 Water discharge					
	303-5 Water consumption					
BIODIVERSITY						
GRI 3: Material Topics 2021	3-3 Management of material topics	E4-3 — Actions and resources related to biodiversity and ecosystems	272			
EMISSIONS						
GRI 3: Material Topics 2021	3-3 Management of material topics	E1-4 — Targets related to climate change mitigation and adaptation E2-4 — Pollution of air, water and soil E2-5 — Substances of concern and substances of very high concern	273			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions	273			
	305-2 Energy indirect (Scope 2) GHG emissions	E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions	274			
	305-3 Other indirect (Scope 3) GHG emissions	E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions	275			
	305-4 GHG emissions intensity	E1-6 — GHG Intensity based on net revenue	276			
	305-5 Reduction of GHG emissions		276			

GRI Standard/Other source	GRI Disclosure	CSRD Disclosure	Location	Omission: Requirement omitted	Omission: Reason	Omission: Explanation
GRI 305: Emissions 2016	305-6 Emissions of ozone-depleting substances (ODS)			Disclosure ommited	Not applicable	This disclosure does not apply to our operations.
	305-7 Nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions			Disclosure ommited	Not applicable	This disclosure does not apply to our operations.
WASTE						
GRI 3: Material Topics 2021	3-3 Management of material topics	E1-4 — Targets related to climate change mitigation and adaptation E5-1 — Policies related to resource use and circular economy E5-2 — Actions and resources related to resource use and circular economy E5-3 — Targets related to resource use and circular economy	277			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts		277			
	306-2 Management of significant waste-related impacts		277			
	306-3 Waste generated	E5-5 — Resource outflows	278			
	306-4 Waste diverted from disposal	E5-5 — Resource outflows	279			
	306-5 Waste directed to disposal	E5-5 — Resource outflows	279			
SUPPLIER ENVIRONMENTAL ASSESSMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	G1-2 — Management of relationships with suppliers	280			
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	G1-2 — Management of relationships with suppliers	280			
	308-2 Negative environmental impacts in the supply chain and actions taken		281			
EMPLOYMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	S1-1 — Policies related to own workforce	39, 282			
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	S1-6 — Characteristics of the undertaking's employees	282			
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	S1-11 — Social protection S1-7 — Characteristics of non-employee workers in the undertaking's own workforce	282			
	401-3 Parental leave	S1-11 — Social protection S1-15 — Work-life balance indicators	283			

GRI Standard/Other source	GRI Disclosure		CSRD Disclosure	Location	Omission		
					Requirement omitted	Reason	Explanation
LABOR/MANAGEMENT RELATIONS							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-2 — Processes for engaging with own workers	285			
GRI 402: Labor/ Management Relations 2016	402-1	Minimum notice periods regarding operational changes		285			
OCCUPATIONAL HEALTH AND SAFETY							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-15 — Work-life balance indicators S1-1 — Policies related to own workforce	285			
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system		286			
	403-2	Hazard identification, risk assessment, and incident investigation		287			
	403-3	Occupational health services		287			
	403-4	Worker participation, consultation, and communication on occupational health and safety		287			
	403-5	Worker training on occupational health and safety		287			
	403-6	Promotion of worker health		288			
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		288			
	403-8	Workers covered by an occupational health and safety management system	S1-14 — Health and safety indicators	288			
	403-9	Work-related injuries	S1-14 — Health and safety indicators	289			
	403-10	Work-related ill health	S1-14 — Health and safety indicators	290			
TRAINING AND EDUCATION							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-1 — Policies related to own workforce	290			
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	S1-13 — Training and skills development indicators	291			
	404-2	Programs for upgrading employee skills and transition assistance programs	S1-13 — Training and skills development indicators	291			
	404-3	Percentage of employees receiving regular performance and career development reviews	S1-13 — Training and skills development indicators	292			

					Omission		
GRI Standard/Other source	GRI Disclosure		CSRD Disclosure	Location	Requirement omitted	Reason	Explanation
DIVERSITY AND EQUAL OPPORTUNITY							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-12 — Persons with disabilities S1-1 — Policies related to own workforce	293			
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	S1-9 — Diversity indicators S1-6 — Characteristics of the undertaking's employees	293			
	405-2	Ratio of basic salary and remuneration of women to men	S1-16 — Compensation indicators	294			
NON-DISCRIMINATION							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-1 — Policies related to own workforce	294, Code of Conduct			
GRI 406: Non-discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	S1-17 — Incidents, complaints and severe human rights impacts and incidents	294			
FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-1 — Policies related to own workforce	295			
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		295			
CHILD LABOR							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-1 — Policies related to own workforce	295			
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	S2-1 — Policies related to value chain workers	295			
FORCED OR COMPULSORY LABOR							
GRI 3: Material Topics 2021	3-3	Management of material topics	S1-1 — Policies related to own workforce	296			
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	S2-1 — Policies related to value chain workers	296			
SECURITY PRACTICES							
GRI 3: Material Topics 2021	3-3	Management of material topics		296			
GRI 410: Security Practices 2016	410-1	Security personnel trained in human rights policies or procedures		296			

GRI Standard/Other source	GRI Disclosure	CSRD Disclosure	Location	Omission		
				Requirement omitted	Reason	Explanation
LOCAL COMMUNITIES						
GRI 3: Material Topics 2021	3-3 Management of material topics		297			
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		297			
	413-2 Operations with significant actual and potential negative impacts on local communities		298			
SUPPLIER SOCIAL ASSESSMENT						
GRI 3: Material Topics 2021	3-3 Management of material topics	G1-2 — Management of relationships with suppliers	298			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	G1-2 — Management of relationships with suppliers	298			
	414-2 Negative social impacts in the supply chain and actions taken		298			
PUBLIC POLICY						
GRI 3: Material Topics 2021	3-3 Management of material topics	G1-5 — Political influence and lobbying activities	299			
GRI 415: Public Policy 2016	415-1 Political contributions	G1-5 — Political influence and lobbying activities	299			
CUSTOMER HEALTH AND SAFETY						
GRI 3: Material Topics 2021	3-3 Management of material topics	S4-2 — Processes for engaging with consumers and end-users about impacts	299			
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		299	Disclosure ommited	Not applicable	As a technology provider and not a manufacturer of products, we rely on our vendors for assessments of this nature.
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		299			
MARKETING AND LABELING						
GRI 3: Material Topics 2021	3-3 Management of material topics		300			
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling		300			
	417-2 Incidents of non-compliance concerning product and service information and labeling		300			
	417-3 Incidents of non-compliance concerning marketing communications		300			

GRI Standard/Other source	GRI Disclosure		CSRD Disclosure	Location	Omission		
					Requirement omitted	Reason	Explanation
CUSTOMER PRIVACY							
GRI 3: Material Topics 2021	3-3	Management of material topics	S4-2 — Processes for engaging with consumers and end-users about impacts	301			
GRI 418: Customer Privacy 2016	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		301			

Topics in the applicable GRI Sector Standards determined as not material

Topic	Explanation
GRI 304: Biodiversity 2016	
Biodiversity	ALSO is a technology provider that does not own warehouses or deliver goods. While we recognize their importance, our limited resources do not allow us to report on topics that we consider non-material.
GRI 411: Rights of Indigenous Peoples 2016	
Relationship with indigenous people	As our company currently operates solely within Europe and its business does not have any relevant impact on the Sámi, this topic is not relevant to our current situation.

5-Year-Overview
STATUS REPORT
Letter to the shareholders
ALSO share
Foundations of the company
Performance 2023
KPIs
Outlook
Risk Report
NON-FINANCIAL REPORT
ESG Strategy
Performance 2023
Outlook
Reporting standards
CORPORATE GOVERNANCE
COMPENSATION REPORT
FINANCIAL REPORT
Consolidated income statement
Consolidated statement of comprehensive income
Consolidated statement of financial position
Consolidated statement of changes in equity
Consolidated statement of cash flows
Notes to the consolidated financial statements
Profit or loss statement of ALSO Holding AG
Balance sheet of ALSO Holding AG
Notes to the financial statements of ALSO Holding AG
Alternative Performance Measures
GRI-REPORT
General disclosures
Material topics
Economic standards
Environmental standards
Social standards
Appendix
INFORMATION

CORPORATE GOVERNANCE

This Corporate Governance Report contains the information that is stipulated by the Directive on Information Relating to Corporate Governance of the SIX Swiss Exchange and follows its structure.

1. GROUP STRUCTURE AND SHAREHOLDERS

1.1. Group structure

ALSO Holding AG is the parent company of the ALSO Group, which directly or indirectly holds all other Group companies and associates. The shares of ALSO Holding AG have been listed on SIX Swiss Exchange since 1986 (symbol: ALSN, valor symbol: 2 459 027, ISIN: CH0024590272). The market capitalization of the ALSO Group amounted to CHF 3 225 million as of December 31, 2023.

Please see page 178 of the annual report for the list of the Group's subsidiaries and equity investments.

The ALSO Group has streamlined and efficient management structures at all levels. The operational Group structure as of December 31, 2023 is as follows: The Board of Directors of ALSO Holding AG is responsible for the highest level of management; see also section 3 of this report. It defines the strategic, organizational, and financial goals of the Group. There are also three committees (Compensation and Nomination Committee, Board Committee, and Audit Committee; see also section 3.4.2 of this report).

In addition to the Board of Directors, there is a five-person Group Management consisting of the Chief Execution Officer (CEO), Chief Financial Officer (CFO), Senior Vice President Legal and HR, and Chief Technology Officer and Senior Vice President Sustainable Change; see also section 4 of this report. The Board of Directors has delegated the management of the day-to-day business of the company to Group Management under the direction of the CEO of the Group. The Board Committee advises and supervises Group Management.

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

The Extended Group Management consists of the Chief Customer Officers (defined managing directors of the countries or regions), Senior Vice Presidents (responsible for various functions such as IT, Webshop, Vendor Management, etc.) as well as those responsible for support (e.g. Customer Relationship Management or Business Intelligence).

1.2. Significant shareholders

Significant shareholders

	12.31.2023	12.31.2022
Special Distribution Holding GmbH, Dusseldorf (Germany) [1]	51.30%	51.30%
J. Safra Sarasin Investmentfonds AG, Basel (Switzerland)	3.01%	3.01%
ALSO Holding AG, Emmen (Switzerland)	4.64%	[2]

Source: Share register as of December 31, (without nominees)

1 Controlling shareholder: Walter P.J. Droege through Droege Group AG

2 Percentage of the voting rights is below disclosure threshold

Notifications made during the fiscal year in accordance with Art. 120 et seqq. Financial Market Infrastructure Act (FMIA) can be viewed on the website of SIX Exchange Regulation using the following link.

As regards the value of the percentage voting rights shown, it should be noted that any changes in the percentage voting rights between the notifiable threshold values are not subject to disclosure requirements.

1.3. Cross-shareholdings

ALSO Holding AG has no cross-shareholdings exceeding 5 percent.

2. CAPITAL STRUCTURE

2.1. Ordinary share capital

The ordinary share capital amounts to CHF 12 848 962 as of December 31, 2023. It consists of 12 848 962 fully paid-up registered shares with a nominal value of CHF 1.00 per share. Subject to Art. 5 of the Articles of Incorporation, each registered share entitles the shareholder to one vote as well as to a proportionate share of the available earnings and liquidation proceeds.

The company has issued neither participation certificates nor shares with preferential rights.

The company has not issued any profit-sharing certificates.

2.2. Authorized and conditional share capital

The company has conditional share capital of CHF 2 500 000 as of December 31, 2023. The amount of CHF 2 500 000 corresponds to roughly 19 percent of the existing share capital. The newly issued shares are subject to the restrictions set out in Art. 5 of the Articles of Incorporation.

The company's authorized share capital expired on 17 March 2023.

The Articles of Incorporation containing the precise wording of the texts relating to conditional share capital issue in accordance with 2b of the Articles of Incorporation, specifically details regarding the beneficiaries and the duration of the authorization as well as the conditions and forms of, can be downloaded as a .pdf document at Articles of Incorporation.

2.3. Changes in capital during the last three years

There were no changes in share capital in the last three years.

2.4. Limitations of transferability and nominee registrations

The Board of Directors may refuse to register an acquirer of shares as a full shareholder (i.e. as a shareholder with voting rights) unless the acquirer expressly declares that they have acquired the shares in their own name and on their own account.

There are no specific rules regarding the registration of nominees in the share register.

Changes to the provisions relating to limitations on the transferability of shares require a resolution by the Annual General Meeting with two-thirds of the votes cast and an absolute majority of the nominal value of the share capital represented.

2.5. Convertible bonds and options

ALSO Holding AG had not issued any convertible bonds or options as of December 31, 2023.

3. BOARD OF DIRECTORS

3.1. Members of the Board of Directors, activities, and vested interests

The Board of Directors, which may have a maximum of eight members, currently has six members. Except for Gustavo Möller-Hergt, who has been a member of Group Management since 2011, and a member and Chairman of the Board of Directors since March 13, 2014, the Board of Directors is composed of non-executive members.

Members of the Board of Directors

Name	Nationality	Position	Since
Gustavo Möller-Hergt	DE	Chairman	2014
Walter P.J. Droege	DE	Vice Chairman	2011
Frank Tanski	DE	Member	2011
Peter Athanas	CH	Member	2014
Ernest-W. Droege	DE	Member	2016
Thomas Fürer	CH	Mitglied	2022

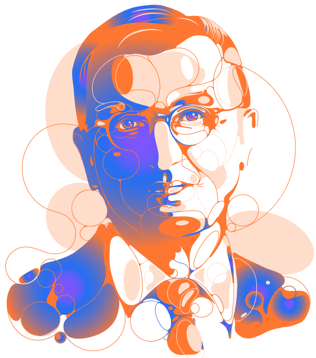
As of December 31, 2023

None of the members of the Board of Directors, with the exception of Gustavo Möller-Hergt, has been a member of the Group Management of ALSO Holding AG or a subsidiary of the ALSO Group in the three fiscal years preceding the year under review.

Walter P.J. Droege is the majority shareholder of Droege Group AG (the Droege Group). Please see section 6.5 of the financial report for details of the business relationships between the ALSO Group and the Droege Group. There are no other material business relationships between the members of the Board and the Board of Directors and ALSO Holding AG.

MEMBERS OF THE BOARD OF DIRECTORS

ACTIVITIES AND VESTED INTERESTS



Walter P.J. Droege

Member and Vice Chairman of the Board of Directors of ALSO Holding AG since 2011 and Chairman of the Board Committee.

Career milestones

Position/Function	Period
Founder and Director of Droege Group AG, Dusseldorf, Germany, which is wholly owned by the Walter P. J. Droege family	1987 until today

Education

Diploma in Business Management

Other activities and vested interests

Member of the Supervisory Boards or member of the Advisory Boards of various subsidiaries within the Droege Group AG, Dusseldorf, Germany; Member of the Supervisory Board of Trenkwalder Group AG and of Trenkwalder Beteiligungs GmbH, both in Vienna, Austria; Member of the Advisory Board of Weltbild D2C Group GmbH, Augsburg, German; Member of the Advisory Board of Coroplast Fritz Müller GmbH & Co.KG, Wuppertal, Germany.

Peter Athanas

Member of the Board of Directors of ALSO Holding AG since 2014 and Chairman of the Compensation and Nomination Committee.

Career milestones

Position/Function	Period
CEO of pa impact GmbH, Baden, Switzerland	2009 until today
Senior Executive Vice President Corporate Development of Schindler Holding AG	2013 until 2014
Member of the Board of Directors and of the Executive Committee of the Board of the Schindler Group	2010 until 2013
Chairman of the Board of Directors and CEO of Ernst & Young Switzerland	2002 until 2008
Member of the Global Executive Board and member of the Global Management Group of Ernst & Young Switzerland	2005 until 2008
CEO of Arthur Andersen Switzerland, and member of the Global Board	2001 until 2002
Partner in the Arthur Andersen organization	1990 until 2002

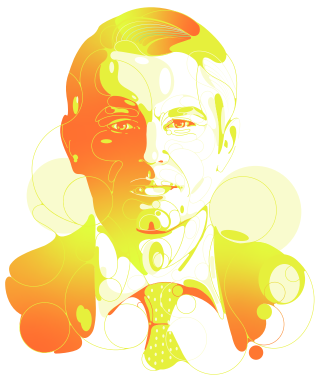
Education

Master's degree in Law and Economics and PhD in Economics from the University of St. Gallen, Switzerland

Other activities and vested interests

Member of the Board of Directors of KONTIVIA AG, Zurich, Switzerland; Council member of the Werner Siemens Foundation, Zug, Switzerland. Emeritus of National and International Tax Law at the University of St. Gallen, Switzerland. Member of the Foundation Board of the Swiss Study Foundation, Zurich, Switzerland.

Ernest-W. Droege



Member of the Board of Directors of ALSO Holding AG since 2016.

Career milestones

Position/Function	Period
CEO of Droege Group AG (since 2018), prior in various positions with the Droege Group, Dusseldorf, Germany	2014 until today
Scientific assistant at RWTH Aachen, Germany	2012 until 2014
Investment Banking at Goldman Sachs AG, Frankfurt, Germany	2010 until 2012

Education

Studied business engineering in Karlsruhe and Zurich, doctorate in economics at RWTH Aachen

Other activities and vested interests

CEO or member of the Advisory Board of various subsidiaries within Droege Group AG, including Managing Director of Droege Group Unternehmer-Beratung GmbH, Düsseldorf, Germany; Chairman of the Supervisory Board of Trenkwalder Group AG, Trenkwalder Beteiligungs GmbH and Trenkwalder Personaldienste GmbH, all in Vienna, Austria; Deputy Chairman of the Supervisory Board of Trenkwalder Personaldienste GmbH, Munich, Germany. Chairman of the Advisory Board of Weltbild D2C Group GmbH, Augsburg, Germany. Member of the Supervisory Board of Innofact Aktiengesellschaft, Düsseldorf, Germany.

Gustavo Möller-Hergt

Member of the Board of Directors of ALSO Holding AG and Chairman since 2014. Chief Executive Officer of the ALSO Group and since 2011 a member of the Group Management.

Career milestones

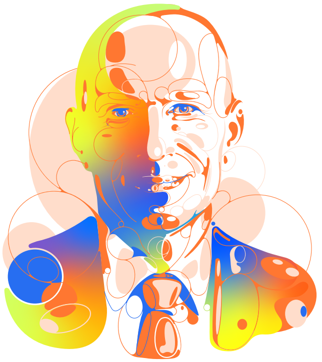
Position/Function	Period
Chief Operating Officer ALSO Group	2011 until 2012
Chief Representative of the Droege Group	2008 until 2011
CEO and Chief Representative and previously in various posi-tions with the Warsteiner Group	1992 until 2007
Member of the Supervisory Board of SIAC in Douala, Cameroon	1998 until 2007
Chairman of the Supervisory Board of CASA Isenbeck in Buenos Aires, Argentina	1993 until 2007

Education

Diploma in Engineering from the Technical University, Munich, Germany, and graduate of Harvard Business School, Boston, USA. Doctorate from the Technical University, Berlin, Germany, where he lectures on technical management.

Other activities and vested interests

Member of the Advisory Board of Deutsche Bank, Düsseldorf, Germany, and of the Board of Trustees of the Bamberg Symphony Orchestra, Bamberg, Germany.



Frank Tanski

Member of the Board of Directors of ALSO Holding AG since 2011.

Career milestones

Position/Function	Period
Managing Director of Droege Capital GmbH, Germany	2008 until today
Employee of a major bank in Germany, most recently as Head of Division	1992 until 2008

Education

Diploma in Business Management

Thomas Fürer

Member of the Board of Directors of ALSO Holding AG since 2022, Chairman of the Audit Committee and the Sustainability Committee.

Career milestones

Position/Function	Period
Group Head of Tax, Syngenta Group	2023 until today
Group Senior Vice President and Group Head of Tax of ABB Ltd	2009 until 2023
Group Vice President and Head of International Tax and Tax Accounting & Reporting of ABB Ltd	2001 until 2008
Various consulting roles within EY including Senior Audit Manager	1992 until 2001

Education

Swiss Certified Tax Expert and Swiss Certified Fiduciary Expert, Harvard PMD

3.2. Number of permissible activities

Pursuant to Art. 24 of the Articles of Association and in accordance with Art. 626 of the Swiss Code of Obligations, a member of the Board of Directors may perform a maximum of ten other activities in a comparable function at other companies that pursue an economic purpose. The Board of Directors shall ensure that such activities do not conflict with the exercise of duties to the ALSO Group. Functions in various legal entities that are under joint control, or in entities in which this legal entity has a material (unconsolidated) interest, are counted as one function.

3.3. Election and term of office

The members of the Board of Directors are elected individually by the Annual General Meeting for a term of office of one year and can be re-elected. The Chairman of the Board of Directors is also elected by the Annual General Meeting for a period of office of one year. There is no limit on the term in office.

The Board of Directors has decided that, as a rule, members should retire at the Annual General Meeting held to approve the Annual Report for the fiscal year in which they reach the age of 70. In exceptional cases, the Board of Directors may decide to waive this rule.

For information on the first election of the members, please refer to Note 3.1.

3.4. Internal organization

3.4.1. Division of roles within the Board of Directors and working methods

The Board of Directors represents ALSO Holding AG towards third parties. It can delegate the representation powers to one or more of its members or to third parties. The Chairman convenes meetings of the Board of Directors as often as the Group's business requires, but at least four times a year. The Chairman prepares the meetings, chairs them, and draws up their agenda. The Vice Chairman deputies for the Chairman in case the President is prevented from attending. Any member of the Board can ask for a meeting to be convened and for the inclusion of an item on the agenda.

For information on the Lead Director, please refer to Note 3.7.

3.4.2. Committees

The Board of Directors may delegate the preparation and execution of its decisions to committees or to its individual members. The Board of Directors has appointed three standing committees: the Board Committee (BC), the Audit Committee, and the Compensation and Nomination Committee.

For each of the committees, the Board of Directors elects a Chairman from the members of the Board of Directors. The period of office of all committee members is one year. The Board of Directors can dismiss any member of a committee at any time, except for the members of the Compensation and Nomination Committee, whose election and dismissal lie within the competence of the Annual General Meeting.

3.4.2.1. Board Committee (BC)

The Board of Directors appoints a standing BC from among its members. Normally, the BC consists of three members of the Board of Directors who have solid knowledge and extensive experience in the wholesale, financial, corporate governance, and risk control areas.

The BC assists and supports the Board of Directors in the management of the ALSO Group at senior level and in the supervision of the individuals entrusted with running these companies.

The BC reports to the Board of Directors. The Chairman of the BC informs the Board of Directors about the BC's work and decisions at each ordinary board meeting. Exceptional events of major significance are communicated immediately to all members of the Board of Directors.

The BC has the following duties and responsibilities:

- Monitoring implementation of the Group strategy by Group Management
- Consultation regarding the definition and changes to the organizational structure (management organization chart) of the Group Management, country responsibilities and functional areas within the Group
- Consultation regarding the definition of the structure of the accounting system and the regulation and management of risk management
- Preparation and monitoring of Board of Directors decisions regarding investments, mergers and acquisitions, and other significant projects and transactions carried out by the ALSO Group
- Ensuring supervision of the individuals entrusted with the executive management where this function is not performed by the Audit Committee
- Assessments and proposals to the Board of Directors regarding potential capital increases or decreases and the issue of bonds by the company
- Assessments and proposals to the Board of Directors regarding notification of the legal authorities in the event of over-indebtedness
- Decisions on granting significant guarantees, sureties, collateral, and other letters of comfort for the benefit of persons or companies outside the Group
- Consultation regarding the assumption of additional external board memberships and important political positions by the members of the Group Management
- Consultation regarding contracts with major shareholders or members of the Board of Directors and Group Management and/or companies or persons closely associated with them
- Decisions regarding significant legal disputes
- Reaching decisions on the necessity and the scope of financial restructuring of ALSO companies
- Reaching decisions on significant increases or decreases in the share capital of ALSO companies (except for ALSO Holding AG)
- Decisions on measures relating to the change of legal form of ALSO companies and the conclusion of profit and loss transfer and similar agreements
- Consultation regarding the approval of the budget as well as the annual and half-year financial statements of ALSO Group as well as decisions regarding significant deviations from budget
- Decisions regarding measures involving all or a substantial number of employees of ALSO companies or concerning consultations with the works council of individual ALSO companies with regard to such measures

The BC is entitled to delegate certain responsibilities to one of its members, to Group Management, to employees of the ALSO Group who hold an important line and/or staff position, or to third parties.

Composition of the Board Committee

Name	Function
Walter P.J. Droege	Chairman
Frank Tanski	Member
Peter Athanas	Member

As of December 31, 2023

3.4.2.2. Audit Committee

The Board of Directors appoints an Audit Committee. The Audit Committee generally consists of three members who possess the necessary financial, legal, and technical expertise.

The Audit Committee reports to the Board of Directors. The Chairman of the Audit Committee informs the Board of Directors about the Audit Committee's work and decisions at each ordinary board meeting. The Head of Internal Audit and the Chief Compliance Officer have the duty to inform the Chairman of the Audit Committee at any time about situations that are relevant to auditing or compliance. Exceptional events of major significance are communicated immediately to all members of the Board of Directors.

The Audit Committee has the following responsibilities:

- Monitoring and evaluation of the suitability and effectiveness of internal financial controls; monitoring of adjustments following significant changes in the risk profile
- Evaluation of the audit strategy adopted by the statutory auditor and verification that shortcomings are corrected and recommendations are implemented
- Approval of the annual planning of Internal Audit and discussion of the ensuing reporting with the head of Internal Audit
- Evaluation of the performance and remuneration of statutory auditor and its independence
- Evaluation of the collaboration between statutory auditor and Internal Audit
- Evaluation of measures taken by Group Management to ensure appropriate risk management
- Consultation on the adoption or amendment of the Code of Conduct including the associated guidelines
- Evaluation of the measures taken to ensure adherence to legal requirements and internal regulations (compliance) as well as of the associated supervisory measures
- Analysis of financial reporting, evaluation of the accounting principles, and assessment of the most important items
- Discussion of the year-end closing and annual financial statements with the responsible bodies and submission of a recommendation to the Board of Directors
- Consultation when concluding consultancy contracts with the auditors for important auditing activities

In the fulfillment of its tasks, the Audit Committee may delegate assignments to other parties, in particular to Group Management, Internal Audit, the Group Compliance Officer, and the statutory auditor.

Composition of the Audit Committee

Name	Function
Thomas Fürer	Chairman
Frank Tanski	Member
Peter Athanas	Member

As of December 31, 2023

3.4.2.3. Compensation and Nomination Committee

The members of the Compensation and Nomination Committee are elected individual annually by the Annual General Meeting. The Board of Directors appoints the Chairman.

The Compensation and Nomination Committee prepares all relevant decisions of the Board of Directors relating to the compensation of the members of the Board of Directors and Group Management, and submits proposals to the Board of Directors regarding the type and amount of the annual compensation of the members of the Board of Directors and Group Management, as well as their fringe benefits and the stipulations of their employment contracts. The Board of Directors has also delegated the following other duties to the Compensation and Nomination Committee:

- Preparation of decisions of the Board of Directors regarding nomination of the Vice Chairman of the Board of Directors and pre-selection of potential candidates for the Board of Directors
- Preparation of decisions of the Board of Directors regarding nomination, promotion, and dismissal of the members of Group Management and Country Managing Directors of the ALSO Group
- Preparation of decisions of the Board of Directors regarding the introduction and amendment of employee participation plans
- Review of the succession planning and leadership qualifications of the members of the Board of Directors and Group Management, the Country Managing Directors, and other individuals in the ALSO Group who exercise central line and/or staff functions

The Board of Directors may delegate further tasks concerning compensation, human resources, and related areas to the Compensation and Nomination Committee.

Composition of the Compensation and Nomination Committee

Name	Function
Peter Athanas	Chairman
Walter P.J. Droege	Member
Frank Tanski	Member

As of December 31, 2023

3.4.3. Frequency of meetings of the Board of Directors and its Committees

The Board of Directors meets around every two months on average for half-day to full-day meetings, and usually meets with Group management once a year for a joint strategy meeting. The task at these meetings is to analyze the positioning of the ALSO Group in the light of current macro-economic and company-specific circumstances and to review, and if necessary to redefine, the strategic orientation. The CFO and the Senior Vice President Legal and HR usually attend the meetings of the Board of Directors as guests and other members of the Group Management attend specific topics. In the reporting year, no external consultants were called in. The representatives of the company's auditor attended one meeting in the reporting year.

The Board of Directors met for a total of eight meetings, including one strategy meeting in 2023.

The BC meets as often as its business requires, normally every two months. In the year under review, one meeting was held. In addition, the topics typically discussed in the past by the BC in preparation for meetings of the Board of Directors were dealt with directly at meetings of the Board of Directors.

The Audit Committee meets as often as its business requires. The Audit Committee held two meetings with an average duration of two and a half hours relating the year under review. The CFO, the Senior Vice President Legal and HR, Internal Audit, the compliance officers, and the auditors are usually present as guests at the meetings of the Audit Committee. They attended all meetings in the reporting year.

The Compensation and Nomination Committee meets as often as its business requires. The Compensation and Nomination Committee held one meeting with a duration of one hour relating to the year under review.

The agendas for the meetings are defined by their respective chairman. Minutes of the meetings and decisions are recorded. Members of Group Management or other individuals may attend meetings of the Board of Directors or its committees at the invitation of the respective chairman.

3.5. Areas of responsibility

According to the law, the Board of Directors is responsible for the ultimate management and supervision of the Group. It has the inalienable and non-transferable responsibilities in accordance with Art. 716a, Paragraph 1, of the Swiss Code of Obligations. It can also take decisions on all matters that are not allocated to the Annual General Meeting by law or by the Articles of Incorporation.

In particular, the Board of Directors is required to approve, or make decisions, concerning:

- The Group's objectives and strategy
- The list of measures designed to prevent or mitigate potential loss or damage associated with the main risks
- Appointing the members of Group Management
- Defining the organization and appointing those persons entrusted with the task of representing ALSO Holding AG
- The proposals to the Annual General Meeting regarding the compensation of the Board of Directors and Group Management
- The drafting of the retirement benefit plan for the members of Group Management
- The Group's budget, plan, and forecast
- The consolidated annual and interim financial statements of the Group and the annual financial statements of ALSO Holding AG
- The Group's investment budget
- Transactions that exceed certain financial amounts
- Important mergers and acquisitions, joint ventures, and similar transactions
- The annual report and the compensation report

In addition, the Board of Directors has delegated operational management of the company to Group Management. Operational management comprises the obligation to implement all necessary measures, particularly with regard to personnel- and product-related issues, market orientation, monitoring the competition, and planning for the future.

Group Management is responsible for ensuring that the Group achieves the targets set by the Board of Directors. In addition to its overall responsibility for operational management, Group Management has the following main tasks in particular:

- Definition and changes to the organizational structure (management organization chart) at the level of country responsibility and functional areas of the ALSO Group
- The pursuit of strategic objectives and enforcement of these objectives using action plans
- Defining HR and compensation policy below Group Management level
- Defining the product mix as well as the marketing and sales policy
- Concluding and canceling agreements with manufacturers at Group level
- Defining sourcing policy
- Defining basic principles of transfer pricing
- Defining logistical concepts and structures
- Approving the budgets, financial results, and investments of the Group companies
- Exercise of voting rights in subsidiaries and associated companies in the ALSO group
- Defining the operational information and reporting systems
- Defining communication policy and outward appearance
- Regulating and performing risk management
- Financial competence outside the budget or for Group investments, provided they do not fall within the competence of the Board of Directors or its committees

The CEO manages the ALSO Group with the members of Group Management reporting to him. He chairs Group Management meetings and supervises the implementation of their decisions. He evaluates the performance and results of the Central Europe and Northern/Eastern Europe market segments. Based on his evaluation, he decides which resources — particularly financial and personnel — should be allocated to the individual business segments. The CEO is responsible for ensuring that the company develops consistently, in accordance with its defined business practices and strategies.

3.6. Information and control instruments vis-à-vis Group Management

The Board of Directors and its committees periodically receive information in the form of Group reports relevant to their needs. These reports are also discussed in depth at regular meetings that take place with the committees involved.

The Board of Directors supervises Group Management and uses reporting and controlling processes to monitor its operating methods. The ALSO Group has available a comprehensive electronic management information system (MIS).

As part of the MIS, the Board of Directors receives a monthly report discussing net sales, net profit, the consolidated statement of cash flows, net working capital, the financing structure, and exchange rate risks, among other things. This information is broken down by segment and compared with the approved budget and the prior-year figures.

At each of its meetings, the Board of Directors is informed by the CEO, or by another member of Group Management, of the current business and significant events. At these meetings, members of the Board of Directors may ask other members of the Board of Directors or the CEO to provide information about the ALSO Group that they require in order to carry out their duties. All members of the Board of Directors are notified immediately of any exceptional occurrences.

The Internal Audit, compliance officers, and auditing bodies assist the Board of Directors in carrying out its controlling and supervisory duties. In addition, the BC and the Audit Committee monitor the performance of Group Management within the scope of their duties pursuant to section 3.4.2.1 and 3.4.2.2 of this report. The scope of this remit is agreed with the Board of Directors of ALSO Holding AG.

ALSO pursues a coordinated and systematic approach to risk management and controlling in order to identify and evaluate risks affecting the Group as a whole and individual Group companies. Operational risks, market risks, financial risks, tax risks, and other risks are recorded separately and classified in terms of their probability of occurrence and potential impact. Based on the resulting risk matrix, Group Management develops a catalog of suitable measures for preventing and/or mitigating potential losses. The risk matrix is regularly presented to the Audit Committee and subsequently to the Board of Directors for assessment and approval, and the implementation of the measures is monitored by the Audit Committee.

In addition, the Board of Directors and the Audit Committee is supported by the ALSO Group Internal Audit. The Internal Audit has an unrestricted right to demand information and examine the records of all Group companies and departments. In addition, after consultation with the Audit Committee, Group Management may ask the Internal Audit to carry out special investigations above and beyond its usual remit. The annual plan for internal audit is approved by the Audit Committee. The Head of Internal Audit submits a report to the Audit Committee at half-yearly intervals. The Audit Committee discusses this with the Head of Internal Audit and takes any necessary measures or proposes them to the Board of Directors for approval. The head of Internal Audit attended two Audit Committee meetings in the year under review.

3.7. Gender guidelines

The Board of Directors is currently made up exclusively of male members and therefore does not currently meet the requirement of 30 percent in accordance with Art. 734f of the Swiss Code of Obligations, for which there is a transition period until January 1, 2026. The Board of Directors will consider appointing female members to fill any vacancies. Nevertheless, diversity in the ALSO Group is not limited to gender. We have members of the Board of Directors and Group Management with different cultural and socioeconomic backgrounds, different religions, generations, educational backgrounds and value systems.

3.8. Measures in accordance with the Swiss Code of Best Practice for Corporate Governance

At ALSO, the positions of Chairman of the Board of Directors and CEO are held conjointly. The balance of influence between the Board of Directors and Group Management is safeguarded by three committees that have been established, of which the Chairman of the Board of Directors is not a member, and the membership of representatives of the main shareholder. In 2015, the Lead Director concept was introduced as part of an amendment of the Organizational Regulations. In particular, the Lead Director is responsible for heading the meetings of the Board of Directors — possibly only for single items of the agenda — in the event that the Chairman experiences a conflict of interests. He can convene meetings independently. The Vice Chairman of the Board of Directors, Walter P.J. Droege, serves as the Lead Director. This not only ensures a balance of influence between the Board of Directors and the Executive Committee, but also ensures the interests of the shareholders.

The Board of Directors conducts regularly a self-evaluation of its working methods and efficiency.

4. GROUP MANAGEMENT

4.1. Members of Group Management, activities and vested interests

In the reporting year, Ralf Retzko handed over the role of Chief Financial Officer (CFO) to Andreas Kuhn with effect from October 1, 2023. The members of the Group Management of ALSO Holding AG are as follows.

Members of Group Management

Name	Nationality	Function
Gustavo Möller-Hergt	DE	Chief Executive Officer (CEO)
Andreas Kuhn	CH	Chief Financial Officer (CFO)
Thomas Meyerhans	DE	Senior Vice President Legal und HR
Jan Bogdanovich	LV	Chief Technology Officer
Beate Flamm	DE	Senior Vice President Sustainable Change

As of December 31, 2023

4.2. Number of permissible activities

Pursuant to Art. 24 of the Articles of Incorporation and in accordance with Art. 626 of the Swiss Code of Obligations, a member of the Group Management may perform a maximum of ten other activities in a comparable function at other companies that pursue an economic purpose. The Board of Directors shall ensure that such activities do not conflict with the exercise of duties to the ALSO Group. Functions in various legal entities that are under joint control, or in entities in which this legal entity has a material (unconsolidated) interest, are counted as one function.

4.3. Management agreements

ALSO Holding AG has not entered into any management contracts with persons outside the Group for the delegation of executive management.

4.4. Gender guidelines

The Group Management is currently made up with 20 percent of female members and therefore fulfills the requirements of Art. 734f of the Swiss Code of Obligations. The Board of Directors will consider appointing female members to fill any vacancies. Nevertheless, diversity in the ALSO Group is not limited to gender. We have members of the Board of Directors and Group Management with different cultural and socioeconomic backgrounds, different religions, generations, educational backgrounds and value systems.

MEMBERS OF GROUP MANAGEMENT

ACTIVITIES AND VESTED INTERESTS

Gustavo Möller-Hergt

Member of the Board of Directors of ALSO Holding AG and Chairman since 2014. Chief Executive Officer of the ALSO Group and since 2011 a member of the Group Management.

Career milestones

Position/Function	Period
Chief Operating Officer ALSO Group	2011 until 2012
Chief Representative of the Droege Group	2008 until 2011
CEO and Chief Representative and previously in various posi-tions with the Warsteiner Group	1992 until 2007
Member of the Supervisory Board of SIAC in Douala, Cameroon	1998 until 2007
Chairman of the Supervisory Board of CASA Isenbeck in Buenos Aires, Argentina	1993 until 2007

Education

Diploma in Engineering from the Technical University, Munich, Germany, and graduate of Harvard Business School, Boston, USA. Doctorate from the Technical University, Berlin, Germany, where he lectures on technical management.

Other activities and vested interests

Member of the Advisory Board of Deutsche Bank, Düsseldorf, Germany, and of the Board of Trustees of the Bamberg Symphony Orchestra, Bamberg, Germany.

Andreas Kuhn

Chief Financial Officer of the ALSO Group and since 2023 a member of the Group Management.

Career milestones

Position/Function	Period
Head of Group Reporting (since 2018) and previously in various positions within the ALSO Group	2012 until 2023
Certified public accountant with PwC, Lucerne, Switzerland	1996 until 1998

Education

Swiss certified public accountat
Studies of Business economics at Lucerne University of Applied Sciences and Arts, Switzerland

Thomas Meyerhans

Senior Vice President Legal and Senior Vice President Human Resources and since 2020 a member of the Group Management.

Career milestones

Position/Function	Period
Senior Vice President Legal and Senior Vice President Human Resources (since 2019) of ALSO Group	2017 until today
Attorney at Law at Baker & McKenzie in Munich, Germany, San Francisco and Palo Alto, USA	2014 until 2017
Attorney at Law at Watson, Farley & Williams in Munich and Hamburg, Germany	2011 until 2014
Attorney at Law at Clifford Chance in Frankfurt am Main, Germany and New York, USA	2008 until 2010

Education

Studies of Law at University Heidelberg and Mainz, Germany and University Lausanne, Switzerland. Legal Traineeship at Higher State Court Frankfurt am Main, Germany with stages in Canberra, Australia and New York, USA.

Jan Bogdanovich

Chief Technology Officer and since 2020 a member of the Group Management.

Career milestones

Position/Function	Period
Chief Technology Officer (since 2022) and previously in various positions within the ALSO Group	2014 until today
Responsible for the R&D center in Riga for Nervogrid, Hel-siniki, Finland	2011 until 2014
Responsible for business transformation at Hortus Digital, Riga, Latvia	2004 until 2011

Education

Studied computer science in Latvia.

Other activities and vested interests

Member of Information Security Audit and Control Association (ISACA).

Beate Flamm

Senior Vice President Sustainable Change of the ALSO Group and since 2021 a member of the Group Management.

Career milestones

Position/Function	Period
Member of the Group Management Board and SVP Sustainable Change	2021 until today
Senior Vice President Communications of ALSO Group	2020 until 2021
Establishment and head of the Berlin office of Strichpunkt GmbH	2012 until 2020
Advising listed companies on their financial and sustainabil-ity reporting as a member of the management of Strich-punkt	2006 until 2020

Education

Studied English and political science in Tübingen and Bochum, Germany.
Trained as a typographer.

5. COMPENSATION, SHAREHOLDINGS, AND LOANS

For information on the compensation and shareholdings of members of the Board of Directors and Group Management, and loans to the same, please see the Compensation report.

6. SHAREHOLDERS' RIGHTS OF PARTICIPATION

6.1. Restrictions on voting rights and representation

Each share that is entered in the share register entitles the shareholder to one vote. The introduction or amendment of provisions in the Articles of Incorporationrelating to the limitation of voting rights requires a resolution of the General Meeting of Shareholders representing at least two thirds of the votes and an absolute majority of the nominal value of the shares represented.

The rights of shareholders to participate in Annual General Meetings comply with legal requirements and the Articles of Incorporation. Every shareholder may personally participate in the Annual General Meeting and cast his/her vote(s), or be represented by a proxy appointed in writing, which proxy need not be a shareholder, or be represented by the Independent Proxy.

Instead of attending in person or being represented by a third party, shareholders may issue their power of attorney and instructions to the Independent Proxy by post or electronically. The Independent Proxy is obliged to exercise the voting rights that are delegated to him by shareholders according to their instructions. Should he have received no instructions, he shall abstain from voting. Due to the above-mentioned exclusion of personal participation, shareholders were able to exercise their rights at the Annual General Meeting on 18 March 2022 exclusively through the Independent Proxy.

On an annual basis, the Annual General Meeting elects the Independent Proxy with the right of substitution. His term of office terminates at the conclusion of the next Annual General Meeting. Re-election is possible. Should the company have no Independent Proxy, the Board of Directors shall appoint an Independent Proxy for the next Annual General Meeting.

6.2. Statutory quorum requirements

Unless a qualified majority is stipulated by law, the Annual General Meeting makes its decisions on the basis of the relative majority of valid votes cast, regardless of the number of shareholders present or shares represented. Abstentions and blank votes do not count as votes. In the case of elections, the first round of voting is decided by the absolute majority and the second round by the relative majority. The Chairman has the casting vote in the event of a tie.

6.3. Convening the Annual General Meeting

Annual General Meetings are convened by the Board of Directors or, if necessary, by the auditors or other bodies in accordance with Art. 699 and Art. 700 of the Swiss Code of Obligations. Shareholders who collectively represent at least 5 percent of the share capital may convene an Annual General Meeting. When doing so, they must indicate the matters to be discussed and the corresponding proposals.

Annual General Meetings are convened by publication in the Swiss Official Gazette of Commerce at least 20 days prior to the date of the meeting. The shareholders may also be informed in writing (by unregistered letter) or by electronic means.

6.4. Definition of the agenda

The Board of Directors is responsible for specifying the agenda. Shareholders who together own at least 0.5 percent of the share capital may request that specific proposals be put on the agenda. The request, including the agenda item and the proposals, must be submitted in writing at least 60 days prior to the date of the Annual General Meeting.

6.5. Registration in the share register

Only shareholders who are registered in the share register as shareholders with voting rights at the closing date are entitled to attend an Annual General Meeting and to exercise their voting rights. The Board of Directors ensures that the closing date is set as close as possible to the date of the Annual General Meeting, i.e. not more than five to ten days prior to it. The closing date is published together with the invitation to the Annual General Meeting in the Swiss Official Gazette of Commerce. There are no exceptions to the rule regarding the closing date.

7. CHANGE OF CONTROL AND DEFENSE MEASURES

7.1. Duty to make an offer

The obligation to submit a public take-over offer pursuant to Art. 125 paragraph 3 and paragraph 4 FMIA (formerly Art. 32 and Art. 52 of the Swiss Stock Exchanges and Securities Trading Act “SESTA”) has been waived (“opting out”).

7.2. Change of ownership clauses

There are no change-of-control provisions in favor of any member of the Board of Directors, Group Management and/or other management personnel.

8. AUDITORS

8.1. Duration of the mandate and term of office of the auditor in charge

The auditors are elected annually at the Annual General Meeting for one year upon proposal of the Board of Directors. When selecting the auditors, the Board of Directors takes various criteria into account, in particular the independence, quality, reputation and costs of the auditors. Ernst & Young AG (EY) have been the statutory auditors of ALSO Holding AG since 2020. The auditor in charge has been responsible for auditing the individual financial statements of ALSO Holding AG as well as the consolidated financial statements of the ALSO Group since fiscal year 2023. The auditor in charge is changed every seven years at the latest as required by law.

8.2. Fees

The fees charged by EY as the auditors of ALSO Holding AG and of the Group companies audited by them, and their fees for additional services, are as follows.

Fees

CHF 1 000	2023	2022
Audit	1 078	1 188
Audit related services	47	74
Tax and other services	45	110
Total	**1 170**	**1 372**

8.3. Instruments providing information on the activities of the auditor

The Audit Committee and the auditors determine the content and scope of the audit each year. Any special duties of the Board of Directors are incorporated into the audit program. The results of the audit are recorded in a comprehensive report supplied to the Board of Directors.

Representatives for the auditor take part in individual meetings or individual agenda items of meetings of the Audit Committee, where they explain their activities and respond to questions. Representatives of the auditor attended two meetings of the Audit Committee in the reporting year. There is also regular contact between the auditors and the members of the Board of Directors, Group management and the Audit Committee of ALSO Holding AG outside meetings.

Each year, the Audit Committee assesses the auditor's performance, fee and independence in addition to the audit strategy. It bases this assessment on key criteria, including in particular technical competence, objectivity, the adequacy of the resources used, the appropriateness of prioritization and the definition of the audit focus, the ability to communicate and coordinate with the Internal Audit department, Group management and the Audit Committee, and the quality of the recommendations and reports submitted. The Audit Committee subsequently reports to the Board of Directors on its assessment.

On the basis of the Audit Committee's assessment, the Board of Directors discusses and reviews the scope and quality of audits. Based on this, it resolves any adjustments or improvements. The Board of Directors held one meeting with the auditors on the subject of the annual financial statements for fiscal year 2023.

Additional service or consulting assignments are delegated to the auditors only if they are permitted by the auditors' code of independence.

9. INFORMATION POLICY

Detailed financial statements are published in the form of the half-year and annual reports. The published accounts comply with the requirements of Swiss company law, the listing rules of SIX Swiss Exchange, and the IFRS Accounting Standards.

The ALSO Group also presents its financial statements at its annual results media conference and its Annual General Meeting.

The ALSO Group reports in accordance with the disclosure requirements of Art.124 FMIA and the ad-hoc publication requirements of Art. 53 of the listing rules of SIX Swiss Exchange. At https://also.com/goto/subscribe, interested parties can register for the free ALSO Holding AG e-mail distribution list in order to receive direct, up-to-date information that may be relevant to the share price (ad-hoc announcements). Ad-hoc announcements may be viewed at https://also.com/goto/mediareleases at the same time as notification to SIX Swiss Exchange and for two years thereafter.

In addition, media releases, presentations, and brochures are published as necessary. These documents are available to all electronically at also.com.

Announcements to the shareholders are made by way of unregistered letters or publication in the Swiss Official Gazette of Commerce (SHAB), unless otherwise stipulated in mandatory legal provisions or in the company's Articles of Incorporation. The invitation to the Annual General Meeting may also be sent by electronic means.

Financial calendar

Publication Annual Report	February 20, 2024
Annual results and media conference	February 20, 2024
Annual General Meeting	March 21, 2024
Publication half-year report	July 24, 2024

ALSO Holding AG
Meierhofstrasse 5
CH-6032 Emmen
Schweiz
Tel. +41 41 266 18 00
Email: info@also.com

10. TRADING BLACKOUT PERIODS

In the ALSO Group, the following general trading blackout periods apply twice a year:

- from January 1 until the close of the next trading day on SIX following the publication of ALSO's annual financial statements,
- from July 1 until the close of the next trading day on SIX following the publication of ALSO's half-year financial statements.

During the trading blackout periods, no trading may take place in securities of ALSO Holding AG or in securities relating to ALSO Holding AG. Furthermore, no quantitative information on the course of the financial year may be provided during these periods. Likewise, no forward-looking statements may be made, such as forecasts regarding the further course of business or economic developments. In addition, no press activities with business media may take place during the trading blackout periods.

The trading blackout periods apply to members of the Board of Directors, members of Group Management, Chief Customer Officers, Senior Vice Presidents, those responsible for support, and employees who, by virtue of their activities, gain an in-depth insight into the financial situation of ALSO (i.e. Group Reporting, Group Legal Department, Group Internal Audit, Group Treasury, Group Credit Controlling, International Accounting, Group Communications etc.).

In the year under review, the following trading blackout periods were applied:

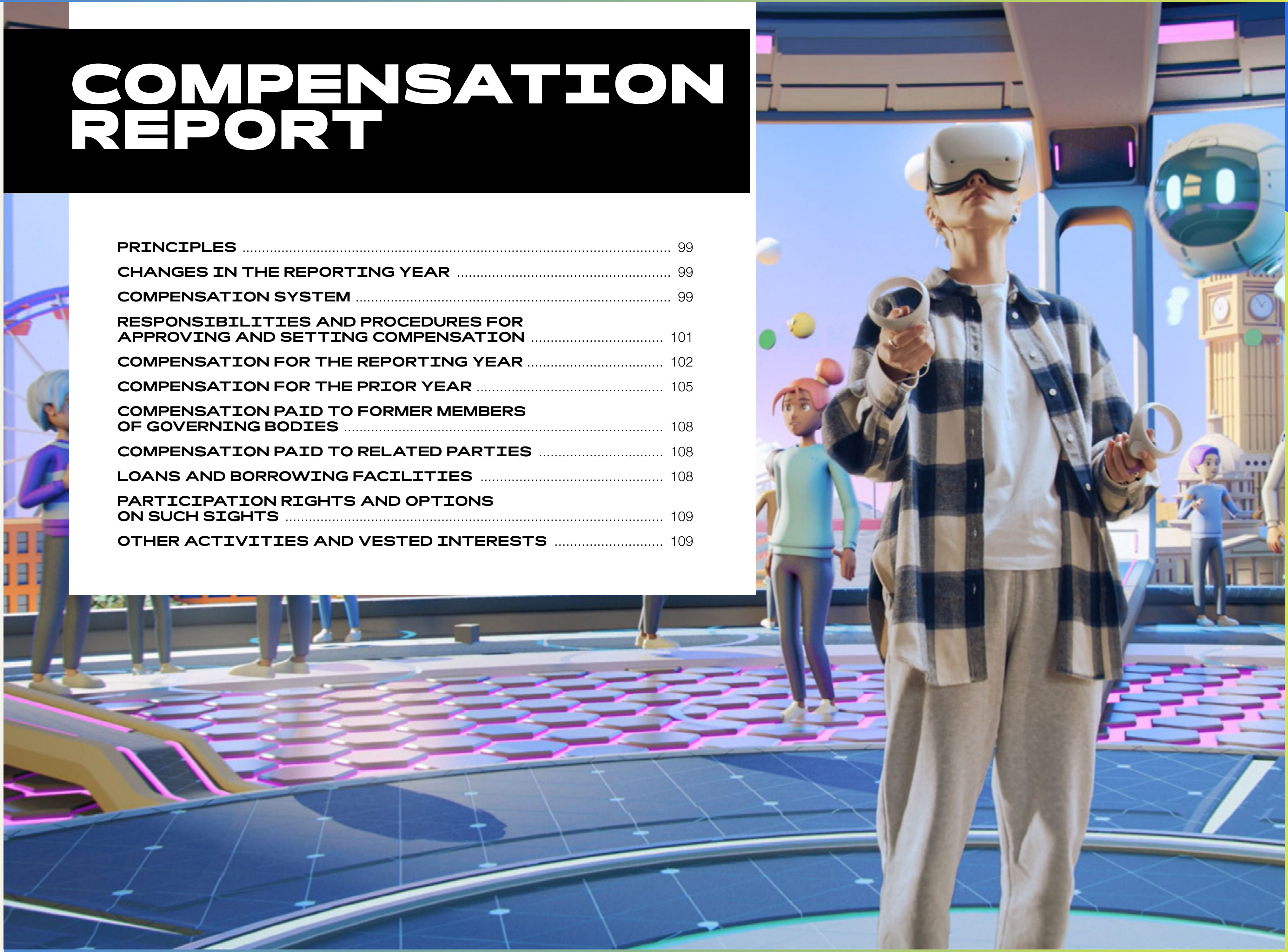
- January 1 to and including February 22, 2023
- July 1 up to and including July 27, 2023

In the year under review, no exceptions were granted within the trading blackout periods.

11. IMPORTANT CHANGES OCCURRING AFTER THE BALANCE SHEET DATE

No material changes have occurred since the end of the reporting period.

COMPENSATION REPORT



This Compensation Report contains information on the compensation of the members of the Board of Directors and Group Management. The report was prepared in accordance with the provisions of the Swiss Code of Obligation (SCO). It satisfies the requirements of SIX Swiss Exchange for information on corporate governance and the standards stipulated in the "Swiss Code of Best Practice for Corporate Governance" of economiesuisse.

This Compensation Report will be presented to the next Annual General Meeting of ALSO Holding AG, which will be held on March 21, 2024, for a consultative vote.

1. PRINCIPLES

The success of the ALSO Group depends largely on the qualifications and commitment of its employees. The purpose of the Group's compensation policy is to attract, motivate, and retain qualified personnel. It is also intended to bring management interests in line with those of ALSO and its shareholders.

The compensation system is designed so that the compensation is performance-based and market-driven, and so that entrepreneurial thinking and action are encouraged. Compensation decisions should be fair, transparent and therefore understandable for the persons concerned.

The principles of compensation are set out in Art. 23 of the **Articles of Association**.

2. CHANGES IN THE REPORTING YEAR

Andreas Kuhn, Chief Financial Officer (CFO), was appointed to the Group Management in October 2023, replacing the previous CFO Ralf Retzko.

3. COMPENSATION SYSTEM

3.1. Board of Directors

The members of the Board of Directors receive a fixed fee for their activities and no performance-related payment.

The chairmen and members of committees of the Board of Directors receive an additional fixed fee for these functions.

3.2. Group Management

The members of Group Management receive compensation consisting of fixed and performance-related (variable) components. Statutory rules regarding the principles of the performance-related (variable) components can be found in Art. 23 Paragraph 3 of the **Articles of Association**.

The fixed components consist of a monthly salary and, in some cases, a flat-rate vehicle allowance, a company car, or flat-rate representation expenses. Certain fringe benefits may also be paid.

The variable compensation depends on the business success and is paid in the form of a cash bonus. Variable compensation generally includes a short-term and a long-term component and breaks down as follows:

- **Short-term, variable compensation:** For the CEO and the former CFO, short-term, variable compensation (bonus) depends entirely on the combined target values of EBT and EBITDA that are defined by the Board of Directors. If the targets are attained, the bonus is calculated according to a progressively increasing percentage of the attained EBT, which is defined in advance by the Board of Directors.
- For the CFO, the short-term variable compensation (bonus) is based entirely on combined EBITDA and ROCE targets set by the Board of Directors. The degree of target achievement is applied to an amount determined by the Board of Directors.
- For a member of the Group Management, the short-term variable compensation depends entirely to predefined combined target values from Group and area EBT. If the targets are attained, the bonus is calculated according to a predefined, fixed percentage of the achieved area EBT.
- For two other members of the Group Management, the bonus is dependent on the achievement of target values from Group EBT and predefined qualitative targets. If the targets are attained, the bonus is calculated according to a predefined, fixed percentage of the achieved Group EBT.
- **Long-term, variable compensation:** In 2011 a long-term incentive was agreed with the members of the then Group Management, which includes the CEO and former CFO Ralf Retzko. The long-term incentive plan was designed in such a way that a one-time special premium is paid if long-term financial targets that are defined by the Board of Directors are attained in two successive years. These conditions were met as of December 31, 2021. The special premium was disclosed in the Compensation Report for the fiscal year 2021. Payment was made in the fiscal year 2022.
- A new long-term incentive is expected to be agreed with members of the Group Management in the course of 2024. This was originally planned to be introduced in 2022.

In the case of exceptional non-recurring events (e.g. acquisitions) that are not the responsibility of Group Management, the Board of Directors may, at its own discretion, adjust the parameters on which the calculation of variable compensation is based.

For exceptional performance, in addition to the target bonus, the Board of Directors may, at its own discretion, award a special bonus, which is reported under “Cash bonus (gross)” in the Compensation Report.

3.3. Capital participation plan

In accordance with Art. 25 Paragraph 1 of the **Articles of Association**, no participations, conversion rights or options are granted to members of the Board of Directors or Group Management.

4. RESPONSIBILITIES AND PROCEDURES FOR APPROVING AND SETTING COMPENSATION

Responsibilities for compensation-related decisions are governed by the Articles of Association, the Organizational Regulations and the Regulations of the Compensation and Nomination Committee of ALSO Holding AG.

4.1. Compensation and nomination committee

The Compensation and Nomination Committee prepares all relevant decisions of the Board of Directors relating to the compensation of the members of the Board of Directors and Group Management, and submits proposals to the Board of Directors regarding the type and amount of the annual compensation of the members of the Board of Directors and Group Management, as well as their fringe benefits and the stipulations of their employment contracts.

The Compensation and Nomination Committee can also make proposals to the Board of Directors for amendments to the compensation system.

4.2. Board of Directors

Under and subject to the approval of the Annual General Meeting, the definitive compensation is determined by the Board of Directors. As a rule, the effective bonus is determined at the proposal of the Compensation and Nomination Committee in the first quarter of the following year. The executive members of the Board of Directors are excluded from voting rights when their compensation is determined. In the reporting year, no external consultants were called in.

4.3. General meeting

The Annual General Meeting each year approves the following compensation amounts for the respective ongoing fiscal year with binding effect:

- Maximum amount for fixed compensation for members of the Board of Directors
- Maximum amount for fixed compensation for members of the Group Management
- Maximum amount for variable compensation for members of the Group Management

The Annual General Meeting can subsequently increase the compensation already approved at any time.

If the Annual General Meeting refuses its approval, the Board of Directors can submit new proposals at the same general meeting or a new general meeting yet to be convened.

The additional amount for the hiring of new members of Group Management after approval by the Annual General Meeting is 30 percent of the total compensation approved for the respective period per new member. Approval of this additional compensation by the Annual General Meeting is not required.

5. COMPENSATION FOR THE REPORTING YEAR

5.1. General

The disclosed compensation of the members of the Board of Directors and Group Management includes all compensation paid for the entire reporting year, subject to the following amplifications and restrictions:

- The disclosed variable compensation elements comprise the accrued variable compensation elements attributable to the completed fiscal year.
- The compensation paid to new members of the Board of Directors and Group Management is reckoned from the date on which they take over the respective function.
- If a member resigns from the Board of Directors or Group Management, the compensation up to the resignation date, plus any compensation in the reporting year in connection with these activities, are reported together.
- In individual cases, members of Group Management may be entitled to a company car. Such benefits are reported under “Non-cash benefits”.
- Members of Group Management may receive certain fringe benefits in the form of discounts. Provided that such benefits do not exceed the value of CHF 500 per case, and the total of such benefits does not exceed an aggregate value of CHF 20 000 per fiscal year, they are not reported.
- Any contributions to post-employment benefit plans, executive insurance plans, or private insurances are reported as “Pension expenses”.
- The compensation of the members of Group Management was in some cases borne directly by ALSO Holding AG and in other cases indirectly by subsidiaries through intercompany charging.

5.2. Aggregate compensation – Board of Directors

At the Annual General Meeting on March 17, 2023, shareholders approved maximum fixed total compensation of CHF 0.9 million for fiscal year 2023.

The members of the Board of Directors do not receive any variable compensation for their activities.

CHF 1 000	Fixed, cash (gross)	Pension expenses	Total 2023
Gustavo Möller-Hergt, Chairman/executive member	–	–	–
Walter P.J. Droege,[1,3,4] Vice Chairman	163		163
Frank Tanski[1,2,3,7]	348		348
Peter Athanas[1,2,3,6]	114	5	119
Ernest-W. Droege[8]	160		160
Thomas Fürer[2,5]	102	7	109
Total compensation	**887**	**12**	**899**
Approved at the Annual General Meeting			**900**

Gustavo Möller-Hergt has been a member of Group Management since 2011 and a member and Chairman of the Board of Directors since March 13, 2014. For his compensation, please refer to the section on compensation of the members of Group Management. All other members of the Board of Directors are non-executive members.

1 Member of the Board Committee
2 Member of the Audit Committee
3 Member of the Compensation and Nomination Committee
4 Including compensation as Chairman of the Board Committee
5 Including compensation as Chairman of the Audit Committee
6 Including compensation as Chairman of the Compensation and Nomination Committee
7 Including an additional fixed amount of CHF 240 000 as compensation for additional expenses due to extraordinary activities beyond the Board of Directors mandate.
8 Including an additional fixed amount of CHF 70 000 as compensation for additional expenses due to extraordinary activities beyond the Board of Directors mandate.

5.3. Aggregate compensation – Group Management

At the Annual General Meeting on March 17, 2023, shareholders approved maximum fixed total compensation of € 2.3 million and maximum variable total compensation of € 6.8 million for fiscal year 2023.

	Fixed compensation				Variable compensation	
CHF 1 000	Cash (gross)	Non-cash bene-fits/miscellaneous	Pension expenses	Fixed total compensation	Cash bonus (gross)	Total 2023
Group Management						
Total	1 405	27	513	1 945	6 069	**8 014**
Highest individual compensation						
Gustavo Möller-Hergt, CEO	486	14	265	765	3 149	**3 914**

Translated into CHF using average exchange rates 2023 (€/CHF 0.9718)

In the reporting period, cash bonus (including one-time special premium) for Gustavo Möller-Hergt was 80 percent (previous year: 79 percent) of his total compensation. For the members of Group Management, the average cash bonus was 76 percent (previous year: 73 percent).

The Annual General Meeting approves the compensation of the members of Group Management in euros, since the compensation is paid out mostly in this currency. This allows for deviations between approved and effective compensation as a result of exchange rate changes to be avoided. For this reason, ALSO presents the compensation in CHF as well as in €.

	Fixed compensation				Variable compensation	
in € 1 000	Cash (gross)	Non-cash benefits/miscellaneous	Pension expenses	Fixed total compensation	Cash bonus (gross)	**Total 2023**
Group Management						
Total	1 446	28	528	2 001	6 245	**8 247**
Approved at the Annual General Meeting				2 300	6 800	**9 100**
Highest individual compensation						
Gustavo Möller-Hergt, CEO	500	14	273	787	3 240	**4 028**

6. COMPENSATION FOR THE PRIOR YEAR

6.1. General

The disclosed compensation of the members of the Board of Directors and Group Management includes all compensation paid for the entire fiscal year of 2022. The additions and restrictions in 5.1 also apply to compensation for the previous year.

6.2. Aggregate compensation – Board of Directors

At the Annual General Meeting on March 18, 2022, shareholders approved maximum fixed total compensation of CHF 0.9 million for fiscal year 2022.

The members of the Board of Directors do not receive any variable compensation for their activities.

CHF 1 000	Fixed, cash (gross)	Pension expenses	**Total 2022**
Gustavo Möller-Hergt, Chairman/executive member	–	–	–
Walter P.J. Droege, [1,3,4] Vice Chairman	140		**140**
Rudolf Marty [2,5,7]	23	1	**24**
Frank Tanski [1,2,3,9]	295		**295**
Peter Athanas [1,2,3,6]	100	4	**104**
Ernest-W. Droege	80		**80**
Thomas Fürer [2,5,8]	68	4	**72**
Total compensation	706	9	**715**
Approved at the Annual General Meeting			**900**

Gustavo Möller-Hergt has been a member of Group Management since 2011 and a member and Chairman of the Board of Directors since March 13, 2014. For his compensation, please refer to the section on compensation of the members of Group Management. All other members of the Board of Directors are non-executive members.

1 Member of the Board Committee
2 Member of the Audit Committee
3 Member of the Compensation and Nomination Committee
4 Including compensation as Chairman of the Board Committee
5 Including compensation as Chairman of the Audit Committee
6 Including compensation as Chairman of the Compensation and Nomination Committee
7 Rudolf Marty resigned at the date of the Annual General Meeting held on March 18, 2022. Compensation until the 2022 Annual General Meeting.
8 Thomas Fürer was elected to the Board of Directors at the Annual General Meeting held on March 18, 2022. Compensation from the 2022 Annual General Meeting.
9 Including an additional fixed amount of CHF 200 000 as compensation for additional expenses due to extraordinary activities beyond the Board of Directors mandate.

6.3. Aggregate compensation – Group Management

At the Annual General Meeting on March 18, 2022, shareholders approved maximum fixed total compensation of € 2.1 million and maximum variable total compensation of € 6.3 million for fiscal year 2022.

	Fixed compensation				Variable compensation	
CHF 1 000	Cash (gross)	Non-cash benefits/miscellaneous	Pension expenses	Fixed total compensation	Cash bonus (gross)	Total 2022
Group Management						
Total	1 453	42	549	2 044	5 653	**7 697**
Highest individual compensation						
Gustavo Möller-Hergt, CEO	502	15	274	791	3 014	**3 805**

Translated into CHF using average exchange rates 2022 (€/CHF 1.0047)

	Fixed compensation				Variable compensation	
in € 1 000	Cash (gross)	Non-cash benefits/miscellaneous	Pension expenses	Fixed total compensation	Cash bonus (gross)	Total 2022
Group Management						
Total	1 446	42	546	2 034	5 627	**7 661**
Approved at the Annual General Meeting				2 100	6 300	**8 400**
Highest individual compensation						
Gustavo Möller-Hergt, CEO	500	15	273	788	3 000	**3 788**

Translated into CHF using average exchange rates 2022 (€/CHF 1.0047)

7. COMPENSATION PAID TO FORMER MEMBERS OF GOVERNING BODIES

In the reporting year, no compensation was paid to former members of the Board of Directors. An agreed benefit payment of CHF 71 455 was made to one former member of Group Management.

A benefit payment of CHF 73 874 was made to a former member of Group Management in the previous year.

8. COMPENSATION PAID TO RELATED PARTIES

Neither in the reporting year, nor in the prior year, was any compensation paid by ALSO Holding AG, or any other Group company, to any related parties of present or former members of the governing bodies.

9. LOANS AND BORROWING FACILITIES

9.1. Current and former members of the governing bodies

In accordance with Art. 25 Paragraph 2 of the Articles of Association the company does not grant loans or credits to members of the Board of Directors or Group Management. Neither in the reporting year, nor in the prior year, were any loans or credits granted by ALSO Holding AG, or any other Group company, to any present or former members of the governing bodies, nor were any such loans or credits outstanding at December 31, 2023.

9.2. Related parties

Neither in the reporting year, nor in the prior year, were any loans or credits granted by ALSO Holding AG, or any other Group company, to any related parties of present or former members of the governing bodies, nor were any such loans or credits outstanding at December 31, 2023.

10. PARTICIPATION RIGHTS AND OPTIONS ON SUCH SIGHTS

In accordance with Art. 25 of the Articles of Association, no participations, conversion rights or options are granted to members of the Board of Directors or Group Management.

Walter P.J. Droege of the Board of Directors holds 6 592 032 shares (previous year: 6 592 032) and Andreas Kuhn of the Group Management holds 200 shares (previous year: no member of the Group Management). The members of the Board of Directors and Group Management did not hold any conversion or option rights in either the reporting year or the previous year.

11. OTHER ACTIVITIES AND VESTED INTERESTS

11.1. Board of Directors

The members of the Board of Directors listed below have other activities and vested interests in other companies, which are disclosed in accordance with Art. 734e SCO.

- Walter P.J. Droege: Founder and Director of Droege Group AG, Dusseldorf, Germany; Member of the Supervisory Boards or Advisory Boards of various subsidiaries within Droege Group AG, Dusseldorf, Germany; member of the Supervisory Board of Trenkwalder Group AG and of Trenkwalder Beteiligungs GmbH, both in Vienna, Austria; member of the Advisory Board of Weltbild D2C Group GmbH, Augsburg, Germany; member of the Advisory Board of Coroplast Fritz Müller GmbH & Co KG, Wuppertal, Germany.
- Peter Athanas: CEO of pa impact GmbH, Baden, Switzerland; Member of the Board of Directors of KONTIVIA AG, Zurich, Switzerland; Member of the Werner Siemens Foundation, Zug, Switzerland. Emeritus of National and International Tax Law at the University of St. Gallen, Switzerland. Member of the Foundation Board of the Swiss Study Foundation, Zurich, Switzerland.
- Ernest-W. Droege: CEO of Droege Group AG, Dusseldorf, Germany; Managing director or member of the Advisory Board of various subsidiaries within Droege Group AG, including Managing Director of Droege Group Unternehmer-Beratung GmbH, Dusseldorf, Germany; Chairman of the Supervisory Board of Trenkwalder Group AG, Trenkwalder Beteiligungs GmbH and Trenkwalder Personaldienste GmbH, all in Vienna, Austria; Deputy Chairman of the Supervisory Board of Trenkwalder Personaldienste GmbH, Munich, Germany. Chairman of the Advisory Board of Weltbild D2C Group GmbH, Augsburg, Germany. Member of the Supervisory Board of Innofact Aktiengesellschaft, Dusseldorf, Germany.
- Gustavo Möller-Hergt: Member of the Advisory Board of Deutsche Bank AG, Dusseldorf, Germany, and member of the Board of Trustees of the Bamberg Symphony Orchestra, Bamberg, Germany.
- Frank Tanski: Managing Director of Droege Capital GmbH, Germany
- Thomas Fürer: Group Head of Tax, Syngenta Group, Basel, Switzerland

11.2. Group Management

The members of the Group Management listed below have other activities and vested interests in other companies, which are disclosed in accordance with Art. 734e SCO.

- Jan Bogdanovic: Member of the Information Security Audit and Control Association (ISACA).

EY

To the General Meeting of
ALSO Holding AG, Emmen

Zurich, February 15, 2024

REPORT OF THE STATUTORY AUDITOR ON THE AUDIT OF THE COMPENSATION REPORT

Opinion

We have audited the compensation report of ALSO Holding AG (the Company) for the year ended December 31, 2023. The audit was limited to the information pursuant to Art. 734a-734f of the Swiss Code of Obligations (CO) contained in paragraphs 5 to 11 on pages 102 to 109 of the compensation report.

In our opinion, the information pursuant to Art. 734a-734f CO in the compensation report (pages 102 to 109) complies with Swiss law and the Company's articles of incorporation.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the compensation report" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the information contained in paragraphs 5 to 11 on pages 102 to 109 of the compensation report, the consolidated financial statements, the stand-alone financial statements and our auditor's reports thereon.

Our opinion on the compensation report does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the compensation report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the audited financial information in the compensation report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the compensation report

The Board of Directors is responsible for the preparation of a compensation report in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of a compensation report that is free from material misstatement, whether due to fraud or error. It is also responsible for designing the compensation system and defining individual compensation packages.

Auditor's responsibilities for the audit of the compensation report

Our objectives are to obtain reasonable assurance about whether the information pursuant to Art. 734a-734f CO is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this compensation report.

As part of an audit in accordance with Swiss law and SA-CH, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement in the compensation report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made.

We communicate with the Board of Directors or its relevant committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Board of Directors or its relevant committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

Ernst & Young Ltd

Simon Zogg
Licensed audit expert
(Auditor in charge)

Marco Kessler
Licensed audit expert

FINANCIAL REPORT

CONSOLIDATED INCOME STATEMENT

€ 1 000	Anhang	2023		2022	
Total net sales	4.1	**9 959 628**	**100.0%**	**11 552 876**	**100.0%**
Cost of goods sold and services provided		–9 264 618		–10 839 468	
Gross profit		**695 010**	**7.0%**	**713 408**	**6.2%**
Personnel expenses	4.2	–264 690		–267 230	
Other operating expenses	4.4	–207 118		–210 482	
Other operating income	4.4	24 105		44 312	
EBITDA		**247 307**	**2.5%**	**280 008**	**2.4%**
Depreciation and amortization	5.5/5.6	–44 603		–43 177	
Operating profit (EBIT)		**202 704**	**2.0%**	**236 831**	**2.0%**
Financial income	4.5	12 608		4 032	
Financial expenses	4.5	–40 789		–32 922	
Profit before tax (EBT)		**174 523**	**1.8%**	**207 941**	**1.8%**
Income taxes	4.6	–50 418		–55 574	
Net profit Group		**124 105**	**1.2%**	**152 367**	**1.3%**
Attributable to shareholders of ALSO Holding AG		123 663		152 051	
Attributable to non-controlling interests		442		316	
Earnings per share in €[1]					
Basic/diluted earnings per share	5.13	10.07		11.91	

1 Attributable to the shareholders of ALSO Holding AG

The accompanying notes form an integral part of the consolidated financial statements.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

€ 1 000	Anhang	2023	2022
Profit for the year recognized in the consolidated income statement		**124 105**	**152 367**
ITEMS THAT WILL NOT BE SUBSEQUENTLY RECLASSIFIED TO PROFIT OR LOSS			
Remeasurement of defined benefit plans		2 172	157
Tax effects thereof	4.6	–260	–256
Subtotal		**1 912**	**–99**
ITEMS THAT MAY BE SUBSEQUENTLY RECLASSIFIED TO PROFIT OR LOSS			
Exchange differences		7 416	–1 362
Fair value adjustments on cash flow hedges		–24 365	53 282
Tax effects thereof	4.6	3 927	–10 557
Subtotal		**–13 022**	**41 363**
Other comprehensive income		**–11 110**	**41 264**
Total comprehensive income		**112 995**	**193 631**
Attributable to shareholders of ALSO Holding AG		112 553	193 315
Attributable to non-controlling interests		442	316

The accompanying notes form an integral part of the consolidated financial statements.

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Assets

€ 1 000	Anhang	12.31.2023		12.31.2022	
CURRENT ASSETS					
Cash and cash equivalents	5.1	665 369		478 718	
Trade receivables	5.2	722 066		803 251	
Inventories	5.3	767 194		981 396	
Prepaid expenses, accrued income and other receivables	5.4	609 544		441 455	
Derivative financial instruments	6.1	1 494		222	
Total current assets		**2 765 667**	**85.6%**	**2 705 042**	**85.8%**
NON-CURRENT ASSETS					
Property, plant and equipment	5.5	145 569		139 325	
Intangible assets	5.6	242 947		226 175	
Financial assets	6.1	16 475		13 630	
Derivative financial instruments	6.1	24 922		49 668	
Deferred tax assets	4.6	19 434		18 420	
Employee benefits	4.3	3 458		345	
Prepaid expenses, accrued income and other receivables	5.4	11 401		912	
Total non-current assets		**464 206**	**14.4%**	**448 475**	**14.2%**
Total assets		**3 229 873**	**100.0%**	**3 153 517**	**100.0%**

The accompanying notes form an integral part of the consolidated financial statements.

Liabilities and equity

€ 1 000	Anhang	12.31.2023		12.31.2022	
CURRENT LIABILITIES					
Financial liabilities	5.8	178 423		80 504	
Trade payables		1 467 407		1 407 804	
Accrued expenses, deferred income and other payables	5.9	339 897		313 536	
Derivative financial instruments	6.1	631		1 129	
Tax liabilities		25 813		20 639	
Provisions	5.10	9 539		7 518	
Total current liabilities		**2 021 710**	**62.6%**	**1 831 130**	**58.1%**
NON-CURRENT LIABILITIES					
Financial liabilities	5.8	115 975		240 742	
Provisions	5.10	3 745		9 180	
Derivative financial instruments	6.1	458		943	
Deferred tax liabilities	4.6	16 490		18 766	
Employee benefits	4.3	1 233		1 242	
Accrued expenses, deferred income and other payables	5.9	25 179		11 101	
Total non-current liabilities		**163 080**	**5.0%**	**281 974**	**8.9%**
Total liabilities		**2 184 790**	**67.6%**	**2 113 104**	**67.0%**
EQUITY					
Share capital		9 960		9 960	
Treasury shares	5.11	–101 995		–50 776	
Cash flow hedge reserve		18 396		38 398	
Exchange differences		9 903		2 923	
Remeasurement of defined benefit plans		1 460		–452	
Retained earnings		1 106 082		1 039 525	
Equity attributable to ALSO shareholders		**1 043 806**	**32.3%**	**1 039 578**	**33.0%**
Non-controlling interests		1 277		835	
Total equity		**1 045 083**	**32.4%**	**1 040 413**	**33.0%**
Total liabilities and equity		**3 229 873**	**100.0%**	**3 153 517**	**100.0%**

The accompanying notes form an integral part of the consolidated financial statements.

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

€ 1 000	Note	Share capital	Treasury shares	Other reserves[1]	Retained earnings	Equity attributable to shareholders	Non-controlling interests	Total
January 1, 2022		**9 960**	**–50 776**	**40 869**	**1 039 525**	**1 039 578**	**835**	**1 040 413**
Net profit Group		0	0	0	123 663	123 663	442	124 105
Other comprehensive income		0	0	–11 110	0	–11 110	0	–11 110
Total comprehensive income		**0**	**0**	**–11 110**	**123 663**	**112 553**	**442**	**112 995**
Distributions to shareholders	5.13	0	0	0	–57 106	–57 106	0	–57 106
Acquisition of treasury shares	5.11	0	–51 219	0	0	–51 219	0	–51 219
December 31, 2022		**9 960**	**–101 995**	**29 759**	**1 106 082**	**1 043 806**	**1 277**	**1 045 083**
January 1, 2021		**9 960**	**–1 822**	**–395**	**941 228**	**948 971**	**528**	**949 499**
Net profit Group		0	0	0	152 051	152 051	316	152 367
Other comprehensive income		0	0	41 264	0	41 264	0	41 264
Total comprehensive income		**0**	**0**	**41 264**	**152 051**	**193 315**	**316**	**193 631**
Distributions to shareholders	5.13	0	0	0	–53 763	–53 763	0	–53 763
Changes in the scope of consolidation	2.5	0	0	0	9	9	–9	0
Acquisition of treasury shares	5.11	0	–48 954	0	0	–48 954	0	–48 954
December 31, 2021		**9 960**	**–50 776**	**40 869**	**1 039 525**	**1 039 578**	**835**	**1 040 413**

1 See Note 5.12

The accompanying notes form an integral part of the consolidated financial statements.

CONSOLIDATED STATEMENT OF CASH FLOWS

€ 1 000	2023	2022
Net profit Group	**124 105**	**152 367**
Depreciation and amortization	44 603	43 177
Change of provisions and employee benefits	–1 388	–2 970
Gain from the sale of non-current assets	124	–19 339
Other non-cash items	–14 012	251
Subtotal	**153 432**	**173 486**
Change in trade receivables	126 084	–92 055
Change in receivables from factoring	–128 334	91 729
Change in inventories	231 295	–48 703
Change in prepaid expenses, accrued income and other receivables	–39 870	–649
Change in trade payables	16 341	–39 617
Change in accrued expenses, deferred income and other payables	25 812	3 917
Cash flow from operating activities	**384 760**	**88 108**
Net cash flow from acquisitions of subsidiaries (see Note 3)	–8 847	–24 942
Payment of contingent consideration from acquisitions of subsidiaries (see Note 3)	–3 992	–263
Additions to property, plant and equipment	–8 758	–7 494
Additions to intangible assets	–12 624	–7 457
Additions to financial assets	–3 815	–4 052
Disposals of property, plant and equipment	380	393
Disposals of intangible assets	8	266
Disposals of financial assets	39	3 691
Disposal of asset held for sale	0	31 069
Cash flow from investing activities	**–37 609**	**–8 789**

€ 1 000	2023	2022
Acquisition of treasury shares	–51 219	–48 954
Distributions to shareholders	–57 106	–53 763
Repayments of financial liabilities	–51 806	–106 503
Proceeds/repayment from factoring liabilities	–8 327	–15 967
Cash flow from financing activities	**–168 458**	**–225 187**
Exchange differences from cash and cash equivalents	7 958	7 341
Change in cash and cash equivalents	**186 651**	**–138 527**
Cash and cash equivalents at January 1	478 718	617 245
Cash and cash equivalents at December 31	**665 369**	**478 718**

INCLUDED IN CASH FLOW FROM OPERATING ACTIVITIES		
Income taxes paid	41 571	53 382
Interest paid	37 123	28 070
Interest received	12 012	1 616

The accompanying notes form an integral part of the consolidated financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS

1. CORPORATE INFORMATION

ALSO was founded in 1984 and has evolved into one of the leading technology providers in Europe over the last thirteen years. In the process, the business models have been systematically expanded from a traditional ICT distributor to an end-to-end service provider, with a broad portfolio of hard- and software as well as offerings for IT solutions, cloud, IoT, and other digital platforms. The Group has a portfolio of over 800 vendors, including all major global market leaders, in the product categories of hardware, software and IT services. ALSO offers vendors access to a large number of resellers, who, can access a wide range of other services, in addition to the traditional ICT wholesale offerings, including cloud and as-a-service, logistics, finance and IT services on a tailored basis. From the development of complex IT landscapes and the provision and maintenance of hard- and software to the return, recycling, and remarketing of IT hardware in the spirit of the circular economy, ALSO offers all services from a single source. With its three business models Supply, Solutions, and Service, ALSO serves the ICT industry in two marketing channels: transactional, via the purchase of hard- and software, and subscription-based (consumptional) with cloud-based as-a-service offerings, including possible hybrid solutions.

2. ACCOUNTING POLICIES

2.1. Basis of preparation

The ALSO Group’s consolidated financial statements are prepared in accordance with the requirements of the Swiss Code of Obligations and the IFRS Accounting Standards, as well as the accounting and measurement principles described below. The consolidated financial statements are prepared on the assumption of a going concern. The consolidated financial statements are prepared on a historical cost basis, except for certain financial assets and liabilities which are measured at fair value. The financial statements are available in German and English, of which the German version is binding. These consolidated financial statements for the fiscal year 2023 of ALSO Holding AG, Meierhofstrasse 5, CH-6032 Emmen are presented in € (reporting currency), since the majority of revenues are generated in the euro area. For clarity, all values are presented in thousands of euros (T€). The functional currency of the parent company is CHF.

2.2. Significant changes in the accounting and measurement principles

The accounting policies adopted are consistent with those of the previous fiscal year except for those new and amended standards and interpretations effective from January 1, 2023, which are listed below. A description of the changes and their impact on the consolidated financial statements is provided below if they materially affect the financial position, performance, or cash flow situation of ALSO:

- IFRS 17 Insurance Contracts
- Disclosure of Accounting Policies (Amendments to IAS 1)
- Definition of Accounting Estimate (Amendments to IAS 8)
- Deferred Tax Related to Assets and Liabilities Arising from a Single Transaction (Amendments to IAS 12 Income Taxes)
- International tax reform — Pillar Two Model Rules (Amendments to IAS 12)

Effects on disclosure

ALSO has shortened the descriptions of the accounting policies in order to implement the requirements of IAS 1 regarding significant accounting policies.

ALSO has also made additional disclosures in connection with the changes resulting from the international tax reform — Pillar Two Model Rules under Note 4.6.

Otherwise, the application of these changes had no material impact on ALSO's net assets, financial position, results of operations or cash flows.

2.3. Published standards, interpretations, and amendments not yet applied

The following standards, interpretations, and amendments which have been issued but not yet applied by ALSO are being constantly analyzed by ALSO for their impact on the consolidated financial statements:

- Classification of liabilities as current or non-current (Amendments to IAS 1) — effective January 1, 2024
- Non-current Liabilities with Covenants (Amendments to IAS 1) — effective January 1, 2024
- Lease Liability in a Sale and Leaseback (Amendments to IFRS 16) — effective January 1, 2024
- Supplier Finance Arrangements (Amendments to IAS 7 and IFRS 7) — effective January 1, 2024
- Lack of Exchangeability (Amendments to IAS 21) — effective January 1, 2025
- Sale or Contribution of Assets between an Investor and its Associate or Joint Venture (Amendments to IFRS 10 and IAS 28) — Available for optional adoption/effective date postponed indefinitely

From today's perspective, the application of these changes will not have any material effects on the financial position, performance, or cash flow situation of ALSO. ALSO applies the changes for the first time as from the fiscal year following the date stated in the standard.

2.4. Key assumptions and estimates

Preparation of the financial statements in accordance with IFRS requires management to make certain assumptions and estimates which influence the figures presented in this report. The necessary analyses and assessments are continuously reviewed and modified if necessary. However, the actual results may differ from these estimates. The main items whose amount and presentation materially depend on assumptions and estimates are as follows:

Vendor bonuses

The accruals of vendor receivables for bonuses contain estimates which are based on various factors such as sales volumes, quantities, stock levels, and other qualitative and quantitative targets. The amount recognized for the bonuses depends mainly on the attainment of the agreed targets. The bonus models vary between the vendors (see Note 5.4).

Impairment of goodwill

ALSO tests the capitalized goodwill at least once per year for impairment. This requires an assessment of the value in use of an underlying cash-generating unit or group of cash-generating units. The estimates of factors such as volumes, sales prices, sales growth, gross margin, operating expenses and investments, market conditions, balance sheet structure, and other economic factors, as well as parameters (e.g. discount rates) derived from external data, are based on assumptions that management considers reasonable (see Note 5.7).

Deferred tax assets

Deferred tax assets are determined on the basis of estimates. The forecasts that are made for this purpose cover a timeframe of several years and include interpretations of existing tax laws and ordinances as well as changes in tax rates (see Note 4.6).

Sale of trade receivables

In various countries, ALSO sells trade receivables to independent factoring companies. The assessment of whether the contractual arrangements of the factoring programs result in a significant transfer of risk, and the associated derecognition of the receivables, has a significant influence on the balance sheet of ALSO (see Note 6.7).

Employee benefits

In various countries there are defined benefit plans. The defined benefit liability is based partly on long-term actuarial assumptions which may differ from actual future developments. Determination of the discount rate, the future development of salaries and pensions, and life expectancy are important components of the actuarial measurement (see Note 4.3).

2.5. Scope of consolidation

These consolidated financial statements include the annual financial statements as of December 31, 2023, of ALSO Holding AG and of the companies over which ALSO has control. Further, ALSO owns 9.9 percent of the voting rights of ALSO Financial Services GmbH. ALSO exercises significant influence on the entity and accounts for ALSO Financial Services GmbH using the equity method.

In 2022, the remaining shares in Pestinger GmbH were acquired and ALSO now controls the company without minority interests.

Group companies are listed in Note 6.4.

Changes in 2023

The following companies were acquired by the ALSO Group in 2023 and were included in the scope of consolidation:

Country	Domicile	Company name	Voting interest
Norway	Oslo	Commaxx AS	100.00%
Sweden	Solna	Commaxx AB	100.00%
Denmark	Copenhagen	Commaxx Denmark A/S	100.00%

Changes in 2022

The following companies were acquired by the ALSO Group in 2022 and were included in the scope of consolidation:

Country	Domicile	Company name	Voting interest
Portugal	Porto	ALSO Portugal Unipessoal Lda.	100.00%
Portugal	Lisbon	Integrated Inspiring Solutions Lda.	100.00%
Hungary	Budapest	ALSO Ramiris Kft.	100.00%

2.6. Intragroup transactions

All intragroup transactions (expenses, income, assets, and liabilities), as well as material unrealized gains from intragroup sales of assets which have not yet been sold to third parties, are eliminated.

2.7. Acquisitions

Acquisitions are accounted for using the acquisition method. If the consideration transferred for the acquisition of an entity exceeds the underlying fair value of the identifiable net assets that are acquired, the excess represents goodwill. For the purpose of impairment testing, goodwill acquired in a business combination is, from the acquisition date, allocated to the cash-generating units that are expected to benefit, or generate future cash flows, from the combination. The goodwill is recognized in the cash-generating unit's functional currency.

Acquisition costs are recognized as expense and reported as other operating expenses.

The results of the acquired companies are recognized from the date on which the Group obtains control. When an entity leaves the scope of the consolidation, the difference between the consideration received and the net assets plus accumulated foreign exchange differences at the date on which the Group loses control of the entity is recognized in the financial result.

If the Group undertakes a business combination with put options that are held by shareholders of non-controlling interests and does not thereby obtain ownership, the non-controlling interests continue to be allocated a share in the profits. At the end of each reporting period, the allocation is recognized as a financial liability as if the acquisition had taken place at this date. Any excess over the reclassified amount, and all changes in the present value of the financial liability, are recognized in retained earnings.

A change in the ownership interest in a subsidiary without loss of control is recognized as an equity transaction.

2.8. Translation of foreign currency

Each entity of the Group determines its own functional currency. The functional currency of the Group companies is the normal currency of their local economic environment. Transactions in foreign currencies are translated into the respective functional currency at the spot rate that applies at the date of the transaction. All exchange gains and losses arising on transactions in foreign currencies, or on translation of monetary assets, are recognized in profit or loss.

Exchange gains on certain loans with equity-like nature are recognized in other comprehensive income provided that repayment of the loan is not planned or intended in the near future. Such exchange gains are recognized in other comprehensive income and only reclassified to the financial result upon loss of control of the entity.

The annual financial statements of the foreign operations that have a functional currency different from the Group reporting currency are translated into the Group reporting currency (€) as follows:

- statement of financial position at year-end rates;
- income statement and statement of comprehensive income at average annual rates;
- statement of cash flows at average annual rates.

Exchange differences arising on the translation of financial statements of entities whose functional currency is not the euro are recognized in other comprehensive income and on eventual loss of control of the subsidiary are reclassified to the financial result.

Exchange rates

		Year-end rate		Average rate	
to €		**2023**	2022	**2023**	2022
USA	USD	1.1050	1.0666	1.0813	1.0530
Switzerland	CHF	0.9260	0.9847	0.9718	1.0047
Norway	NOK	11.2405	10.5138	11.4248	10.1026
Denmark	DKK	7.4529	7.4365	7.4509	7.4396
Sweden	SEK	11.0960	11.1218	11.4788	10.6296
Poland	PLN	4.3395	4.6808	4.5420	4.6861

2.9. Total net sales

Total net sales comprise invoiced deliveries of goods and services (net or gross) and other sales-related revenue.

The presentation of net sales depends on whether ALSO acts as principal and obtains control over the promised good before it is transferred or as agent and accordingly does not obtain control over the good. In the case of the principal, net sales and the cost of materials are to be presented gross. In the case of the agent, a netting is performed and the net amount is recognized as net sales. The assessment of whether ALSO is the principal or the agent is based on the specific circumstances and may involve significant judgment.

In principle, ALSO acts as principal in its transactions, except for those explained below. ALSO acts as an agent for software license sales, unless these are sold in combination with hardware as a distinct bundle or are physically delivered to the customer.

Sales are recognized at a point of time when the control of the products or services has transferred to the customer and the performance obligation is fulfilled. The probability that the economic benefits associated with the transaction will flow to ALSO is taken into account. A customer has taken over control if he has the ability to direct the use of the product or service and obtains substantially all of the remaining benefits. An important indication of this is the transfer of risk and reward to the customer.

Both for the traditional transactional business models and for trading business with products that form part of comprehensive solutions, there is only a short interval between concluding the contract and performing the service/recognizing net sales. Services performed for customers on the basis of service contracts are of a transactional nature or are provided over short periods that form the basis for billing to customers. Thus, net sales are recognized at a specific date and not over a period. In the subscription-based (consumptional) business model, net sales are recognized at the time the service is provided. If the software licenses are multy-year contracts, the net amount that will be charged over the entire term is therefore already recognized as sales when the contract is concluded. This results in contract assets. A portfolio approach is used to determine the consideration for amounts invoiced in the future. The transaction price agreed in the contracts includes a variable consideration for which an expected value is determined that includes estimates of future cash flows.

Accruals for discounts and allowances granted to customers are recognized as a reduction in revenue at the time the related revenue is recognized. They are calculated on the basis of the specific terms of the individual agreements and the underlying revenues.

2.10. Personnel expenses/employee benefit plans

In addition to the actual remuneration for services rendered (wages, salaries, and bonuses), personnel expenses also include ancillary personnel costs and social security contributions. Awards for years of service are also recognized as personnel expenses over the underlying period of service and accrued accordingly.

The companies of the ALSO Group operate various employee benefit plans according to the local conditions and practices in the respective countries.

Defined contribution plans are post-employment plans under which the Group pays fixed contributions into a separate fund and is neither legally nor de facto obliged to pay further contributions.

For defined benefit pension plans, the costs of providing benefits as well as the required provisions are defined actuarily using the projected unit credit method. In the case of plans that provide higher benefit growth in later years (backloading), the benefits that can be acquired are assigned on the basis of the net liability excluding future employee-funded benefit components. The liabilities are to some extend backed with assets which are managed by autonomous separately funded benefit plans.

A surplus in a defined benefit plan is only recognized to the amount of the future economic benefits that are available in the form of reductions in contributions or repayments, taking into account the upper limit for the asset (asset ceiling). A defined benefit obligation is fully recognized as a provision.

2.11. Financial assets

Financial assets mainly comprise cash and cash equivalents, trade receivables, prepaid expenses, accrued income (refer to Note 5.4), and other receivables as well as financial assets.

Financial assets are categorized as follows:

- "Amortized costs": Financial assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest.
- "At fair value through other comprehensive income": Financial assets that are held for collection of contractual cash flows and for selling the financial assets, where the assets' cash flows represent solely payments of principal and interest.
- All other financial assets are recorded "at fair value through profit or loss". In addition, certain financial instruments may also be voluntarily allocated to this category if the relevant conditions are met.

The classification depends on the purpose for which the respective financial assets were acquired and on the contractual cash flows. Management determines the classification of financial assets at their initial recognition and reassesses the classification at each reporting date. Financial assets are initially recognized at fair value plus transaction costs. Financial assets in the category "fair value through profit or loss" are recognized exclusively at fair value. Trade receivables are recognized at transaction price. All purchases and sales are recognized on the trade date.

After their initial recognition, financial assets are measured depending on their category as follows:

- "Amortized costs": At amortized cost using the effective interest method (equal distribution of cashflows during the term resulting in a zero difference of net present value).
- "At fair value through other comprehensive income": At fair value. Any unrealized changes in value are recognized in other comprehensive income, except for interest that was calculated using the effective interest method, impairments and exchange rate fluctuations on borrowing instruments. In the case of sale, or other disposal, the cumulative gains and losses that are recognized in equity are reclassified into the net financial result (financial income, financial expense) of the current reporting period.
- "At fair value through profit or loss": At fair value. If the fair value is not readily available, it must be calculated using a recognized valuation model. Any changes in fair value are recognized in the income statement under net financial result (financial income or financial expense) or cost of goods sold for the respective reporting period.

In accordance with IFRS 9, ALSO recognizes impairment losses on financial assets based on expected losses. The application to "trade receivables" is described in Note 2.13.

Default risks on Prepaid expenses, accrued income and other receivables as well as on financial assets are estimated at a low level. In this case, IFRS 9 requires the recognition of those losses that are expected to occur within the next 12 months.

2.12. Hedge accounting

To hedge its interest and currency risks that result from its operating activities, financial transactions and investments, ALSO uses derivative financial instruments. The method used to recognize the resulting gain or loss on derivative financial instruments depends on whether the instrument is designed to hedge a specific risk and whether the hedge qualifies for hedge accounting.

ALSO uses derivative financial instruments to hedge foreseen transactions or fixed obligations. If the derivative financial instrument that is used qualifies as a cash flow hedge when the contract is entered into, changes in value of the effective component of this derivative are recognized in income statement. The ineffective component is recognized in profit or loss. At the date of initial recognition of the hedged asset or liability, or expense or income, the changes in value that were recognized in other comprehensive income are included in the respective hedged item.

The purpose of hedge accounting is to offset the changes in the hedged item and the hedging instrument in the statement of comprehensive income. To qualify as hedge accounting, the hedging relationship must meet the requirements regarding eligibility of the hedged item and hedging instrument, formal designation and documentation and effectiveness of the hedging relationship. Both at hedge inception and throughout the lifetime of the hedge, ALSO therefore documents its assessment of whether the hedge is highly effective in offsetting the risks of changes in fair values or cash flows resulting from changes in fair value of the hedging instrument.

Hedge accounting is especially not used for forward contracts, which represent effective hedges both economically and within the Group strategy. Depending on the economic background, changes in the market values of these derivative financial instruments are recognized in the income statement either in the gross margin (currency hedging) or the financial result (interest rate hedging).

2.13. Trade receivables

Trade receivables are recognized at transaction price less provision for impairment. The Expected Credit Loss model is used for this purpose. Default rates based on historical experience, adjusted to forward looking information, are offset against the contractually foreseen payment streams.

ALSO applies the simplified Expected Credit Loss model for its trade receivables, which provides for expected losses over all the remaining lifetime from the recognition date of the receivables.

The impairment of trade receivables takes place indirectly through a separate impairment account. The impairment charged to the income statement in the reporting period is reported under other operating expenses. Should a trade receivable no longer be collectable, the receivable, along with any impairment that has already been charged, is derecognized. Should a payment subsequently be received, it is credited to other operating income.

2.14. Inventories

Inventories are recognized at the lower of purchase cost and net realizable value. The purchase costs contain all purchase and overhead costs incurred in bringing each product to its present location and condition. The inventories are valued using the weighted-average purchase price method. Value adjustments are made for slow-moving inventories or inventories with purchase cost higher than market value. Unsaleable inventories are written off in full.

2.15. Property, plant and equipment

Property, plant and equipment is valued at acquisition cost minus economically necessary depreciation. Borrowing costs of qualified assets (which means project duration greater than 12 months) are capitalized. Maintenance and repair costs with no added value are not capitalized. Significant investments are broken down into their constituent parts if the estimated useful lives of the separate components differ.

Depreciation is calculated using the straight-line method over the estimated useful life of the asset. Impairments are recognized under depreciation and shown separately in the assets analysis. The depreciation method as well as the estimated residual values and useful lives are reviewed annually.

Land	Not depreciated
Buildings	Useful life 25 years
Equipment	Useful life 2–15 years
Other property, plant and equipment	Useful life 4–10 years

2.16. Leases

Right-of-use assets and lease liabilities are recognized at the lease commencement date. The right-of-use asset is initially measured at cost, which comprises the initial amount of the lease liability adjusted for any lease payments made at or before the commencement date, plus any initial direct costs incurred, less any lease incentives received. Right-of-use assets are presented in property, plant and equipment.

Lease liabilities are initially measured at the present value of the lease payments that are not paid at the commencement date, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, ALSO's incremental borrowing rate. The lease term includes the non-cancellable period for which the asset is used, and extension/termination options are considered if ALSO is reasonably certain to exercise it.

The right-of-use asset is subsequently depreciated using the straight-line method from the commencement date to the earlier of the end of the useful life or the end of the lease term. The estimated useful live is determined on the same basis as those of property, plant and equipment.

ALSO uses the recognition exemptions for lease contracts that have a lease term of 12 months or less and lease contracts for which the underlying asset is of low value.

2.17. Intangible assets

Intangible assets comprise goodwill and internally created software, as well as licenses, patents and similar rights, customer lists, brand names, and software, that are acquired from third parties. The amortization of all intangible assets with finite useful lives is calculated by the straight-line method over the expected useful life.

Goodwill is not normally amortized but tests for impairment are performed annually as well as whenever there is an indication that the goodwill may be impaired. Material borrowing costs relating to qualifying assets (project duration greater than 12 months) are additionally capitalized.

With the exception of goodwill, no intangible assets with indefinite useful lives are capitalized.

Software	Useful life 3–7 years
Customer lists	Useful life 3–5 years
Other intangible assets	Useful life 3 years

2.18. Impairment

Goodwill is tested for impairment each year (see Note 5.7). Impairment is determined by assessing the recoverable amount of the cash-generating unit (CGU or group of CGUs) to which the goodwill relates. The recoverable amount of an asset or CGU is the higher of its fair value less costs of disposal and its value in use. To determine the value in use, the cash flows for the next three years are estimated based on detailed budgets; beyond that period, a long-term growth rate is determined to forecast the future cash flows. The cash flows are then discounted at an appropriate discount rate. If the recoverable amount of the CGU is less than its carrying amount, an impairment loss is recognized. An impairment loss that is recognized against goodwill cannot be reversed in subsequent reporting periods.

Other non-current assets are tested for impairment whenever events or changed circumstances indicate a potential impairment. If there are indications of impairment, the recoverable amount of the asset is calculated. If the carrying amount exceeds the recoverable amount, the asset is written down to that amount. This special write-down (impairment) is reported separately in the assets analysis. An impairment reversal is possible if, at a later date, an impairment test shows that the loss in value no longer exists.

2.19. Factoring

The ALSO Group has sold or assigned some of its trade receivables to finance companies (factors). The receivables are only derecognized when substantially all of the risks contained in the receivables have been transferred to the purchaser of the receivables. Based on current legal agreements relating to factoring, all or significant portions of the customer default risk are transferred to the receivables purchaser. The interest risk remains with the ALSO Group until the date at which the receivables are received by the purchaser of the receivables or until the contractually agreed latest date. Securitization reserves are reported under other receivables.

The credit risk of factoring partners is assessed using ratings from Standard & Poor's, Moody's or Fitch (see Note 6.6). As the risks are considered to be low, those losses are recorded that are expected to occur in the next 12 months. Receivables from factoring partners and dilution reserves are reported in the category "amortized costs".

Remaining bad debt, interest, and currency risks are recognized as continuing involvement in trade accounts receivable. This continuing involvement is offset by a corresponding liability, which also takes into account the risk of its utilization.

Payment of the purchase price by the factoring company takes place either when the payment is received by the factoring company or with interest at the request of ALSO. The still outstanding part of the purchase price receivable is reported under other receivables.

Interest expense and administration fees resulting from the sale of receivables are recognized in the financial result.

ALSO participates in reverse factoring programs implemented by certain vendors. Amounts owed for the purchase of goods or services but related to reverse factoring are presented within "trade payables" because the nature and function of the financial liability is not different from other trade payables.

2.20. Financial liabilities

Financial liabilities particularly include trade payables, liabilities to banks, other liabilities, liabilities from leases, and derivative financial liabilities.

Financial liabilities are separated into two categories. They are classified either as "at fair value through profit or loss", or as "amortized costs":

- "At fair value through profit or loss": At their initial recognition and subsequently, these financial liabilities are measured at fair value. The transaction costs directly identifiable to the purchase of these liabilities are expensed. Derivatives with a negative replacement value are by definition assigned to this category.
- "Amortized costs": This category serves as the residual category and mainly comprises financial debt. Financial liabilities are measured at amortized cost using the effective interest method. In addition to actual interest payments, interest expense also includes annual compound interest and pro rata transaction costs.

2.21. Provisions

Warranties in respect of products supplied or services rendered by ALSO give rise to legal or de facto obligations. Provisions for warranty-related costs are recognized at the date when the respective product is sold or service rendered. The amount of the necessary provision is based on historical experience and expected probabilities of future occurrence. The resulting expenses are normally limited to logistical processes for returning the defective products to the vendor. The cost of repair or replacement is borne by the vendor.

If the effect of the time-value of money is material, non-current provisions are discounted.

2.22. Taxes

Taxes on income are accrued in the same periods as the revenue and expenses to which they relate, and are reported as tax liabilities. Deferred taxes include the income tax effects of temporary differences between the Group's internal measurement criteria and the local tax measurement guidelines for assets and liabilities (comprehensive liability method). With this method, deferred taxes are created for temporary taxable differences. Deferred taxes are adjusted annually for any changes in local tax legislation. Tax-loss carry-forwards and deductible temporary differences are reported as deferred tax assets if it is sufficiently probable that future taxable profits will be adequate to utilize the respective deferred tax assets (see Note 4.6).

Taxes that would have to be paid in the event of a payout of retained earnings in the subsidiaries are not accrued unless this type of payout is expected to be made in the near future.

2.23. Equity

The share capital represents the nominal capital of ALSO Holding AG. The cash flow hedge reserve contains changes in the fair value of cash flow hedges. Under remeasurement of defined benefit plans, all actuarial gains and losses on the measurement of defined benefit plans are recognized. Under exchange differences, all exchange differences are recognized that result from translation of the financial statements of those Group companies whose functional currency is not the same as the reporting currency. Retained earnings comprise the gains/losses resulting from the decisions of the consolidated entities regarding the application of earnings that are carried forward to the new account and also includes the effects of the first-time adoption of new IFRS standards. Gains or losses resulting from the sale of treasury shares are also recognized in the retained earnings.

The share capital is translated at historical exchange rates, dividends and other distributions at transactional exchange rates.

Dividends and other distributions to shareholders are charged to equity in the period in which they are declared.

Treasury shares are recognized at cost as a negative position in equity at the time of acquisition. Sales of treasury shares are valued using the weighted average cost method.

3. BUSINESS COMBINATIONS

Business combinations 2023

Akquisition Commaxx Gruppe

On December 8, 2023, the ALSO Group acquired 100 percent of the partners' shares of the Commaxx Group (consisting of Commaxx AS, Norway and its subsidiaries Commaxx AB, Sweden and Commaxx Denmark A/S, Denmark). Commaxx AS, based in Oslo, Norway, is an unlisted company. Together with its two subsidiaries, Commaxx Group is a specialist for IT-infrastructure and cybersecurity (Citrix) and with its extensive experience as a cloud service provider, the company fits perfectly into ALSO's growth strategy.

The consideration transferred for the assets and liabilities amounted to T€ 15 307. In the purchase price allocation, a fair value of the net assets of T€ 7 327 was identified. Goodwill of T€ 7 980 was recognized. The goodwill mainly reflects the expected synergy effects from expanding the market position. The reported goodwill is not tax-deductible.

Cash and cash equivalents amounting to T€ 3 660 were acquired. The fair value of trade receivables amounts to T€ 29 020.

Since information is still outstanding, the purchase price allocation that was performed and revised at the reporting date is provisional.

Of the purchase price of T€ 15 307, T€ 12 507 was paid out by December 31, 2023. The remaining purchase price is due in 2025.

Consequences of the acquisitions

If the acquisition had taken place at the beginning of the year, the net sales of ALSO for the period would have been T€ 10 060 693 and the net profit T€ 126 445. This information is provided for illustrative purposes only and is not necessarily indicative for the future results of the Group.

Purchase price payment AllThingsTalk NV

In 2023, a purchase price payment of T€ 263 was due for the acquisition of AllThingsTalk. The purchase price liability for 2023 was measured at fair value of T€ 263 as of December 31, 2022. The purchase price payment due in 2022 was T€ 263. These amounts had already been taken into account in the purchase price allocation as of December 31, 2019. (refer to Note 5.8).

Payment of retention amount ALSO Portugal

In 2023, the retention amount of T€ 1 928 for the acquisition of ALSO Portugal was due. The amount was included in the purchase price allocation as of December 31, 2022.

Payment of retention amount ALSO Ramiris

In 2023, the retention amount of T€ 800 for the acquisition of ALSO Ramiris was due. The amount was included in the purchase price allocation as of December 31, 2022.

Payment of retention amount Daquas

In 2023, the retention amount of T€ 1 000 for the acquisition of Daquas spol. S r.o. was due. The amount was included in the purchase price allocation as of December 31, 2021.

Assets and liabilities from business combinations 2023

€ 1 000	Fair values at the date of acquisition Commaxx[1]
CURRENT ASSETS	
Cash and cash equivalents	3 660
Trade receivables	29 020
Inventories	4
Prepaid expenses, accrued income and other receivables	1 072
Total current assets	**33 756**
NON-CURRENT ASSETS	
Property, plant and equipment	203
Intangible assets	2 703
Deferred tax assets	4
Total non-current assets	**2 910**
Total assets	**36 666**
CURRENT LIABILITIES	
Financial liabilities	88
Trade payables	22 540
Accrued expenses, deferred income and other payables	522
Tax liabilities	5 539
Total current liabilities	**28 689**

Assets and liabilities from business combinations 2023

€ 1 000	Fair values at the date of acquisition Commaxx[1]
NON-CURRENT LIABILITIES	
Financial liabilities	85
Deferred tax liabilities	565
Total non-current liabilities	**650**
Total liabilities	**29 339**
Total net assets	7 327
Net assets attributable to ALSO	**7 327**
Goodwill	7 980
Consideration transferred	**15 307**
thereof purchase price paid	12 507
thereof contingent consideration	2 800
ANALYSIS OF CASH FLOWS FROM THE ACQUISITIONS	
Cash acquired	3 660
Cash paid	–12 507
Net cash outflow	**–8 847**

1 Provisional amounts

Business combinations 2022

Acquisition Portugal

On July 4, 2022, the ALSO Group acquired through its subsidiary ALSO Portugal, Unipessoal Lda, the assets and liabilities of the IT division of JP Sá Couto, in Porto, Portugal, in order to enter the Portuguese market.

On July 4, 2022, further ALSO Holding AG acquired 100 percent of the partners' shares in Integrated Inspiring Solutions, Lda., in Lisbon, Portugal.

Acquisition IT-Division Ramiris

On July 4, 2022, the ALSO Group acquired through its subsidiary ALSO Ramiris Kft. the net assets and liabilities of the IT division of Ramiris Europe Kft., in Budapest, Hungary, in order to further expand its presence in the Hungarian market.

The provisional purchase price allocations were completed in 2023. There was no change in the measurement of the acquired net assets.

Assets and liabilities from business combinations 2022

	Fair values at the date of acquisition			
€ 1 000	ALSO Portugal Unipessoal Lda.	Integrated Inspiring Solutions Lda.	ALSO Ramiris Kft.	**Total**
CURRENT ASSETS				
Cash and cash equivalents	–	193	–	193
Trade receivables	24 735	3 309	–	28 044
Inventories	23 674	1 305	5 234	30 213
Prepaid expenses, accrued income and other receivables	–	909	–	909
Total current assets	**48 409**	**5 716**	**5 234**	**59 359**
NON-CURRENT ASSETS				
Property, plant and equipment	17	267	241	525
Intangible assets	1 813	611	1 114	3 538
Financial assets	–	63	–	63
Deferred tax assets	–	31	6	37
Total non-current assets	**1 830**	**972**	**1 361**	**4 163**
Total assets	**50 239**	**6 688**	**6 595**	**63 522**

Assets and liabilities from business combinations 2022

	Fair values at the date of acquisition			
€ 1 000	ALSO Portugal Unipessoal Lda.	Integrated Inspiring Solutions Lda.	ALSO Ramiris Kft.	Total
CURRENT LIABILITIES				
Financial liabilities	24 468	737	81	25 286
Trade payables	19 841	4 623	–	24 464
Accrued expenses, deferred income and other payables	374	290	–	664
Total current liabilities	**44 683**	**5 650**	**81**	**50 414**
NON-CURRENT LIABILITIES				
Financial liabilities	–	86	158	244
Deferred tax liabilities	–	128	6	134
Total non-current liabilities	**–**	**214**	**164**	**378**
Total liabilities	**44 683**	**5 864**	**245**	**50 792**
Total net assets	5 556	824	6 350	12 730
Net assets attributable to ALSO	**5 556**	**824**	**6 350**	**12 730**
Goodwill	9 680	4 176	2 356	16 212
Consideration transferred	**15 236**	**5 000**	**8 699**	**28 935**
thereof purchase price paid	13 236	4 000	7 899	25 135
thereof retention amount	2 000	1 000	800	3 800
ANALYSIS OF CASH FLOWS FROM THE ACQUISITIONS				
Cash acquired	–	193	–	193
Cash paid	–13 236	–4 000	–7 899	–25 135
Net cash outflow	**–13 236**	**–3 807**	**–7 899**	**–24 942**

4. NOTES TO THE INCOME STATEMENT

4.1. Segment information

	Central Europe		Northern/Eastern Europe		Adjustments		Group	
€ 1 000	**2023**	2022	**2023**	2022	**2023**	2022	**2023**	2022
Net sales to third parties	4 655 309	5 387 142	5 166 301	6 030 588	–	–	9 821 610	11 417 730
Net sales from services to third parties	116 500	111 494	16 540	17 508	231	231	133 271	129 233
Net sales from leases to third parties	4 179	5 226	568	687	–	–	4 747	5 913
Net sales to other segments	206 772	195 864	234 431	209 952	–441 203	–405 816	–	–
Total net sales	**4 982 760**	**5 699 726**	**5 417 840**	**6 258 735**	**–440 972**	**–405 585**	**9 959 628**	**11 552 876**
EBITDA	**143 997**	**164 695**	**101 672**	**117 610**	**1 638**	**–2 297**	**247 307**	**280 008**
As % of total net sales	*2.9%*	*2.9%*	*1.9%*	*1.9%*	–	–	*2.5%*	*2.4%*
Depreciation and amortization	–26 829	–24 839	–15 586	–16 016	–2 188	–2 322	–44 603	–43 177
Operating profit (EBIT)	**117 168**	**139 856**	**86 086**	**101 594**	**–550**	**–4 619**	**202 704**	**236 831**
As % of total net sales	*2.4%*	*2.5%*	*1.6%*	*1.6%*	–	–	*2.0%*	*2.0%*
Net financial income/expense	–18 097	–11 849	–29 652	–26 934	19 568	9 893	–28 181	–28 890
Profit before tax (EBT)	**99 071**	**128 007**	**56 434**	**74 660**	**19 018**	**5 274**	**174 523**	**207 941**
As % of total net sales	*2.0%*	*2.2%*	*1.0%*	*1.2%*	–	–	*1.8%*	*1.8%*
Segment assets	**1 771 400**	**1 818 999**	**1 659 670**	**1 546 345**	**–201 197**	**–211 827**	**3 229 873**	**3 153 517**
Segment liabilities	**1 316 092**	**1 381 799**	**1 251 646**	**1 167 880**	**–382 948**	**–436 575**	**2 184 790**	**2 113 104**
INVESTMENTS								
in property, plant and equipment	26 446	7 268	11 389	22 699	392	388	38 227	30 355
in intangible assets	3 648	4 235	352	1 034	8 624	2 188	12 624	7 457
Average headcount	2 060	2 107	1 852	1 990	136	136	4 048	4 233
Headcount at year-end	2 037	2 127	1 804	1 942	139	135	3 980	4 204

Headcount deviation

	Central Europe	Northern/ Eastern Europe	Adjustments	Group
Headcount at year-end 2022	2 127	1 942	135	4 204
Reduction/increase in headcount	–90	–161	4	–247
Increase in headcount due to acquisitions	–	23	–	23
Headcount at year-end 2023	**2 037**	**1 804**	**139**	**3 980**

The following definitions of headcount apply:

- Average headcount: average number of full-time equivalent positions excluding temporary employees
- Headcount at year end: number of full-time equivalent positions excluding temporary employees

The segment reporting is based on the management approach. The results of the operating segments are regularly reviewed by the Chief Operating Decision Maker (CODM), Gustavo Möller-Hergt, CEO, in order to allocate the resources to the segments.

The reconciliation (Adjustments) of the segment results to the consolidated results contains centralized activities of the holding companies in Switzerland, Finland, and Germany (headquarter activities) which are not allocated to the segments. The allocation of the net sales is determined by the place where invoicing occurs. Furthermore, revenues are recognized at a point in time. Revenues, as well as assets and liabilities (mainly trade receivables and payables), between the segments are eliminated in the "Adjustments" column. The assets and liabilities contain all balance sheet items that are directly attributable to the segments.

Profit before tax (EBT) contains all income and expenses that are directly attributable to the respective operating segments. It also includes direct allocations of centrally occurring expenses. EBT is the main performance indicator in the ALSO Group.

A reconciliation of the management reporting to the segment reporting is not required, since internal and external reporting are based on the same accounting principles.

Details of the column "Adjustments" in the segment information

€ 1 000	**2023**	2022
Costs for shareholders/mark-up for management fees/ other centralized costs	1 638	–2 297
Total at EBITDA level	**1 638**	**–2 297**
Depreciation and amortization	–2 188	–2 322
Net financial result	19 568	9 893
Total at EBT level	**19 018**	**5 274**

The financial result in the "Adjustments" column in 2023 and 2022 arose from the difference between external financing costs and internal loan conditions.

Disaggregated net sales

€ 1 000	**2023**	2022
Supply	6 711 389	8 081 208
Solutions	2 952 405	3 215 291
Service	295 834	256 377
Total net sales	**9 959 628**	**11 552 876**

Geographical information

Geographical information

	Total net sales	Non-current assets[1]
Switzerland		
2023	948 776	91 606
2022	975 553	88 410
Germany		
2023	2 986 057	142 380
2022	3 689 784	127 079
Netherlands		
2023	1 267 494	8 233
2022	1 401 659	10 180
Poland		
2023	1 399 337	23 248
2022	1 773 480	23 521
Others		
2023	3 357 964	123 049
2022	3 712 400	116 310
Group		
2023	9 959 628	388 516
2022	11 552 876	365 500

1 Without deferred tax assets, employee benefits, derivative financial instruments and financial assets

The geographical allocation of the net sales is based on the country where the invoice is issued. The allocation of non-current assets is based on the location of the company which has the ownership.

Contract assets and liabilities

Certain business activities may give rise to contract balances. In 2023 and 2022 significant contract assets and liabilities arose, which can be found in Note 5.4 and Note 5.9.

4.2. Personnel expenses

€ 1 000	**2023**	2022
Salaries and wages	–222 103	–223 597
Social and pension costs	–42 587	–43 633
Total personnel expenses	**–264 690**	**–267 230**

Personnel expenses include restructuring expenses of € 8.0 million (previous year: € 3.8 million).

4.3. Employee benefits

The employee post-employment benefit plans of the ALSO Group comply with the legal requirements of the respective countries. There are defined benefit plans in Germany, Netherlands, Italy, Austria, Slovenia and Switzerland. The defined benefit plan in Switzerland (ALSO pension fund) covers 87.7 percent (previous year: 85.5 percent) of plan assets and 87.7 percent (previous year: 83.6 percent) of the present value of the expected obligations of the ALSO Group.

Defined benefit plan

	2023			2022		
€ 1 000	**ALSO pension fund**	**Other defined benefit plans**	**Total**	ALSO pension fund	Other defined benefit plans	Total
Fair value of plan assets	74 195	10 390	84 585	64 739	11 022	75 761
Present value of defined benefit obligations	–71 186	–10 015	–81 201	–57 171	–11 193	–68 364
of which financed by funds	–71 186	–8 998	–80 184	–57 171	–10 167	–67 338
of which financed by provisions	0	–1 017	–1 017	0	–1 026	–1 026
Surplus/Deficit	**3 009**	**375**	**3 384**	**7 568**	**–171**	**7 397**
Effect of change in asset ceiling	0	–1 159	–1 159	–7 568	–726	–8 294
Total net carrying amount	**3 009**	**–784**	**2 225**	**0**	**–897**	**–897**
Reported in the statement of financial position as:						
Employee benefit assets	3 009	449	3 458	0	345	345
Employee benefit liabilities	0	–1 233	–1 233	0	–1 242	–1 242

Defined benefit plan Switzerland

Post-employment benefit plans in Switzerland are governed by the Swiss Federal Law on Occupational Retirement, Survivors' and Disability Pension Plans (BVG), which stipulates that post-employment benefit plans must be managed by independent, legally autonomous bodies. Post-employment benefit plans are overseen by a regulator as well as by a state supervisory body. The ultimate governing body of a post-employment benefit plan (Board of Trustees) is composed of equal numbers of employee and employer representatives.

Plan participants are insured against the financial consequences of old age, disability, and death. The various benefits are defined in regulations, with the BVG specifying the minimum benefits that are to be provided. The employer and the employee pay contributions to the post-employment benefit plan. In case of an underfunding, various measures can be taken, such as adjusting the pension commitment by altering the conversion rates or increasing current contributions. Under certain conditions the employer is obliged to make additional restructuring contributions. The BVG prescribes how the employees and the employer jointly fund any restructuring measures.

The Swiss post-employment benefit plan, the ALSO Pension Fund, has the legal form of a foundation. All actuarial risks are borne by the foundation. These risks consist of demographic risks (primarily life expectancy) and financial risks (primarily the discount rate and the return on the plan assets), which are regularly assessed by the Board of Trustees. In addition, a report is prepared annually in accordance with IFRS requirements as well as an actuarial report prepared in accordance with the requirements of the BVG.

The Board of Trustees is responsible for the investment of the assets. It defines the investment strategy as often as necessary — especially in the case of significant market developments or changes to the structure of the plan participants — and at least once annually. When defining the investment strategy, the Board of Trustees takes account of the foundation's objectives, benefit obligations, and risk capacity. The investment strategy is defined in the form of a long-term target asset structure (investment policy).

The Board of Trustees delegates implementation of the investment strategy and management of the plan assets to an external asset manager. The Board of Trustees monitors compliance with the investment strategy and development of the plan assets several times a year.

Net post-employment benefit expenses for defined benefit plans

€ 1 000	2023 ALSO pension fund	2023 Other defined benefit plans	2023 Total	2022 ALSO pension fund	2022 Other defined benefit plans	2022 Total
Current service cost	–2 210	–212	–2 422	–2 789	–532	–3 321
Past service cost	0	134	134	241	122	363
Net interest employee benefit	45	85	130	114	–39	75
Net post-employment benefit expenses	**–2 165**	**7**	**–2 158**	**–2 434**	**–449**	**–2 883**

In 2022, the number of employees insured at the ALSO pension fund in accordance with the BVG was significantly reduced. This resulted in negative past service cost of T€ 241.

Remeasurement recognized in other comprehensive income

€ 1 000	2023 ALSO pension fund	2023 Other defined benefit plans	2023 Total	2022 ALSO pension fund	2022 Other defined benefit plans	2022 Total
Actuarial gains/losses:						
Changes in demographic assumptions	–140	65	–75	0	42	42
Changes in financial assumptions	–6 788	403	–6 385	14 627	5 873	20 500
Changes in experience assumptions	36	–53	–17	–812	138	–674
Return on plan assets (excluding interest income)	1 587	–345	1 242	–9 421	–1 996	–11 417
Effect of change in asset ceiling excl. Interest	7 839	–432	7 407	–7 568	–726	–8 294
Total remeasurement recognized in other comprehensive income	**2 534**	**–361**	**2 172**	**–3 174**	**3 331**	**157**

Change in fair value of plan assets

€ 1 000	2023 ALSO pension fund	2023 Other defined benefit plans	2023 Total	2022 ALSO pension fund	2022 Other defined benefit plans	2022 Total
January 1	**64 739**	**10 897**	**75 636**	**71 300**	**12 360**	**83 660**
Interest income	1 460	391	1 851	745	135	880
Return on plan assets (excluding interest income)	1 587	–344	1 243	–9 421	–1 996	–11 417
Employee contributions	1 802	157	1 959	1 655	176	1 831
Employer contributions	2 502	788	3 290	2 286	681	2 967
Net benefits (paid) received	–2 247	–1 525	–3 772	–4 980	–466	–5 446
Exchange differences	4 352	26	4 378	3 154	132	3 286
December 31	**74 195**	**10 390**	**84 585**	**64 739**	**11 022**	**75 761**

The expected employer contributions for defined benefit plans for next year is T€ 3 139 (previous year: T€ 3 170).

Change in the present value of defined benefit obligations

€ 1 000	2023 ALSO pension fund	2023 Other defined benefit plans	2023 Total	2022 ALSO pension fund	2022 Other defined benefit plans	2022 Total
January 1	**57 171**	**11 193**	**68 364**	**68 069**	**16 695**	**84 764**
Service cost	2 210	212	2 422	2 789	532	3 321
Past service cost	0	–134	–134	–241	–122	–363
Interest cost	1 245	306	1 551	631	174	805
Actuarial gain/loss	6 892	–415	6 477	–13 815	–6 053	–19 868
Employee contributions	1 802	157	1 959	1 655	176	1 831
Net benefits (paid) received	–2 247	–1 525	–3 772	–4 980	–466	–5 446
Exchange differences	4 113	221	4 334	3 063	257	3 320
December 31	**71 186**	**10 015**	**81 201**	**57 171**	**11 193**	**68 364**

The weighted average duration of the defined benefit obligation is 14 years (previous year: 14 years).

Change Asset Ceiling

€ 1 000	2023 ALSO pension fund	2023 Other defined benefit plans	2023 Total	2022 ALSO pension fund	2022 Other defined benefit plans	2022 Total
January 1	**–7 568**	**–726**	**–8 294**	**0**	**0**	**0**
Effect of change in asset ceiling excl. Interest	7 839	–433	7 406	–7 568	–726	–8 294
Interest cost	–170	0	–170	0	0	0
Exchange differences	–101	0	–101	0	0	0
December 31	**0**	**–1 159**	**–1 159**	**–7 568**	**–726**	**–8 294**

Investment structure of plan assets

	2023 ALSO pension fund	2023 Other defined benefit plans	2023 Total	2022 ALSO pension fund	2022 Other defined benefit plans	2022 Total
Cash and cash equivalents	4.8%	0.0%	4.2%	4.8%	0.0%	4.1%
Equity instruments	34.9%	0.0%	30.6%	32.2%	0.0%	27.5%
Bonds	28.7%	0.0%	25.2%	28.2%	0.0%	24.1%
Real estate	17.5%	0.0%	15.4%	18.5%	0.0%	15.8%
Other investments	14.1%	100.0%	24.6%	16.3%	100.0%	28.5%
Total	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**	**100.0%**

The ALSO benefit plans do not hold any investments in financial instruments or real estate that are owned or used by the ALSO Group.

Cash and cash equivalents are invested with financial institutions that possess at least an “A” rating.

Equity instruments are investments in mutual funds for which there is a quoted market price (Level 1 of the fair value hierarchy). No direct investments are made. The assets also do not contain any shares of ALSO Holding AG.

Investments in bonds are undertaken solely via funds for which there is a quoted market price (Level 1 of the fair value hierarchy). There are no direct investments.

Investments in real estate are undertaken solely via real estate funds. There are no direct holdings of real estate. The valuation of real estate funds is based on market parameters (Level 2 of the fair value hierarchy).

Other investments mainly comprise investments in hedge funds and private equity as well as reinsurances.

Main actuarial assumptions

			2023			2022
	ALSO pension fund	Other defined benefit plans[1]	Total	ALSO pension fund	Other defined benefit plans[1]	Total
Discount rate	1.5%	4.1%	1.8%	2.2%	3.6%	2.4%
Future salary increases	2.0%	1.2%	1.9%	1.5%	1.0%	1.0%
Future pension increases	0.0%	0.5%	0.1%	0.0%	0.5%	0.1%
Mortality table	BVG 2020	n/a		BVG 2020	n/a	

1 Weighted values

The present value of the defined benefit obligation (DBO) is determined annually by independent actuaries using the projected unit credit method. Actuarial assumptions are required for this purpose.

Sensitivities of the main actuarial assumptions

The main actuarial assumptions were identified to be the discount rate and the future development of salaries and wages. The following effects on the DBO can be expected:

- An increase/decrease of 0.25 percentage points in the discount rate would result in a decrease/increase in the DBO of 3 percent (previous year: 4 percent respectively 3 percent).
- An increase/decrease of 0.25 percentage points in the expected development of salaries and wages would result in an increase/decrease in the DBO of 0.5 percent (previous year: 0.5 percent respectively 0.4 percent).

The sensitivity analysis is based on realistically possible changes as of the end of the reporting year. Each change in a significant actuarial assumption was analyzed separately as part of the test. Interdependencies were not taken into account.

Net pension cost for defined contribution plans

€ 1 000	2023	2022
Employer contributions	**2 134**	**2 376**

4.4. Other operating expenses/income

Other operating expenses

€ 1 000	2023	2022
Leasing expenses	–4 577	–4 220
Maintenance and repair expenses	–19 774	–17 433
Marketing and administrative expenses	–116 222	–122 488
Insurance, consulting and other operating expenses	–66 545	–66 341
Total other operating expenses	**–207 118**	**–210 482**

Other operating income

€ 1 000	2023	2022
Gains on sales of asset held for sale	0	19 710
Other operating income	24 105	24 602
Total other operating income	**24 105**	**44 312**

Other operating income mainly comprises contributions from suppliers, insurance payments, and company-produced assets.

In 2022 the land and buildings of ALSO Mobility Service GmbH were sold was sold with income of T€ 19 710. This other operating income is allocated to the allocated to the Central Europe segment.

4.5. Finanzergebnis

Financial income

€ 1 000	2023	2022
Interest income	11 271	1 446
Fair value adjustments of contingent considerations	295	2 067
Other financial income	1 042	519
Total financial income	**12 608**	**4 032**

The fair value adjustments of contingent considerations relate to one transaction in 2023 and 2022.

Financial expenses

€ 1 000	2023	2022
Interest expenses from financing	–33 767	–27 420
Interest for lease liabilities	–1 294	–1 058
Factoring fees	–3 769	–2 637
Net interest employee benefits	130	75
Exchange losses, net	–191	–54
Other financial expenses	–1 898	–1 828
Total financial expenses	**–40 789**	**–32 922**
Financial result	**–28 181**	**–28 890**

Currency gains/losses

€ 1 000	2023	2022
Currency effects on financial result	–191	–54
Currency effects on cost of goods sold and services provided	10 381	–19 673
Total currency gains/losses	**10 190**	**–19 727**

4.6. Income taxes

The main elements contributing to the difference between the expected tax rate for the Group and the effective tax rate are:

Income tax expenses

€ 1 000	2023	2022
Income taxes in the reporting period	–50 615	–51 635
Income taxes in prior periods	523	–1 380
Total current income tax	**–50 092**	**–53 015**
Changes in deferred tax rate	–2	–54
Changes in temporary differences	–324	–2 505
Total deferred tax	–326	–2 559
Total income tax expense	**–50 418**	**–55 574**

Analysis of tax expense

€ 1 000	2023	2022
Profit before tax (EBT)	**174 523**	**207 941**
Expected tax rate (weighted)	**22.8%**	**24.2%**
Expected income tax expense	–39 744	–50 222
Utilization of previously unrecognized tax losses	56	178
Income tax losses not recognized	–3 105	–3 044
Income not subject to tax	14	1 380
Non-deductible expenses	–7 206	–3 370
Changes in deferred tax rate	–2	–54
Tax effect from prior periods	449	–528
Other factors	–880	86
Effective income tax expense	**–50 418**	**–55 574**
Effective income tax rate	**28.9%**	**26.7%**

The weighted tax rate is calculated from the income tax rates that are expected to apply for the Group companies in the respective tax jurisdictions. The increase in the effective tax rate from 26.7 percent in 2022 to 28.9 percent in 2023 is mainly due to non-deductible expenses.

In 2023, in the tax jurisdictions that are relevant for ALSO, there were no material changes in the applicable income tax rates.

Tax effects in other comprehensive income

€ 1 000	**2023**	2022
TAX EFFECTS ON ITEMS THAT WILL NOT SUBSEQUENTLY BE RECLASSIFIED TO PROFIT OR LOSS		
Remeasurement of defined benefit plans	–260	–256
Subtotal	**–260**	**–256**
TAX EFFECTS ON ITEMS THAT MAY SUBSEQUENTLY BE RECLASSIFIED TO PROFIT OR LOSS		
Exchange differences	–436	71
Fair value adjustment on cash flow hedges	4 363	–10 628
Subtotal	**3 927**	**–10 557**
Total tax effects in other comprehensive income	**3 667**	**–10 813**

Deferred taxes

	Statement of financial position				Recognized in income taxes	
	Deferred tax assets		Deferred tax liabilities			
€ 1 000	**2023**	2022	**2023**	2022	**2023**	2022
TEMPORARY DIFFERENCES						
Current assets	1 985	4 286	14 777	19 793	–1 271	–12 344
Property, plant and equipment	250	277	4 814	4 959	321	–1 458
Intangible assets	666	1 257	3 873	3 356	–593	1 030
Recognized tax loss carry-forwards	2 753	3 079	0	0	–353	–3 091
Provisions and employee benefits	2 590	2 017	611	125	289	2
Liabilities	20 665	17 934	1 890	963	1 281	13 168
Other temporary differences	0	0	0	0	0	135
Total	**28 909**	**28 850**	**25 965**	**29 196**	**–326**	**–2 558**
Offsetting	–9 475	–10 430	–9 475	–10 430	0	0
Total deferred taxes	**19 434**	**18 420**	**16 490**	**18 766**	**–326**	**–2 558**

Changes in deferred taxes (net)

€ 1 000	**2023**	2022
January 1	**–346**	**13 700**
Effect of acquisitions	–561	–97
Changes in temporary differences	3 341	–13 367
Exchange differences	510	–582
December 31	**2 944**	**–346**

Tax loss carry-forwards

€ 1 000	2023	2022
Total tax loss carry-forwards	**59 411**	**51 916**
Of which recognized as deferred tax assets	–11 240	–12 322
Total tax loss carry-forwards not recognized	**48 171**	**39 594**
Tax effect on unrecognized tax loss carry-forwards	11 099	8 886
TOTAL UNRECOGNIZED TAX LOSS CARRY-FORWARDS EXPIRING:		
In one year (weighted tax rate 2023: 9.8%; previous year: 14.9%)	887	801
In two to five years (weighted tax rate 2023: 14.4%; previous year: 14.1%)	13 551	11 370
In six to ten years (weighted tax rate 2023: 16.4%; previous year: 17.1%)	3 796	4 740
No expiry (weighted tax rate 2023: 28.0%; previous year: 28.0%)	29 937	22 683

In 2023, ALSO capitalized new deferred taxes in the amount of T€ 273 (previous year: T€ 449).

The loss carry-forwards existing at December 31, 2023 derive mainly from Germany, Belgium and Hungary (previous year from Germany, Belgium and Hungary).

For tax loss carry-forwards in the amount of T€ 48 171 (previous year: T€ 39 594), no deferred tax assets are recognized since they cannot be offset against other Group profits and it is unlikely that the entities carrying the tax losses forward will have future taxable profits against which to offset the related tax benefit.

As of December 31, 2023, there were no deferred tax liabilities for retained earnings amounting to T€ 18 346 (previous year: T€ 16 473) in subsidiaries which are liable to tax in the event of a dividend payment. There are no plans for dividend payment in the foreseeable future from those retained earnings.

Pillar Two Model Rules

ALSO is within the scope of the Pillar Two Model Rules of the Organization for Economic Co-operation and Development (OECD). Pillar Two Model Rules were adopted in Switzerland, the country in which ALSO is domiciled, and will enter into force on January 1, 2024. As the Pillar Two model rules were not yet in force at the reporting date, the Group has no not recognized any related current tax liabilities. ALSO applies the exemption for the recognition and disclosure of deferred tax assets information on deferred tax assets and liabilities in connection with income taxes from Pillar Two, as provided for in the amendments to IAS 12 published in May 2023.

Under to the legislation, the Group is obliged to pay a top-up tax for the difference between the effective tax rate of GloBE per jurisdiction and the minimum rate of 15 percent. The ALSO Group operates in jurisdictions where the nominal tax rate is below 15 percent. Although the nominal tax rate is below 15 percent, ALSO is not expected to pay a material amount of income tax from Pillar Two due to the impact of specific adjustments provided for in the Pillar Two legislation. ALSO is in the process of assessing the impact of the Pillar Two Model Rules when they come into force. Due to the complexity of applying the legislation and calculating the GloBE effective tax rate the quantitative impact of the legislation that has come into force is not yet reasonably estimable.

5. NOTES TO THE CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS OF DECEMBER 31

5.1. Cash and cash equivalents

Cash and cash equivalents in the amount of T€ 665 369 (previous year: T€ 478 718) consist of cash at banks and on hand.

5.2. Trade receivables

€ 1 000	**2023**	2022
Trade receivables (gross)	726 961	809 306
Provision for bad debts	–4 895	–6 055
Total trade receivables	**722 066**	**803 251**

ALSO has sold or assigned trade receivables to independent factoring partners. Please refer to Note 6.7.

€ 1 000	**2023**	2022
Status of bad debt provision as at January 1	**6 055**	**6 814**
Exchange differences	–11	–25
Creation	1 245	1 199
Release	–1 509	–1 192
Utilization	–885	–741
Status of bad debt provision as at December 31	**4 895**	**6 055**
Trade receivables write-offs	–1 449	–2 896
Income from payments for trade receivables previously written-off	193	54

5.3. Inventories

€ 1 000	**2023**	2022
Inventories	785 606	1 000 526
Downpayments to suppliers	3 614	6 610
Inventory provision	–22 026	–25 740
Total inventories	**767 194**	**981 396**

For most inventories, there are limited-duration price-protection guarantees from the vendors/manufacturers. The ALSO companies usually purchase goods in local currency. A recognizable loss of value due to low inventory turnover, ageing, etc. is taken into account through inventory provisions.

In the reporting period, inventory for the amount of T€ 9 198 047 (previous year: T€ 10 774 246) was recognized as cost of goods sold in the consolidated income statement. This includes changes in inventory provisions totaling T€ 3 336 recognized as expense. In the previous year, T€ 7 334 was recognized as income.

5.4. Prepaid expenses, accrued income and other receivables

€ 1 000	2023	2022
Miscellaneous tax receivables	14 086	16 881
Receivables from factors	368 016	232 861
Other receivables	88 534	111 674
Contract assets short-term	122 732	70 926
Other receivables	**593 368**	432 342
Prepaid expenses and accrued income short-term	16 176	9 113
Total prepaid expenses, accrued income and other receivables short-term	**609 544**	**441 455**
Contract assets long-term	11 401	912
Total prepaid expenses, accrued income and other receivables long-term	**11 401**	**912**

Receivables from factors (see Note 6.7) consist of dilution reserves of T€ 109 678 (previous year: T€ 140 065) from ongoing sales of receivables and within the scope of credit lines callable claims of T€ 258 338 (previous year: T€ 92 796).

Provisions on receivables from factors amount to T€ 153 (previous year: T€ 122).

The increase in contract assets is mainly due to deferred revenue resulting from non-cancelable multi-year contracts (Note 2.9).

Other receivables consist mainly of receivables from vendors.

5.5. Property, plant and equipment

Acquired Property, plant and equipment

€ 1 000	Land and buildings	Equipment	Other property, plant and equipment	Total
January 1, 2023	**41 334**	**8 684**	**13 419**	**63 437**
Additions	798	2 494	5 466	8 758
Effect of acquisitions	0	0	34	34
Disposals	–65	–94	–395	–554
Reclassifications	0	–171	171	0
Depreciation	–1 688	–2 020	–5 095	–8 803
Exchange differences	1 927	301	422	2 650
December 31, 2023	**42 306**	**9 194**	**14 022**	**65 522**
OVERVIEW AS AT DECEMBER 31, 2023				
Acquisition costs	66 329	41 878	56 693	164 900
Accumulated depreciation/impairment	–24 023	–32 684	–42 671	–99 378
December 31, 2023	**42 306**	**9 194**	**14 022**	**65 522**

Right-of-use assets

€ 1 000	Land and buildings	Equipment	Other property, plant and equipment	Total
January 1, 2023	**70 820**	**374**	**4 694**	**75 888**
Additions	26 485	0	2 984	29 469
Effect of acquisitions	169	0	0	169
Disposals	0	–6	–287	–293
Depreciation	–24 139	–140	–2 806	–27 085
Exchange differences	1 846	0	53	1 899
December 31, 2023	**75 181**	**228**	**4 638**	**80 047**
OVERVIEW AS AT DECEMBER 31, 2023				
Gross right-of-use assets	170 759	738	11 368	182 865
Accumulated depreciation/impairment	–95 578	–510	–6 730	–102 818
December 31, 2023	**75 181**	**228**	**4 638**	**80 047**
Total Property, plant and equipment	**117 487**	**9 422**	**18 660**	**145 569**

Land and buildings comprises land and buildings used for operational purposes.

In 2023 and 2022, additions are mainly a result of investments in equipment and other property, plant and equipment and in “Infrastructure-as-a-Service”, as well as lease extensions and capture of deconstruction costs for land and buildings.

Losses from the sale of property, plant, and equipment are recognized in other operating expenses and amount to T€ –124 (previous year: T€ –371).

Acquired Property, plant and equipment

€ 1 000	Land and buildings	Equipment	Other property, plant and equipment	Total
January 1, 2022	**41 216**	**8 588**	**14 117**	**63 921**
Additions	221	1 812	5 461	7 494
Effect of acquisitions	0	33	111	144
Disposals	–188	–16	–676	–880
Depreciation	–1 333	–1 881	–5 767	–8 981
Exchange differences	1 418	148	173	1 739
December 31, 2022	**41 334**	**8 684**	**13 419**	**63 437**
OVERVIEW AS AT DECEMBER 31, 2022				
Gross right-of-use assets	63 220	39 688	53 609	156 517
Accumulated depreciation/impairment	–21 886	–31 004	–40 190	–93 080
December 31, 2022	**41 334**	**8 684**	**13 419**	**63 437**

Right-of-use assets

€ 1 000	Land and buildings	Equipment	Other property, plant and equipment	Total
January 1, 2022	**75 452**	**537**	**4 296**	**80 285**
Additions	19 569	99	3 193	22 861
Effect of acquisitions	381	0	0	381
Disposals	–2 824	–76	–56	–2 956
Depreciation	–22 739	–184	–2 730	–25 653
Exchange differences	981	–2	–9	970
December 31, 2022	**70 820**	**374**	**4 694**	**75 888**
OVERVIEW AS AT DECEMBER 31, 2022				
Gross right-of-use assets	143 423	1 149	10 162	154 734
Accumulated depreciation/impairment	–72 603	–775	–5 468	–78 846
December 31, 2022	**70 820**	**374**	**4 694**	**75 888**
Right-of-use assets	**112 154**	**9 058**	**18 113**	**139 325**

5.6. Intangible assets

€ 1 000	Goodwill	Customer lists	Other intangible assets	Total
January 1, 2023	**204 883**	**5 995**	**15 297**	**226 175**
Additions	0	0	12 624	12 624
Effect of acquisitions	7 980	2 566	137	10 683
Disposals	0	0	–1	–1
Amortization	0	–2 304	–6 411	–8 715
Exchange differences	2 063	75	43	2 181
December 31, 2023	**214 926**	**6 332**	**21 689**	**242 947**
OVERVIEW AS AT DECEMBER 31, 2023				
Acquisition costs	214 926	11 991	74 283	301 200
Accumulated amortization/impairment	0	–5 659	–52 594	–58 253
December 31, 2023	**214 926**	**6 332**	**21 689**	**242 947**
January 1, 2022	**187 903**	**4 883**	**14 394**	**207 180**
Additions	0	0	7 457	7 457
Effect of acquisitions	16 212	3 466	72	19 750
Disposals	0	0	–453	–453
Amortization	0	–2 344	–6 199	–8 543
Exchange differences	768	–10	26	784
December 31, 2022	**204 883**	**5 995**	**15 297**	**226 175**
OVERVIEW AS AT DECEMBER 31, 2022				
Acquisition costs	204 883	9 489	61 447	275 819
Accumulated amortization / impairment	0	–3 494	–46 150	–49 644
December 31, 2022	**204 883**	**5 995**	**15 297**	**226 175**

The addition of goodwill in 2023 and 2022 is due to various business combinations. Further information is disclosed in Note 3.

With the exception of goodwill, no intangible assets with indefinite useful lives are capitalized. The average residual amortization period for the customer lists is two years (previous year: three years). Other intangible assets consist mainly of software and licenses.

5.7. Impairment Test

€ 1 000	**2023**	2022
Carrying amount goodwill Central Europe	173 130	171 251
Carrying amount goodwill Northern/Eastern Europe	41 796	33 632
Total goodwill	**214 926**	**204 883**
Discount rate (post tax) goodwill Central Europe	9.60%	8.05%
Discount rate (post tax) goodwill Northern/Eastern Europe	11.45%	9.67%
Discount rate (pre tax) goodwill Central Europe	12.67%	11.00%
Discout rate (pre tax) goodwill Northern/Eastern Euorpe	14.52%	12.40%
Growth rate sales revenue for residual value Central Europe	1.00%	1.00%
Growth rate sales revenue for residual value Northern/Eastern Europe	1.00%	1.00%
Expected average EBITDA margin Central Europe (residual value)	2.70%	2.70%
Expected average EBITDA margin Northern/Eastern Europe (residual value)	1.90%	1.90%

Goodwill is monitored and tested for impairment by means of value-in-use calculations of two groups of cash-generating units. The value in use is the present value of the discounted cash flows. It is based on planning assumptions over a three-year period, plus residual values which have been approved by Management. The discount rates applied, and the average growth rate in net sales, are set out in the above table.

The value-in-use calculation for the group of cash-generating units is sensitive to assumptions relating to the balance sheet structure, gross margin, and cost structure. The balance sheet structure and gross margin are derived from historical values as well as from strategic and economic changes. The cost structure is adapted to the expected gross margin.

The value in use is substantially higher than the reported net assets. Even a material change in the base data, e.g. a sustained deterioration in the gross margin, or a change in the balance sheet and cost structure, would not cause an impairment of the goodwill.

5.8. Current and non-current financial liabilities

	2023		2022	
€ 1 000	**Carrying amount**	**Interest rate**	Carrying amount	Interest rate
CURRENT FINANCIAL LIABILITIES				
Bank loans	14 664	0.1 to 7.7%	17 236	0.1 to 5.7%
Bonded loans	110 988	0.9 to 1.7%	0	
Lease liabilities	24 904	0.4 to 2.6%	24 586	0.2 to 3.8%
Liabilities from factoring	26 867	4.7 to 5.4%	34 874	2.8 to 8.1%
Contingent consideration from acquisitions of subsidiaries	1 000		3 808	
Total current financial liabilities	**178 423**		**80 504**	
NON-CURRENT FINANCIAL LIABILITIES				
Bank loans	19 328	0.1 to 4.5%	40 775	0.1 to 2.7%
Bonded loans	26 494	1.7 to 2.3%	137 431	0.9 to 2.3%
Lease liabilities	67 278	0.2 to 4.5%	61 085	0.2 to 2.7%
Contingent consideration from acquisitions of subsidiaries	2 800		1 250	
Third-party loans	75		201	
Total non-current financial liabilities	**115 975**		**240 742**	
Total financial liabilities	**294 398**		**321 246**	

Covenants

Certain financial liabilities are subject to covenant clauses, under which stipulated financial key figures must be attained. As of December 31, 2023, all covenants were met.

Reconciliation of financial liabilities

Current financial liabilities

€ 1 000	Bank loans	Bonded loans	Lease liabilities	Subtotal financial liablities	Liabilities from factoring	Contingent considera-tion from acquisitions of subsidiaries	Total
January 1, 2023	**17 236**	**0**	**24 586**	**41 822**	**34 874**	**3 808**	**80 504**
Net cash flow	–25 369	0	–26 437	**–51 806**	–8 327	–3 992	**–64 125**
Effect of acquisitions	0	0	88	**88**	0	0	**88**
Value adjustments	0	0	0	**0**	0	–72	**–72**
Other non-cash adjustments	22 145	110 988	26 309	**159 442**	0	1 245	**160 687**
Exchange differences	652	0	358	**1 010**	320	11	**1 341**
December 31, 2023	**14 664**	**110 988**	**24 904**	**150 556**	**26 867**	**1 000**	**178 423**

Non-current financial liabilities

€ 1 000	Bank loans	Bonded loans	Lease liabilities	Third-party loans	Subtotal financial liablities	Contingent considera-tion from acquisitions of subsidiaries	Total
January 1, 2023	**40 775**	**137 431**	**61 085**	**201**	**239 492**	**1 250**	**240 742**
Effect of acquisitions	0	0	85	0	**85**	2 800	**2 885**
Other non-cash adjustments	–22 145	–110 937	4 212	–125	**–128 995**	–1 245	**–130 240**
Exchange differences	698	0	1 896	–1	**2 593**	–5	**2 588**
December 31, 2023	**19 328**	**26 494**	**67 278**	**75**	**113 175**	**2 800**	**115 975**

The changes in other non-cash adjustments in lease liabilities of T€ 26 309 and T€ 4 212 respectively, relate to a reclassification from non-current financial liabilities due to repayments due in 2024 and new liabilities due to leasing contracts which commenced in 2023. The total cash outflows from leases for which ALSO is the lessee are T€ 32 308, of which T€ 5 871 is included in cash flow from operating activities and T€ 26 437 is included in cash flow from financing activities.

Current financial liabilities

€ 1 000	Bank loans	Bonded loans	Lease liabilities	Subtotal financial liablities	Liabilities from factoring	Contingent considera-tion from acquisitions of subsidiaries	Total
January 1, 2022	**16 980**	**76 965**	**26 549**	**120 494**	**25 638**	**417**	**146 549**
Net cash flow	–1 101	–77 000	–28 402	**–106 503**	–15 967	–263	**–122 733**
Effect of acquisitions	0	0	139	**139**	25 148	2 551	**27 837**
Effect of deconsolidation	0	0	0	**0**	0	–2 067	**–2 067**
Other non-cash adjustments	875	35	26 224	**27 134**	0	3 177	**30 311**
Exchange differences	482	0	76	**558**	56	–7	**607**
December 31, 2022	**17 236**	**0**	**24 586**	**41 822**	**34 874**	**3 808**	**80 504**

Non-current financial liabilities

€ 1 000	Bank loans	Bonded loans	Lease liabilities	Third-party loans	Subtotal financial liablities	Contingent considera-tion from acquisitions of subsidiaries	Total
January 1, 2023	**40 458**	**137 396**	**62 632**	**302**	**240 788**	**3 177**	**243 965**
Effect of acquisitions	0	0	244	0	**244**	250	**494**
Other non-cash adjustments	–876	0	–2 758	–100	**–3 734**	–2 180	**–5 914**
Exchange differences	1 193	35	967	–1	**2 194**	3	**2 197**
December 31, 2023	**40 775**	**137 431**	**61 085**	**201**	**239 492**	**1 250**	**240 742**

The changes in other non-cash adjustments in lease liabilities of T€ 26 224 and T€ -2 758 respectively, relate to a reclassification from non-current financial liabilities due to repayments due in 2023 and new liabilities due to leasing contracts which commenced in 2022. The total cash outflows from leases for which ALSO is the lessee are T€ 33 680, of which T€ 5 278 is included in cash flow from operating activities and T€ 28 402 is included in cash flow from financing activities.

5.9. Accrued expenses, deferred income and other payable

€ 1 000	2023	2022
Miscellaneous tax payables	107 569	139 032
Liabilities from factoring (continuing involvement) (see Note 6.7)	38 906	30 836
Accrued interest from factoring	1 631	1 854
Contract liabilities	8 642	6 858
Other payables to third parties	11 664	11 126
Other payables to related parties (see Note 6.5)	472	383
Other short-term payables	**168 884**	**190 089**
accrued expenses and deferred income short-term	171 013	123 447
Total accrued expenses, deferred income and other payables short-term	**339 897**	**313 536**
Contract liabilities	14 067	10 224
Other long-term payables	**14 067**	**10 224**
accrued expenses and deferred income long-term	11 112	877
Total accrued expenses, deferred income and other payables long-term	**25 179**	**11 101**
Total accrued expenses, deferred income and other payables	**365 076**	**324 637**

Accrued expenses, deferred income, and other payables are recognized in the statement of financial position at nominal value. They comprise short-term expense accruals and deferred income relating to revenue for subsequent accounting periods already received, as well as accruals for services not yet invoiced. The increase in accrued expenses and deferred income is mainly due to deferred sales resulting from non-cancelable multi-year contracts (Note 2.9). Tax payables include value added and other tax liabilities.

5.10. Provisions

€ 1 000	Guarantees, returned goods, complaints	Litigations	Restructuring	Other provisions	Total
January 1, 2023	**5 028**	**237**	**5 419**	**6 014**	**16 698**
Creation	4 888	677	30	289	5 884
Utilization	–4 964	–28	–1 801	–825	–7 618
Release	–360	–30	0	–1 419	–1 809
Exchange differences	42	0	0	87	129
December 31, 2023	**4 634**	**856**	**3 648**	**4 146**	**13 284**
Current provisions	4 574	856	2 699	1 410	9 539
Non-current provisions	60	0	949	2 736	3 745
Total 2023	**4 634**	**856**	**3 648**	**4 146**	**13 284**
January 1, 2022	**5 360**	**954**	**5 419**	**4 952**	**16 685**
Creation	4 492	38	0	1 709	6 239
Utilization	–4 713	–66	0	–572	–5 351
Release	–100	–689	0	–68	–857
Exchange differences	–11	0	0	–7	–18
December 31, 2022	**5 028**	**237**	**5 419**	**6 014**	**16 698**
Current provisions	4 964	237	261	2 056	7 518
Non-current provisions	64	0	5 158	3 958	9 180
Total 2022	**5 028**	**237**	**5 419**	**6 014**	**16 698**

There is an existing guarantee provision for the amount of T€ 4 634 for the risk of expenses that have not yet occurred but which are expected to occur before the end of the guarantee period that was granted. It is expected that the greater part of the provision will be utilized in the next fiscal year, or at the latest within two years.

The provisions for litigation contain claims for damages as well as legal costs for various pending court cases. For significant parts of the litigation, a settlement is expected in the next fiscal year.

Provisions for deconstruction costs include costs for the dismantling of building installations in rental properties.

Other provisions contain long-service benefits, other employee allowances, and provisions for various risks. Utilization normally takes place within five years.

5.11. Equity

As of December 31, 2023, the number of registered shares each with a nominal value of CHF 1.00 per share totaled 12 848 962. The share capital is unchanged compared to 2022.

The conditional share capital comprises 2 500 000 shares with a nominal value of CHF 1.00 per share. The authorized share capital of 2 500 000 shares with a nominal value of CHF 1.00 per share was expired as of March 17, 2023.

Treasury shares

	Number	Value € 1 000	Average price CHF	Lowest price CHF	Highest price CHF
January 1, 2023	**322 711**	**50 776**			
Additions January 2023	54 214	9 866	182.25	173.32	189.77
Additions February 2023	61 853	11 509	175.48	173.08	190.00
Additions March 2023	57 560	10 657	183.98	175.57	190.00
Additions April 2023	34 911	6 612	187.55	179.58	190.00
Additions May 2023	28 234	5 419	187.49	183.07	189.71
Additions June 2023	12 787	2 467	188.60	185.25	190.00
Additions July 2023	24 535	4 690	184.83	180.25	189.30
Disposals	–	–			
December 31, 2023	**596 805**	**101 995**			
January 1, 2022	**28 089**	**1 822**			
Additions August 2022	37 540	6 709	169.69	161.50	178.34
Additions September 2022	73 313	11 676	153.26	142.93	164.54
Additions October 2022	60 229	9 259	150.75	140.64	164.29
Additions November 2022	68 446	11 638	166.81	152.76	179.28
Additions December 2022	55 094	9 672	171.85	166.17	185.03
Disposals	–	–			
December 31, 2022	**322 711**	**50 776**			

Treasury shares

In August 2022, the Board of Directors of ALSO Holding AG decided to implement a share buyback program. Under this program, shares with a value of € 100.0 million are to be repurchased over a maximum period of 2 years (end date August 9, 2024). The share buyback program was terminated on July 24, 2023. The total buyback amount was € 99.99 million.

Significant shareholders

	12.31.2023	12.31.2022
Special Distribution Holding GmbH, Dusseldorf (Germany) [1]	51.30%	51.30%
J. Safra Sarasin Investmentfonds AG, Basel (Switzerland)	3.01%	3.01%
ALSO Holding AG, Emmen (Switzerland)	4.64%	[2]

Source: Share register as of December 31, (without nominees)

1 Controlling shareholder: Walter P.J. Droege through Droege Group AG

2 Percentage of the voting rights is below disclosure threshold

Regulations regarding the restricted transferability ofshares

In accordance with Art. 5 of the Articles of Association, the Board of Directors may refuse to register an acquirer of shares as a full shareholder (i.e. as a shareholder with voting rights) unless the acquirer expressly declares that they have acquired the shares in their own name and on their own account.

Retained earnings

The distribution of retained earnings is subject to restrictions:

- Special reserves of ALSO Holding AG can only be distributed after a corresponding resolution by the Annual General Meeting.
- The reserves of subsidiaries are first distributed to the parent company in accordance with local tax regulations and legislation.

Opting out

The obligation to submit a public take-over offer pursuant to Art. 125 paragraph 3 and paragraph 4 FMIA has been waived (“opting out”).

5.12. Other reserves

€ 1 000	Cash flow hedge reserve	Exchange differences	Remeasurement of defined benefit plans	Total other reserves
January 1, 2023	**38 398**	**2 923**	**–452**	**40 869**
Net profit Group	0	0	0	0
Other comprehensive income	–20 002	6 980	1 912	–11 110
Total comprehensive income	**–20 002**	**6 980**	**1 912**	**–11 110**
Distributions to shareholders	0	0	0	0
Acquisition of treasury shares	0	0	0	0
December 31, 2023	**18 396**	**9 903**	**1 460**	**29 759**
January 1, 2022	**–4 255**	**4 213**	**–353**	**–395**
Net profit Group	0	0	0	0
Other comprehensive income	42 653	–1 290	–99	41 264
Total comprehensive income	**42 653**	**–1 290**	**–99**	**41 264**
Distributions to shareholders	0	0	0	0
Acquisition of treasury shares	0	0	0	0
December 31, 2022	**38 398**	**2 923**	**–452**	**40 869**

5.13. Earnings per share/dividend per share

		2023	2022
Net profit Group	**€**	**123 663 000**	**152 051 000**
Shares issued (weighted)	Number of shares	12 848 962	12 848 962
Less treasury shares (weighted)	Number of shares	–569 068	–86 749
Available shares (weighted) for calculation	Number of shares	12 279 894	12 762 213
Earnings per share (basic/ diluted)	**€**	**10.07**	**11.91**

The company has 596 805 (previous year: 322 711) treasury shares in its portfolio. In the above table, these treasury shares, weighted by share repurchases during the year, are deducted from the total number of shares outstanding.

The Board of Directors will propose to the Annual General Meeting on March 21, 2024, that a distribution to shareholders for the amount of TCHF 58 810 (CHF 4.80 per share) be paid for the financial year 2023. In the prior year, a distribution to shareholders was made for the amount of TCHF 56 922 (CHF 4.60 per share).

5.14. Investments in associates

The investment in ALSO Financial Services GmbH is reported under financial assets and was impaired in 2019.

5.15. Assets held for sale

In 2022, the land and building of ALSO Mobility Service GmbH, which was recognized as an asset held for sale as of December 31, 2021, was sold with a gain of T€ 19 710. This other operating income is allocated to the Central Europe segment.

6. FURTHER INFORMATION ON THE CONSOLIDATED FINANCIAL STATEMENTS

6.1. Financial instruments

Hedging transactions

Hedging transactions

€ 1 000	Contract value	Replacement value Positive	Replacement value Negative	Risk	Hedging instruments
Cash Flow Hedge	466 197	22 488	–	Interest	Interest rate swaps
Cash Flow Hedge	75 000	3 257	965	Interest	Interest rate options
Total December 31, 2023	**541 197**	**25 745**	**965**		
Cash Flow Hedge	463 622	43 439	–	Interest	Interest rate swaps
Cash Flow Hedge	75 000	6 229	1 274	Interest	Interest rate options
Total December 31, 2022	**538 622**	**49 668**	**1 274**		

Various cash flow hedges (interest rate swaps) became ineffective or had to be restructured in 2016 and in 2015 due to negative interest rates. As a result of this ineffectiveness or restructuring, measurement changes have therefore been recognized directly in financial result since these cash flow hedges became ineffective or were restructured. In 2023 this resulted in financial income of T€ 25 (previous year: T€ 108). In 2023, no reclassifications of these hedging transactions were made from equity to financial expenses (previous year: T€ 0).

For further information about hedging transactions please see Note 6.6.

Classes of financial instruments 2023

€ 1 000	At fair value through profit or loss	At fair value through OCI	Amortized cost	Hedge accounting	Non-financial instruments	**Carrying amount 12.31.2023**
FINANCIAL ASSETS						
Cash and cash equivalents			665 369			**665 369**
Trade receivables (Note 5.2)		557 782	164 284			**722 066**
Prepaid expenses, accrued income and other receivables (Note 5.4)			456 550		164 395	**620 945**
Financial assets			16 475			**16 475**
Current derivative financial instruments	671			823		**1 494**
Non-current derivative financial instruments				24 922		**24 922**
FINANCIAL LIABILITIES						
Financial liabilities (Note 5.8)	2 800		291 598			**294 398**
Trade payables			1 467 407			**1 467 407**
Accrued expenses, deferred income and other payables (Note 5.9)			52 673		312 403	**365 076**
Current derivative financial instruments	124			507		**631**
Non-current derivative financial instruments				458		**458**

In 2023, the net gain from financial instruments measured at fair value through profit or loss (mainly forward exchange contracts and contingent considerations from acquisitions) amounted to T€ 870.

The carrying amount of the financial instruments is essentially the fair value.

Classes of financial instruments 2022

€ 1 000	At fair value through profit or loss	At fair value through OCI	Amortized cost	Hedge accounting	Non-financial instruments	**Carrying amount 12.31.2022**
FINANCIAL ASSETS						
Cash and cash equivalents			478 718			**478 718**
Trade receivables (Note 5.2)		629 883	173 368			**803 251**
Prepaid expenses, accrued income and other receivables (Note 5.4)			344 535		97 832	**442 367**
Financial assets			13 630			**13 630**
Current derivative financial instruments	222					**222**
Non-current derivative financial instruments				49 668		**49 668**
FINANCIAL LIABILITIES						
Financial liabilities (Note 5.8)	263		320 983			**321 246**
Trade payables			1 407 804			**1 407 804**
Accrued expenses, deferred income and other payables (Note 5.9)			44 199		280 438	**324 637**
Current derivative financial instruments	798			331		**1 129**
Non-current derivative financial instruments				943		**943**

In 2022, the net gain from financial instruments measured at fair value through profit or loss (mainly forward exchange contracts and contingent considerations from acquisitions) amounted to T€ 1 577.

The carrying amount of the financial instruments is essentially the fair value.

Fair value hierarchy

ALSO applies the following measurement hierarchy to determine the fair value of financial instruments:

Level 1: Listed, unchanged market price in active markets.

Level 2: Measurement methods in which all assumptions that have a material impact on the fair value are indirectly or directly available.

Level 3: Measurement methods with assumptions that have a material impact on the fair value which are not publicly available.

Fair value of the financial instruments 2023

€ 1 000	Level 1	Level 2	Level 3	Fair value 12.31.2023
FINANCIAL ASSETS				
Current derivative financial instruments		1 494		1 494
Interest rate swaps		*823*		*823*
Forward exchange contracts		*671*		*671*
Non-current derivative financial instruments		24 922		24 922
Interest rate swaps		*21 665*		*21 665*
Interest rate options		*3 257*		*3 257*
FINANCIAL LIABILITIES				
Contingent consideration from acquisitions of subsidiaries (Note 5.8)			–2 800	–2 800
Current derivative financial instruments		–631		–631
Forward exchange contracts		*–124*		*–124*
Interest rate options		*–507*		*–507*
Non-current derivative financial instruments		–458		–458
Interest rate options		*–458*		*–458*
Total financial liabilities Level 3			**–2 800**	

Fair value of the financial instruments 2022

€ 1 000	Level 1	Level 2	Level 3	Fair value 12.31.2022
FINANCIAL ASSETS				
Current derivative financial instruments		222		222
Forward exchange contracts		*222*		*222*
Non-current derivative financial instruments		49 668		49 668
Interest rate swaps		*43 439*		*43 439*
Interest rate options		*6 229*		*6 229*
FINANCIAL LIABILITIES				
Contingent consideration from acquisitions of subsidiaries (Note 5.8)			–263	–263
Current derivative financial instruments				
Forward exchange contracts		*–1 129*		*–1 129*
Interest rate options		*–798*		*–798*
Non-current derivative financial instruments		–331		–331
Interest rate swaps		*–943*		*–943*
Interest rate options		*–943*		*–943*
Total financial liabilities Level 3			**–263**	

Reconciliation of financial instruments within Level 3

€ 1 000	**2023**	2022
January 1	**–263**	**–2 594**
Recognition of contingent consideration from the acquisition of subsidiaries	–2 800	0
Fair value adjustments of contingent consideration from the acquisition of subsidiaries recognized in financial result	0	2 068
Payment of contingent consideration from acquisitions of subsidiaries	263	263
December 31	**–2 800**	**–263**

IIn 2023 and 2022 respectively, there were no transfers of financial instruments between Level 1 and Level 2. There were also no transfers into or out of Level 3.

Measurement techniques of financial instruments within Level 2

Forward exchange contracts are measured based on observable forward rates and spot rates and are recognized at their positive or negative replacement value. Interest rate swaps and interest rate options are measured based on the net present value of observable forward rates and recognized in the statement of financial position at their positive or negative replacement value respectively.

Measurement techniques of financial instruments within Level 3

The fair value of contingent considerations from the acquisition of subsidiaries is calculated based on contractually agreed measurement methods. These calculations are based on the expected future operating gross profits with specific vendors of subsidiaries and, therefore, depend on assumptions that are neither directly nor indirectly observable in the market. The expected future operating profits are based on medium-term plans which cover a period until the relevant payment date of the contingent consideration. Those plans are reviewed by the management of ALSO. change in the underlying expected future profits would have the following effect on the fair value:

Sensitivity of financial instruments within Level 3

€ 1 000	2023	2022
5% increase in the expected future results	0	0
5% reduction in the expected future results	0	0

6.2. Pledged or assigned assets serving as collateral for own liabilities

€ 1 000	2023	2022
Inventories	24 436	24 436
Property, plant and equipment	18 281	19 421
Total assets pledged	**42 717**	**43 857**

The property, plant, and equipment shown above has been pledged as collateral against existing mortgages in Switzerland and Austria. The inventories have been pledged as collateral against trade payables in Finland and Bulgaria.

6.3. Rental and leasing commitments

Cash receipts as lessor

€ 1 000	**2023**	2022
Due in 1st year	3 080	6 039
Due in 2nd to 5th year	10 580	5 611
Due from the 6th year onwards	233	43

Cash receipts as lessor mainly comprise printers in Germany and Switzerland. Additionally, there is infrastructure-as-a-service business where ALSO acts as lessor. Depending upon the term of the agreement, the contract may result in either a finance lease or an operating lease.

6.4. Subsidiaries

Country	Head office	Company	Participation [1] 12.31.2023	Participation [1] 12.31.2022	Share capital in 1 000	Currency	Code
Switzerland	Emmen	ALSO Holding AG			12 849	CHF	S
	Emmen	ALSO Schweiz AG	100%	100%	100	CHF	D
	Uetendorf	Corvice AG	100%	100%	100	CHF	S
	Emmen	Quatec AG	[2]	100%	100	CHF	S
Belgium	Mechelen	ALSO Belgium BVBA	100%	100%	8 331	EUR	D
	Mechelen	AllThingsTalk NV	100%	100%	8 765	EUR	S
Bosnia and Herzegovina	Banja Luka	ALSO BH d.o.o.	100%	100%	782	BAM	D
Bulgaria	Sofia	ALSO Bulgaria EOOD	100%	100%	5	BGN	D
Denmark	Tåstrup	ALSO A/S	100%	100%	39 000	DKK	D
	Copenhagen	Commaxx Denmark A/S	100%	0%	588	DKK	D
Germany	Soest	ALSO Deutschland GmbH	100%	100%	20 000	EUR	D
	Osnabrück	SEAMCOM GmbH & Co. KG	100%	100%	203	EUR	D
	Osnabrück	SEAMCOM Verwaltungs GmbH	100%	100%	26	EUR	S
	Straubing	ALSO MPS GmbH	100%	100%	100	EUR	S
	Berlin	druckerfachmann.de GmbH & Co. KG	100%	100%	200	EUR	S
	Berlin	LumIT GmbH	100%	100%	25	EUR	S
	Soest	ALSO International Services GmbH	100%	100%	100	EUR	S
	Soest	ALSO IH GmbH	100%	100%	25	EUR	S
	Soest	Impaso Online Services GmbH	100%	100%	25	EUR	S
	Dreieich	Pestinger GmbH	100%	100%	26	EUR	D
	Stuttgart	Beamer & more GmbH	51%	51%	25	EUR	D
	Berlin	ALSO Enterprise Services GmbH	100%	100%	100	EUR	S
	Berlin	druckerfachmann Verwaltungs GmbH	100%	100%	25	EUR	S
	Berlin	Webinstore AG	99,99%	99,99%	500	EUR	S
	Soest	ALSO Logistics Services GmbH	[3]	100%	25	EUR	S
	Seevetal	ALSO Financial Services GmbH	9,9%	9,9%	50	EUR	S
Estonia	Tallinn	ALSO Eesti OÛ	100%	100%	192	EUR	D

Country	Head office	Company	Participation [1] 12.31.2023	Participation [1] 12.31.2022	Share capital in 1 000	Currency	Code
Finland	Tampere	ALSO Nordic Holding Oy	100%	100%	10 000	EUR	S
	Tampere	ALSO Finland Oy	100%	100%	841	EUR	D
	Helsinki	ALSO Cloud Oy	100%	100%	11	EUR	S
	Helsinki	ALSO Cloud Solutions Oy	100%	100%	3	EUR	S
France	Gennevilliers	ALSO France S.A.S.	100%	100%	14 500	EUR	D
	Gennevilliers	LAFI Logiciels Application Formation Information S.A.S	100%	100%	400	EUR	S
Great Britain	London	ALSO Cloud UK Limited	100%	100%	0.001	GBP	D
Italy	Lecco	ALSO Italia S.r.l.	100%	100%	208	EUR	D
	Mailand	Exero S.r.l.	100%	100%	10	EUR	D
Cape Verde	Praia	IREO LDA	100%	100%	100	CVE	D
Croatia	Zagreb	ALSO Croatia d.o.o.	100%	100%	2 654	EUR	D
Latvia	Mārupe	SIA „ALSO Latvia“	100%	100%	1 210	EUR	D
	Riga	ALSO Cloud Latvia SIA	100%	100%	100	EUR	S
Lithuania	Kaunas	UAB „ALSO Lietuva“	100%	100%	1 883	EUR	D
	Kaunas	UAB „Sophela“	100%	100%	3	EUR	S
	Kaunas	UAB „ABC Data Lietuva"	100%	100%	75	EUR	D
Morocco	Casablanca	BeIP International	100%	100%	50	MAD	D
Montenegro	Podgorica	ALSO Montenegro d.o.o.	100%	100%	25	EUR	D
Netherlands	Nijmegen	ALSO Nederland B.V.	100%	100%	18	EUR	D
Norway	Stokke	ALSO AS	100%	100%	11 063	NOK	D
	Oslo	Commaxx AS	100%	0%	413	NOK	D
Austria	Gross- Enzersdorf	ALSO Austria GmbH	100%	100%	100	EUR	D
Poland	Warsaw	ALSO Polska sp. z o.o.	100%	100%	133 300	PLN	D
	Warsaw	iSource S.A.	100%	100%	16 327	PLN	D
	Warsaw	S4E S.A.	81,3%	81,3%	1 737	PLN	D
	Goleniow	MLS sp. z o.o. in liquidation	100%	100%	5 000	PLN	D
	Szczecin	iTerra sp. z o.o.	100%	100%	3 250	PLN	S
Portugal	Perafita	ALSO Portugal Unipessoal Lda.	100%	100%	0.2	EUR	D
	Lisbon	Integrated Inspiring Solutions Lda.	100%	100%	500	EUR	D

Country	Head office	Company	Participation [1] 12.31.2023	Participation [1] 12.31.2022	Share capital in 1 000	Currency	Code
Romania	Bucharest	ALSO Technology SRL	100%	100%	13 505	RON	D
Sweden	Kista	ALSO Sweden AB	100%	100%	1 000	SEK	D
	Solna	Commaxx AB	100%	0%	250	SEK	D
Serbia	Belgrade	ALSO Platform Development d.o.o.	100%	100%	0.1	RSD	S
	Novi Sad	ALSO Serbia d.o.o.	100%	100%	291	RSD	D
Slovakia	Bratislava	ALSO Slovakia s.r.o.	100%	100%	947	EUR	D
Slovenia	Ljubljana	ALSO Technology Ljubljana d.o.o.	100%	100%	1 710	EUR	D
	Ljubljana	VAD d.o.o.	100%	100%	50	EUR	D
Spain	Barcelona	ALSO Cloud Spain S.L.U.	100%	100%	3	EUR	D
	Madrid	IREO Soluciones y Servicios S.L.	100%	100%	80	EUR	D
Czech Republic	Prague	ALSO Czech Republic s.r.o.	100%	100%	13 010	CZK	D
	Prague	Daquas spol. s.r.o.	[4]	100%	100	CZK	D
Ukraine	Kiew	TOB Sophela	100%	100%	96	UAH	S
Hungary	Budapest	ALSO Hungary Kft.	100%	100%	1 000	HUF	D
	Budapest	ALSO Ramiris Kft.	[5]	100%	3 000	HUF	D
Belarus	Minsk	Sophela OOO	100%	100%	7	BYN	S

Codes: D = Distribution; S = Service/Holding company
1 Participation equals ALSO Holding AG's direct or indirect voting interest in the company
2 In 2023, Quatec AG was merged with Corvice AG.
3 In 2023, ALSO Logistics Serviuces GmbH was liquidated.
4 In 2023, Daquas spol. s.r.o. was merged with ALSO Czech Republic s.r.o.
5 In 2023, ALSO Ramiris Kft. was merged with ALSO Hungary Kft.

6.5. Transactions with related parties

Existing receivables and payables at the reporting date are unsecured. In 2023 and 2022 respectively, no impairments of receivables were necessary. There are no guarantees, pledges, or other contingent liabilities in favor of related parties. The following transactions and volumes took place with related parties.

Transaktionen mit Hauptaktionären und Nahestehenden

€ 1 000	2023	2022
Net sales to Droege Group	66	332
Net sales to ALSO Financial Services GmbH	1 754	1 757
Operating expenses Droege Group	–3 515	–2 935
Interest income ALSO Financial Services	100	100
Trade receivables Droege Group	8	64
Trade receivables ALSO Financial Services GmbH	141	499
Loan to ALSO Financial Services GmbH	5 000	5 000
Other payables to related parties Droege Group (Note 5.9)	–472	–383
Sale of land and building to Droege Group	0	31 069

The distributions of T€ 30 226 to Droege that were decided at the General Meeting of March 17, 2023 were paid on March 23, 2023 (previous year: T€ 27 643).

Transactions with key management

€ 1 000	2023	2022
Salaries [1]	8 773	7 943
Contributions to pension plans	137	336
Anniversary bonuses or other special payments	0	0
Retirement bonuses	0	0
Employee shares/options	0	0
Total compensation	**8 910**	**8 279**

1 Fixed compensation (salaries and flat-rate expenses), bonuses, Board of Directors' fees, employer contributions for social security, and other non-monetary benefits/reductions

6.6. Financial risk management

Principles of risk management

In relation to its financial assets and liabilities, ALSO is exposed to special risks arising from changes in exchange rates and interest rates. In addition to these market risks, there are also liquidity and credit risks. The objective of financial risk management is to control and limit these market risks by ongoing operational and financial activities. For this purpose, and depending on the estimated risk, selected hedging instruments are used. Derivative financial instruments are used exclusively as hedging instruments, i.e. they are not used for trading or speculative purposes. To minimize the default risk, the material hedging transactions are only entered into with leading financial institutions.

At regular intervals, the appropriateness of the risk management and the internal control system is reviewed by the Board of Directors and modified if necessary. This ensures that the Board of Directors and the Group Management are completely and promptly informed of material risks. In addition, monthly internal reports on the financial position of the company allow any risks arising from the ongoing business to be recognized as early as possible, and corresponding countermeasures to be initiated. For this purpose, Accounting and Controlling constantly adapt their reporting systems to changing conditions. For optimal cash management, the management of liquidity not required for ongoing operations and the long-term financing of the Group is centralized. The treasury function also records, monitors, and controls financial risks based on information provided by the Board of Directors and Group Management.

Credit risk

Credit risk is the risk of economic loss resulting from a counterparty being unable or unwilling to fulfil its contractual payment obligations. Credit risk thus includes not only the immediate default risk, but also the risk of a worse credit rating along with the risk of concentration of individual risks.

In its operational business, as well as in some of its financing activities, ALSO is exposed to a default risk. In the financial area, ALSO manages the resulting risk position by the diversification of financial institutions and by verification of the financial strength of each counterparty based on publicly available ratings, as well as on publicly available ad-hoc information about the financial institutions.

Credit quality

Credit quality December 31, 2023

€ 1 000	Standard & Poor's	AAA	AA+	AA	AA-	A+	A	A-	BBB+	BBB	BBB-	No rating	**Total**
	Moody's	Aaa	Aa1	Aa2	Aa3	A1	A2	A3	Baa1	Baa2	Baa3		
	Fitch	AAA	AA+	AA	AA-	A+	A	A-	BBB+	BBB	BBB-		
Cash and cash equivalents (Note 5.1)		338	10 080	40 206	60 519	439 488	52 409	8 065	12 528	38 519	1 403	1 814	**665 369**
Receivables from factoring (Note 5.4)		0	0	0	7 719	312 455	2 396	28 989	0	16 457	0	0	**368 016**
		0.0%	1.0%	3.9%	6.6%	72.8%	5.3%	3.6%	1.2%	5.3%	0.1%	0.1%	**100.0%**

Credit quality December 31, 2022

€ 1 000	Standard & Poor's	AAA	AA+	AA	AA-	A+	A	A-	BBB+	BBB	BBB-	No rating	**Total**
	Moody's	Aaa	Aa1	Aa2	Aa3	A1	A2	A3	Baa1	Baa2	Baa3		
	Fitch	AAA	AA+	AA	AA-	A+	A	A-	BBB+	BBB	BBB-		
Cash and cash equivalents (Note 5.1)		1 329	15 057	70 635	37 459	267 748	2 199	63 559	8 527	4 318	6 085	1 802	**478 718**
Receivables from factoring (Note 5.4)		0	0	0	11 365	167 534	0	44 945	0	9 017	0	0	**232 861**
		0.2%	2.1%	9.9%	6.9%	61.2%	0.3%	15.2%	1.2%	1.9%	0.9%	0.2%	**100.0%**

The credit quality of financial institutions is displayed based on public ratings by Standard & Poor's, Moody's or Fitch. The rating code is a letter code that indicates the default risk of a debtor (country, company) and hence allows easy assessment of its creditworthiness. An independent, statistically determinable and validatable probability of default can be assigned to each rating code.

AAA/Aaa	Risk of default is virtually zero.
AA/Aa	Safe investment, with slight risk of default.
A	The investment is safe provided that no unforeseen eventualities impair the overall economy or the industry.
BBB/Baa	The investment is sufficient save but more dependent on economic developments than the above categories.
<BBB/Baa	Mainly investments for which no public rating exists.

Ratings may be modified by the addition of a plus (+) or minus (–) sign or by the number 1 to 3 to move the rating up or down within the rating group.

In the operational area, ALSO limits the default risk by constantly monitoring customers' credit ratings and setting credit limits based thereon. The operational companies of the Group have largely insured their open trade receivables by means of credit insurances. The credit insurances generally cover defaults for 85 to 95 percent of the insured amounts. The residual credit default risk on trade receivables is therefore considered by ALSO to be limited, particularly since it is further minimized by the large number of customers and their wide geographical distribution. In addition, to further reduce default risks, certain receivables were completely sold.

Resulting from this sale are receivables from factors amounting to T€ 368 016 (previous year: T€ 232 861) (see Note 5.4), which are spread over several factoring partners. The largest receivable from a single factoring partner is for T€ 187 270 (previous year: T€ 84 682). During the long-standing business relationships with the factoring companies, no losses on receivables have occurred. The risk of loss on receivables from factoring partners is not insured with credit insurances. The default risk of loss is minimized by ALSO through regular evaluation of the factoring partners.

Receivables which have not been sold, are impaired in general and if necessary by individual amounts. Experience from the past indicates that this risk can be considered to be low (see also Note 5.2). The maximum credit risk (including derivative financial instruments with a positive market value) is represented by the carrying amounts of the financial assets. ALSO has not issued any financial guarantees in favor of third parties.

Liquidity risks

The central liquidity risk management system ensures that the Group is always in a position to fulfil its payment obligations promptly. ALSO continuously monitors its liquidity with a detailed cash flow plan on a daily basis. Extensive planning ensures furthermore that sufficient liquidity is available in the medium and long term.

ALSO's objective is to obtain liquidity corresponding to the necessary timing. Since the main requirement for finance is to cover the operational business activities, which are subject to large seasonal fluctuations, over the year as a whole most of the sources of funds are short-term. The necessary funds are mainly obtained by selling existing receivables to factoring companies and supplemented by bank lines of credit that are available at short notice. At the reporting date, the unutilized available credit lines with banks amounted to € 804 million (previous year: € 721 million).

The following table shows the financial liabilities of the Group by expiration date. The information is based on contractually agreed undiscounted interest and amortization payments. Forward purchases and sales of foreign currencies are not included in the financial derivatives. Since the forward transactions do not cause any net negative cash flow, they do not present a liquidity risk to ALSO.

Financial liabilities by expiration date 2023

€ 1 000	Carrying amount 12.31.2023	Total cash flow	Up to 1 year	1 to 5 years	More than 5 years
Trade payables	1 467 407	1 467 407	1 467 407	0	0
Other liabilities	52 673	52 673	52 673	0	0
Loans from banks and third parties and bonded loans	171 549	179 489	128 279	51 210	0
Liabilities from factoring	26 867	26 959	26 959	0	0
Contingent consideration from the acquisition of subsidiaries	3 800	4 114	1 000	3 114	0
Lease liabilities	92 182	95 944	26 273	62 372	7 299
Total	**1 814 478**	**1 826 586**	**1 702 591**	**116 696**	**7 299**
DERIVATIVE FINANCIAL INSTRUMENTS					
Interest rate swaps (net)	–22 488	–52 111	–7 503	–30 672	–13 936
Interest rate options (net)	–2 292	996	513	483	0

Financial liabilities by expiration date 2022

€ 1 000	Carrying amount 12.31.2022	Total cash flow	Up to 1 year	1 to 5 years	More than 5 years
Trade payables	1 407 804	1 407 804	1 407 804	0	0
Other liabilities	44 199	44 199	44 199	0	0
Loans from banks and third parties and bonded loans	195 643	203 580	20 155	183 425	0
Liabilities from factoring	34 874	34 933	34 933	0	0
Contingent consideration from the acquisition of subsidiaries	5 058	5 058	3 808	1 250	0
Lease liabilities	85 671	89 382	25 582	52 801	10 999
Total	**1 773 249**	**1 784 956**	**1 536 481**	**237 476**	**10 999**
DERIVATIVE FINANCIAL INSTRUMENTS					
Interest rate swaps (net)	–43 439	–18 710	–1 492	–9 324	–7 894
Interest rate options (net)	–4 955	1 327	331	996	0

The table includes all instruments held on December 31, 2023 and 2022 respectively, for which payments had already been contractually agreed. Plan figures for future new liabilities are not included. Foreign currency amounts were translated at the year-end exchange rate. The variable interest payments from the financial instruments were calculated using the interest rates fixed at December 31, 2023 and 2022, respectively. Financial liabilities that can be repaid at any time are always assigned to the earliest maturity date, irrespective of the fact that the greater part of these financial liabilities is revolving.

Interest rate risks

ALSO's interest rate risks relate mainly to current financial liabilities with variable interest rates. Interest rate fluctuations cause changes in the interest income and expense of the interest-bearing assets and liabilities. ALSO is particularly exposed to interest rate risks in €, CHF, PLN and DKK.

The interest rate management is handled centrally. Short-term interest rate risks are only partially hedged, a material part of interest bearing-liabilities hence remaining exposed to interest rate fluctuations. See also Note 6.1.

Taking into account the existing and planned debt structure, interest derivatives are used if necessary to meet the bandwidths recommended by central Group treasury and prescribed by management. Since ALSO uses fixed as well as variable interest-bearing instruments, interest risks may result from an increase as well as a decrease in market interest rates.

Sensitivity analysis

Interest rate risks are evaluated by means of sensitivity analyses. These sensitivity analyses demonstrate the effects of changes in market interest rates on unsecured variable interest expense and income, as well as on equity, when all other variables remain constant.

The change in the market interest rates affects the value and the effectiveness of the hedging instruments and therefore affects equity and the financial result. If the market interest rate on December 31, 2023 and 2022 respectively, had been 100 base points higher/lower, the effect would have been as follows:

Sensitivity of interest rates

	Effect on the financial result		Effect on the equity	
€ 1 000	**2023**	2022	**2023**	2022
Market interest rates +100 bps	–3 117	–6 371	23 094	26 131
Market interest rates -100 bps	2 108	6 833	–23 094	–24 559

The market interest rate level has risen into a positive range in 2022 and stayed in 2023. Due to the rising interest rate level, ALSO adjusted its hedging strategy in spring 2022 and concluded further hedging instruments in addition to the existing interest rate hedges in order to achieve a higher coverage of the portfolio against the risk of rising interest rates. ALSO already concluded hedging instruments in 2017 and in 2019 that took account of the negative interest rate environment at that time so as to rule out additional negative effects on the financial result. Amongst others, ALSO uses interest rate options to protect itself against increasing interest rates in the mid-term. However, those instruments do not have an impact on the financial result in the above disclosed sensitivity of interest rates. The measurement of hedging instruments is purely a valuation effect that does not result in any outflow of cash for ALSO.

This analysis is based on the assumption that the amount at the respective reporting date corresponds closely to the average amount utilized during the year.

Exchange rate risks

A material part of the cash flows of the operational companies occurs in currencies which are not the functional currencies of those subsidiaries. ALSO is therefore exposed to foreign currency risks. Foreign currency risks are only hedged if they affect the cash flow of the Group. Exchange rate risks that arise in the consolidated financial statements through the translation of income statement and statements of financial position of subsidiaries are not hedged.

In the purchasing area, a certain amount is conducted in foreign currencies, especially € (where it is not the functional currency) and in USD. To hedge this exchange rate risk, Central Treasury hedges the purchasing volumes of the operating companies outside their functional currency.

Certain group-internal loans between subsidiaries with different functional currencies give rise to foreign currency risks. ALSO hedges most of these risks. Speculative borrowing or lending in foreign currencies is not permitted.

Transaction-related foreign currency risks are also monitored and the corresponding net exposures in the various currencies are calculated.

By regular use of forward contracts, ALSO constantly reduces the exchange rate risk so that there is no material exchange rate risk to the Group. The table below shows the main unsecured net exposures of the Group at the end of 2023 and 2022 respectively. These usually reflect the open risks over the year.

Unhedged net exposure

€ 1 000	€/USD	€/CHF	€/PLN	€/DKK	€/NOK	€/HRK	€/HUF	€/BGN
December 31, 2023	97 506	31 711	65 190	12 876	18 086	–	16 959	7 831
December 31, 2022	54 606	29 224	51 945	15 486	381	13 481	5 830	2 605

Sensitivity analysis

If, on December 31, 2023 and 2022 respectively, the € had been 10 percent stronger/weaker relative to the reporting date balances in those currencies, and all other variables had remained unchanged, the income statement and shareholders' equity (net, after tax) would have been T€ 1 372 higher/lower (previous year: T€ 7 847). The disclosed net exposures are mainly offset by inventories which are held in foreign currencies. Those inventories will be sold within a short period of time and would therefore largely compensate the effects explained above on the income statement.

Exchange differences resulting from the translation of entities whose functional currency is not the Euro are not included in the sensitivity analysis.

Capital management

The overriding objective of capital management at ALSO is to maintain an appropriate equity base in order to preserve the trust of investors, customers, and the market, and to support future developments in the core business. The internal target value for the ratio of equity to total assets has been defined as 25 to 35 percent.

The capital management serves to maintain an optimal Groupwide capital structure which not only gives ALSO sufficient financial flexibility, but also maintains a high credit rating.

The equity structure can be maintained or modified by means of the dividend policy, capital repayments, and, if necessary, capital increases.

The capital structure is monitored on the basis of the net financial debt and reported equity. Net financial debt comprises interest-bearing financial liabilities less cash and cash equivalents.

€ 1 000	**12.31.2023**		12.31.2022	
Current financial liabilities	178 423		80 504	
Non-current financial liabilities	115 975		240 742	
Total financial liabilities (Note 5.8)	**294 398**		**321 246**	
./. Cash and cash equivalents (Note 5.1)	–665 369		–478 718	
Net financial debt	**–370 971**	**–11.0 %**	**–157 472**	**–5.0 %**
Reported equity	1 045 083	32.0 %	1 040 413	33.0 %
Equity and net financial debt	674 112	21.0 %	882 941	28.0 %
Total liabilities and equity	**3 229 873**	**100.0 %**	**3 153 517**	**100.0 %**

6.7. Factoring

ALSO has sold or assigned trade receivables to independent factoring companies. To the extent that a significant transfer of risk takes place, these transactions reduce the total receivables of the Group.

Receivables fully derecognized in the statement of financial position

If the sale of trade receivables transfers all material rewards and risks to the factoring company, under IFRS 9 these receivables are fully derecognized and a corresponding receivable from the factoring company is recognized (see Note 5.4).

Due to the contractual terms of the factoring program, ALSO is exposed to certain residual risks even after the trade receivables are sold. For the time period between maturity and payment of the sold receivables, ALSO is obliged to pay interest to the factoring company (interest risk for late payments).

Residual risks of fully derecognized receivables

€ 1 000	Carrying amount/fair value of loss risk	Theoretical maximum loss risk
Interest risk for late payment	264	3 263
Total December 31, 2023	**264**	**3 263**
Interest risk for late payment	310	3 337
Total December 31, 2022	**310**	**3 337**

Taking into account ongoing creditworthiness checks, the large number of customers, and their historical payment behavior, as well as the known time period between maturity and payment of the sold receivables, ALSO expects that interest of T€ 264 (previous year: T€ 310) for late payments will be due on sold receivables at December 31, 2023. Corresponding accruals for these amounts were therefore made at December 31, 2023 and 2022, respectively.

Should the theoretical case occur of default on payment of all receivables that have been sold, ALSO would have to pay interest to the factors for the time period between maturity of the sold receivables and a contractually agreed latest date. As of at December 31, 2023, the theoretical maximum value at risk from this loss was estimated at T€ 3 263 (previous year: T€ 3 336).

Receivables not fully derecognized in the statement of financial position

In some agreements, neither complete transfer nor complete retention of the rewards and risks of the receivables can be assumed. Under these agreements, the trade receivables are not fully derecognized, and a residual amount remains recognized in the statement of financial position. Under IFRS 9, this residual amount represents a so-called “continuing involvement”.

The trade receivables of T€ 722 066 (previous year: T€ 803 251, see Note 5.2) therefore contain a continuing involvement for the amount of T€ 38 446 (previous year: T€ 30 365).This is composed of the residual interest risk for late payments of T€ 3 333 (previous year: T€ 2 081), the residual credit risk of T€ 35 113 (previous year: T€ 28 222), and the residual exchange rate risk of T€ 62 in the previous year.

Due to the continuing involvement, there is a corresponding obligation for the amount of T€ 38 642 (previous year: T€ 30 365), which is recognized in accrued expenses, deferred income and other payables. In addition, there is an accrual for the amount of T€ 196 (previous year: T€ 161) for the fair value of the residual risk of the continuing involvement. Only the change in the true uncollectibility and interest risk is recognized through profit or loss.

Net obligation 2023

€ 1 000	Carrying amount/fair value
Asset from continuing involvement	38 446
Obligation from continuing involvement	38 642
Net obligation at December 31, 2023	**–196**

Net obligation 2022

€ 1 000	Carrying amount/fair value
Asset from continuing involvement	30 365
Obligation from continuing involvement	30 526
Net obligation at December 31, 2022	**–161**

At the reporting date, the gross amount of these sold receivables with continuing involvement was T€ 351 050 (previous year: T€ 372 676).

Liability from factoring 2023

€ 1 000	Fair value of the remaining risk	Obligation from continuing involvement	Total liability from factoring
Receivables fully derecognized	264	0	264
Receivables not fully derecognized	196	38 446	38 642
December 31, 2023 (Note 5.9)	**460**	**38 446**	**38 906**

Liability from factoring 2022

€ 1 000	Fair value of the remaining risk	Obligation from continuing involvement	Total liability from factoring
Receivables fully derecognized	310	0	310
Receivables not fully derecognized	161	30 365	30 526
December 31, 2022 (Note 5.9)	**471**	**30 365**	**30 836**

6.8. Events after the reporting period

On January 10, 2024, the ALSO Group acquired 100 percent of the voting shares of Target Holding GmbH, based in Koblach, Austria. The consideration for the shares and liabilities acquired amounted to T€ 7,750. The preliminary fair value of the assets and liabilities is approximately T€ 5 206 and the goodwill acquired is approximately T€ 2 544.

6.9. Approval of the ALSO Group consolidated financial statements

These consolidated financial statements were released for publication by the Board of Directors of ALSO Holding AG on February 15, 2024, and will be submitted to the Annual General Meeting of March 21, 2024, for approval.

To the General Meeting of
ALSO Holding AG, Emmen

Zurich, February 15, 2024

REPORT OF THE STATUTORY AUDITOR

REPORT ON THE AUDIT OF THE CONSOLIDATED FINANCIAL STATEMENTS

Opinion

We have audited the consolidated financial statements of ALSO Holding AG and its subsidiaries (the Group), which comprise the consolidated statement of financial position as at December 31, 2023, the consolidated income statement, the consolidated statement of comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the consolidated financial statements, including material accounting policy information.

In our opinion, the consolidated financial statements (pages 114 to 191) give a true and fair view of the consolidated financial position of the Group as at December 31, 2023 and of its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with IFRS Accounting Standards and comply with Swiss law.

Basis for opinion

We conducted our audit in accordance with Swiss law, International Standards on Auditing (ISA) and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the “Auditor’s responsibilities for the audit of the consolidated financial statements” section of our report. We are independent of the Group in accordance with the provisions of Swiss law, together with the requirements of the Swiss audit profession, as well as those of the International Ethics Standards Board for Accountants’ International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the consolidated financial statements of the current period. These matters were addressed in the context of our audit of the consolidated financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For the matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the "Auditor's responsibilities for the audit of the consolidated financial statements" section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the consolidated financial statements. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the consolidated financial statements.

Valuation of goodwill

Area of focus

Goodwill represents 7% of ALSO's total assets and 21% of the Group's total equity as at December 31, 2023. As stated in Note 2.4 and 2.18 to the consolidated financial statements, the carrying value of goodwill is tested at least annually for impairment. The Group's annual impairment test determined that there was no impairment. Key assumptions concerning the impairment test are disclosed in Note 5.7 to the consolidated financial statements. In determining the fair value of Cash Generating Units as defined by Management, the Group must apply judgment in estimating — amongst other factors — cash flow projections based on the financial plan as well as the discount rate. Due to the significance of the carrying values for goodwill and the judgment involved in performing the impairment tests, this matter was considered significant to our audit.

Our audit response

We assessed the design of the Group's internal controls over its annual impairment tests and key assumptions applied and evaluated Management's definition of Cash Generating Units. We involved valuation specialists to assist in examining the Group's valuation model and analyzing the underlying key assumptions, including long-term growth and discount rates. We assessed future revenues and margins, the historical accuracy of the Group's financial budget and considered its ability to produce accurate long-term forecasts. We evaluated the sensitivity in the valuation resulting from changes to the key assumptions applied and compared these assumptions to corroborating information, including expected inflation rates and market growth. Our audit procedures did not lead to any reservations concerning the valuation of goodwill.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements, the compensation report and our auditor's reports thereon.

Our opinion on the consolidated financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the consolidated financial statements

The Board of Directors is responsible for the preparation of the consolidated financial statements, which give a true and fair view in accordance with IFRS Accounting Standards and the provisions of Swiss law, and for such internal control as the Board of Directors determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, the Board of Directors is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the consolidated financial statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law, ISA and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

A further description of our responsibilities for the audit of the consolidated financial statements is located on EXPERTsuisse's website at: https://www.expertsuisse.ch/en/audit-report. This description forms an integral part of our report.

Report on other legal and regulatory requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the consolidated financial statements according to the instructions of the Board of Directors.

We recommend that the consolidated financial statements submitted to you be approved.

Ernst & Young Ltd

Simon Zogg
Licensed audit expert
(Auditor in charge)

Marco Kessler
Licensed audit expert

PROFIT OR LOSS STATEMENT OF ALSO HOLDING AG

CHF 1 000	**2023**	2022
Service revenue	41 505	36 028
Investment revenue	78 085	41 261
Service expenses	–27 839	–24 671
Personnel expenses	–7 993	–6 877
Other operating expenses	–9 473	–8 852
Financial income	26 073	12 666
Financial expenses	–9 140	–17 318
Direct tax expenses	–2 207	–45
Net profit	**89 011**	**32 192**

BALANCE SHEET OF ALSO HOLDING AG

Assets

CHF 1 000	**12.31.2023**	12.31.2022
Cash	48 027	50 956
Other current receivables		
from Group companies	85 589	24 342
Prepaid expenses and accrued income	292	153
Total current assets	**133 908**	**75 451**
Loans to Group companies	153 841	173 539
Investments	596 951	597 485
Prepaid expenses and accrued income	1 384	656
Total non-current assets	**752 176**	**771 680**
Total assets	**886 084**	**847 131**

Liabilities and equity

CHF 1 000	**12.31.2023**	12.31.2022
Liabilities to banks (interest-bearing)	102 787	0
Other current payables		
to third parties	1 461	2 083
to Group companies (interest-bearing)	125 510	46 869
Accrued expenses and deferred income	10 153	8 321
Total current liabilities	**239 911**	**57 273**
Liabilities to banks (interest-bearing)	30 216	155 494
Total non-current liabilities	**30 216**	**155 494**
Total liabilities	**270 127**	**212 767**
Share capital	12 849	12 849
Legal capital reserves		
foreign capital contribution reserve	769	11 782
share-premium reserve	8 618	8 618
Legal reserves		
general reserve	1 100	1 100
Special reserve	90 000	90 000
Retained earnings		
balance brought forward	513 437	527 154
net profit	89 011	32 192
Treasury shares	–99 827	–49 331
Total shareholders' equity	**615 957**	**634 364**
Total liabilities and equity	**886 084**	**847 131**

NOTES TO THE FINANCIAL STATEMENTS OF ALSO HOLDING AG

GENERAL

The financial statements of ALSO Holding AG, with registered office in Emmen, Switzerland, comply with the requirements of the Swiss Code of Obligations (SCO).

BASIS OF PREPARATION

Assets are valued at no higher than acquisition cost. All changes in value are recognized in the profit or loss statement. Investments are tested for impairment once a year. Intangible assets are amortized over five years. Gains and losses from disposals of treasury shares, including transaction costs, are recognized directly in legal reserves. Liabilities are valued at nominal value.

All current assets and liabilities denominated in foreign currencies are translated according to the exchange rates applicable on the balance sheet date. For non-current assets and liabilities the imparity principle is applied. Income and expenses denominated in foreign currencies and all foreign exchange transactions are translated using the exchange rates as of the transaction dates. Resulting foreign exchange differences are recognized in the profit or loss statement.

Derivatives with positive replacement values are recognized at their acquisition cost. Derivatives with negative replacement values are recognized at their fair values.

Capital

	Total CHF 31.12.2023	Number of shares	Nominal value per share in CHF
Subscribed capital	12 848 962	12 848 962	1.00
Authorized capital increase (unclaimed)	–	2 500 000	1.00
Conditional capital increase (unclaimed)	2 500 000	2 500 000	1.00

The authorized capital expired on 17 March 2023. The remaining capital is unchanged compared to the previous year.

Treasury shares

	Number	Value in TCHF	Average price in CHF	Lowest price in CHF	Highest price in CHF
January 1, 2022	**28 089**	**1 540**			
Additions August 2022	37 540	6 485	169.69	161.50	178.34
Additions September 2022	73 313	11 251	153.26	142.93	164.54
Additions October 2022	60 229	9 064	150.75	140.64	164.29
Additions November 2022	68 446	11 449	166.81	152.76	179.28
Additions December 2022	55 094	9 542	171.85	166.17	185.03
Disposals	–				
December 31, 2022	**322 711**	**49 332**			
Additions January 2023	54 214	9 826	182.25	173.32	189.77
Additions February 2023	61 853	11 385	175.48	173.08	190.00
Additions March 2023	57 560	10 539	183.98	175.57	190.00
Additions April 2023	34 911	6 505	187.55	179.58	190.00
Additions May 2023	28 234	5 288	187.49	183.07	189.71
Additions June 2023	12 787	2 408	188.60	185.25	190.00
Additions July 2023	24 535	4 545	184.83	180.25	189.30
Disposals	–				
December 31, 2023	**596 805**	**99 827**			

Treasury shares are measured at their historic cost.

In August 2022, the Board of Directors of ALSO Holding AG decided to implement a share buyback program. Under this program, shares with a value of € 100.0 million are to be repurchased over a maximum period of 2 years (end date August 9, 2024). The share buyback program was terminated on July 24, 2023. The total buy-back amount amounted to € 99.99 million.

Significant shareholders

	12.31.2023	12.31.2022
Special Distribution Holding GmbH, Dusseldorf (Germany)[1]	51.30%	51.30%
J. Safra Sarasin Investmentfonds AG, Basel (Switzerland)	3.01%	3.01%
ALSO Holding AG, Emmen (Switzerland)	4.64%	[2]

Source: Share register as of December 31, (without nominees)

1 Controlling shareholder: Walter P.J. Droege through Droege Group AG

2 Percentage of the voting rights is below disclosure threshold

Contingent liabilities

CHF 1 000	**12.31.2023**	12.31.2022
Conditional liabilities towards third parties	1 056 002	1 176 171
Letters of comfort	p.m.	p.m.
Total	**1 056 002**	**1 176 171**

The contingent liabilities of ALSO Holding AG cover the conditional liabilities for bank guarantees, borrowing arrangements and delivery commitments of the Group companies.

Liabilities to defined benefit plans

€ 1 000	**12.31.2023**	12.31.2022
ALSO pension fund	–	–
Total	**–**	**–**

NUMBER OF FULL-TIME EQUIVALENT POSITIONS

In 2023, the average number of full-time equivalent positions was 7 (previous year: 7)

INFORMATION ABOUT DIRECTLY OR INDIRECTLY CONTROLLED INVESTMENTS

Country	Head office	Company	Participation [1] 12.31.2023	Participation [1] 12.31.2022	Share capital in 1 000	Currency	Code
Switzerland	Emmen	ALSO Schweiz AG	100%	100%	100	CHF	D
	Uetendorf	Corvice AG	100%	100%	100	CHF	S
	Emmen	Quatec AG	[2]	100%	100	CHF	S
Belgium	Mechelen	ALSO Belgium BVBA	100%	100%	8 331	EUR	D
	Mechelen	AllThingsTalk NV	100%	100%	8 765	EUR	S
Bosnia and Herzegovina	Banja Luka	ALSO BH d.o.o.	100%	100%	782	BAM	D
Bulgaria	Sofia	ALSO Bulgaria EOOD	100%	100%	5	BGN	D
Denmark	Tåstrup	ALSO A/S	100%	100%	39 000	DKK	D
	Copenhagen	Commaxx Denmark A/S	100%	0%	588	DKK	D
Germany	Soest	ALSO Deutschland GmbH	100%	100%	20 000	EUR	D
	Osnabrück	SEAMCOM GmbH & Co. KG	100%	100%	203	EUR	D
	Osnabrück	SEAMCOM Verwaltungs GmbH	100%	100%	26	EUR	S
	Straubing	ALSO MPS GmbH	100%	100%	100	EUR	S
	Berlin	druckerfachmann.de GmbH & Co. KG	100%	100%	200	EUR	S
	Berlin	LumIT GmbH	100%	100%	25	EUR	S
	Soest	ALSO International Services GmbH	100%	100%	100	EUR	S
	Soest	ALSO IH GmbH	100%	100%	25	EUR	S
	Soest	Impaso Online Services GmbH	100%	100%	25	EUR	S
	Dreieich	Pestinger GmbH	100%	100%	26	EUR	D
	Stuttgart	Beamer & more GmbH	51%	51%	25	EUR	D
	Berlin	ALSO Enterprise Services GmbH	100%	100%	100	EUR	S
	Berlin	druckerfachmann Verwaltungs GmbH	100%	100%	25	EUR	S
	Berlin	Webinstore AG	99.99%	99.99%	500	EUR	S
	Soest	ALSO Logistics Services GmbH	[3]	100%	25	EUR	S
	Seevetal	ALSO Financial Services GmbH	9.9%	9.9%	50	EUR	S

Country	Head office	Company	Participation [1] 12.31.2023	Participation [1] 12.31.2022	Share capital in 1 000	Currency	Code
Estonia	Tallinn	ALSO Eesti OÛ	100%	100%	192	EUR	D
Finland	Tampere	ALSO Nordic Holding Oy	100%	100%	10 000	EUR	S
	Tampere	ALSO Finland Oy	100%	100%	841	EUR	D
	Helsinki	ALSO Cloud Oy	100%	100%	11	EUR	S
	Helsinki	ALSO Cloud Solutions Oy	100%	100%	3	EUR	S
France	Gennevilliers	ALSO France S.A.S.	100%	100%	14 500	EUR	D
	Gennevilliers	LAFI Logiciels Application Formation Information S.A.S	100%	100%	400	EUR	S
Great Britain	London	ALSO Cloud UK Limited	100%	100%	0.001	GBP	D
Italy	Lecco	ALSO Italia S.r.l.	100%	100%	208	EUR	D
	Mailand	Exero S.r.l.	100%	100%	10	EUR	D
Cape Verde	Praia	IREO LDA	100%	100%	100	CVE	D
Croatia	Zagreb	ALSO Croatia d.o.o.	100%	100%	2 654	EUR	D
Latvia	Mārupe	SIA „ALSO Latvia“	100%	100%	1 210	EUR	D
	Riga	ALSO Cloud Latvia SIA	100%	100%	100	EUR	S
Lithuania	Kaunas	UAB „ALSO Lietuva“	100%	100%	1 883	EUR	D
	Kaunas	UAB „Sophela“	100%	100%	3	EUR	S
	Kaunas	UAB „ABC Data Lietuva"	100%	100%	75	EUR	D
Morocco	Casablanca	BeIP International	100%	100%	50	MAD	D
Montenegro	Podgorica	ALSO Montenegro d.o.o.	100%	100%	25	EUR	D
Netherlands	Nijmegen	ALSO Nederland B.V.	100%	100%	18	EUR	D
Norway	Stokke	ALSO AS	100%	100%	11 063	NOK	D
	Oslo	Commaxx AS	100%	0%	413	NOK	D
Austria	Gross- Enzersdorf	ALSO Austria GmbH	100%	100%	100	EUR	D
Poland	Warsaw	ALSO Polska sp. z o.o.	100%	100%	133 300	PLN	D
	Warsaw	iSource S.A.	100%	100%	16 327	PLN	D
	Warsaw	S4E S.A.	81.3%	81.3%	1 737	PLN	D
	Goleniow	MLS sp. z o.o. in liquidation	100%	100%	5 000	PLN	D
	Szczecin	iTerra sp. z o.o.	100%	100%	3 250	PLN	S

Country	Head office	Company	Participation [1] 12.31.2023	Participation [1] 12.31.2022	Share capital in 1 000	Currency	Code
Portugal	Perafita	ALSO Portugal Unipessoal Lda.	100%	100%	0.2	EUR	D
	Lisbon	Integrated Inspiring Solutions Lda.	100%	100%	500	EUR	D
Romania	Bucharest	ALSO Technology SRL	100%	100%	13 505	RON	D
Sweden	Kista	ALSO Sweden AB	100%	100%	1 000	SEK	D
	Solna	Commaxx AB	100%	0%	250	SEK	D
Serbia	Belgrade	ALSO Platform Development d.o.o.	100%	100%	0.1	RSD	S
	Novi Sad	ALSO Serbia d.o.o.	100%	100%	291	RSD	D
Slovakia	Bratislava	ALSO Slovakia s.r.o.	100%	100%	947	EUR	D
Slovenia	Ljubljana	ALSO Technology Ljubljana d.o.o.	100%	100%	1 710	EUR	D
	Ljubljana	VAD d.o.o.	100%	100%	50	EUR	D
Spain	Barcelona	ALSO Cloud Spain S.L.U.	100%	100%	3	EUR	D
	Madrid	IREO Soluciones y Servicios S.L.	100%	100%	80	EUR	D
Czech Republic	Prague	ALSO Czech Republic s.r.o.	100%	100%	13 010	CZK	D
	Prague	Daquas spol. s.r.o.	[4]	100%	100	CZK	D
Ukraine	Kiew	TOB Sophela	100%	100%	96	UAH	S
Hungary	Budapest	ALSO Hungary Kft.	100%	100%	1 098	HUF	D
	Budapest	ALSO Ramiris Kft.	[5]	100%	3 000	HUF	D
Belarus	Minsk	Sophela OOO	100%	100%	7	BYN	S

Codes: D = Distribution, S = Dienstleistungs-/Holdinggesellschaft

1 Participation equals ALSO Holding AG's direct or indirect voting interest in the company
2 In 2023, Quatec AG was merged with Corvice AG.
3 In 2023, ALSO Logistics Serviuces GmbH was liquidated.
4 In 2023, Daquas spol. s.r.o. was merged with ALSO Czech Republic s.r.o.
5 In 2023, ALSO Ramiris Kft. was merged with ALSO Hungary Kft.

ADDITIONAL DISCLOSURES, STATEMENT OF CASH FLOWS AND STATUS REPORT

In accordance with Art. 961d, Paragraph 1, of the Swiss Code of Obligations, additional disclosures, the statement of cash flows and the status report are dispensed with, as the ALSO Holding AG prepares the consolidated financial statements in accordance with a generally accepted financial reporting standard.

EVENTS AFTER THE REPORTING PERIOD

These financial statements were released for publication by the Board of Directors of ALSO Holding AG on February 15, 2024, and will be submitted to the Annual General Meeting of March 21, 2024, for approval.

No material events occurred after the reporting period.

There are no further matters requiring disclosure according to the Swiss Code of Obligations (SCO) Art. 959c.

PROPOSAL OF THE BOARD OF DIRECTORS TO THE ANNUAL GENERAL MEETING OF MARCH 21, 2024

Proposal of the Board of Directors to the Annual General Meeting

CHF 1 000	**2023**	2022
Balance brought forward, January 1	513 437	527 154
Net profit	89 011	32 192
Dissolution of foreign capital contribution reserve	0	11 013
Total available earnings	**602 448**	**570 359**
Disbursement of foreign capital contribution reserve	0	–11 013
Disbursement of balance brought forward	–58 810	–45 909
Total Disbursement	**–58 810**	**–56 922**
Balance to be carried forward	543 638	513 437

To the General Meeting of
ALSO Holding AG, Emmen

Zurich, February 15, 2024

REPORT OF THE STATUTORY AUDITOR
REPORT ON THE AUDIT OF THE FINANCIAL STATEMENTS

Opinion

We have audited the financial statements of ALSO Holding AG (the Company), which comprise the balance sheet as at December 31, 2023 and the profit or loss statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the financial statements (pages 196 to 204) comply with Swiss law and the Company's articles of incorporation.

Basis for opinion

We conducted our audit in accordance with Swiss law and Swiss Standards on Auditing (SA-CH). Our responsibilities under those provisions and standards are further described in the "Auditor's responsibilities for the audit of the financial statements" section of our report. We are independent of the Company in accordance with the provisions of Swiss law and the requirements of the Swiss audit profession, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Key audit matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters. For the matter below, our description of how our audit addressed the matter is provided in that context.

We have fulfilled the responsibilities described in the "Auditor's responsibilities for the audit of the financial statements" section of our report, including in relation to these matters. Accordingly, our audit included the performance of procedures designed to respond to our assessment of the risks of material misstatement of the financial statements. The results of our audit procedures, including the procedures performed to address the matter below, provide the basis for our audit opinion on the financial statements.

Valuation of investments

Area of focus

Investments represent 67% of ALSO Holding AG's total assets and 97% of the Company's total equity as at December 31, 2023. Corresponding disclosure can be found in Notes "Basis of preparation" and "Information about directly or indirectly controlled investments" to the financial statements. The Company performed an annual impairment test of all significant investments as per year-end 2023. In determining the recoverability of the investments, the Company must apply judgment in estimating – amongst other factors – cash flow projections based on the budget as well as the discount rate. Due to the significance of the carrying values for investments and the judgment involved in performing the impairment tests, this matter was considered significant to our audit.

Our audit response

We involved valuation specialists to assist in examining the Company's valuation models. We assessed, amongst others, underlying key assumptions, including long-term growth, discount rates, future revenues and margins as well as the historical accuracy of the Company's financial budget and considered its ability to produce accurate long-term forecasts. In addition, we assessed the investments for impairment and the presentation and disclosure requirements. Our audit procedures did not lead to any reservations concerning the valuation of investments.

Other information

The Board of Directors is responsible for the other information. The other information comprises the information included in the annual report, but does not include the consolidated financial statements, the stand-alone financial statements, the compensation report and our auditor's reports thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Board of Directors' responsibilities for the financial statements

The Board of Directors is responsible for the preparation of the financial statements in accordance with the provisions of Swiss law and the Company's articles of incorporation, and for such internal control as the Board of Directors determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Board of Directors is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern, and using the going concern basis of accounting unless the Board of Directors either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Swiss law and SA-CH will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on EXPERTsuisse's website at: https://www.expertsuisse.ch/en/audit-report. This description forms an integral part of our report.

Report on other legal and regulatory requirements

In accordance with Art. 728a para. 1 item 3 CO and PS-CH 890, we confirm that an internal control system exists, which has been designed for the preparation of the financial statements according to the instructions of the Board of Directors.

Furthermore, we confirm that the proposed appropriation of available earnings complies with Swiss law and the Company's articles of incorporation. We recommend that the financial statements submitted to you be approved.

Ernst & Young AG

Simon Zogg
Licensed audit expert
(Auditor in charge)

Marco Kessler
Licensed audit expert

ALTERNATIVE PERFORMANCE MEASURES

This report contains certain Alternative Performance Measures which are not accounting measures as defined by IFRS. These measures should not be used instead of the IFRS-based consolidated financial statements, but as a supplement.

NET REVENUE BEFORE PVA (PRINCIPAL VERSUS AGENT)

Net revenue before PvA describes the gross view of the net sales without the adjustment due to the change in the recognition of revenue from software licenses.

€ million	**2023**	2022	Deviation
Total net sales before PvA	11 118.0	12 562.7	–11.5%
thereof Supply	6 748.2	8 100.3	–16.7%
thereof Solutions	3 295.2	3 544.4	–7.0%
thereof Service	1 074.6	918.0	17.1%

ORGANIC GROWTH

The organic growth results from the change in the total net sales of all Group companies that were part of the ALSO Group at the beginning of the comparative period. The change in total net sales of companies acquired in the fiscal year or in the previous year is added to the inorganic growth.

€ million	
Total net sales before PvA 2022	12 562.7
Organic growth	–1 530.8
Inorganic growth	86.1
Total net sales before PvA 2023	11 118.0
Total net sales before PvA 2012	6 297.0
Organic growth	1 465.7
Inorganic growth	3 355.3
Total net sales before PvA 2023	11 118.0

SUPPLY, SOLUTION AND SERVICE NET SALES

€ million	**2023**	2022	Deviation
Total net sales	9 959.6	11 552.9	–13.8%
thereof Supply	6 711.4	8 081.2	–17.0%
thereof Solutions	2 952.4	3 215.3	–8.2%
thereof Service	295.8	256.4	15.4%

SUSTAINABLE GROWTH RATE (SGR)

$$\text{SGR} = \left(\frac{\text{Net profit Group}}{\text{Total net sales}}\right) \times \left(\frac{\text{Total net sales}}{\text{Total assets}}\right) \times \left(\frac{\text{Net profit Group previous year} - \text{dividend}}{\text{Net profit Group previous year}}\right) \times \left(\frac{\text{Total assets}}{\text{Equity}}\right)$$

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
SGR	7.3%	9.6%	10.7%	9.8%	8.3%	8.0%	10.1%	10.0%	8.1%	9.7%	8.4%	8.4%

FOREIGN CURRENCY EFFECT

The foreign currency effect results from the following circumstances:

- The foreign currency effect on total net sales: The sales price is calculated on the basis of the moving average of the inventories valued in a foreign currency calculated at the spot price. The difference between the moving average translated at the spot price on the reporting date and the moving average in the local currency is assessed as foreign currency impact in total net sales.
- The foreign currency effect on cost of goods sold and services provided: The currency effects relate to currency valuations from open foreign currency liabilities, realized foreign currency effects with supplier payments, valuation of open forward exchange contracts and realized foreign currency effects from forward exchange contracts.

€ million	**2023**	2022
Foreign currency effect on total net sales	–11.2	18.8
Foreign currency effect on cost of goods sold and services provided	14.2	–12.9
Foreign currency effect	**3.0**	**5.9**

EBITDA WITHOUT EFFECT DUE TO IFRS 16 LEASES

EBITDA is impacted by the adoption of IFRS 16. Since January 1, 2019, ALSO recognizes assets and liabilities for virtually all leases. As a result, leasing expenses are no longer reported as part of operating expenses, but as depreciation and financial expense below EBITDA. For that purpose depreciation of right-of-use assets and the interest expenses on lease liabilities were deducted from the reported EBITDA.

€ million	**2023**	2022
EBITDA as reported	247.3	280.0
IFRS 16 effect	28.3	26.7
EBITDA (without IFRS 16 effect)	**219.0**	**253.3**

NET FINANCIAL DEBT WITHOUT EFFECT DUE TO IFRS 16 LEASES

NFD = current financial liabilities
+ non–current financial liabilities
– cash and cash equivalents

The net financial debt is corrected for lease liabilities:

€ million	2023	2022
Current financial liabilities	178.4	80.5
Non-current financial liabilities	116.0	240.7
Total financial liabilities	**294.4**	**321.2**
./. Cash and cash equivalents	–665.4	–478.7
Net financial debt as reported	**–371.0**	**–157.5**
IFRS 16 effect	–92.2	–85.7
Net financial debt (without IFRS 16 effect)	**–463.2**	**–243.2**

FREE CASH FLOW (FCF)

€ million	2023	2022	2021	2020	2019
Cash flow from operating activities	384.8	88.1	290.6	246.2	312.1
Cash flow from investing activities	–37.6	–8.8	–48.0	–19.6	–72.6
Free cash flow (FCF)	**347.2**	**79.3**	**242.6**	**226.6**	**239.5**

RETURN ON CAPITAL EMPLOYED (ROCE)

$$\text{ROCE} = \frac{\text{NOPAT}}{\text{Capital Employed}}$$

$$\text{ROCE} = \frac{\text{Net profit Group} + \text{Financial expense} - \text{Financial income}}{\text{Equity} + \text{Provisions for employee benefits} + \text{Current and non–current financial liabilities} - \text{Cash and cash equivalents}}$$

ROCE is and will be adjusted for the effects of IFRS 16 in the components financial expenses and financial liabilities.

	2023	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012
ROCE	25.7%	22.4%	26.3%	21.0%	15.5%	11.8%	13.5%	13.0%	11.2%	11.5%	12.7%	12.7%

DAYS INVENTORY OUTSTANDING (DIO), DAYS SALES OUTSTANDING (DSO) AND DAYS PAYABLES OUTSTANDING (DPO)

$$\text{DIO, DSO resp. DPO} = \frac{\text{Inventories resp.trade receivables resp. trade payables as at 12.31.}}{\text{Net sales of December}} \times 30$$

The performance measures DIO, DSO and DPO are calculated based on the net sales in December, since a calculation with all-year values would be diluted by the seasonality.

	2023	2022
DIO	24	25
DSO	22	20
DPO	45	36
Cashday (DIO + DSO – DPO)	**1**	**9**

EARNINGS PER SHARE EPS (IN CHF)

EPS (in CHF) = EPS (in €) × €/CHF average rate

	2023	2022
Earnings per share EPS (in EUR)	10.07	11.91
EUR/CHF average rate	0.9718	1.0047
Earnings per share EPS (in CHF)	9.79	11.97

EQUITY PER REGISTERED SHARE (IN CHF)

$$\text{Equity per registered share (in CHF)} = \frac{\text{Equity in €} \times \text{€/CHF rate as at 12.31.}}{\text{Numbers of registered shares}}$$

	2023	2022
Equity (€ million)	1 045.1	1 040.4
EUR/CHF rate as at 12.31.	0.926	0.9847
Equity (CHF million)	967.76	1 024.5
Amount of registered shares	12 848 962	12 848 962
Equity per registered share in CHF	75.32	79.73

PRICE-EARNINGS RATIO (P/E RATIO)

$$\text{P/E ratio} = \frac{\text{Share price at year-end}}{\text{EPS in CHF}}$$

	2023	2022	2021	2020	2019
Price-earnings ratio (P/E ratio)	25.6	14.1	23.1	23.3	18.8

GRI REPORT


Chat
Friends
Chat Room Alpha
@smith12jo Thaaanks
@carla51coe12 you are the best!!
@sammy12jo Lmao that was perfect
@nirmanoe1 Watching you play is the best way to wake up
@stiles451k Hi guys
@56karren
@gggrace Hahahah
@jane50poe you did great!!!
@504mark I am so glad I found your stream!!
Send Message

GENERAL DISCLOSURES

GRI 2: GENERAL DISCLOSURES 2023

This report will also include CSRD disclosures. They will be highlighted throughout the document with the symbol CSRD.

1. The organization and its reporting practices

2-1: Organizational profile

The name of the organization is ALSO Holding AG. The headquarters are in Emmen, Switzerland.

ALSO Holding AG is the parent company of the ALSO Group, which directly or indirectly holds all other Group companies and associates. The shares of ALSO Holding AG have been listed on the SIX Swiss Exchange since 1986 (symbol: ALSN, valor symbol: 2 459 027, ISIN: CH0024590272). Its shareholders are private and institutional investors, including renowned pension funds. The principal shareholder is Special Distribution Holding GmbH (51.30 percent). We operate in 30 European countries with a physical presence and an additional 114 countries worldwide through our Platform-as-a-Service partners.

2-2: Entities included in the organization's sustainability reporting

This report contains information on the following entities: ALSO Deutschland GmbH, ALSO Polska sp.z.o.o., ALSO Schweiz AG, ALSO Nederland B.V., ALSO A/S, Denmark, ALSO AS Norway, ALSO Sweden AB, ALSO France S.A.S., ALSO Finland Oy, ALSO Bulgaria EOOD, UAB ALSO Lietuva, ALSO Technology SRL, SIA ALSO Latvia, ALSO Eesti OU, ALSO Croatia d.o.o. The reporting for these entities started in 2020. In 2021 the following organizations were added: ALSO Austria GmbH, ALSO d.o.o. Slovenia, and ALSO Slovakia s.r.o. In the 2022 report, our newly acquired enterprise in Serbia and the Greenfield operation of ALSO Cloud Spain were included; in 2023 ALSO Italy and ALSO Portugal are fully reporting for the first time. Companies acquired during M&A activities are included in the first full year of their membership of ALSO Group. Should any entities be disposed of their reporting will end with the termination date of their membership/existence.

Our **Financial report** includes financial statements of additional entities.

2-3: Reporting period, frequency, and contact point

The GRI reporting cycle is annual. Reporting periods for the financial and the sustainability reporting are the same. The content for this report ranges from 01.01.2023 to 31.12.2023, date of publication is 20. February 2024.

This is the second report submitted to GRI. Nevertheless, we had already included the vast majority of the GRI Disclosures in our previous reports.[1]

If you have any questions regarding the sustainability reporting or the financial reporting, please contact:

ALSO Holding AG
Beate Flamm
Senior Vice President Sustainable Change
beate.flamm@also.com

1 https://www.also.com/ec/cms5/en_6000/6000_ir/reports-and-presentations/index.jsp

2-4: Restatements of information

There have been no restatements of information for this report compared to last year's report.

CSRD BP-1 — General basis for preparation of the sustainability statements

ALSO Holding AG is committed to transparently communicating its sustainability performance through the preparation of sustainability statements. The following information outlines the general basis for the preparation of these statements, as per Disclosure Requirement BP-1.

(a) Consolidation Basis:
Our sustainability statements are prepared on a consolidated basis. This approach allows us to present a comprehensive overview of our sustainability performance by including the activities of all subsidiaries under the scope of consolidation.

(b) Scope of Consolidation:
We confirm that the scope of consolidation for our sustainability statements is aligned with that of our financial statements. In certain cases, some undertakings may be exempted from the sustainability reporting, and such instances are clearly communicated.

(c) Value Chain Coverage:
Our sustainability statements cover a great part of the value chain of ALSO Holding AG. This includes both upstream and downstream activities.

(d) Use of Disclosure Exemptions:
We clarify whether we have opted to omit specific information related to intellectual property, know-how, or the results of innovation.

(e) Exemption from Impending Developments or Matters in Negotiation for undertakings in based in EU member states:
The undertaking is not based in an EU member state.

CSRD BP-2 — Disclosures in relation to specific circumstances

Time Horizons:
We adopt the definition of short-, medium-, and long-term time horizons as defined in ESRS 1, 6.4., 82.

Value Chain Estimation:
In cases where metrics include value chain data estimated using indirect sources, such as sector-average data or proxies, we identify the relevant metrics and explain the rationale and calculation method in the Annex section of the report.

Sources of Estimation and Outcome Uncertainty:
When significant estimation uncertainty or outcome uncertainty exists, we identify disclosed metrics with significant estimation uncertainty and disclose the estimation uncertainties, affecting factors, and assumptions.

Changes in Preparation or Presentation of Sustainability Information:
In the event of changes compared to previous reporting periods, we will explain these changes, and provide reasons for them.

Reporting Errors in Prior Periods:
In the event of errors in prior periods, we will disclose a correction of figures and information.

2-5: External assurance

CSRD GOV-4 — Statement on sustainability due diligence

An external audit of our sustainability reports has not been conducted.

We have, however, collaborated with the environmental consultant Green for the Future[1]. They have provided us with guidance on incorporating key requirements from the upcoming CSRD directive as part of an EU study.

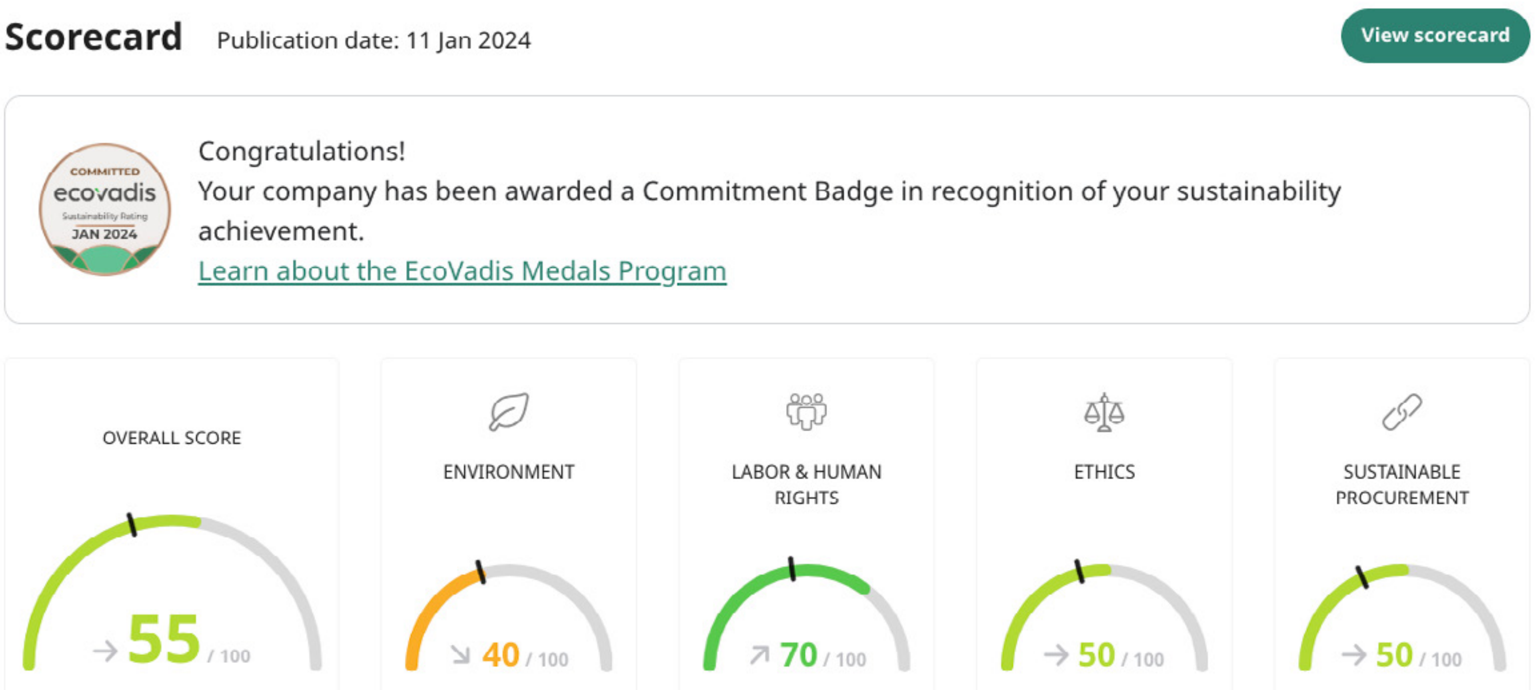
In 2023 the ALSO Group was rated by Sustainalytics, CDP, and Ecovadis, on its ESG performance.

1 Green for the Future

EcoVadis: Since its founding in 2007, EcoVadis has become the world's largest and most trusted provider of corporate sustainability assessments. ALSO Holding AG was awarded an Ecovadis commitment medal for our latest report.

Rating Ecovadis

Fig. 26



Carbon Disclosure Project: CDP is a not-for-profit charity running a global disclosure system focusing on environmental matters. ALSO received a C which is in the "Awareness" band. This corresponds to the average for the sector in which ALSO is mainly active.

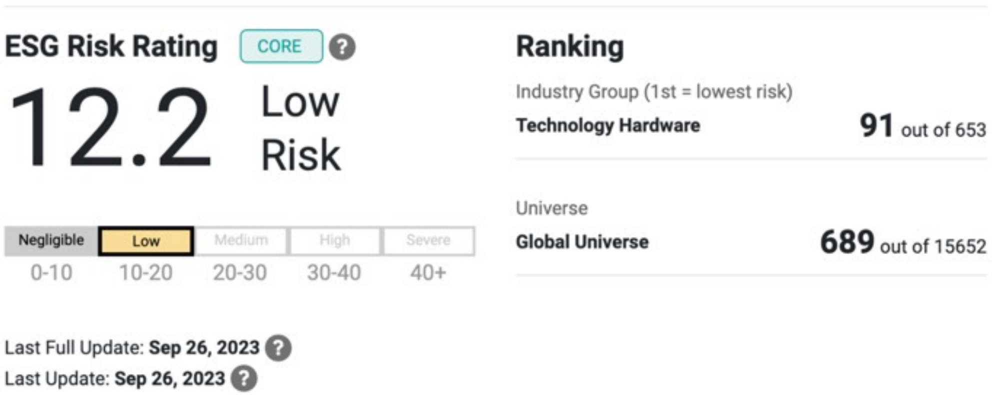
Sustainalytics: Morningstar Sustainalytics is a leading independent ESG and corporate governance research, ratings, and analytics firm. ALSO's ESG Risk Rating is 12.2, which means the company is exposed to "Low Risk". Within the industry, ALSO performs at 91th of 653.

Rating Carbon Disclosure Project

Fig. 27

Rating Sustainalytics

Fig. 28



2. Activities and workers

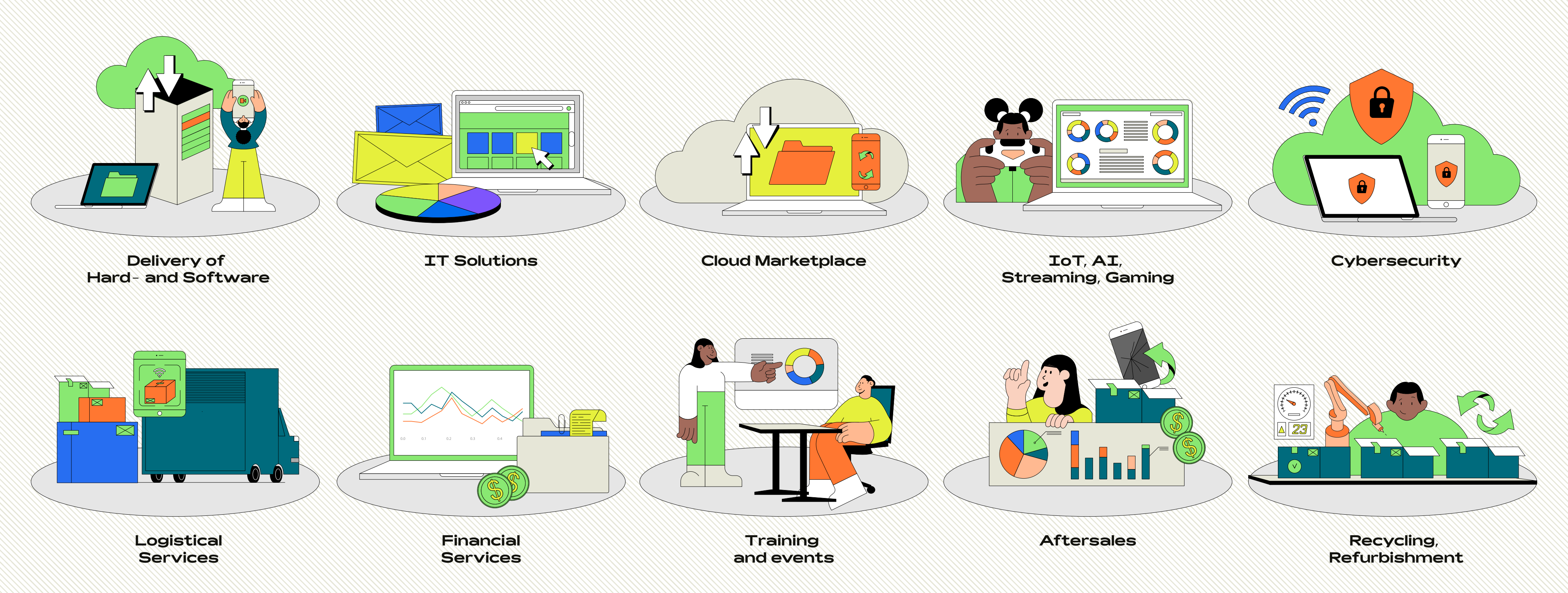
2-6: Activities, value chain and other business relationships

CSRD SBM-1 — Market position, strategy, business model(s) and value chain

After starting as a wholesaler of equipment for the ICT sector, ALSO has developed over the past thirteen years into a technology provider. With the three business models **Supply, Solutions** and **Service,** we cover the entire spectrum from the provisioning of hardware and software, consulting in architecture and installation of complex IT landscapes, IT-as-a-Service offerings via the Cloud to developing digital platforms e.g. for IoT, AI, or cybersecurity.

ALSO Services

Fig. 29



As a technology provider, we sell and market about 244 000 stock-keeping units (SKUs) from more than 800 providers in about 1 540 product categories and sub-categories of hardware and software in approximately 14.5 million transactions each year.

The main upstream supply chain activities comprise the purchase of hardware, software, services, consumables, and equipment for use in operations or reselling to end customers, the purchase of parts for repairing and upgrading electronic equipment in our refurbishment business, the reverse logistics for products, transportation contracts, and collaboration with financial service providers and banks.

Our main downstream supply chain activities include sales and provisioning of hard- and software, as well as additional services. An increasingly large component of our activities, namely the cloud and platform business, takes the form of a 'virtual supply chain'.

We contractually commit our vendors to high standards of Corporate Social Responsibility, in particular to respect human rights (including a ban on forced and child labour and discrimination), environmental protection, and responsible sourcing of raw materials. They either sign our Supplier Code of Conduct or send us their own documentation showing their sustainable commitment.

We regularly audit our vendors on their sustainable commitment in the areas of production, compliance, sustainability, and human rights. In the reporting period, we conducted an assessment of our Top 95 vendors (revenue-based) by sending out a Supplier Code of Conduct and a questionnaire to get a holistic overview of their ESG engagement.

Changes in the supply chain: Both in the Supply area and in the case of the digital platforms, ALSO has been able to attract several new vendors and expand existing business relationships in 2023. The most important new vendors are AMD, META, Manage Engine, Alibaba, Libelium, and Iristick.

The established ecosystem enabled ALSO to provide hard- and software to its resellers throughout 2023 in all relevant product categories.

Further information can be found in the management report, which is part of this publication.

2-7: Employees

CSRD S1-6 — Characteristics of the undertaking's employees

Number of employees by region and gender

	2023			2022		
Region	Men	Women	**Total**	Men	Women	**Total**
Western Europe	1 447	857	**2 304**	1 344	827	**2 171**
Northern Europe	1 133	713	**1 846**	1 092	632	**1 724**

The figures shown do not match the figures in the annual report due to the different number of countries included.

2-7 b Number of employees by employment contract

	2023							2022						
	Permanent			Temporary			**Total**	Permanent			Temporary			**Total**
Region	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	
Central Europe	1 373	808	2 181	74	49	123	**2 304**	1 271	792	2 063	73	35	108	**2 171**
Northern/Eastern Europe	1 067	672	1 739	66	41	107	**1 846**	999	583	1 582	93	49	142	**1 724**

The figures shown do not match the figures in the annual report due to the different number of countries included.

2-7 b Number of employees by employment type

	2023							2022						
	Full time			Part time			**Total**	Full time			Part time			**Total**
Region	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total	
Central Europe	1 318	577	1 895	129	280	409	**2 304**	1 209	534	1 743	135	293	428	**2 171**
Northern/Eastern Europe	1 028	594	1 622	105	119	224	**1 846**	997	534	1 531	95	98	193	**1 724**

The figures shown do not match the figures in the annual report due to the different number of countries included.

The employee count is by head, values are taken from the company's HR system.

2-8: Workers who are not employees

CSRD S1-7 — Characteristics of non-employee workers in the undertaking's own workforce

There are areas, particularly in our warehouses, where due to large fluctuations in the volume of work additional workers are employed on a seasonal basis, for example during the back-to-school- or pre-Christmas sales. However, their share in relation to internal FTEs is only 12 percent on average. There were also no significant fluctuations in the breakdown of employees by employment contract, employment type, gender, and region.

The HR department uses a central ERP system on the basis of which the data was collected. In addition, local payroll systems were used as sources.

3. Governance

2-9: Governance structure and composition

CSRD GOV-1 — The role of the administrative, management and supervisory bodies

The **Board of Directors,** which may have a maximum of eight members, currently has six members. Except for Gustavo Möller-Hergt, who has been a member of Group Management since 2011, and a member and Chairman of the Board of Directors since March 13, 2014, the Board of Directors consists of non-executive members.

Board of Directors

Name	Nationality	Function	Member since	Independent[1]
Gustavo Möller-Hergt	DE	President	2014	–
Walter P.J. Droege	DE	Vice President	2011	X
Frank Tanski	DE	Member	2011	X
Peter Athanas	CH	Member	2014	X
Ernest-W. Droege	DE	Member	2016	X
Thomas Fürer	CH	Member	2022	X

1 'Independence' refers to conditions that enable the members of the highest governance body to exercise independent judgment free from any external influence or conflicts of interest, which means a situation where an individual is confronted with choosing between the requirements of their function in the organization and their other personal or professional interests or responsibilities.

None of the members of the Board of Directors, except for Gustavo Möller-Hergt, has been part of the Group Management of ALSO Holding AG or a subsidiary of the ALSO Group in the three fiscal years preceding the year under review. A member of the Board of Directors may exercise a maximum of ten additional activities as a member of the highest management or directorial body of other legal entities that are entered in the Commercial Register or required by Art. 12 of VegüV to be so entered and are not controlled by the company. The Board of Directors shall ensure that such activities do not conflict with the exercise of duties to the ALSO Group. Functions in various legal entities that are under joint control, or in entities in which this legal entity has a material (unconsolidated) interest, are counted as one function.

The Board of Directors may delegate the preparation and execution of its decisions to committees or to its individual members. The Board of Directors has appointed three standing committees: the Board Committee (BC), the Audit Committee, the Compensation and Nomination Committee.

The Board of Directors appoints a standing BC from among its members. Normally, the BC consists of three members of the Board of Directors who have solid knowledge and extensive experience in the wholesale, financial, corporate governance, and risk control areas. The BC assists and supports the Board of Directors in the management of the ALSO Group at senior level and in the supervision of the individuals entrusted with running these companies.

The BC reports to the Board of Directors. The Chairman of the BC informs the Board of Directors about the BC's work and decisions at each ordinary board meeting. Exceptional events of major significance are communicated immediately to all members of the Board of Directors.

According to the law, the Board of Directors is responsible for the ultimate management and supervision of the Group. It has the inalienable and non-transferable responsibilities in accordance with Art. 716a, Paragraph 1, of the Swiss Code of Obligations. It can also take decisions on all matters that are not allocated to the Annual General Meeting by law or by the Articles of Incorporation.

In addition, the Board of Directors has delegated operational management of the company to Group Management. It is consisting of five persons: CEO, CFO, Senior Vice President Legal and HR, Chief Technology Officer, and Senior Vice President Sustainable Change. Operational management comprises the obligation to implement all necessary measures, particularly regarding personnel- and product-related issues, market orientation, monitoring the competition, sustainability, and planning for the future.

The Board of Directors and its committees periodically receive information in the form of Group reports relevant to their needs. These reports are also discussed in depth at regular meetings that take place with the committees involved.

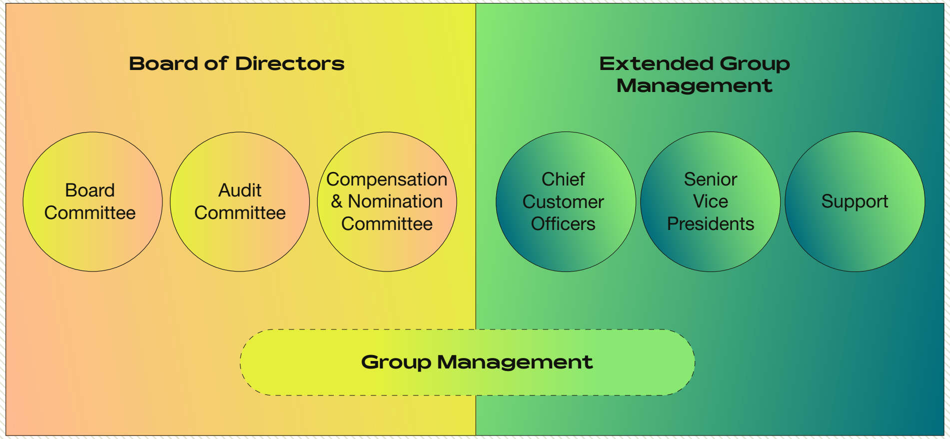
The Board Committee advises and supervises Group Management and uses reporting and controlling processes to monitor its operating methods. The ALSO Group has available a comprehensive electronic management information system (MIS).

External audit, internal audit and the compliance officers assist the Board of Directors in carrying out its controlling and supervisory duties.

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

The Extended Group Management consists of the Chief Customer Officers (Managing Directors of the countries or regions), Senior Vice Presidents (responsible for various functions such as IT, Consumptional Business, Vendor Management, etc.) as well as those responsible for supporting services (e.g. Customer Relationship Management or Business Intelligence). The Extended Management Board actively participated in the development of the sustainability strategy and supported the preparation of this report. Sustainability topics are regularly discussed within the Extended Management Board, such as cybersecurity, labour practices in the entities, and measures for resource-efficient business practices.

Governance structure of the company Fig. 30



Members of the Board of Directors with other significant positions:

- Walter P. J. Droege: Member of the Supervisory Boards or member of the Advisory Boards of various subsidiaries within the Droege Group AG, Dusseldorf, Germany; Member of the Supervisory Board of Trenkwalder Group AG and of Trenkwalder Beteiligungs GmbH, both in Vienna, Austria; Member of the Advisory Board of Weltbild D2C Group GmbH, Augsburg, German; Member of the Advisory Board of Coroplast Fritz Müller GmbH & Co.KG, Wuppertal, Germany.
- Peter Athanas: Member of the Board of Directors of KONTIVIA AG, Zurich, Switzerland; Council member of the Werner Siemens Foundation, Zug, Switzerland. Emeritus of National and International Tax Law at the University of St. Gallen, Switzerland. Member of the Foundation Board of the Swiss Study Foundation, Zurich, Switzerland.
- Ernest-W. Droege: CEO or member of the Advisory Board of various subsidiaries within Droege Group AG, including Managing Director of Droege Group Unternehmer-Beratung GmbH, Düsseldorf, Germany; Chairman of the Supervisory Board of Trenkwalder Group AG, Trenkwalder Beteiligungs GmbH and Trenkwalder Personaldienste GmbH, all in Vienna, Austria; Deputy Chairman of the Supervisory Board of Trenkwalder Personaldienste GmbH, Munich, Germany. Chairman of the Advisory Board of Weltbild D2C Group GmbH, Augsburg, Germany. Member of the Supervisory Board of Innofact Aktiengesellschaft, Düsseldorf, Germany.
- Gustavo Möller-Hergt: Member of the Advisory Board of Deutsche Bank, Düsseldorf, Germany, and of the Board of Trustees of the Bamberg Symphony Orchestra, Bamberg, Germany.

Walter P.J. Droege is the majority shareholder of Droege Group AG (the Droege Group). Please see section 6.5 of the financial report for details of the business relationships between the ALSO Group and the Droege Group. There are no other material business relationships between the members of the Board of Directors and ALSO Holding AG.

Currently, all members of the Board of Directors are male. 20 percent of Group Management and 26 percent of the Extended Group Management are female. Diversity is not limited to gender for us. Our board members come from very different cultural and socio-economic backgrounds, different religions, generations, educations, and value systems. This is how we ensure diversity.

Should vacancies occur, the Board of Directors will consider filling them with female members, not least in view of future legal guidelines for gender representation in the Board of Directors and Group Management. However, the main criterion for selection will be the professional suitability of the candidate. It was a joint and conscious decision to make the SVP Sustainable Change a member of Group Management, as sustainable profitable growth is the most important strategic objective of the company.

CSRD SBM-2 — Interests and views of stakeholders

In 2022, the Annual General Meeting decided to implement an ESG Committee for Sustainability (ESGC). The ESGC is led by a member of the Board of Directors, all other members are external advisors. The Board selected ESG experts from among its main stakeholders. Current members are:

- Virginie LeBarbu, Director Sustainability at Lenovo;
- Keijo Taulamäkki, Teliagroup;
- Julia Wittenburg, Sustainability, Head of Active Ownership from Bank J. Safra Sarasin Ltd. Zurich;
- Prof. Dr. Sabrina Scheidler, Professor at FH Dortmund, Germany, renowned expert in the area of Corporate Social Responsibility;
- Henning Ohlsson, Director Sustainability Epson Europe, Managing Director Epson Deutschland GmbH until 31.12.2023.

In addition, the SVP Sustainable Change is a member of the ESGC.

2-10: Nomination and selection of the highest governance body

The members of the Board of Directors are elected individually by the Annual General Meeting for a term of office of one year and can be re-elected. The Chairman of the Board of Directors is also elected by the Annual General Meeting for a period of office of one year. There is no limit on the term in office.

The Board of Directors has decided that, as a rule, members should retire at the Annual General Meeting held to approve the Annual Report for the fiscal year in which they reach the age of 70. In exceptional cases, the Board of Directors may decide to waive this rule.

2-11: Chair of the highest governance body

At ALSO, the positions of Chairman of the Board of Directors and CEO are held conjointly by Gustavo Möller-Hergt. The main reason for this is the fundamental difference between the tasks of the Board of Directors in Swiss law and the Supervisory Board in Anglo-Saxon law. According to Swiss law, the Board of Directors is the top management body of a company. We adhere to the regulations of the country in which we are based. They cannot be interpreted as we see fit or, dubbed ‘best practice’, exported.

The balance of influence between the Board of Directors and Group Management is safeguarded by three committees that have been established, of which the Chairman of the Board of Directors is not a member and the membership of representatives of the main shareholder. In 2015, the “Lead Director” concept was introduced as part of an amendment of the Organizational Regulations. The Lead Director is responsible for chairing the meetings of the Board of Directors — or, on a case-by-case basis, only individual agenda items — in the event of a conflict of interest of the Chairman. He may convene meetings independently.

2-12: Role of the highest governance body in overseeing the management of impacts

ALSO Group’s purpose is to “improve the quality of life for all through technology”. This purpose has been developed in discussions held at the Board of Directors. Based on the organization’s purpose, its MORE (**M**aintain the existing business | **O**ptimize processes | **R**einvent business models | **E**nhance reach) business strategy has been established more than ten years ago and is in place ever since. Its main goal is sustainable profitable growth, making sustainability an integral part of the company's development. The Chairman as well as Group Management were and are also actively involved in the development of the sustainability strategy LESS and the definition of goals and KPIs based on this strategy.

At ALSO organizing risk management is the responsibility of Internal Audit. The principles of the risk management system are defined in the risk management manual of ALSO Group. Risks are identified on the basis of analytical studies or by way of reports. A defined group of risk officers (e.g. Group Management, Senior Vice Presidents, Chief Customer Officers, Center of Competence Heads, employees with functional responsibility) identify and assess risks and report them to Internal Audit. Employees can also report identified risks to Internal Audit. To identify risks, Internal Audit uses modern technology-based tools for analytical studies, which increase objectivity, effectiveness, and efficiency.

Internal Audit prepares an annual report for the Audit Committee that contains a summary of the individual risks and provides information at short notice when necessary. The Board of Directors is also informed about the risk structure on an annual basis.

The ESG Committee, the implementation of which was an initiative of the Board of Directors, advises the Board of Directors on corporate governance and sustainability issues and supports it in implementing ethical, social, and environmental measures. The preparation of the annual ESG report is supported by the ESG Committee. Meetings are held as often as business requires. Possible recommendations are delivered to the Board of Directors via the chairman of the committee bi-annually, following its meetings.

The Board of Directors maintains continuous dialog with Group Management and the members of the Extended Group Management with regard to setting goals, values, and strategy. At an annual strategy meeting, held last in September 2023, the company's goals, strategies, and their level of achievement are monitored by the Board of Directors and adjusted if necessary.

Regarding the economic side, budget is allocated in a bottom-up process: the countries/functional managers are responsible for developing and planning their requirements, which are then evaluated with Group Management and adopted in full by the Board of Directors.

Talks are held with all members of the Extended Group Management each year to review target attainment and set new targets.

2-13: Delegation of responsibility for managing impacts

The Board of Directors has issued Organizational and Operational Rules in which responsibility is clearly regulated. On this basis, Group Management has issued according Organizational and Operational Rules for each Group company. For economic, environmental, and social topics as well as **Corporate governance**, responsibility lies with the managing directors of the respective companies as operating units.

Senior executives are in constant exchange with Group Management regarding ESG topics as well as the performance of the company. Group Management reports to the Board of Directors in all Board Meetings.

2-14: Role of the highest governance body in sustainability reporting

CSRD GOV-2 — Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies

ESG is incorporated directly into the Group Management at ALSO. Overall responsibility for sustainability lies with the CEO and Chairman of the Board of Directors, the SVP Sustainable Change is also a member of the Group Management. Starting in 2024, the Sustainability Report is sent to the Chairman of the Board, the Group Management Board, and the Annual General Meeting for review and approval.

2-15: Conflicts of interest

At ALSO, the positions of Chairman of the Board of Directors and CEO are held conjointly. The balance of influence between the Board of Directors and Group Management is safeguarded by three committees that have been established, of which the Chairman of the Board of Directors is not a member and the membership of representatives of the main shareholder. In 2015, the "Lead Director" concept was introduced as part of an amendment to the Organizational Regulations. The Lead Director is in particular responsible for chairing the meetings of the Board of Directors — or, on a case-by-case basis, only individual agenda items — in the event of a conflict of interest of the Chairman. He may convene meetings independently.

To avoid conflicts of interest with the main shareholder, all contracts with its associated companies require the prior approval of the Board of Directors, with the representatives of the main shareholder abstaining.

A member of the Board of Directors may exercise a maximum of ten additional activities as a member of the highest management or directorial body of other legal entities that are entered in the Commercial Register or required by Art. 12 of VegüV to be so entered, and are not controlled by the company. The Board of Directors shall ensure that such activities do not conflict with the exercise of duties to the ALSO Group. Functions in various legal entities that are under joint control, or in entities in which this legal entity has a material (unconsolidated) interest, are counted as one function.

There are no cross-shareholdings with suppliers or other stakeholders.

The principal shareholder is Special Distribution Holding GmbH (51.30 percent).

2-16: Communication of critical concerns

Any critical concerns in relation to ALSO's actions can be communicated to the Ombudsman at any time. His contact details are accessible via the website www.also.com. The Ombudsman is an independent external third party available for employees, customers, and the General Public to report violations of the ALSO Code of Conduct. The Ombudsman has a professional duty of confidentiality and will follow up tip-offs anonymously if desired. The information is passed on to ALSO only after consultation with the whistleblower. At the same time, ALSO complies with the legal requirements applicable in each of its countries for whistleblower protection.

The legal and ethical conduct of the employees in day-to-day business is ensured by way of a compliance management system. This establishes binding compliance regulations for the entire ALSO Group, helps prevent violations, monitors compliance, and sanctions violations.

Any critical concerns are communicated to the Board of Directors during their regular meetings by the SVP Legal and HR on behalf of the Ombudsman.

During the reporting period, there had been no critical concerns which have been reported to the Ombudsman.

2-17: Collective knowledge of the highest governance body

ALSO's Board of Directors has a multitude of academic knowledge and degrees, which is an indicator of their general expertise including economic, environmental, and social topics. Group Management keeps the Board informed about the latest legislative requirements and/or stakeholder expectations on a bi-annual basis. Detailed information on the background of the Board of Directors can be found in the Corporate Governance Report, which is part of this publication.

2-18: Evaluation of the performance of the highest governance body

The Board of Directors regularly conducts self-evaluations of its working methods and efficiency The Chair of the Board maintains regular contact with the Board members between meetings as part of the Board's work and its evaluation process. Among other things, this evaluation covers working methods, the working climate, wishes, and the main focus of the Board's work. It also addresses access to and the need for specialist expertise within the Board.

The evaluation of the company at the Annual General Meeting serves as the final authority for monitoring the Board of Directors' performance.

2-19: Remuneration policies

CSRD GOV-3 — Integration of sustainability-related performance in incentive schemes

The members of the Board of Directors receive a fixed fee for their activities but no performance-related payment.

The Chairman and members of committees of the Board of Directors receive an additional fixed fee for the performance of these functions.

The members of Group Management receive compensation consisting of fixed and performance-related (variable) components. Statutory rules governing the principles of the performance-related (variable) components can be found in Art. 23 Paragraph 3 of the Articles of Incorporation.

The fixed components consist of a monthly salary and, in some cases, a flat-rate vehicle allowance, a company car, or flat-rate representation expenses. Certain fringe benefits may also be provided.

The variable compensation depends on business success and is paid in the form of a cash bonus. Variable compensation includes a short-term and a long-term component and is structured as follows:

Short-term, variable compensation:
For the CEO and CFO, short-term, variable compensation (bonus) depends entirely on the combined target values of EBT and EBITDA as defined by the Board of Directors. If the targets are met, the bonus is calculated according to a progressively increasing percentage of the attained EBT, which is defined in advance by the Board of Directors.

For a member of the Group Management, the short-term variable compensation depends entirely on predefined combined target values from Group and area EBT. If these targets are attained, the bonus is calculated according to a predefined, fixed percentage of the achieved area EBT.

For two other members of the Group Management, the bonus is dependent on the achievement of target values from Group EBT and predefined qualitative targets. If the targets are attained, the bonus is calculated according to a predefined, fixed percentage of the achieved Group EBT.

Long-term, variable compensation:
There was no long-term incentive in place during 2023. During the course of 2024, a new long-term incentive is expected to be agreed with members of Group Management.

In the case of exceptional non-recurring events (e.g. acquisitions) that are not the responsibility of Group Management, the Board of Directors may, at its own discretion, adjust the parameters on which the calculation of variable compensation is based.

For exceptional performance, in addition to the target bonus, the Board of Directors may, at its own discretion, award a special bonus, which is reported under “Cash bonus (gross)” in the Compensation Report.

As per art. 25 par. 1 of the Articles of Association, no equity securities, conversion rights, or options are allocated to members of the Board of Directors or Group Management.

In addition to the actual remuneration for services rendered, which includes wages, salaries, and bonuses, personnel expenses also include ancillary personnel costs and social security contributions. Premiums for years of service are also recognized as personnel expenses over the underlying period of service and accrued accordingly.

There are no retirement benefits paid to members of the Board of Directors.

The employee post-employment benefit plans of the ALSO Group comply with the legal requirements of the respective countries. There are defined benefit plans in Germany, Netherlands, Italy, Austria, Slovenia, and Switzerland. The defined benefit plan in Switzerland (ALSO pension fund) covers 87.7 percent (previous year: 85.5 percent) of plan assets and 87.7 percent (previous year: 83.6 percent) of the present value of the expected obligations of the ALSO Group.

Defined contribution plans are post-employment plans under which the Group makes fixed contributions to a separate fund and is neither legally nor de facto obliged to make further contributions.

In the case of defined benefit pension plans, the costs of providing benefits, as well as the required provisions, are defined actuarily using the projected unit credit method. In the case of plans that provide higher benefit growth in later years (backloading), the benefits that can be acquired are allocated based on the net liability, excluding future employee-funded benefit components. The liabilities are to some extent backed with assets that are managed by autonomously funded benefit plans.

A surplus in a defined benefit plan is only recognized to the amount of the future economic benefits that are available in the form of contribution reductions or repayments, taking into account the upper limit for the asset (asset ceiling). A defined benefit obligation is fully recognized as a provision.

Pension costs are composed of three elements:

- Service costs, which are part of personnel expenses, consist of current service costs, past service costs, and gains/losses from plan settlements;
- Net interest, which is recorded in the financial result, is determined by applying the discount rate to the net defined benefit liability, or net defined benefit asset at the beginning of the year;
- Gains and losses resulting from actuarial remeasurement, which are immediately recognized in other comprehensive income as remeasurements of employee benefits. Remeasurements of employee benefits are not recycled through the income statement at any later point in time.

At the time of the reporting period, the performance of members of our administrative, management, and supervisory bodies is not assessed against specific sustainability-related targets or impacts. Sustainability-related performance metrics are not considered performance benchmarks or included in our remuneration policies.

2-20: Process to determine remuneration

Responsibilities for compensation-related decisions are governed by the Articles of Incorporation, the Organizational Regulations and the Regulations of the Compensation and Nomination Committee of ALSO Holding AG.

The Compensation and Nomination Committee prepares all relevant decisions of the Board of Directors related to the compensation of the members of the Board of Directors and Group Management. They also submit proposals to the Board of Directors regarding the type and amount of the annual compensation for the members of the Board of Directors and Group Management, as well as their fringe benefits and the stipulations of their employment contracts.

Additionally, the Compensation and Nomination Committee can also make proposals to the Board of Directors for amendments to the compensation system.

The definitive compensation is determined by the Board of Directors, subject to the approval of the Annual General Meeting. As a rule, the effective bonus is determined at the proposal of the Compensation and Nomination Committee in the first quarter of the following year. The executive members of the Board of Directors are excluded from voting rights when their compensation is determined. In the reporting year, no external consultants were engaged.

The ultimate governing body of the Company limited by shares is the General Meeting of the shareholders. Their powers include approving the financial statements, deciding on the appropriation of the retained earnings, including determining dividend and profit shares, and granting the approval of the compensation of the Board of Directors and Group Management

At the Annual General Meeting on March 17, 2023, shareholders approved a maximum fixed total compensation of CHF 0.9 million to the Board of Directors for the fiscal year 2023. A maximum fixed total compensation of EUR 2.3 million and a maximum variable total compensation of EUR 6.8 million were approved for the members of the Group Management Board.

2-21: Annual total compensation ratio

CSRD S1-16 — Compensation indicators

The ratio of the annual remuneration of the highest-paid of the highest-paid employee to the average of all employees is in line with the market in the respective countries but can vary considerably between countries depending on the market spread. Providing information at the level of individual countries is not possible. For more information please refer to the Compensation report.

4. Strategy, policies, and practices

2-22: Statement on sustainable development strategy

CSRD SBM-1 — Market position, strategy, business model(s) and value chain

Statement from the CEO and Chairman of the Board of Directors:

Dear Stakeholders,

This is the fourth separate ESG report that we have published. And it shows that our original approach of integrating the achievements of our commitment to sustainability into the Annual Report was the right one. Legislation in Switzerland now requires extensive reporting on the topic of ESG. With this combined annual and sustainability report, we are returning to our original approach. With this combined annual and sustainability report, we are returning to our initial approach.

Our commitment to the UN Global Compact and the consistent application of the GRI standards are also evidence of our long-standing leadership in ESG.

The past year was characterised by significant progress in our ESG initiatives. The ALSO Group conducted a comprehensive climate change risk and opportunity analysis to identify potential supply chain vulnerabilities and sustainable investment opportunities. This initiative is critical in shaping our long-term strategic decisions.

Our ESG management system has been significantly improved to integrate key areas such as emissions, waste management and social justice. This system is critical to continuously improving our sustainability performance. E-learning programmes on ESG topics have been developed and will be made available to all ALSO employees to increase their awareness and commitment.

In the area of supply chain management, we have refined our supplier evaluation mechanisms to foster an environment in which we collaborate to ensure compliance with sustainability standards along the supply chain. And our partnership with one of the most sustainable logistics provider in the Nordics underlines our commitment to improving efficiency and reducing transport emissions.

In Switzerland, we have taken a major step in outer packaging optimisation, significantly reducing our material consumption and carbon emissions. Our marketing initiatives have been restructured to emphasise the availability *and benefits of sustainable IT products and steer resellers and consumers towards environmentally responsible choices.*

The possibilities of Artificial Intelligence (AI) to support ecological change and transparency are far-reaching. AI offers the potential to optimise resource management, reduce waste and facilitate the transparent exchange of ESG metrics. Most importantly, AI can make work faster and more efficient, compensate for labour shortages and greatly reduce the workload of the existing workforce.

ALSO is at the forefront of harnessing AI ourselves and making it available to our resellers and end customers to increase efficiency and provide SMBs with the necessary tools and knowledge to democratise access to this transformative technology.

Yes, we are facing major challenges — but at the same time, IT technology is giving us more and more opportunities to meet these challenges. Improving the quality of life for all through technology — that is our purpose and that is the promise we make to all our stakeholders.

Gustavo Möller-Hergt
CEO and Chairman of the Board of Directors of ALSO Holding AG

2-23: Policy commitments

CSRD G1-1 — Corporate culture and business conduct policies
CSRD S4-1 — Policies related to consumers and end-users

Through the ALSO ecosystem, we have access to all market participants: vendors, resellers, retailers and e-tailers, value-add resellers, SMBs, and indirectly, end users. For us, responsible corporate management means growing profitably, acting ethically, and improving people's quality of life through technology. This purpose is the foundation of our corporate ethics, and it guides our commercial activities.

Furthermore, we consider it as our responsibility to ensure sound business practices across our value chain. We acknowledge the complexity of our global supply chain and the shared risks we face. In this light and to support our commitment to enhancing sustainable business practices in the industry, we have drafted a Code of Conduct for ALSO, which has been approved by the Board of Directors and is communicated in regular training courses. It is publicly accessible on **ALSO's website**.

One important aspect of our commitment to human and labour rights is our membership in the UN Global Compact, which we joined in 2021. We are constantly striving to improve our performance in this area. **Report of progress**

Risk management in Corporate Governance:
ALSO pursues a coordinated and systematic approach to identify and assess risks affecting both the Group as a whole and individual Group companies. We categorize operational risks, market risks, financial risks, tax risks, risks in the supply chain, environmental risks, and other risks separately, and classify them based on their probability of occurrence and potential impact. Using the resulting risk matrix, Group Management develops a catalog of suitable measures for preventing and/or mitigating potential losses. The risk matrix is regularly presented to the Audit Committee and subsequently to the Board of Directors for assessment and approval, with ongoing monitoring of measure implementation.

Moreover, the Board of Directors and the Audit Committee are supported by the ALSO Group Internal Audit. The Internal Audit has an unrestricted right to demand information and examine the records of all Group companies and departments. It reports to the Audit Committee. In addition, after consultation with the Audit Committee, Group Management may ask the Internal Audit to carry out special investigations beyond its regular scope. The annual plan for internal audit is approved by the Audit Committee. The Head of Internal Audit submits a report to the Audit Committee semi-annually. The Audit Committee discusses this with the Head of Internal Audit and takes any necessary measures or proposes them to the Board of Directors for approval. The Head of Internal Audit attended two Audit Committee meetings in the year under review.

Corporate Due Diligence Obligations in Supply Chains:
ALSO seeks not only to fulfill its legal obligations but also to raise awareness and promote sustainable change throughout the supply chain concerning human and labour rights and environmental issues. At ALSO, we have started to engage in a dialogue with our suppliers and customers for this purpose. A Supplier Code of Conduct has been developed and initially sent to our 95 most important vendors based on revenue, together with a comprehensive questionnaire covering all ESG aspects. The responses have been evaluated by ALSO's Sustainable Change department and followed up in individual discussions as required. In parallel, we have started to work with our resellers, providing them with our Ecovadis and CDP reports, answering their due diligence questions, and helping them obtain information on the environmental footprint at the product level (Product Carbon Footprint).

The newly established Sustainability Committee and its international experts also support us in ensuring due diligence and the appropriate management of ESG risks.

2-24: Embedding policy commitments

The Internal Audit has an unrestricted right to demand information and examine the records of all Group companies and departments. It reports to the Audit Committee. In addition, after consultation with the Audit Committee, Group Management may ask the Internal Audit to carry out special investigations that go beyond its regular scope. The annual plan for internal audit is approved by the Audit Committee. The Head of Internal Audit submits a report to the Audit Committee at half-yearly intervals. The Audit Committee discusses this with the Head of Internal Audit and takes any necessary measures or proposes them to the Board of Directors for approval. The Head of Internal Audit attended two Audit Committee meetings in the year under review.

Additionally, our Code of Conduct is communicated in regular mandatory training courses.

Further explanations can be found under 2-25 and 2-26.

2-25: Processes to remediate negative impacts

CSRD **GOV-5 — Risk management and internal controls over sustainability reporting**
CSRD **S1-3 — Processes to remediate negative impacts and channels for own workers to raise concerns**

A risk analysis, including economic, environmental, and social issues, is made continuously through data analytics, process mining, and robotic process automation. This practice has been in place since 2015. Following the recommendations of the Task Force on Climate-related Disclosures (TCFD) ALSO has established a process to identify, assess, and manage climate-related risks that might occur in this context. The full report is part of this publication (TCFD report).

Risk management in corporate governance:
ALSO pursues a coordinated and systematic approach to risk management and controlling to identify and evaluate risks affecting the Group as a whole and individual Group companies. Operational risks, market risks, financial risks, tax risks, and other risks are recorded separately and classified based on their probability of occurrence and potential impact. Based on the resulting risk matrix, Group Management develops a catalog of suitable measures for preventing and/or mitigating potential losses. The risk matrix is regularly presented to the Audit Committee and subsequently to the Board of Directors for assessment and approval, with continued monitoring of the implementation of these measures.

All employees of the ALSO Group are entitled to a safe and equitable working environment where everyone is treated with respect and following our social values and commitment. We strongly encourage our employees and managers to follow our open-door policy and resolve work-related issues and disagreements through informal, open, and straightforward dialogue. At the same time, employees as well as all other stakeholders have the option to approach the Ombudsman regarding possible violations of human rights.

2-26: Mechanisms for seeking advice and raising concerns

CSRD S1-3 — Processes to remediate negative impacts and channels for own workers to raise concerns

The legal and ethical conduct of the employees in day-to-day business is ensured through a compliance management system. This system establishes binding compliance regulations for the entire ALSO Group, helps prevent violations, monitors compliance, and sanctions violations.

The central document for these regulations is the Code of Conduct, which is binding for all employees and managers at all levels of the Group.

The Compliance organization is headed by the Group Compliance Officer, who reports directly to the Audit Committee. He is assisted by four Regional Compliance Officers, who, in turn, coordinate the work of the Local Compliance Officers in each national organization.

Any ethical concerns concerning ALSO's actions can be communicated to the Ombudsman at any time. Contact details for the ombudsman can be found on the website www.also.com. The Ombudsman is available as an independent external contact for employees and third parties to report violations of the ALSO Code of Conduct. The Ombudsman has a professional duty of confidentiality and will follow up tip-offs anonymously if desired. The information is passed on to ALSO only after consultation with the whistleblower. At the same time, ALSO complies with the legal requirements applicable in each of its countries for whistleblower protection.

2-27: Compliance with laws and regulations

There have been no instances of non-compliance with laws and regulations during the reporting period. If there are any risks arising from legal disputes and proceedings, we report on these in the Corporate Governance and the Risk report.

2-28: Membership associations

ALSO is a member of the German industry association Bitkom ("Bundesverband Informationswirtschaft, Telekommunikation und neue Medien") and the French "Syndicat des Grossistes Informatiques."

5. Stakeholder engagement

2-29: Approach to stakeholder engagement

CSRD S2-2 — Processes for engaging with value chain workers about impacts

Our stakeholders are the following:

- Shareholders and investors
- Vendors
- Resellers
- Employees
- Employee representatives
- Local communities and authorities
- Suppliers

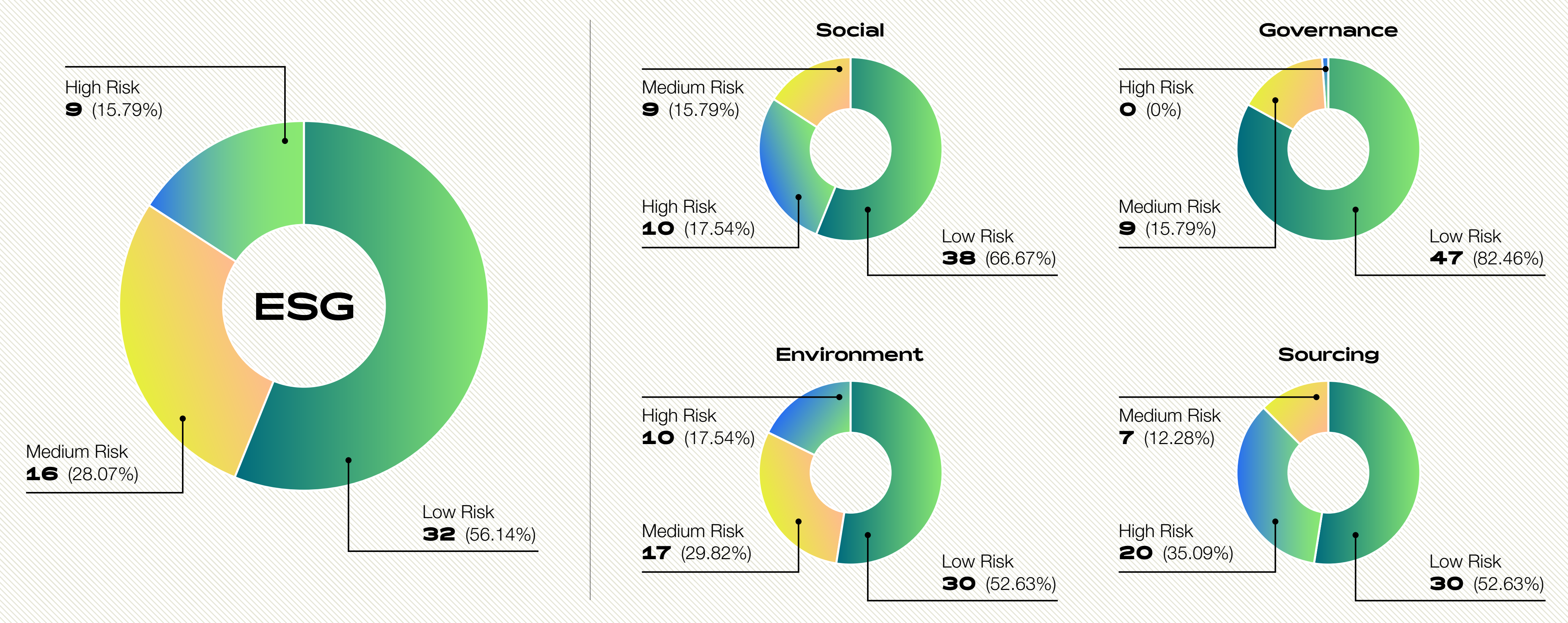
We include all stakeholder groups with which we cooperate directly as part of the supply and value chain, as well as those that are directly affected by the impacts of our business activities. With our most important vendors, responsible for more than 80 percent of our business, we hold regular quarterly meetings.

During 2022 we established a procedure for reaching out to our vendors, asking them to sign our Supplier's Code of Conduct and answer a Sustainability Questionnaire based on the Responsible Business Association's questionnaire. In 2023 we developed a process for the automated analysis and documentation of this questionnaire. It classified the vendors into different risk categories according to their answers.

2023 the questionnaire has been sent to 95 vendors, with responses received from 56. Unfortunately, 39 vendors have not responded despite repeated requests. The categorization of the responding vendors is as follows:

Risk Rating

Fig. 31



We have been in touch with all vendors that were classified as "high-risk" to discuss potential improvements and explore ways we can support them. In preparation for 2024, we have already begun identifying the persons responsible for ESG within more of our vendors' organizations.

ALSO's reports for the Carbon Disclosure Project and Ecovadis are available to all of our stakeholders on request.

Since late 2021 we have been an active member of the Lenovo 360 Circle, dedicated to improving sustainability within the ICT channel.

2-30: Collective bargaining agreements

CSRD S1-8 — Collective bargaining coverage and social dialogue

The Code of Conduct reaffirms the right to freedom of association and collective bargaining following applicable rights and regulations, both for all employees of ALSO and for our business partners.

None of our employees are covered by collective bargaining agreements, all contracts are negotiated individually with the employees based on the legal requirements of each respective country.

MATERIAL TOPICS

GRI 3: MATERIAL TOPICS 2021

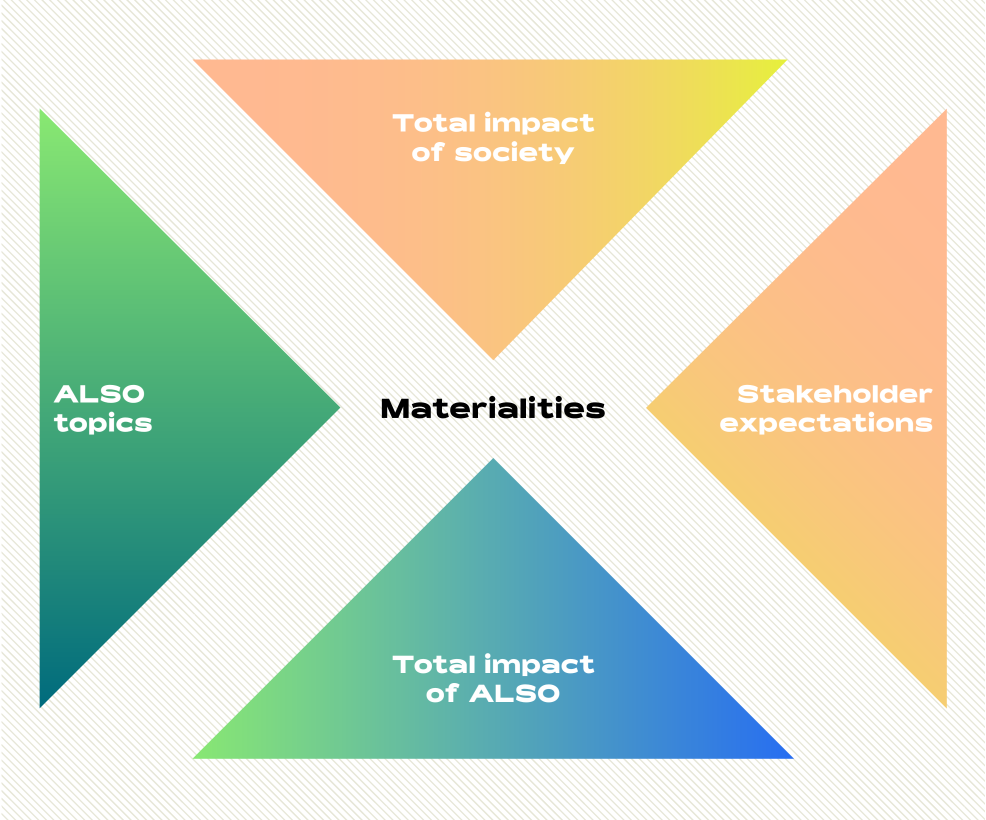
3-1: Verfahren zur Bestimmung wesentlicher Themen

CSRD SBM-2 — Interests and views of stakeholders
CSRD IRO-1 — Description of the processes to identify and assess material impacts, risks and opportunities

Our business activities impact the lives of many people, both professionally and personally. For this reason, dialog with our stakeholders is an important factor in developing and improving our sustainable performance. Our goal is to establish and permanently maintain trust.

To identify the social, economic, and environmental topics that are most relevant to our stakeholders and our long-term business success, we conducted an extensive double materiality analysis in 2023. We developed a questionnaire that asked our stakeholders for a prioritization of topics in the environmental, social, and governance areas, along with input on specific areas regarding Human Rights, Community Engagement, and other topics. This questionnaire was based on the ESRS list of sector-agnostic sustainability matters that organizations should consider in their materiality assessment as well as matters specific to ALSO and its business models. It requested stakeholders to evaluate the matters considered relevant in terms of both the impact the organization has on them as well as the risks and opportunities they present.

Assessment process for Double Materiality Fig. 32



These were the topics identified in this process:

ENVIRONMENTAL TOPICS

- **Climate Change:** Long-term shifts in temperatures and weather patterns.
- **GHG Emissions:** Group of gases contributing to global warming and climate change.
- **Energy Consumption:** Amount of energy used by the organization.
- **Waste:** Product or substance that is no longer suited for its intended use.
- **Pollution of Air, Water, Soil:** Release of detrimental substances into the environment.
- **Water Consumption:** Process of taking water from a source.
- **Biodiversity and Ecosystems:** Variety of ecosystems and species in a particular habitat.
- **Circular Economy:** System in which materials are never wasted, and nature is regenerated.
- **IT-based innovations enabling companies to improve their ESG performance:** IT with the potential to change the way we approach and address global challenges.
- **Conflict Minerals:** Mining of minerals e.g. tin or tantalum in conflict areas.

SOCIAL TOPICS

- **Rights of Workers in the Value Chain:** Impacts on value chain workers caused or contributed to by our company.
- **Employee Benefits:** Added perks given to employees beyond their normal wages or salaries.
- **Employee Rights (Freedom of Association/Collective Bargaining):** Freedom of workers to join or form labor unions and engage in collective bargaining.
- **Equality and Diversity:** Fair treatment and opportunity for all.
- **Health & Safety:** Laws, rules, and principles that are intended to keep people safe from injury or disease at work.
- **Economic Growth and Decent Work:** Increase of turnover of goods and services, accompanied by opportunities of employment that provide freedom, fairness, and security.
- Job **opportunities and training for young people:** Training programs to promote sustainable enterprises and to create more and better jobs.
- **Collaboration with Communities:** Collaboration, coordination, and cooperation with local communities.

GOVERNANCE TOPICS

- **Transparent Business Practices:** Visibility and accessibility of information, particularly related to business practices.
- **Customer Privacy, Data Protection, Cybersecurity:** Protection of networks as well as on-prem or off-prem computer systems.
- **Partnerships with Business Partners to reach ESG Goals:** Relationships and arrangements with parties external to our organization to reach ESG Goals.

Each of the following stakeholder groups contributed to the analysis, with at least two participants from each group being interviewed:

- Vendors
- Resellers (customers)
- Shareholders and analysts
- Financial Institutions
- Employees and members of the Workers' Council
- Local communities in which ALSO has a significant presence

We requested them to rank the topics shown above by their relevance in relation to ALSO, with a ranking scale of 1 being the most relevant to 10 being the least relevant. Of the total of 21 topics, 11 fell below the predefined threshold for a topic to be considered material. Although we recognize the importance of all the topics listed, our limited resources do not allow us to focus on the eleven that were not rated.

Before commencing the interviews, we categorized each stakeholder into one of three groups based on the strength of our business relationship with them, and their overall knowledge of ESG topics. This categorization formed the basis for weighing their input in our analysis. Stakeholders with the strongest business relationship with us and/or the most ESG knowledge had a weight of 3, while stakeholders with the least business relationship strength and/or ESG knowledge received a weight of 1. As the ranking of ALSO itself is also included in the analysis, we have assigned it a weighting of 4 to adequately represent the company's perspective.

3-2 List of material topics

CSRD IRO-2 — Disclosure Requirements in ESRS covered by the undertaking's sustainability statements

The aggregated results led to this list of material topics:

ALSO Materialities

Fig. 33

Total Impact of Society (Financial Materiality)	Total Impact of ALSO (Impact Materiality)	Total Combined
Circular Economy	GHG Emissions	Circular Economy
Customer Privacy, Data protection, Cybersecurity	IT-based innovations enabling companies to improve their ESG performance	GHG Emissions
Economic Growth and Decent Work	Circular Economy	IT-based innovations enabling companies to improve their ESG performance
IT-based innovations enabling companies to improve their ESG performance	Energy Consumption	Energy Consumption
Energy Consumption	Waste	Customer Privacy, Data protection, Cybersecurity
GHG Emissions	Customer Privacy, Data protection, Cybersecurity	Economic Growth and Decent Work
Climate Change	Transparent Business Practices	Climate Change
Job opportunities and training for young people	Partnerships with Business Partners to reach ESG Goals	Transparent Business Practices
Transparent Business Practices	Climate Change	Waste
Waste	Economic Growth and Decent Work	Job opportunities and training for young people

Topics that were not ranked as material, but on which we nevertheless report and take any necessary measures, are as follows:

- Water consumption
- Conflict Minerals
- Rights of workers in the value chain
- Employee benefits
- Employee rights
- Equality and diversity
- Health and Safety
- Collaboration with communities
- Partnership with business partners to reach ESG goals

The following topics are out of scope for ALSO and we do not report on them:

Biodiversity and ecosystems: While we acknowledge the impact of our operations on this topic, most of this impact is indirect.

Pollution of air, water, soil: Most of ALSO's negative impact is covered by GHG emissions.

Indigenous rights: ALSO is not active in any countries or regions where the rights of indigenous people are endangered.

Local communities: ALSO sites do not entail special risks for local communities or have adverse effects on the neighborhoods.

Politics: No support is given to political parties or politicians; we don't see this as an actionable topic.

Assessment of the health and safety impacts of product and service categories: There were no incidents, we don't see this as an actionable topic.

Incidents of non-compliance concerning the health and safety impacts of products and services: There were no incidents, we don't see this as an actionable topic.

Incidents of non-compliance concerning product and service information and labeling: There were no incidents, we don't see this as an actionable topic.

Incidents of non-compliance concerning marketing communications: There were no incidents, we don't see this as an actionable topic.

Taxes: As part of its reporting, ALSO Holding AG provides information on income taxes in its Annual Report. Further discussion on the topic of taxes is not considered to be material.

The relevant Sustainable Development Goals (SDGs) ALSO were identified during earlier stakeholder dialogues.

Sustainable Development Goals

More detailed information on ALSO's sustainability strategy LESS and an overview of the resulting areas of action can be found in the Non-financial Report.

3-3 Management of material topics

CSRD SBM-3 — Material impacts, risks, and opportunities and their interaction with strategy and business model(s)
CSRD E1-1 — Transition plan for climate change mitigation
CSRD E1-2 — Policies related to climate change mitigation and adaptation
CSRD E1-9 — Potential financial effects from material physical and transition risks and potential climate-related opportunities
CSRD E5-1 — Policies related to resource use and circular economy

To effectively organize and manage the impact of ALSO, along with associated risks and opportunities, we have established an impact table. Actual impacts are those that have already occurred, while potential impacts are those that could, but have not yet, occurred. These impacts include both negative and positive aspects, short-term and long-term consequences, intended and unintended ramifications, and reversible and irreversible effects.

	Actual impact		Potential impact	
Material topics	Opportunity	Risk	Opportunity	Risk
Circular Economy	Grow business by offering refurbishment and recycling	High initial investment, limited scalability; regulatory compliance	Positive impact on climate change	Loss of vendor contracts due to less turnover of new devices
GHG Emissions	–	Climate change	Indirect savings due to lower energy consumption; offer of CO_2-neutral transport	Higher cost of transport
IT-based innovations enabling companies to improve ESG perfor-mance	Establishment of new product category; increase in turnover	High investment in development; higher personnel expenses; cybersecurity challenges	Positive effect on climate change; higher operational efficiency	Lack of willingness to invest
Energy Consumption	Cost savings	Increased cost and cost volatility; higher demand of resources	Create additional turnover by new product categories	–
Customer Privacy, Data protection	Cybersecurity platform with significant growth	Cyberattacks; fraud; reputational and financial damage	Foster move to the cloud	Breach of data protection laws; abuse of computing capacities with substantial economic impact on customers
Economic Growth and Decent Work	Increase of dividend, employment, and taxes; high engagement and efficiency; low fluctuation	Higher emissions; high work-load	Development of new offers based on new technologies and digital platforms; create candidate database for quick recruitment; attract talents	Increased instability due to currency issues and potential local risk factors; over-staffing
Climate Change	–	Higher taxes for counter-measures; higher costs for insurance premiums; negative effects on business due to natural disasters	Create solutions to stop climate change and potential effects	Negative effect on economy and society
Transparent Business Practices	Create trust and secure good business relations	Fees for violations	Get new contracts based on first-in-class behaviour	Reputational damage
Waste	–	Increased cost; more landfill	Reduce footprint by using environmentally friendly materials in packaging	Higher demand of resources
Job opportunities and training for young people	Competent and motivated employees	Slightly increased risk of mistakes	Set path for lifelong learning; develop competent managers	–

We recognize the need for proactive measures to mitigate climate change and align our operations with the global transition to a sustainable economy. To define the necessary steps, we are developing a transition plan based on the identified ESG risks and opportunities.

- GHG Emission Reduction Targets: Our GHG emission reduction targets are as ambitious as possible given the nature of our business and operations. However, aligning these targets with the Paris Agreement and meeting them has been deemed unreachable, so we have opted for setting lower but realistic goals. We will mainly focus on lowering our emissions from transportation by working together with freight companies offering transportation from hybrid or electric vehicles. In alignment with the "Green logistics" action area of our LESS strategy, we have been defining concrete scientific measurement methods for reaching our goals. The biggest impact, as well as the biggest challenge we currently have, is the measurement of CO_2 emissions upstream. We have achieved a breakthrough in reporting our downstream emissions. Based on the information in our business systems on delivery data as well as the mode of transport, the weight of the actual products, and the weight of the freight packaging we are now able to automatically extract the CO_2 emissions for all of our customers on a delivery basis. On request, we provide all of them with their individual emission data.
  Additionally, we actively work on using energy from renewable sources in as many of our operations as possible.

- Decarbonization Levers and Key Actions: We have identified specific decarbonization levers and actions integral to our transition plan.

  - First of all, we will implement energy-efficient technologies and practices across all operations and conduct regular internal energy audits to identify opportunities for optimization. Several energy-efficient technologies have already been implemented. Examples include new climate control systems and thermal technologies applied in countries such as the Netherlands, Lithuania, Latvia, and France.

  - Secondly, we will increase the utilization of renewable energy sources in our operations whenever possible and explore investments in on-site renewable energy generation. This practice has been already implemented and will be driven forward in the coming years. It goes together with the search for optimization opportunities in energy consumption.

  - Thirdly, we will collaborate with vendors and suppliers to implement sustainable and low-carbon practices along the supply chain and prioritize partnerships with suppliers committed to reducing their own carbon footprint. One example for this is the collaboration with logistics provider Bring in Scandinavia, which enabled us to reduce yearly emissions in the region by more than 50%.

1 ALSO ESG Report 2019/2020 Update, S. 17

- A further lever is to transform our product portfolio by assessing it based on the carbon footprint of devices and engaging with vendors that offer lower carbon footprint technologies and devices. We also help our customers getting comprehensive information on the sustainability aspect of products. One example for this is the implementation of a dedicated search for sustainable products (Energy Star) in our Webshop. We embrace new technologies that contribute to decarbonization such as advanced energy management systems and green infrastructure solutions.

- It is also worth mentioning that we believe that change comes from within, so engaging our employees and educating them on ESG topics is key for our decarbonization efforts. We will implement training programs to raise awareness among employees about ESG topics and share information through a newly developed knowledge base.

- During 2023, we established an internal ESG management system, which provides all the policies we have established, information, and links to trainings for sustainability-related topics as well as links to the Power-BI-based monitoring of our sustainability KPIs. This system is accessible to all managers for reference, offering guidance and recommendations for employees on an international level.

- Assessment of locked-in GHG Emissions: We have conducted a thorough assessment of potential locked-in GHG emissions associated with our key services. This evaluation is essential for understanding our emissions in comparison with our emissions reduction targets.

- Alignment with Business Strategy: Based on our sustainability strategy LESS (Non-financial report), we are working to achieve a balance between good corporate governance, and economic, environmental, and social aspects in all our decisions. In order to integrate this strategy into our corporate strategy MORE, we have defined the following fields of action:

  1. Integrate sustainability into decision-making processes: We take environmental, social, and economic impacts into account in all our business decisions. We will increasingly include sustainability indicators in our performance assessment and set specific sustainability targets for some of our business areas.

  2. Leverage sustainable IT solutions: We develop and promote sustainable IT solutions that can help our customers achieve their sustainability goals. This includes IoT and AI-based solutions for energy and resource efficiency and opportunities for the circular economy as well as the push towards cloud business and the as-a-Service model.

  3. Promote sustainable practices in the supply chain: We continuously work with our partners along the supply chain to make the IT channel more sustainable. This includes assessing supplier performance in terms of environmental, social, and governance aspects and working with logistics partners to reduce emissions.

4. Engage stakeholders: We analyze the ESG priorities of investors, analysts, financial partners, employees, and customers and take appropriate action. This includes offering ESG-related training and development programs, involving employees in ESG initiatives and developing marketing campaigns specifically tailored to sustainable products.

5. Ensure transparency and accountability: We adhere to the highest reporting standards and provide a comprehensive account of our sustainability efforts. This includes utilizing frameworks such as the Global Reporting Initiative (GRI) and reporting to the Carbon Disclosure Project (CDP) and EcoVadis.

- Progress and Timeline for Implementation:

Timeline:
Short-term (1–2 years): Expand efforts to promote sustainable supply chain practices and engage with stakeholders
Medium-term (3–5 years): Focus on integrating sustainability into decision-making processes and leveraging sustainable IT solutions.
Long-term (5+ years): Continue to ensure transparency and accountability, and regularly review and update the sustainability strategy to align with evolving stakeholder expectations.

Monitoring Progress:
We keep reporting on the progress using established frameworks such as GRI and CDP.
For each of the business areas, we will establish key performance indicators (KPIs) and track progress regularly.
Engaging with stakeholders and getting input and feedback from the ESG committee to incorporate their suggestions into the strategy is another important element of monitoring our progress.
Detailed information on the progress achieved so far can be found in the relevant sectors of this report (GRI 2, 3 and 4)

ECONOMIC STANDARDS

201: ECONOMIC PERFORMANCE 2016

3-3: Management Approach

Materiality Graph (Areas of sustainable engagement)

Corporate Governance

Economic performance

Risk report

201-1: Direct economic value generated and distributed

5-Year-Overview

Financial report

Status report

201-2: Financial implications and other risks and opportunities due to climate change

Material risks and their financial significance are regularly reviewed and assessed by ALSO as part of risk management. According to TCFD guidelines, in the risk assessment a distinction is made between physical risks and transitional risks and opportunities.

Assessment of the risks and opportunities resulting from climate change

Risk	Exposure/Impact	Measures
Physical risks		
Extreme weather events, (storms, flooding or landslides)	**Risk:** Extreme weather events can affect both ALSO's operations and supply chain.	Regular assessment of acute physical risks to warehouses and offices. Expansion of ALSO's vendor portfolio and globalization in order to minimize supply chain risks.
Longer-term effects of climate change (in-creasing average tem-peratures, rising sea levels, increasing peri-ods of drought)	**Risk:** Higher energy demand for the cooling of devices and workplaces in summer, and a possible reduction in energy demand for heating in winter.	**Mitigating risk:** Rent buildings for warehouses and offices with a high energy efficiency.
Transitional risks		
Increased demands for energy efficiency and the use of renewable energy sources, plus increased CO_2 taxes on fossil combustibles and fuels	**Risk:** Increased CO_2 taxes on fossil combustibles and fuels lead to increased operating costs. These could be passed on thanks to the high price-setting power. The higher operating costs do not have a significant risk for ALSO. **Opportunity:** Customers will look for improved devices, energy-optimized data centres and IT landscapes. The increased need to monitor and control energy consumption means additional opportunities both for increased sales of energy-saving devices and for IoT solutions.	**Mitigating risk:** Further implementation of a comprehensive CO_2 strategy: implement energy-saving measures increase the share of green electricity seek discussions with logistics providers regarding transport solutions lowering CO_2emissions **Managing opportunities:** Implement sustainability as a selection criterion in the Webshop Train sales experts to take energy efficiency into consideration when planning IT Expand IoT solutions focusing on sustainability
Tighter regulations in terms of ESG reporting	**Risk:** Failure to meet environmental, social, and governance expectations. Reputational damage in case of not complying with new regulations may lead to lower customer and investor trust. Some required climate transition practices need significant investments.	**Mitigating risk:** The ESG Office is tasked with developing our ESG strategy and tracking our performance. The Board of Directors has implemented an ESG committee, which supports and consults on these efforts.
Changes in customer requirements	**Opportunity:** The European Green Deal leads to higher requirements when it comes to circular economy, which provides a new business opportunity to ALSO in the refurbishment and remarketing of devices.	**Managing opportunities:** Grow ALSO's refurbishment and remarketing facility in Germany and establish a network of similar solutions across the EU.
Violations of existing laws in the supply chain	**Risk:** Violation of existing ESG laws by partners along the supply chain might cause a range of negative impact: disruptions in the supply chain, reputational damage, or even legal action.	**Mitigating risk:** Regularly evaluate the supply chain for compliance with relevant laws and regulations. Establish a robust due diligence process to identify and address potential violations of existing laws in the supply chain.

Physical risks are currently classified as low to moderate. Transitional risks and opportunities present not just dangers, but tangible chances for ALSO to increase net sales and gain market shares as a sustainability leader.

Integration in business processes

In order to minimize risks and utilize opportunities on the market, ALSO's overall strategic approach is of key importance: ALSO integrates the sustainability approach step by step in its business processes. The measures include:

- The increase of our vendor mix to be able to mitigate availability risks caused by climate-related incidents affecting the supply chain
- A product category mix that includes devices that enable the utilization of energy from renewable sources as well as particularly sustainable devices
- Ensuring that all vendors are following the ESG requirements and standards expected by European law and international bodies
- A switch to renewable energy sources in the majority of the countries where ALSO has an own presence
- Collaboration with our logistics partners, allowing us to offer our resellers access to low-carbon modes of transport
- The implementation of PV plants on buildings we own if/where possible

With the consistent implementation of its ESG strategy, ALSO is working on minimising risks caused by climate change and taking advantage of the associated opportunities.

201-3: Defined benefit plan obligations and other retirement plans

CSRD S1-11 — Social protection

In addition to the actual remuneration for services rendered (wages, salaries, and bonuses), personnel expenses also include ancillary personnel costs and social security contributions. Awards for years of service are recognized as personnel expenses over the underlying period of service and accrued accordingly.

The companies of the ALSO Group operate various employee benefit plans according to the local conditions and practices in the respective countries.

Defined contribution plans are post-employment plans under which the Group pays fixed contributions into a separate fund and is neither legally nor de facto obliged to pay further contributions.

For defined benefit pension plans, the costs of providing benefits as well as the required provisions are defined actuarily using the projected unit credit method. In the case of plans that provide higher benefit growth in later years (backloading), the benefits that can be acquired are assigned on the basis of the net liability excluding future employee-funded benefit components. The liabilities are to some extent backed with assets which are managed by autonomous separately funded benefit plans.

A surplus in a defined benefit plan is only recognized to the amount of the future economic benefits that are available in the form of reductions in contributions or repayments, taking into account the upper limit for the asset (asset ceiling). A defined benefit obligation is fully recognized as a provision.

Pension costs are composed of three elements:

- Service costs, which are part of personnel expenses, and consist of current service costs, past service costs, and gains/losses from plan settlements.
- Net interest, which is recorded in the financial result, and is determined by applying the discount rate to the net defined benefit liability, or net defined benefit asset, that exists at the beginning of the year.
- Gains and losses resulting from actuarial remeasurement, which are immediately recognized in other comprehensive income as remeasurements of employee benefits. Remeasurements of employee benefits are not recycled through the income statement at any later point in time. Notes to the consolidated financial statements

2.10 Personnel expenses/employee benefit plans
4.3 Employee benefits

201-4: Financial assistance received from government

In 2023, we did not apply for or receive any significant financial support.

GRI 202: MARKET PRESENCE 2016

3-3: Management Approach

Status report

202-1: Ratios of standard entry level wage by gender compared to local minimum wage

CSRD S1-10 — Adequate wages

For the vast majority of employees, the standard entry-level wage exceeds the statutory minimum wage in the respective country.

No distinctions are made based on gender.

2.10 Personnel expenses

202-2: Proportion of senior management hired from the local community

The overwhelming majority of senior management, these being team leaders, department heads, and managing directors, is hired from the respective countries where the company operates,

Additionally, the opportunity to work in an international team increases our attractiveness as an employer.

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

3-3: Management Approach

Status report

203-1: Infrastructure investments and services supported

Acquired tangible assets

Leased tangible assets

The acquisition and leasing of land and buildings are primarily utilized for operational purposes within our company.

In 2023, the management of ALSO Germany decided not to extend the contract for one of the three warehouses in the Soest region. A company agreement and redundancy plan were negotiated in close consultation with the workers' council. More than a third of all employees were transferred to another location, even closer to their place of residence, while the remaining employees are being supported in their transition to new employment or early retirement.

The lease for an office in Soest, which was also due to expire in 2024, was renegotiated and extended at the end of 2023. As an important economic factor and firmly rooted in the region, we saw it as our responsibility as a good corporate citizen to keep offering attractive jobs and apprenticeships as well as support the community.

Other additions primarily stem from investments in equipment, property, plant, and equipment, as well as in "Infrastructure-as-a-Service." These additions also include lease extensions and the recognition of deconstruction costs for land and buildings.

Losses from the sale of property, plant, and equipment are recorded under other operating expenses, totaling T€ –124.

203-2: Significant indirect economic impacts

At several of its locations, such as Soest in Germany or Emmen in Switzerland, ALSO is the largest employer, offering training opportunities for young people and sustaining livelihoods for families. It is also one of the highest taxpayers with a significant impact on communal finances.

ALSO provides a wide range of customized services in Cloud and as-a-Service, logistics, finance, marketing, and IT services, as well as traditional wholesale services to more than 135 000 resellers. These goods and services have an overall positive impact on the efficiency and economic development of companies. Our aim is to assist in the digitalization of society, the automation of processes, and the spread of new technologies.

GRI 204: PROCUREMENT PRACTICES 2016

3-3: Management Approach

Status report

204-1: Proportion of spending on local suppliers

We have three categories of local, i.e. national, suppliers: insurance companies, banks, and logistics companies. These categories account for 100 percent of the procurement budget for suppliers based in the local region.

GRI 205: ANTI-CORRUPTION 2016

3-3: Management Approach

CSRD G1-3 — Prevention and detection of corruption or bribery

Corruption in any form is antithetical to our values and undermines the trust placed in us by our stakeholders. We firmly believe that conducting business with honesty, transparency, and fairness is not only the right thing to do but also essential for sustainable success. A central document for this topic is the Code of Conduct.

205-1: Operations assessed for risks related to corruption

CSRD G1-3 — Prevention and detection of corruption or bribery

A defined group of risk officers (e.g. Group Management, Senior Vice Presidents, Chief Customer Officers, Center of Competence Heads, and employees with functional responsibility) identify and assess risks, subsequently reporting them to Internal Audit. Employees can also report identified risks to Internal Audit.

All operations are included in the legally prescribed compliance risk analysis. Tips from whistleblowers are also followed up on and investigated using internal audits or external service providers.

No significant risks have been identified during the latest risk assessments.

205-2: Communication and training about anti-corruption policies and procedures

CSRD G1-3 — Prevention and detection of corruption or bribery

The compliance management program includes comprehensive anti-corruption training for all employees. It starts with uniform basic training throughout the Group for all new employees who join ALSO. This training is tailored to ALSO's typical business requirements and is held in the local languages of all ALSO companies. It is mandatory for all employees except those in logistics and temporary positions and must be successfully completed within four weeks of joining the company. Completion is actively monitored, and employees who have missed the training or not successfully finished it are notified and actively supported in successfully completing the training.

This foundational training is complemented by two mandatory training courses to refresh and build on the first one. The information learned is tested using an e-learning platform. The refresher training is provided at regular intervals and actively monitored. The Group's managers are required to submit a declaration of commitment once a quarter that reminds them of the existing compliance obligations and includes a statement on potential compliance-related issues from the past quarter.

205-3: Confirmed incidents of corruption and actions taken

CSRD G1-4 — Confirmed incidents of corruption or bribery

In 2023 there were no cases of corruption.

GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016

3-3: Management Approach

Compliance is not just one of our primary considerations; it's a top priority for us. As an international company, we uphold extremely stringent requirements for effective compliance management. However, for us, compliance goes beyond merely adhering to regulatory provisions. We are committed to consistently acting in accordance with the principles outlined in our Code of Conduct. We firmly believe that profitability should be aligned with the highest ethical standards at all times.

206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices

In 2023 no legal actions were pending in the reporting period.

GRI 207: TAX 2019

3-3: Management Approach

Status report

207-1: Approach to tax

Taxes on income are accrued in the same periods as the revenue and expenses to which they relate and are reported as tax liabilities. Deferred taxes include the income tax effects arising from temporary differences between the Group's internal measurement criteria and the local tax measurement guidelines for assets and liabilities (comprehensive liability method). With this method, deferred taxes are established for temporary taxable differences. Deferred taxes are adjusted annually for any changes in local tax legislation. Tax-loss carryforwards and deductible temporary differences are reported as deferred tax assets if it is sufficiently probable that future taxable profits will be adequate to utilize the respective deferred tax assets.

Taxes that would have to be paid in the event of a payout of retained earnings in the subsidiaries are not accrued unless this type of payout is expected to be made in the near future.

Since our operations are heavily networked and carried out across various locations, we work with specialized tax consultants to design the transfer pricing concept and have the underlying transfer pricing documentation audited at regular intervals. All the company's financial activities follow local tax regulations and legislation.

207-2 Tax governance, control, and risk management

ALSO always aims to be tax compliant and our tax policy reflects and supports our business by ensuring a sustainable tax rate, mitigating tax risks in a timely and cost-efficient way and complying with rules and regulations in the jurisdictions in which we operate. Over the years, we have applied a conservative and cautious tax policy. Total tax rate is a result of the reported profits of ALSO's various subsidiaries and the effective corporate tax rates in the respective country we are operating in.

The company complies with the OECD Transfer Pricing guidelines, which means that profits are allocated and taxed where the value is created. Therefore, all taxes and charges are paid according to local laws and regulations. ALSO applies the IFRS Accounting Standards as adopted by the EU.

As a company that is fully aware of its obligations as a corporate citizen, we view tax as an important part of our social responsibility. We contribute to society through various taxes and charges such as corporate tax, duties, payroll taxes, as well as indirectly through VAT charged on goods sold to customers. Notes to the consolidated financial statements

ENVIRONMENTAL STANDARDS

GRI 301: MATERIALS 2016

3-3: Management Approach

The largest share of material consumption takes place in our warehouses. As a distributor, the majority of our consumed materials are utilized for shipping services as we don’t manufacture goods, our procurement excludes raw materials. The potential for using recycled materials is mainly associated with shipping and the refurbishment of devices, though it is limited due to the nature of our Supply business model, that puts us in the middle of the value chain. In this model, we receive fully manufactured packaged goods from our suppliers.

We currently track the use of paper, cardboard, plastic, and wood. We actively monitor and optimize material and substance flows, ensure recycling and appropriate disposal, and avoid waste while adhering to environmental requirements.

By separating waste consistently and efficiently, we keep a high proportion of recyclable packaging components at the warehouse facilities, thus minimizing non-recyclable waste throughout the Group.

301-1: Materials used by weight or volume

CSRD E5-4 — Resource inflows

	2023							2022						2021				
	Renewable			Non-renewable				Renewable			Non-renewable			Renewable			Non-renewable	
in kg	Paper	Cardboard	Wood	Plastic	Metal	Others	Total	Paper	Cardboard	Wood	Plastic	Metal	Total	Paper	Cardboard	Wood	Plastic	Total
Germany	33 195	619 136	5 407 310	176 891		2 958	6 239 490	43 695	590 582	5 407 310	176 891		6 218 478	24 168	742 748	6 376 545	109 475	7 252 936
Poland	6 896	197 629	84 673	24 474			313 672	8 730	250 160	107 180	30 980		397 050	11 640	135 840	2 125 650	91 250	2 364 380
Switzerland	27 944	721 170	⦸	⦸			749 114	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Netherlands	10 770	304 307	475 200	21 391			811 668	8 014	379 219	508 835	30 380		926 448	8 890	395 809	343 648	46 256	794 603
Denmark, Norway, Sweden	118 235	69 761	228 111	4 098			420 205	49 873	118 975	141 548	20 505		330 901	215 729	586 851	214 369	42 631	1 059 579
Denmark[1]	*118 235*	*69 761*	*228 111*	*4 098*			*420 205*	*49 873*	*118 975*	*141 548*	*20 505*		*330 901*	*215 729*	*586 851*	*214 369*	*42 631*	*1 059 579*
Norway[1]	*WH via Denmark, paperless office*						–	*WH via Denmark, paperless office*					–	*WH via Denmark, paperless office*				–
Sweden[1]	*WH via Denmark, paperless office*						–	*WH via Denmark, paperless office*					–	*WH via Denmark, paperless office*				–
France	4 494	114 960	98 232	21 112			238 798	5 912	146 251	117 243	25 712		295 118	6 847	152 036	147 212	29 212	335 307
Finland	–	73 635	20 088	5 816			99 539	2 412	86 543	73 460	17 292		179 707	2 412	100 814	93 970	17 410	214 606
Bulgaria	1 738	1 070	93 375	864			97 047	2 067	1 010	81 840	2 232		87 149	3 463	1 600	63 750	2 688	71 501
Lithuania	2 548	13 748	15 500	3 007	13		34 816	113	7 908	18 050	2 927	20	29 018	706	19 671	22 525	6 170	49 072
Romania	68	167 768	72 609	32 573			273 017	75	330 528	125 202	47 927		503 732	65	424 007	200 224	75 724	700 020
Latvia	203	9 180	42 108	3 509			55 000	775	7 292	40 012	1 722		49 801	12 281	10 565	65 064	2 458	90 368
Estonia	116	169 592	48 548	42 918			261 174	1 854	183 541	57 900	51 441		294 736	2 055	203 451	55 517	53 361	314 384
Croatia	3 200	6 650	21 400	2 650	1		33 901	4 804	35 828	22 100	2 800		65 532	6 005	33 072	20 800	2 150	62 027
Austria	150	38		175			363	150	38		126		314	250			20	270
Slovenia	2 050	6 402	52 632	821			61 905	2 926	11 500	60 800	4 630		79 856	2 034	12 300	60 200	956	75 490
Slovakia	2	5 339	8 992	1			14 334	2			1		3	2.5			0.5	3
Hungary	12 184	–	1 142	6 423			19 749		20 000	50 000	8 000		78 000	–	–	–	–	–
Czech Republic	309	7 931	35 888	4 897			49 025	306	1 042	15 504	4 629		21 481	–	–	–	–	–
Spain	13	12	–	1			26	26	15				41	–	–	–	–	–
Serbia	836	69 390	9 553	478			80 257	627	70 254	9 048	569		80 498	–	–	–	–	–
Italy	1 883	31 149	159 385	2 972			195 388											
Portugal	500	24 880	25 956	8 235			59 571											
Belgium	5						5											
Total	**227 339**	**2 613 748**	**6 900 702**	**363 305**	**14**	**2 958**	**10 108 066**	**132 360**	**2 240 686**	**6 836 031**	**428 763**	**20**	**9 637 861**	**296 547**	**2 818 764**	**9 789 474**	**479 761**	**13 384 545**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

301-2: Recycled input materials used

	2023							2022							2021						
		Total amount of Recycled material used							Total amount of Recycled material used							Total amount of Recycled material used					
in kg	Total material used	Paper	Cardboard	Wood	Plastic	**Total**	Total (%)	Total material used	Paper	Cardboard	Wood	Plastic	**Total**	Total (%)	Total material used	Paper	Cardboard	Wood	Plastic	**Total**	Total (%)
Germany	6 239 490	31 429	537 419	168 498	7 060	**744 406**	12%	6 218 478	31 429	537 419	168 498	7 060	**744 406**	12	7 252 936	12 973	647 441	4 948 525	10 812	**5 619 751**	77
Poland	313 672		197 629	67 738		**265 367**	85%	397 050		250 160	85 700		**335 860**	85	2 364 380	0	135 840	1 700 000	0	**1 835 840**	78
Switzerland	749 114						0%	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Netherlands	811 668	370	273 851	230 100	489	**504 810**	62%	926 448	430	345 740	247 418	567	**594 155**	64	794 603	2 000	359 667	327 648	3 158	**692 473**	87
Denmark, Norway, Sweden	420 205	118 235	69 761	153 363		**341 359**	81%	330 901	24 937	118 975	135 886	–	**279 797**	85	1 059 579	172 583	575 114	205 794		**953 491**	90
Denmark[1]	*420 205*	*118 235*	*69 761*	*153 363*		*341 359*	*81%*	*330 901*	*24 937*	*118 975*	*135 886*		*279 797*	*85*	*1 059 579*	*172 583*	*575 114*	*205 794*		*953 491*	*90*
Norway[1]						*WH via Denmark, paperless office*							*WH via Denmark, paperless office*							*WH via Denmark, paperless office*	
Sweden[1]						*WH via Denmark, paperless office*							*WH via Denmark, paperless office*							*WH via Denmark, paperless office*	
France	238 798		41 314	58 938	8 444	**108 696**	46%	295 118	0	52 560	70 345	10 284	**133 189**	45	335 307	0	54 720	88 327	11 684	**154 731**	46
Finland	99 539		63 170	25 750	771	**89 691**	90%	179 707		74 244	37 222	2 291	**113 757**	63	214 606	844	90 733	52 688	2 612	**146 876**	68
Bulgaria	97 047						0%	87 149	0	0	0	0	**0**	0	71 501		1 600			**1 600**	2
Lithuania	34 816	2 548	13 748	15 500		**31 796**	91%	29 018	113	7 908	18 050		**26 071**	90	49 072	706	19 671		281	**20 658**	42
Romania	273 017	⦸	⦸	⦸	⦸	⦸	⦸	503 732			16 070		**16 070**	3	700 020	⦸	⦸	⦸	⦸	⦸	⦸
Latvia	55 000						0%	49 801	0	0	0	0	**0**	0	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Estonia	261 174		169 592	48 548	42 918	**261 058**	100%	294 736	0	129 777	26 055	28 293	**184 124**	62	314 384	0	143 854	24 983	29 349	**198 185**	63
Croatia	33 901		2 350	20 100	1 200	**23 650**	70%	65 532	4 804	10 335	21 700	1 300	**38 139**	58	62 027		9 646	19 800	1 350	**30 796**	50
Austria	363	140				**140**	39%	314	41				**41**	13	270	229				**229**	85
Slovenia	61 905		6 082	52 632		**58 714**	95%	79 856		11 500	60 800		**72 300**	91	75 490		12 300	60 200		**72 500**	96
Slovakia	14 334	2	1 869	7 194		**9 064**	63%	3	2				**2**	80	3	3				**3**	83
Hungary	19 749	7 412		1 142		**8 554**	43%	78 000		19 000	49 000	5 600	**73 600**	94	–	–	–	–	–	–	–
Czech Republic	49 025	108	2 379	23 327		**25 815**	53%	21 481	107	313	10 078	0	**10 497**	49	–	–	–	–	–	–	–
Spain	26	1				**1**	4%	41	1				**1**	2	–	–	–	–	–	–	–
Serbia	80 257		34 695			**34 695**	43%	80 498	0	35 127	0	0	**35 127**	44	–	–	–	–	–	–	–
Italy	195 388	1 010	4 704	159 385	328	**165 426**	85%														
Portugal	59 571	⦸	⦸	⦸	⦸	⦸	⦸														
Belgium	5						0%														
Total		**161 256**	**1 418 563**	**1 032 215**	**61 210**	**2 673 243**			**61 863**	**1 593 057**	**946 821**	**55 394**	**2 657 135**			**189 338**	**2 050 586**	**7 427 964**	**59 245**	**9 727 134**	

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available – no information accessible

GRI 302: ENERGY 2016

3-3: Management Approach

CSRD E1-1 — Transition plan for climate change mitigation
CSRD E1-2 — Policies related to climate change mitigation and adaptation
CSRD E1-3 — Actions and resources in relation to climate change policies
CSRD E1-4 — Targets related to climate change mitigation and adaptation
CSRD E1-7 — GHG removals and GHG mitigation projects financed through carbon credits
CSRD E1-8 — Internal carbon pricing

Our efforts to mitigate our carbon footprint primarily focus on reducing our energy consumption and transitioning to sustainable energy sources wherever feasible. We actively monitor the energy sources across our sites and aim to increase the proportion of sustainable electricity, taking into account economic viability.

Where circumstances permit, we invest in internal projects that contribute to our transition plan. For instance, we optimize energy consumption by installing building insulation to minimize heat loss.

Given our presence in most European countries, employee travel has historically contributed significantly to our GHG emissions. To address this, we prioritize reducing business trips, favoring climate-friendly options like train travel, and increasingly transitioning to virtual meetings. Even after the COVID-19 pandemic, remote working remains an option for eligible employees, further lowering emissions.

Moreover, our commitment to lowering energy consumption extends to supporting our customers in their efforts. We aim to expand our offering of products that facilitate energy efficiency, embracing new technologies to achieve this goal.

It’s important to note that our current ESG strategy does not align with removals and GHG mitigation projects financed through carbon credits. Consequently, we did not engage in such services during the reporting year, nor do we apply internal carbon pricing.

As part of our targets, we aim for over 50 percent of the energy used in our locations to come from renewable sources by 2025. This underscores our commitment to sustainable practices and reducing our environmental impact.

302-1: Energy consumption within the organization

CSRD E1-5 — Energy consumption and mix

	2023							2022							2021						
in Gigajoule	Gasoline	Diesel fuel	Natural Gas	Coal	Nuclear	Others	**Total**	Gasoline	Diesel fuel	Natural Gas	Coal	Nuclear	Others	**Total**	Gasoline	Diesel fuel	Natural Gas	Coal	Nuclear	Others	**Total**
Germany	2 215	2 449	19 581	2 347	190	78	**26 860**	836	6 046	15 082			459	**22 424**	458	6 590	26 064			994	**34 106**
Poland	762	120	5 227	4 502			**10 610**	417	116	16 289	3 571			**20 393**	439	124	12 239	3 787			**16 590**
Switzerland			3 557		3 218		**6 775**		0	4 805		3 724		**8 530**			5 744		3 862		**9 606**
Netherlands	1 791	126	1 730			11	**3 658**	1 021	217	2 270			134	**3 642**	747	426	3 545			113	**4 830**
Denmark, Norway, Sweden															416	1 433				5 491	**7 340**
Denmark[1]	261	1 078				7 664	**9 003**	241	1 094				7 378	**8 713**	*47*	*1 206*				*4 788*	*6 041*
Norway[1]		26					**26**		9				1 141	**1 150**						*703*	*703*
Sweden[1]	550				139	23	**713**	495	47					**542**	*369*	*227*					*596*
France	1 953	1 520	1 670		1 774		**6 917**	740	1 082	3 884		2 236		**7 943**	826	993	2 596		2 324		**6 739**
Finland	827	170				34	**1 031**	518	318				0.7	**837**	545	297				84	**926**
Bulgaria		190					**190**		255			390		**646**	5	147			378		**530**
Lithuania	875	691	2 186				**3 752**	756	803	2 168				**3 726**	720	836	3 503			156	**5 214**
Romania	120	85	⦸	⦸	⦸	⦸	**205**	26	193	⦸	⦸	⦸	⦸	**219**		137					**137**
Latvia	833	875	1 623				**3 331**	673	711	1 567				**2 952**	545	959	1 997				**3 501**
Estonia	0	44	1 422				**1 466**	36	76	1 554				**1 666**	26	61	1 645				**1 731**
Croatia		89	154				**243**		171	308	14	8	28	**529**		65	585	27	26		**704**
Austria	162	235	1 283				**1 681**	144	214	1 770				**2 128**			1 804				**1 804**
Slovenia		66	428		632		**1 125**		143	177		473		**793**	43	50	162		429		**684**
Slovakia	6	34	14				**54**	37	42	21				**101**	27	23	8				**58**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	**⦸**	768	403	⦸	⦸	⦸	⦸	**1 171**	–	–	–	–	–	–	**–**
Czech Republic	162	56	1 890	42	38		**2 188**	112	76	39	28	27	0	**283**	–	–	–	–	–	–	**–**
Spain	99	2	17	7		37	**162**	90	2	17	7	16	53	**185**	–	–	–	–	–	–	**–**
Serbia	171	702	⦸	⦸	⦸	⦸	**873**	189	691	⦸	⦸	⦸	⦸	**880**	–	–	–	–	–	–	**–**
Italy		44	400	72	11	26	**553**														
Portugal			218	3	38		**259**														
Belgium	911	378			26	14	**1 329**														
Total	11 697	8 979	41 401	6 973	6 065	7 888	83 004	7 101	12 710	49 952	3 621	6 875	9 195	89 453	4 798	12 141	59 891	3 814	7 019	6 837	94 500

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

							2023							2022							2021
in Gigajoule	Geothermal	Wind	Solar	Hydro	Bio	Others	**Total**	Geothermal	Wind	Solar	Hydro	Bio	Others	**Total**	Geothermal	Wind	Solar	Hydro	Bio	Others	**Total**
Germany						8 352	**8 352**	339.95			16 051.60			**16 391.56**			36.00	20 970.00			**21 006.00**
Poland		63	94				**156**		1 303.20	97.20	115.20	86.40		**1 602.00**	0	396.00	0	57.60	328.68		**782.28**
Switzerland		3	98	2 064	3	381	**2 549**		3.34	3 236.87	2 389.54	3.34		**5 633.08**				3 411.25			**3 411.25**
Netherlands		1 295		1 278			**2 573**		1 179.78		1.37			**1 181.15**	0	1 068.55	0	1 591.20	0	0	**2 659.75**
Denmark, Norway, Sweden																2 871.60		654.73	17.23	409.21	**3 952.77**
Denmark[1]		2 349					**2 349**	0	0	0	0	0	0	**0**		*2 854.01*					*2 854.01*
Norway[1]						1 053	**1 053**	0	0	0	0	0	0	**0**						*409.21*	*409.21*
Sweden[1]	15	15	15	108	15		**170**	11.29	11.29	11.29	255.86	11.29		**301.02**		*17.59*		*654.73*	*17.23*		*689.55*
France							**–**	0	0	0	0	0	0	**0**	0	0	0	0	0	0	**0**
Finland		4 295	961			86	**5 342**	66.42	4 861.01	974.73				**5 902.16**							
Bulgaria						485	**485**	0	0	0	0	0	0	**0**	0	0	0	0	0		**0**
Lithuania		123	8	836	113		**1 080**	147.60	513.42	14.91	476.15	111.20		**1 263.29**	0.26	452.42	30.18	93.01	153.30		**729.16**
Romania	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Latvia						671	**671**						745.44	**745.44**							**878.06**
Estonia							**–**	0	0	0	0	0	0	**0**	0	0	0	0	0		**0**
Croatia	1	56	125	188	45	12	**429**		79.40	60.95	130.77	45.15		**316.27**		66.99	42.60	213.33	20.61		**343.52**
Austria		154		503		77	**733**		100.15	20.09	373.93	15.26	7.29	**516.73**		84.65	15.10	409.45	14.79	7.90	**531.89**
Slovenia							**–**	0	0	0	0	0	0	**0**	0	0	0	0	0		**0**
Slovakia							**–**	0	0	0	0	0	0	**0**	0	0	0	0	0		**0**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	–	–	–	–	–	–	**–**
Czech Republic			2	1	12	0.1	**15**		0.29	1.47	0.43	2.27		**4.46**	–	–	–	–	–	–	**–**
Spain						15	**17**					32		**39.56**	–	–	–	–	–	–	**–**
Serbia	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	–	–	–	–	–	–	**–**
Italy			77			332	**410**														
Portugal		39	408	65		66	**578**														
Belgium							**–**														
Total	**17**	**8 391**	**1 803**	**5 043**	**206**	**11 516**	**26 976**	**565**	**8 091**	**4 418**	**19 795**	**275**	**753**	**33 897**	**0**	**4 940**	**124**	**27 401**	**535**	**417**	**34 295**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

5-Year-Overview
STATUS REPORT
Letter to the shareholders
ALSO share
Foundations of the company
Performance 2023
KPIs
Outlook
Risk Report
NON-FINANCIAL REPORT
ESG Strategy
Performance 2023
Outlook
Reporting standards
CORPORATE GOVERNANCE
COMPENSATION REPORT
FINANCIAL REPORT
Consolidated income statement
Consolidated statement of comprehensive income
Consolidated statement of financial position
Consolidated statement of changes in equity
Consolidated statement of cash flows
Notes to the consolidated financial statements
Profit or loss statement of ALSO Holding AG
Balance sheet of ALSO Holding AG
Notes to the financial statements of ALSO Holding AG
Alternative Performance Measures
GRI-REPORT
General disclosures
Material topics
Economic standards
Environmental standards
Social standards
Appendix
INFORMATION

					2023					2022					2021
in Gigajoule	Electricity	Heating	Cooling	Steam	Total	Electricity	Heating	Cooling	Steam	Total	Electricity	Heating	Cooling	Steam	Total
Germany	14 987	16 627	8		**31 621**	16 331	15 541	61		**31 933**	20 218	28 275	65		**48 557**
Poland	4 659	5 226			**9 885**	5 643	15 819			**21 462**	4 932	11 876			**16 808**
Switzerland	6 562	3 557			**10 119**	9 798	4 365			**14 163**	7 273	5 744			**13 017**
Netherlands	2 496	1 730	107		**4 333**	2 462	2 270	115		**4 847**	2 718	3 545	76		**6 339**
Denmark, Norway, Sweden											3 332	5 925	186		**9 444**
Denmark[1]	2 349	7 664			**10 013**	2 490	4 888			**7 378**	*2 854*	*4 788*			*7 642*
Norway[1]	508	545			**1 053**	524	617			**1 141**	*409*	*703*			*1 112*
Sweden[1]	75	171	63		**309**	72	165	63		**301**	*69*	*434*	*186*		*690*
France	1 774	1 670			**3 444**	2 236	3 884			**6 120**	2 324	2 596			**4 920**
Finland	5 342				**5 342**	5 836	66			**5 902**	5 878	84			**5 961**
Bulgaria	377	70	38		**485**	220	116	54		**390**	211	130	36		**378**
Lithuania	985	2 186	95		**3 266**	1 177	2 168	87		**3 431**	1 336	2 962	90		**4 388**
Romania	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Latvia	674	1 623			**2 297**	747	1 567			**2 313**	881	1 997			**2 878**
Estonia	341	1 081			**1 422**	362	1 192			**1 554**	422	1 223			**1 645**
Croatia	429	154			**582**	391	387			**778**	454	531			**986**
Austria	733	1 283			**2 017**	767	1 520			**2 287**	774	1 561			**2 336**
Slovenia	632	428			**1 059**	473	177			**650**	429	162			**591**
Slovakia	2	12			**14**	2	19			**21**	2	6			**8**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸		–	–	–	–	–
Czech Republic	104	1 880			**1 984**	66	33			**99**	–	–	–	–	–
Spain	95				**95**			135		**135**	–	–	–	–	–
Serbia	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	–	–	–	–	–
Italy	783	147			**930**										
Portugal	836				**836**										
Belgium	40				**40**										
Total	**44 783**	**46 054**	**310**	**–**	**91 148**	**49 732**	**54 795**	**381**	**–**	**104 908**	**51 185**	**66 616**	**453**	**–**	**118 255**

The electricity sold amounts to 37.08 GJ, sourced from solar energy generated by our operations in Portugal.

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

302-2: Energy consumption outside of the organization

	2023							2022						2021			
				Business travel							Business travel						
in Gigajoule	Freight	Third-party warehouse	Energy sold	Air	Rail	Road	Total	Freight	Third-party warehouse	Energy sold	Air	Road	Total	Freight	Third-party warehouse	Energy sold	Total
Germany	61 100	–	–	131	85	5	**61 322**	73 490.4	0	0	97	2	**73 589**	77 802	0	0	**77 802**
Poland	9 467	–	–	81	16	881	**10 445**	11 982.96	0	0	51	533	**12 566**	12 623	0	0	**12 623**
Switzerland	⊘	–	–	⊘	⊘	485	**485**	9 298.01	0	0	⊘	335	**9 633**	8 764	0	0	**8 764**
Netherlands	1 226	–	–	245	⊘	388	**1 858**	16 355	0	0	78	388	**16 821**	15 642	0	0	**15 642**
Denmark, Norway, Sweden														12 531	0	0	**12 531**
Denmark[1]	⊘	–	–	⊘	⊘	⊘	**–**	2 980	0	0.06	36	402	**3 418**	*12 531*	*0*	*0*	*12 531*
Norway[1]	⊘	–	–	⊘	⊘	114	**114**	4 234	0	0	72	66	**4 371**	[2]	*0*	*0*	*0*
Sweden[1]	⊘	–	–	93	⊘	⊘	**93**	4 081	0	0	41	5	**4 127**	[2]	*0*	*0*	*0*
France	24 330	–	–	⊘	⊘	⊘	**24 330**	22 801	0	0	0	0	**22 801**	27 183	0	0	**27 183**
Finland	6 896	–	–	60	37	286	**7 279**	5 998	0	0	44	73	**6 116**	8 955	0	0	**9 020**
Bulgaria	622	122	–	42	–	8	**793**	558	0	0	15	38	**610**	470	0	0	**470**
Lithuania	2 070	–	–	111	⊘	⊘	**2 181**	1 516	0	0	41	0	**1 557**	1 943	0	0	**1 943**
Romania	1 371	8	–	66	4	102	**1 551**	1 065	29	0	24	21	**1 139**	1 180	26	0	**1 207**
Latvia	2 001	–	–	100	–	⊘	**2 102**	1 493	0	0	36	0	**1 530**	1 529	0	0	**1 529**
Estonia	656	–	–	23	–	57	**736**	770	0	0	0	0	**770**	931	0	0	**931**
Croatia	978	–	–	6	–	80	**1 064**	1 187	0	0	8	7	**1 201**	1 076	0	0	**1 076**
Austria	[3]	–	–	34	2	29	**65**	[3]	0	0	12	5	**17**	5 631.79	2 298.18	0	**7 930**
Slovenia	2 184	–	–	⊘	⊘	110	**2 294**	2 411	0	0	0	62	**2 474**	2 426.90	0	0	**2 427**
Slovakia	⊘	–	–	⊘	⊘	4	**4**	⊘	0	0	0	4	**4**	⊘	0	0	**0**
Hungary	⊘	–	–	⊘	⊘	502	**502**	⊘	0	0	0	0	**–**	–	–	0	**–**
Czech Republic	583	–	–	⊘	⊘	⊘	**583**	517	0	0	0	0	**517**	–	–	0	**–**
Spain	81	–	–	16	9	136	**243**	81	0	0	9	84	**174**	–	–	0	**–**
Serbia	⊘	–	–	7	–	278	**285**	⊘	0	0	1.7	285.8	**287.5**	–	–	0	**–**
Italy	⊘	–	–	17	1	0	**18**										
Portugal	⊘	–	37	28	4	234	**303**										
Belgium	[4]	–	–	6	–	95	**102**										
Total	**113 565**	**130**	**37**	**1 066**	**158**	**3 795**	**118 752**	**160 817.88**	**29**	**0.06**	**566**	**2 310**	**163 723.15**	**178 690**	**2 325**	**0**	**181 079**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⊘ no data available – no information accessible 2 via DK 3 via DE 4 via NL

302-3: Energy intensity

CSRD E1-5 — Energy consumption and mix — Energy intensity

	2023		2022	
	Total inner energy consumption (GJ)	Energy intensity ratio by Net Sales (GJ/EUR)	Total inner energy consumption (GJ)	Energy intensity ratio by Net Sales (GJ/EUR)
Germany	38 815.41	0.01	35 212.35	0.01
Poland	17 371.84	0.01	10 766.53	0.01
Switzerland	14 162.81	0.01	9 323.92	0.01
Netherlands	4 823.27	0.00	6 231.03	0.00
Total	**75 173**	**0.01**	**61 534**	**0.01**

	2023	2022
	Net Sales	Net Sales
Germany	3 689 784	2 986 057
Poland	1 773 480	1 399 337
Switzerland	975 553	948 776
Netherlands	1 401 659	1 267 494
Total	**7 840 476**	**6 601 664**

302-4: Reduction of energy consumption

In 2023, the following energy reduction initiatives were implemented across our locations:

- Serbia: Replacing ordinary light bulbs with LED ones, implementing smart heating for buildings.
- Netherlands: Transitioning to LED lights, optimizing building management systems, and enhancing climate control systems.
- Lithuania: Optimizing air extraction functions, improving insulation, particularly in warehouses.
- Latvia: Decommissioning old servers, enhancing thermal insulation in office buildings.
- Italy: Implementing basic energy-saving measures such as turning off lights in unoccupied rooms, limiting lighting in warehouses to essential activities, powering down unnecessary electronic devices, and adjusting office temperatures and heating system operating hours to align with opening hours.
- France: Installing motion sensor lights in warehouses to reduce electricity usage, capping heating temperatures in offices, and removing heaters from low-traffic areas.
- Germany: Implementation of further energy-saving measures, monitoring and active control respective limitation of temperatures in offices and warehouses.
- Bulgaria: Implementing heating regulation measures in office spaces.
- Austria: Implementing heating regulation measures in office spaces.

GRI 303: WATER AND EFFLUENTS 2018

3-3: Management Approach

We are committed to using water responsibly and contributing to the safeguarding of water quality, accessibility, and availability, especially in areas with high water risk. According to our current materiality analysis, consumption and, consequently, ALSO's influence on reducing water consumption are primarily associated with employee use, building maintenance, and potential equipment operation and servicing. However, it is important to note that we recognize the significance of this topic.

303-1: Interactions with water as a shared resource

CSRD E3-1 — Policies related to water and marine resources

Water consumption is limited to use by employees, maintenance of buildings, and possible operation and servicing of equipment. ALSO measures its overall water consumption. We request each employee to recognize the value of water as a natural resource and limit its use to essential levels.

303-2 Management of water discharge-related impacts

As part of our annual sustainability assessment, we actively inquire with our landlords and water providers regarding their water management practices and their approach to identifying water-related impacts. We ensure that they adhere to country-specific regulations concerning water usage and management.

303-3: Water withdrawal

CSRD E3-4 — Water consumption

						2023						2022						2021
in ML	Surface water	Groundwater	Seawater	Produced water	Third-party water	Total	Surface water	Groundwater	Seawater	Produced water	Third-party water	Total	Surface water	Groundwater	Seawater	Produced water	Third-party water	Total
Germany				0,57	1,93	**2,50**					5.53	**5.53**					9.44	**9.44**
Poland					5,14	**5,14**					3.51	**3.51**					3.23	**3.23**
Switzerland		3,50				**3,50**		1.57				**1.57**					3.59	**3.59**
Netherlands		0,05			0,85	**0,90**		0.00005			0.84	**0.84**	4.35				0.82	**5.16**
Denmark, Norway, Sweden													0.43				1.24	**1.68**
Denmark[1]					0,59	**0,59**					0.95	**0.95**					*0.96*	*0.96*
Norway[1]	0,36					**0,36**	0.49					**0.49**	*0.43*					*0.43*
Sweden[1]					0,35	**0,35**					0.17	**0.17**					*0.28*	*0.28*
France	0,78					**0,78**	0.89					**0.89**	0.82					**0.82**
Finland	0,79	0,26				**1,06**	1.12					**1.12**					1.02	**1.02**
Bulgaria					0,01	**0,01**					0.01	**0.01**				0.00	0.16	**0.17**
Lithuania		1,37			0,01	**1,38**		1.34			0.01	**1.34**		1.16			0.01	**1.17**
Romania	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Latvia					0,43	**0,43**					0 36	**0 36**					0.52	**0.52**
Estonia					0,20	**0,20**					0 13	**0 13**					0.12	**0.12**
Croatia					0,18	**0,18**					0 38	**0 38**	1.23				0.44	**1.67**
Austria	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Slovenia		0,34				**0,34**		0 11				**0 11**		0.10				**0.10**
Slovakia					0,005	**0,005**					0 01	**0 01**					0.01	**0.01**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	–	–	–	–	–	**–**
Czech Republic					0,001	**0,001**					0.001	**0.001**	–	–	–	–	–	**–**
Spain					0,02	**0,02**	0.01					**0.01**	–	–	–	–	–	**–**
Serbia					2,34	**2,34**					3.20	**3.20**	–	–	–	–	–	**–**
Italy					0,17	**0,17**												
Portugal					0,55	**0,55**												
Belgium	⦸	⦸	⦸	⦸	⦸	⦸												
Total	**1,93**	**5,52**	**–**	**0,57**	**12,76**	**20,79**	**2.51**	**3.01**	**–**	**–**	**15.10**	**20.62**	**6.83**	**1.27**	**–**	**0.00**	**20.60**	**28.70**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

303-3 b Total water withdrawal from all areas with water stress
303-3 c A breakdown of total water withdrawal by freshwater and other water

in ML	2023				2022			2021		
	Water stress total	Water stress level	Freshwater	Other water	Water stress total	Freshwater	Other water	Water stress total	Freshwater	Other water
Germany	0,57	Medium-high	2,50		–	5.53	0.0003	–	9.44	–
Poland		Low	5,14			3.51	–	–	3.23	–
Switzerland		Low	3,50		–	1.57	–	–	3.59	–
Netherlands		Low	0,90		–	0.84	–	4.35	5.16	–
Denmark	0,59	Low-medium	0,59		0.95	0.95	–	0.96	0.96	–
Norway		Low	0,36			0.49	–	0.43	0.43	–
Sweden	0,28	Extremely high	0,28		0.17	0.17	–	0.28	0.28	–
France	0,78	Low-medium	0,78		0.89	0.89	–	0.82	0.82	–
Finland	1,06	Low-medium	1,06			1.12	–	–	1.02	–
Bulgaria		Low	0,01	0,002		0.01	0.00	–	0.17	–
Lithuania	1,38	Low-medium	1,37	0,01		1.34	0.01	–	1.16	0.01
Romania	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Latvia	0,43	Medium-high	0,43		–	0.36	–	–	0.52	–
Estonia	0,20	Low-medium	0,20		0.13	0.13	–	–	0.12	–
Croatia		Low	0,17	0,004	0.38	0.38	–	1.67	0.44	1.23
Austria	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Slovenia		Low	0,34		–	0.11	–	–	0.10	–
Slovakia		Low	0,00			0.01	–	–	0.01	–
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	–	–	–
Czech Republic		Low	0,00			0.001	–	–	–	–
Spain	0,02	High	0,02		0.01	0.01	–	–	–	–
Serbia	2,34	Medium	2,34		3.20	3.20	–	–	–	–
Italy		Low	0,17							
Portugal	0,55	High	0,55							
Belgium	⦸	⦸	⦸	⦸						
Total	**8,18**	**–**	**20,70**	**0,01**	**5.74**	**20.61**	**0.01**	**8.51**	**27.46**	**1.24**

⦸ no data available — no information accessible

GRI 304: BIODIVERSITY 2016

3-3 Management Approach

CSRD E4-3 — Actions and resources related to biodiversity and ecosystems

The ongoing loss of biodiversity is a systemic risk that threatens the future prosperity of our economies and the survival of humanity. Average wildlife populations have decreased by more than two-thirds in the past 50 years. Transformative change is needed to reverse this trend. ALSO can contribute to this change by offering solutions for a circular, regenerative economy. Our ambition is to have a positive impact on biodiversity by:

- Working to reduce our overall impact on the biodiversity and natural ecosystems touched by our value chain.
- Supporting the protection and restoration of biodiversity and natural ecosystems in line with scientific advice.

We will develop targets and actions to support this ambition, in line with the ARRRT (Avoid, Reduce, Restore & Regenerate, Transform) framework. This refers mainly to offering refurbishment for as many used devices as possible in as many countries as possible.

Please note that, currently, biodiversity is not considered a material topic for ALSO.

GRI 305: EMISSIONS 2016

3-3: Management Approach

CSRD E1-4 — Targets related to climate change mitigation and adaptation
CSRD E2-4 — Pollution of air, water and soil
CSRD E2-5 — Substances of concern and substances of very high concern

Reducing energy consumption and emissions remains our top priority in fulfilling our environmental commitment. The majority of our greenhouse gas emissions originate from direct energy consumption within our operations. Given the nature of our business, Scope 3 emissions exceed the combined emissions of Scope 1 and 2. As we commission third parties for the transportation of goods, these emissions fall under Scope 3.

As outlined in section 302-Energy, business trips significantly contribute to our emissions, although they have notably decreased since March 2020. To actively manage this area of business travel, we have established a management system for travel data in Germany and in some other countries. Our objective is to implement this system in other countries in the near future.

Furthermore, we monitor emissions of ozone-depleting substances and other pollutants such as nitrogen oxides (NO_x), sulfur oxides (SO_x), and other significant air emissions. Across our internal operations, these emissions sum up to zero, indicating no substances of concern or very high concern for the Group, with minimal risk of generating them in the future. The only potential source of NO_x emissions lies in the use of rented cars, particularly those equipped with diesel engines. Some organizations, such as the Netherlands, Lithuania, and the Czech Republic, utilize the diesel exhaust fluid AD Blue to mitigate NO_x emissions from diesel engines.

Our target for this area is to achieve a 15 percent reduction in Scope 1 emissions by 2025. Additionally, regarding Scope 3 emissions, we aim to account for 100 percent of ALSO’s direct downstream emissions by 2025 and over 70 percent of ALSO’s direct upstream emissions by 2026.

305-1: Direct GHG emissions (Scope 1)

CSRD E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions

Scope 1 emissions add up to 0 for all organizations in the reporting period.

305-2: Energy indirect GHG emissions (Scope 2)

CSRD E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions

	2023					2022					2021				
	Carbon Dioxide Equivalent CO_2e					Carbon Dioxide Equivalent CO_2e					Carbon Dioxide Equivalent CO_2e				
in Metric ton	Gasoline	Diesel fuel	Natural Gas	Coal	Total	Gasoline	Diesel fuel	Natural Gas	Coal	Total	Gasoline	Diesel fuel	Natural Gas	Coal	Total
Germany	139.78	164.06	992.89	209.49	**1 506.23**	57.93	438.80	764.75		**1 261.48**	0.76	0.45	1 627.84		**1 629.06**
Poland	48.06	8.03	265.02	401.86	**722.96**	33.23	9.40	878.72	318.76	**1 240.11**	35.05	10.05	673.45	358.30	**1 076.86**
Switzerland			180.38		**180.38**			243.65		**243.65**			358.72		**358.72**
Netherlands	113.06	8.42	87.74		**209.21**	70.74	15.75	122.65		**209.14**	59.59	34.50	206.29	–	**300.38**
Denmark, Norway, Sweden											33.14	116.13			**149.27**
Denmark[1]	16.45	72.22			**88.67**	16.71	79.38			**96.09**	*3.72*	*97.73*			*101.45*
Norway[1]		1.77			**1.77**		0.64			0.64	–	–	–	–	–
Sweden[1]	34.71				**34.71**	34.29	3.39			**37.68**	*29.42*	*18.40*			*47.82*
France	123.23	101.79	84.70		**309.72**	51.28	78.55	196.96		**326.79**	65.89	80.47	162.12		**308.49**
Finland	52.17	11.39			**63.55**	35.87	23.08			**58.96**	43.50	24.09			**67.59**
Bulgaria		12.71			**12.71**		18.53			**18.53**	0.40	11.90			**12.30**
Lithuania	55.24	46.29	110.85		**212.37**	52.33	58.26	109.94		**220.53**	57.39	67.75	218.75		**343.89**
Romania	7.57	5.70	⦸	⦸	**13.27**	1.77	14.04	⦸	⦸	**15.82**		11.09			**11.09**
Latvia	52.56	58.62	82.28		**193.47**	46.64	51.63	79.44		**177.71**	43.46	77.72	124.74		**245.92**
Estonia	0.01	2.96	72.11		**75.08**	2.87	6.16	78.81		**87.84**	2.05	4.91	102.75		**109.70**
Croatia		5.98	7.80		**13.77**		11.84	15.63	1.27	**28.73**		5.21	36.56	2.56	**44.33**
Austria	10.24	15.74	65.07		**91.06**	9.98	15.55	89.75		**115.28**			112.67		**112.67**
Slovenia		4.39	21.69		**26.08**		10.36	8.98		**19.34**	3.41	4.08	10.12		**17.60**
Slovakia	0.37	2.27	0.70		**3.35**	2.59	3.08	1.06		**6.73**	2.18	1.85	0.49		**4.52**
Hungary	⦸	⦸	⦸	⦸	⦸	53.21	29.23	⦸	⦸	**82.44**	–	–	–	–	–
Czech Republic	10.20	3.78	95.82	3.71	**113.52**	7.77	5.51	2.08	2.54	**17.90**	–	–	–	–	–
Spain	6.24	0.13	0.86	0.63	**7.87**	6.23	0.11	0.86	0.63	**7.83**	–	–	–	–	–
Serbia	10.79	47.00	⦸	⦸	**57.79**	13.12	50.15			**63.27**	–	–	–	–	–
Italy		2.96	20.26	6.43	**29.65**										
Portugal			11.06	0.27	**11.33**										
Belgium	57.49	25.29			**82.78**										
Total	**738.18**	**601.49**	**2 099.24**	**622.39**	**4 061.30**	**496.57**	**923.44**	**2 593.29**	**323.19**	**4 336.49**	**346.83**	**450.20**	**3 634.50**	**360.86**	**4 792.39**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

305-3: Other indirect GHG emissions (Scope 3)

CSRD E1-6 — Gross Scopes 1, 2, 3 and Total GHG emissions

	2023									2022									2021		
				Business Travel									Business Travel								
Carbon Dioxide CO^{2}e in Metric ton	Freight	Third-party warehouse	Energy sold	Air travel	Rail travel	Road travel	Waste disposal	Purchased materials	**Total**	Freight	Third-party warehouse	Energy sold	Air travel	Rail travel	Road travel	Waste disposal	Purchased materials	**Total**	Freight	Business travel	**Total**
Germany	4 827.63	–	–	23.08	0.00	0.00	18.90	2 681.72	**7 551.33**	5 820.00	0	0	12.05	0.00	0.00	20.42	2 655.16	**8 507.63**	6 607.38	3.01	**6 610.40**
Poland	687.05	–	–	9.48	1.58	61.45	5.76	237.76	**1 003.07**	869.67	0	0	5.93	0.99	37.28	5.69	294.59	**1 214.14**	1 022.84	2.19	**1 025.03**
Switzerland	572.80	–	–	⦸	⦸	28.25	0.03	623.45	**1 224.53**	753.41	0	0	⦸	⦸	23.21	26.58	⦸	**803.20**	710.12	22.48	**732.60**
Netherlands	1 159.78	–	–	28.65	⦸	26.86	6.42	401.02	**1 622.72**	1 307.93	0	0	9.17	0	26.86	6.51	469.30	**1 819.77**	1 253.86	30.93	**1 284.79**
Denmark, Norway, Sweden								–		869.96	0	0.06	18.43	0.04	26.90	5.87	197.88	**1 119.14**	1 088.45	17.42	**1 105.87**
Denmark[1]	*301.09*	–	–	*19.97*	⦸	*32.30*	*0.67*	*191.08*	*545.11*	*241.50*	*0*	*0.06*	*4.42*	*0*	*22.91*	*5.86*	*197.88*	*472.62*	*1 088.45*	*15.84*	*1 104.29*
Norway[1]	*18.42*	–	–	*34.87*	⦸	*5.94*	*50.02*	[2]	*109.26*	*320.02*	*0*	*0*	*8.88*	*0*	*3.73*	⦸	[2]	*332.63*	[2]	*1.09*	*1.09*
Sweden[1]	*57.78*	–	–	*17.09*	*0.29*	*99.79*	*0.02*	[2]	*174.97*	*308.44*	*0*	*0*	*5.14*	*0.04*	*0.26*	*0.01*	[2]	*313.89*	[2]	*0.49*	*0.49*
France	1 629.76	–	–	⦸	⦸	⦸	1.38	172.97	**1 804.10**	1 980.62	0	0	0	0	0	4.32	197.44	**2 182.37**	2 202.66	0	**2 202.66**
Finland	461.96	–	–	7.03	3.61	16.31	0.57	72.78	**562.27**	486.04	0	0	5.20	1.54	3.63	4.12	130.68	**631.20**	725.64	0.61	**726.25**
Bulgaria	45.12	8.83	–	4.87	–	0.56	0.46	34.37	**94.20**	40.49	0	0	1.71	0	2.72	⦸	35.28	**80.20**	38.12	⦸	**38.12**
Lithuania	138.65	–	–	13.05	⦸	⦸	33.64	22.95	**208.29**	122.85	0	0	4.84			1.64	15.69	**145.02**	157.48	0	**157.48**
Romania	99.53	0.42	–	7.71	0.38	7.35	3.68	263.32	**382.39**	77.27	0.35	0	2.84	0	1.50	35.92	458.12	**576.01**	95.64	2.42	**98.05**
Latvia	145.23	–	–	11.76	–	⦸	0.07	31.89	**188.97**	108.38	0	0	4.26	0	0	0.21	24.63	**137.48**	123.90	⦸	**123.90**
Estonia	47.64	–	–	2.66	–	3.26	0.24	227.47	**281.27**	55.85	0	0	1.28	0.04	0.94	0.17	268.28	**326.56**	75.47	⦸	**75.47**
Croatia	70.95	–	–	0.74	–	5.80	2.12	18.19	**97.79**	86.14	0	0	0.91	0	0.48	2.47	40.78	**130.78**	87.23	0.59	**87.82**
Austria	[3]	–	–	3.96	0.20	1.98	25.05	0.69	**31.87**	[3]	0	0	1.39	0.04	0.36	19.09	0.55	**21.44**	446.00	0	**446.00**
Slovenia	157.84	–	–	⦸	⦸	7.86	0.29	15.03	**181.02**	174.27	0	0	0		4.45	0.43	27.74	**206.89**	196.65	13.02	**209.67**
Slovakia	⦸	–	–	⦸	⦸	0.32	0.00	5.60	**5.92**	⦸	0	0	0	0	0.32	0.00	0.00	**0.33**	⦸	0.59	**0.59**
Hungary	⦸	–	–	⦸	⦸	36.14	⦸	30.01	**66.15**	⦸	0	0	0	0	0	⦸	37.21	**37.21**	–	–	–
Czech Republic	39.06	–	–	⦸	⦸	⦸	0.06	28.40	**67.51**	41.87	0	0	0	0	0	0.06	15.09	**57.02**	–	–	–
Spain	5.91	–	–	0.46	⦸	9.75	0.00	0.02	**16.15**	6.25	0	0	0.63	0.02	6.15	0.01	0.04	**13.09**	–	–	–
Serbia	⦸	–	–	0.83	–	19.97	0.74	58.97	**80.51**	⦸	0	0	0.19	0	20.54	0.31	59.57	**80.61**	–	–	–
Italy	⦸	–	–	2.04	0.05	0.02	0.31	53.86	**56.28**												
Portugal	⦸	–	–	3.25	0.43	16.21	0.43	54.86	**75.17**												
Belgium	[4]	–	–	0.74	–	6.60	0.01	0.00	**7.36**												
Total	**10 466.20**	**9.25**	**–**	**192.22**	**6.54**	**386.73**	**150.85**	**5 226.42**	**16 438.22**	**12 801.00**	**0.35**	**0.06**	**68.83**	**2.67**	**155.34**	**133.82**	**4 928.03**	**18 090.09**	**14 831.43**	**93.26**	**14 924.69**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible 2 via DK 3 via DE 4 via NL

CSRD E1-6 — Gross scopes 1, 2, 3 and total GHG emissions

	2023	2022	2021
in MT, Carbon Dioxide Equivalent CO_2e	Total	Total	Total
Germany	**9 057.55**	9 769.11	8 239.45
Poland	**1 726.03**	2 454.25	2 101.89
Switzerland	**1 404.91**	1 046.86	1 091.32
Netherlands	**1 831.93**	2 028.91	1 585.18
Denmark	**633.78**	568.71	1 205.74
Norway	**111.03**	333.27	1.09
Sweden	**209.68**	351.57	48.31
France	**2 113.82**	2 509.17	2 511.14
Finland	**625.82**	690.16	793.84
Bulgaria	**106.90**	98.73	50.42
Lithuania	**420.67**	365.55	501.36
Romania	**395.66**	591.82	109.14
Latvia	**382.43**	315.19	369.83
Estonia	**356.35**	414.40	185.17
Croatia	**111.56**	159.51	132.16
Austria	**122.93**	136.73	558.66
Slovenia	**207.10**	226.23	227.27
Slovakia	**9.27**	7.06	5.11
Hungary	66.15	119.65	
Czech Republic	**181.03**	74.92	
Spain	**24.01**	20.92	
Serbia	**138.31**	143.88	
Italy	**85.92**		
Portugal	**86.50**		
Belgium	**90.14**		
Total	**20 500**	**22 427**	**19 717**

305-4: GHG emissions intensity

CSRD E1-6 — GHG Intensity based on net revenue

	2023		2022	
	Total GHG emissions (MT)	Emissions intensity ratio by Net Sales (MT/EUR)	Total GHG emissions (MT)	Emissions intensity ratio by Net Sales (MT/EUR)
Germany	9 057.55	0.0030	9 769.11	0.0026
Poland	1 726.03	0.0012	2 454.25	0.0014
Switzerland	1 404.91	0.0015	1 046.86	0.0011
Netherlands	1 831.93	0.0014	2 028.91	0.0014
Total	**14 020**	**0.0021**	**15 299**	**0.0020**

305-5: Reduction of GHG emissions

The reduction of greenhouse gas emissions as a direct result of reduction activities amounted to 183.31 MT CO_2e in 2022. As for 2023, the reduction cannot yet be calculated due to new initiatives as these were only implemented towards the end of the year. The reduction achieved by the 2023 initiatives will be measured at the end of 2024.

GRI 306: WASTE 2020

3-3: Management Approach

CSRD E1-4 — Targets related to climate change mitigation and adaptation
CSRD E5-1 — Policies related to resource use and circular economy
CSRD E5-2 — Actions and resources related to resource use and circular economy
CSRD E5-3 — Targets related to resource use and circular economy

We are dedicated to integrating circularity throughout our entire ecosystem by leveraging synergies and interconnections across all parts of our value chain.

Our focus lies on three interconnected areas:

- Circular supply chain: Fueling systems that facilitate the circulation products and support circular production processes and material flows.
- Circular offer: Developing trade-in and as-a-Service offerings that include refurbishment and remarketing of used products as an integral part.
- Circular customer journey: Providing access to reusable, refurbished devices via the ALSO Webshop.

In addition to tracking and optimizing material and substance flows, we ensure recycling and appropriate disposal while adhering to environmental requirements. Through consistent and efficient waste separation practices, we maintain a high proportion of recyclable packaging components at our warehouse facilities, thereby minimizing non-recyclable waste throughout the Group. Furthermore, we implement a more detailed separation of materials to enhance recycling efforts.

Our targets in this area include establishing offers for the refurbishment and recycling of used devices, with a primary focus in the DACH region and the Nordics by the end of 2026. Additionally, we aim to provide second-hand devices for selected countries through the ALSO Webshop by the end of 2026. Furthermore, our goal is to recycle or reuse over 70 percent of all waste generated during ongoing operations by 2025.

306-1: Waste generation and significant waste-related impacts

To proactively optimize resource use, we:

- adapt our supply chain to order and deliver to demand. With the help of our Business Intelligence, we are able to apply predictive artificial intelligence (AI) to streamline the supply chain, supporting our vendors in matching production with demand.
- Support resource-efficient production and packaging. We work closely together with our vendors to use resources as efficiently as possible.
- Increase recycling by expanding refurbishment and remarketing offers

306-2: Management of significant waste-related impacts

In all reporting countries, the majority of waste management is outsourced to third-party providers. This practice is integral to our legal framework, ensuring compliance with local waste management obligations.

306-3: Waste generated

CSRD E5-5 — Resource outflows

2023

in kg	Paper/Card-board	Electronic waste	Wood	Metal	Batteries	Organic	Glas	Plastic	Industrial waste	Hazardous waste	Others	Total
Germany	626 050	14 822	47 376	10 910	6 657			57 861	5 050		160 757	**929 483**
Poland	193 000	9 700	40 000					28 000	–			**270 700**
Switzerland	655	181	380	31				62	132			**1 440**
Netherlands	253 343	5 862	13 920	1 080	3	4 200		16 309	25 100	112	10 872	**330 801**
Denmark	99 308		81 410	11 810		680		23 280			31 445	**247 933**
Norway	247 940	1 994 832	64 368		5 537			37 923				**2 350 600**
Sweden	341	130	20	12			8	250				**761**
France	53 880		41 930	8							64 780	**160 598**
Finland	101	3 785		1 027		2 958	506			588	17 652	**26 617**
Bulgaria	11 600	176	1 488			4 836		3 240		48		**21 388**
Lithuania	198 707	1 260 854	25 406		11 670	27 456		53 277			3 501	**1 580 871**
Romania	105 392		29 159		16 205			22 057				**172 812**
Latvia	6 426		–					3 509			19 200	**29 135**
Estonia	6 100	869	2 260					2 091				**11 320**
Croatia	6 650	1 190	20 100					2 285	4 270			**34 495**
Austria	216 742	826 052			103 043			28 183			2 931	**1 176 951**
Slovenia	8 438	470	450					4 328				**13 686**
Slovakia	20				0.2	3		10				**33**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	**⦸**
Czech Republic	421	2						2 182				**2 605**
Spain	92			4		51		14	3	1		**165**
Serbia	69 420		8 600			157		105			210	**78 492**
Italy	11 000	4			560	50		1 905			940	**14 459**
Portugal	10 320	771	2 322	480	3			5 090		1 028		**20 014**
Belgium	250					150		100				**500**
Total	**2 126 197**	**4 119 700**	**379 188**	**25 361**	**143 678**	**40 541**	**514**	**292 060**	**34 555**	**1 777**	**312 288**	**7 475 859**

2022

in kg	Paper/Card-board	Electronic waste	Wood	Metal	Batteries	Organic	Glas	Plastic	Industrial waste	Hazardous waste	Others	Total
Germany	810 297	1 847	72 650		328	2 414		74 211			110 849	**1 072 596**
Poland	180 000		70 000					17 600				**267 600**
Switzerland	661 019	149 651	380 150	9 723				57 685			163 525	**1 421 753**
Netherlands	247 200	5 684	24 760	2 230	5	4 120		21 824			34 040	**339 863**
Denmark	120 830	5 194	123 390	9 020				12 620	3 740		21 598	**296 392**
Norway	269 011	2 259 380	50 949		10 524			42 888				**2 632 752**
Sweden	205	20									57	**282**
France	30 200		63 249						109 460			**202 909**
Finland	125 455	1 893	52 538	1 120		3 480	652	8 357			1 156	**194 652**
Bulgaria	12 950	320	2 400		54	4 687		9 375				**29 786**
Lithuania	269 287	1 502 537	58 674		16 069	60 216		68 311			3 688	**1 978 782**
Romania	536 767	890 000	172 318		30 100			66 407				**1 695 591**
Latvia	⦸		9 994					⦸			⦸	**9 994**
Estonia	3 573	1 150	860					2 205				**7 788**
Croatia	8 135	620	22 100					5 145			3 650	**39 650**
Austria	228 701	987 213			136 683	6 439		34 161			3 512	**1 396 709**
Slovenia	11 030	240	3 240					5 870			1 100	**21 480**
Slovakia	20				0	3		10				**33**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	**⦸**
Czech Republic	421	2						2 182				**2 605**
Spain	172			4	1	125		12				**314**
Serbia	11 370	1 670	750	0	0	165	0	547				**14 502**
Italy												
Portugal												
Belgium												
Total	**3 526 643**	**5 807 420**	**1 108 022**	**22 097**	**193 765**	**81 649**	**652**	**429 410**	**113 200**	**–**	**343 175**	**11 626 034**

2021

in kg	Paper/Card-board	Electronic waste	Wood	Metal	Batteries	Organic	Glas	Plastic	Industrial waste	Hazardous waste	Others	Total
Germany	3 977 984	31 043	169 492		1 949	4 311		72 680			139 480	**4 396 939**
Poland	208 450		82 060					19 940				**310 450**
Switzerland	676 865	90 949	350 739	11 617				45 526			133 377	**1 309 073**
Netherlands	269 520	10 438	7 620	800	5	26 400	–	27 008	–	–	13 945	**355 736**
Denmark	145 905	6 619	126 060	6 590				17 550	5 000	441	292 827	**600 992**
Norway	295 690	2 525 499			17 916			45 258				**2 884 363**
Sweden	111	95	60	95				1			2	**364**
France	56 960		73 214								95 832	**226 006**
Finland	147 768	1 351	124 420	948	–	2 958	506	11 260			1 820	**291 031**
Bulgaria	4 875				120	1 625		3 250				**9 870**
Lithuania	292 448	2 157 079	37 715		14 418			73 946			2 366	**2 577 972**
Romania	424 072	1 061 122	200 224		75 860			75 724				**1 837 002**
Latvia	24 520	50	65 064					744			⦸	**90 378**
Estonia	3 338	2 240	1 004		34			2 038				**8 654**
Croatia	8 583	150	20 800					5 615			3 592	**38 740**
Austria	299 340			1	2		360	51 995			6 985	**358 682**
Slovenia	8 761							4 840				**13 601**
Slovakia	20				0	1		10				**31**
Hungary	–	–	–	–	–	–	–	–	–	–	–	**–**
Czech Republic	–	–	–	–	–	–	–	–	–	–	–	**–**
Spain	–	–	–	–	–	–	–	–	–	–	–	**–**
Serbia	–	–	–	–	–	–	–	–	–	–	–	**–**
Italy												
Portugal												
Belgium												
Total	**6 845 210**	**5 886 635**	**1 258 472**	**20 051**	**110 304**	**35 295**	**866**	**457 385**	**5 000**	**441**	**690 226**	**15 309 885**

⦸ no data available — no information accessible

306-4: Waste diverted from disposal
306-5: Waste directed to disposal

CSRD E5-5 — Resource outflows

2023

in kg	Reuse	Recycling	Composting	Other recovery operations	Incineration with energy recovery	Incineration without energy recovery	Landfilling	Other disposal operarions	Total
Germany	41 211	748 881			139 391				**929 483**
Poland		270 700							**270 700**
Switzerland		928			512				**1 440**
Netherlands	29 300	291 651						9 850	**330 801**
Denmark, Norway, Sweden									
Denmark[1]	216 488				31 445				**247 933**
Norway[1]								2 350 600	**2 350 600**
Sweden[1]		761							**761**
France	95 818				64 780				**160 598**
Finland		8 965			17 652				**26 617**
Bulgaria								21 388	**21 388**
Lithuania		1 027 170						553 701	**1 580 871**
Romania		172 812							**172 812**
Latvia	6 426	3 509					19 200		**29 135**
Estonia		11 289			14		18		**11 320**
Croatia	24 500	5 725					4 270		**34 495**
Austria		677 788			58 977			440 187	**1 176 951**
Slovenia		13 686							**13 686**
Slovakia	3	27					3		**33**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Czech Republic		2 603		2					**2 605**
Spain		80				60			**140**
Serbia	43 535	34 695			262				**78 492**
Italy		13 629			830				**14 459**
Portugal		20 014							**20 014**
Belgium		350			150				**500**
Total	**457 281**	**3 305 264**	**–**	**2**	**314 012**	**60**	**23 491**	**3 375 726**	**7 475 834**

2022

in kg	Reuse	Recycling	Composting	Other recovery operations	Incineration with energy recovery	Incineration without energy recovery	Landfilling	Other disposal operarions	Total
Germany	2 000	967 674			100 746		176	2 000	**1 072 596**
Poland		267 600							**267 600**
Switzerland		1 421 753							**1 421 753**
Netherlands		301 703			28 160			10 000	**339 863**
Denmark, Norway, Sweden									
Denmark[1]		275 417			20 975				**296 392**
Norway[1]									**2 632 752**
Sweden[1]		273			9				**282**
France				93 449	109 460				**202 909**
Finland	133 812	3 665			57 175				**194 652**
Bulgaria								29 786	**29 786**
Lithuania	55 466		60 216					1 863 100	**1 978 782**
Romania	860 620	277 012		10 817	547 142				**1 695 591**
Latvia	9 994	⦸					⦸		**9 994**
Estonia		7 564			170	13	41		**7 788**
Croatia	24 600	11 400					3 650		**39 650**
Austria		833 017			63 441		1 941	498 311	**1 396 709**
Slovenia		20 380					1 100		**21 480**
Slovakia	3	27					3		**33**
Hungary	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸
Czech Republic		2 603							**2 603**
Spain	⦸	160	⦸	⦸	⦸	120	⦸	11	**291**
Serbia		14 220			282				**14 502**
Italy									
Portugal									
Belgium									
Total	**1 086 495**	**4 404 469**		**104 266**	**927 560**	**133**	**6 910**	**2 403 208**	**11 626 009**

2021

in kg	Reuse	Recycling	Composting	Other recovery operations	Incineration with energy recovery	Incineration without energy recovery	Landfilling	Other disposal operarions	Total
Germany		1 194 100			129 676			3 000	**1 326 776**
Poland		310 450							**310 450**
Switzerland		824 957			133 377	350 739			**1 309 073**
Netherlands	0	315 849	0	0	26 400	0	0	13 487	**355 736**
Denmark, Norway, Sweden									**–**
Denmark[1]		*302 724*		*446*	*29 287*				*332 457*
Norway[1]	⦸	⦸	⦸	⦸	⦸	⦸	⦸	⦸	*2 884 363*
Sweden[1]	*60*	*215*			*2*				*277*
France		202 048					23 958		**226 006**
Finland	159 028	2 805			129 198				**291 031**
Bulgaria									**–**
Lithuania	78 944							2 532 670	**2 611 614**
Romania	797 822	359 316						32 457	**1 189 595**
Latvia	75 629	14 749					⦸		**90 378**
Estonia		8 232			299	25	82	1 849	**10 487**
Croatia	23 780						3 592	11 368	**38 740**
Austria		290 727						66 325	**357 051**
Slovenia		13 601							**13 601**
Slovakia	3	27					1		**31**
Hungary	–	–	–	–	–	–	–	–	**–**
Czech Republic	–	–	–	–	–	–	–	–	**–**
Spain	–	–	–	–	–	–	–	–	**–**
Serbia	–	–	–	–	–	–	–	–	**–**
Italy									
Portugal									
Belgium									
Total	**1 135 266**	**3 839 800**	**–**	**446**	**448 239**	**350 764**	**27 633**	**2 661 156**	**11 347 667**

1 Denmark, Norway & Sweden reported separately from 2021 onwards ⦸ no data available — no information accessible

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

3-3: Management Approach

CSRD G1-2 — Management of relationships with suppliers

With over 800 vendors and more than 135 000 resellers ALSO has a very diverse supply chain. Our activities in our Supply business model primarily relate to the purchase of technology such as hardware and software for resale and, to a much lesser extent, non-inventory purchases such as equipment, consumables, and corporate services.

On top of the vendors, our supply chain includes haulage services, facility management providers, financial institutions, waste disposal and recycling companies, and security services.

In order to systematically evaluate our suppliers' engagement, not just regarding their environmental, but also their social and governance performance, we have established a process which is based on a questionnaire covering all these areas. Its evaluation is fully automated to exclude any bias. Results are clustered according to pre-defined risk levels and any companies which show as high risk are directly approached for further inquiries and discussions on opportunities for improvement.

We have also been inquiring plans of our major haulers for reducing emissions in transport. The analysis of their answers will be finished in 2024.

308-1: New suppliers that were screened using environmental criteria

CSRD G1-2 — Management of relationships with suppliers

All new vendors are screened using environmental criteria. They must sign ALSO's Supplier Code of Conduct and ESG-compliant behavior is part of all contracts signed with them.

308-2: Negative environmental impacts in the supply chain and actions taken

One of our key objectives in supplier management is ensuring compliance with fundamental environmental standards. To achieve this, we conduct regular evaluations of our suppliers through a managed process as outlined above.

Furthermore, ALSO is actively exploring the potential for establishing a green IT channel with our major suppliers. As part of this initiative, we are engaged in discussions with partners such as Lenovo, with a focus on providing a Product Carbon Footprint for all devices. This initiative also includes accounting for Scope 3 emissions, reducing packaging, and addressing other environmental considerations.

Simultaneously, we are committed to providing our customers with comprehensive insights into the greenhouse gas emissions associated with their orders. Through initiatives like “Order Collect” available in our Webshop, we offer approaches to reduce the total number of consignments and minimize environmental impact.

In 2023, we implemented an enhanced European delivery system designed to reduce the distance between our warehouses and customers, particularly in Central Europe. This strategic move aligns with our commitment to environmental sustainability and underscores our efforts to optimize logistics operations for reduced carbon footprint.

SOCIAL STANDARDS

GRI 401: EMPLOYMENT 2016

3-3: Management Approach

CSRD S1-1 — Policies related to own workforce

At ALSO, we prioritize the well-being and professional development of our employees. We support them in pursuing career paths that align with their individual ambitions, skills, and talents. By fostering a culture of continuous learning and growth, we empower them to reach their full potential.

To sustain our success and drive innovation, we are committed to attracting talent that can play a critical role in shaping the necessary transformation of our company.

GRI 401-1: New employee hires and employee turnover

CSRD S1-6 — Characteristics of the undertaking's employees

Total number of new positions:

Total number of new employees by gender

	2023		
	Central Europe	Northern/ Eastern Europe	Group
Men	163	138	**301**
Women	107	112	**219**
Total	**270**	**250**	**520**

Total number of restaffed positions: In 2023, a total of 520 positions were restaffed after becoming vacant due to employee departures or position changes. Thereof, 85 were newly created positions and 25 were added through acquisitions.

401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees

CSRD S1-11 — Social protection
CSRD S1-7 — Characteristics of non-employee workers in the undertaking's own workforce

Due to the country-specific legal regulations, which ALSO respects, there is no difference in benefits between full-time and part-time employees, as such differentiation would be considered discriminatory.

Employees are entitled to benefits after successfully completing a probationary period with the company.

Differentiation in treatment is only based on the type or purpose of the employment. Some cash or non-cash benefits may not be extended to temporary employees, external contract workers, apprentices, interns, working students, and minimally employed workers.

401-3: Parental leave

CSRD S1-11 — Social protection
CSRD S1-15 — Work-life balance indicators

ALSO allows all employees to take parental leave and supports their return to work, recognizing their acquired knowledge as an asset. This practice aligns with our goal to be a supportive employer, offering employees the opportunity to raise a family while remaining a valuable part of their team at ALSO. The overwhelming majority of employees return to work at the company after their parental leave period is over.

401-3 b Number of employees on parental leave

	2023			2022		
Region	Men	Women	Total	Men	Women	Total
Central Europe	35	80	**113**	31	64	**95**
Northern Europe	28	45	**73**	23	54	**77**

401-3 c Number of employees returning after parental leave

	2023			2022		
Region	Men	Women	Total	Men	Women	Total
Central Europe	30	46	**76**	23	46	**69**
Northern Europe	25	21	**46**	21	27	**48**

401-3 d Number of employees returning after parental leave, still employed after exactly 12 months

	2023			2022		
Region	Men	Women	Total	Men	Women	Total
Central Europe	36	33	**69**	25	41	**66**
Northern Europe	21	16	**37**	18	20	**38**

401-3 e Number of employees due to return after parental leave

	2023			2022		
Region	Men	Women	Total	Men	Women	Total
Central Europe	31	49	**80**	28	50	**78**
Northern Europe	19	20	**39**	21	31	**52**

401-3 e Number of employees due to return after parental leave – Return to work rate

	2023		2022	
Region	Men	Women	Men	Women
Central Europe	97	94	82	92
Northern Europe	100	100	100	87

401-3 e Number of employees due to return after parental leave – Retention rate

	2023		2022	
Region	Men	Women	Men	Women
Central Europe	100	72	100	89
Northern Europe	84	76	86	74

GRI 402: LABOUR/MANAGEMENT RELATIONS 2016

3-3: Management Approach

CSRD S1-2 — Processes for engaging with own workers

As a technology provider, we always seek new ideas and solutions, constantly striving to enhance our employees' engagement. Motivated and curious employees are key to our ability to innovate and perform. We also foster a corporate culture that challenges our employees and expands their knowledge and skills, one that creates opportunities to grow. Open feedback from everyone is paramount to our continuous improvement efforts.

We ensure that our employees stay informed of relevant developments within the company via our local intranets, Teams groups, emails, and virtual townhall meetings; every press release is sent to all employees at the time of its publication via the CEO mailbox. The Workers' Councils have full access to both the local intranets and the Teams groups to communicate their information.

402-1: Minimum notice periods regarding operational changes

The regulations regarding notice periods vary for each country. We comply with all regulations that are relevant on a local level. This applies to both notice periods for individual employees and for employee representatives.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

3-3: Management Approach

CSRD S1-15 — Work-life balance indicators
CSRD S1-1 — Policies related to own workforce

When it comes to the health and safety of our employees, we take our responsibility very seriously, doing everything in our power to safeguard them against work-related illnesses and accidents. Commitment to the health and safety of our employees is part of our goal to be a responsible employer. Our top priorities comprise topics such as stress prevention, avoiding posture problems and mobility issues; we help our employees prevent acute or chronic health issues through steps that are easy to integrate into their daily work routine.

Preventing accidents and promoting health:
We seek to promote the health of our employees and maintain their ability to perform long term, for which a safe workplace is paramount. One of our Group-wide objectives is to enhance our safety culture, with the goal for 2024 to keep our lost time injury frequency rate below 2.6 and the lost time injury severity rate at the current low level of 0.01. At all our sites we conduct hazard assessments to minimize or eliminate any potential safety risks to our employees. Furthermore, we are striving to make workplace health management an even bigger part of our corporate culture and leadership.

Our health projects are tailored to the needs of our employees. We concentrate on work in the warehousees, hybrid work, mental stress, demographic change, and we also continue to closely monitor any COVID-19 related information to swiftly draw up appropriate measures. We regularly evaluate the success of our efforts.

Managing health and safety:
HR is responsible for managing our health and safety efforts and reports to the SVP HR, who is a member of ALSO's Group Management Board. HR sets objectives, oversees initiatives, and conducts internal audits, while local managers ensure that each individual site adheres to occupational safety laws and regulations.

We collect workplace accident data from our sites on a monthly basis. Every entity is required to immediately report relevant accidents to HR, where cases are investigated and assessed. If necessary, we implement additional safety measures at our sites.

If employees are concerned about their health or safety, they are encouraged to talk to their managers or to HR directly.

On top of their usual tasks, some of our warehouse employees are also responsible for health matters on their respective sites.

Clear rules of conduct

Experience shows that most workplace accidents can be prevented by proper conduct. We are working to educate our employees about dangers in the workplace and provide them with rules of conduct that help to keep them safe. It is mandatory for all employees to participate in a Health and Safety training including knowledge checks for their private evaluation on a yearly basis.

Workplace health offers

We offer a variety of health-related measures, such as yoga courses held twice a week for 30 minutes each, and the Jobbike ("Jobrad") program in Germany. Additionally, during the winter period, hand sanitizers, masks, and in some countries, COVID-19 tests are available to employees free of cost.

403-1: Occupational health and safety management system

Per our Code of Conduct, we assume responsibility for the health and safety of our employees. We implement precautions and provide training to protect them from work-related illnesses and accidents, emphasizing prevention, exercise, and support with structuring and prioritizing work. We rely on preventive measures that can easily be integrated into everyday working life, aiming to help our employees avoid both short-term and long-lasting health problems[1].

Our commitment is to support our employees' health and maintain their performance ability in the long term. As previously mentioned, based on our experience, we believe that most workplace accidents can be prevented by following the right procedures. Therefore, we raise awareness and train our employees to recognize and avoid risks at their workplace by providing them with suitable rules of conduct.

In addition, we continuously enhance the occupational health management system. Our health projects are geared toward the needs of staff, with upcoming initiatives focusing on shift work, flexible work both off- and on-site, psychological stress, an ageing workforce, and the development of corresponding measures to address these challenges.

In addition, we continuously enhance the occupational health management system. Our health projects are geared toward the needs of staff, with upcoming initiatives focusing on shift work, flexible work both off- and on-site, psychological stress, an ageing workforce, and the development of corresponding measures to address these challenges.

1 Also Code of Conduct, p.6.

403-2: Hazard identification, risk assessment, and incident investigation

We employ various methods for the identification of risks and hazards:

- Safety checks at a location level enable us to identify new or previously unknown risks and hazards. Additionally, supervisors conduct regular inspections of their respective areas.
- Our Facility Management team continuously monitors compliance with all legally prescribed safety standards in our buildings.
- Employees can report work-related hazards and dangerous situations to the respective safety employees, their direct supervisors, or the HR department. This initiates documentation of the incident and, if necessary, an investigation, including an analysis of the causes and a plan for corrective actions. Our policies prioritize the best interests of the employees; therefore, they protect the workers who report incidents.

403-3: Occupational health services

At our largest operation, employees have access to a dedicated company doctor, while at other locations, there are company paramedics, first-aiders, or employees with comparable training available. In the event of injury or sickness, employees can also use occupational health services outside the company at any time. If necessary, we arrange transport to local hospitals for them to be examined and treated. Additionally, we adhere to all applicable country-specific regulations regarding the protection of our employees' medical data.

403-4: Worker participation, consultation, and communication on occupational health and safety

The employee representatives are also consulted on certain measures beyond the extent stipulated by the legal requirements for occupational safety. In addition, they are informed of all workplace accidents.

403-5: Worker training on occupational health and safety

Not only are the employee representatives involved in occupational health and safety, but each individual employee also plays a crucial role in maintaining a safe work environment. As part of the employee onboarding process, new hires receive documents regarding this topic. To enhance their knowledge, they participate in fire drills; some are trained as fire safety assistants, learning how to use fire extinguishers and transport disabled persons. First aiders also receive regular refreshment training and work alongside safety officers to ensure the availability of first-aid supplies and their quick accessibility.

In the logistics area, workers receive safety instructions and training tailored to their roles. Some, such as facility managers and forklift operators, must undergo health checks or other suitability tests.

It is mandatory for all to participate in an annual Health and Safety trainings. Information regarding health and safety is available in offices and warehouses, and employees and visitors are expected to adhered to these guidelines at all times.

403-6: Promotion of worker health

In some cases, ALSO supplements the general healthcare benefits with additional benefits such as company health insurance, depending on the location of the operation. We also encourage employees to participate in initiatives by local health service providers and organize courses to prevent health problems where possible.

We follow all obligations regarding the payment of statutory health insurance contributions by the employer in every ALSO Group entity.

Every employee of ALSO Germany has the option of an individual increase in insurance coverage at particularly favourable conditions. Family members can be co-insured and receive improved conditions as well. This program will be extended to other countries in the future.[1]

Additionally, we encourage employees to participate in initiatives by local health service providers and organize courses on the prevention of health problems where possible. In 2023, a free of cost virtual yoga class was offered twice a week internationally for all our employees.

Further examples are the Jobbike (“Jobrad”) initiative in Germany, in which ALSO subsidizes the use of a bike for employee commuting, and the yearly “Company Run” in which employees from German offices cycle, run, walk, or swim as part of a competition.

403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

At ALSO, we recognize the importance of health and safety, not only for our own workforce but also for seasonal external workers and other visitors. That’s why we provide guidelines on behavior within our premises and ensure that trained health and safety personnel are present at all times.

403-8: Workers covered by an occupational health and safety management system

CSRD S1-14 — Health and safety indicators

We currently do not have an occupational health and safety management system in place. However, the guidelines implemented in our offices and warehouses are comparable to those of a formal management system. Additionally, we adhere to all country-specific regulations regarding occupational health and safety.

1 Group-wide Health Coverage of Employees document.

403-9: Work-related injuries

CSRD S1-14 — Health and safety indicators

In 2020, 2021, 2022 and 2023 there were no fatal accidents in the Group. All 26 work-related injuries that occurred across the group can be categorized as minor injuries. The injuries and lost days account to an average Lost Time Injury Frequency Rate of 2.69, while our average Lost Time Injury Severity Rate is as low as 0.01. The Lost Time Injury Rate was calculated based on 1 000 000 hours worked. The weekly working time amounts to 40 hours. The data to execute injury calculations comes from each organization's HR database.

403-9 a Work-related injuries — Number of injuries in the workplace

	2023						2022					
Region	Working inability 1 – 3 days	Working inability > 3 days	Fatal accidents	**Total accidents**	Days lost due to accidents	Working hours per week	Working inability 1 – 3 days	Working inability > 3 days	Fatal accidents	**Total accidents**	Days lost due to accidents	Working hours per week
Central Europe	3	17	0	**20**	699	996	2	15	0	**17**	177	558
Northern Europe	4	6	0	**10**	197	1 032	2	8	0	**10**	100	672

403-9 a Work-related injuries — Lost time injury frequency rate

	2023	2022
Region	Lost time injury frequency rate	Lost time injury frequency rate
Central Europe	4.17	3.76
Northern Europe	2.60	2.79

403-10: Work-related ill health

CSRD S1-14 — Health and safety indicators

There were no fatalities for the Group due to work-related ill health. Generally, due to data protection reasons and to protect our employees' privacy, we do not collect any data on this.

GRI 404: TRAINING AND EDUCATION 2016

3-3: Management Approach

CSRD S1-1 — Policies related to own workforce

In times of fast digital transformation, the requirements for employees are constantly changing. This is why ALSO pursues a holistic strategy for improving its employees' skills. We offer a wide range of trainings on various platforms, enabling employees to develop their skills and qualifications. Offering the opportunity to get internal and external trainings is part of our commitment to being a responsible employer.

It is paramount to ensure that the company and its employees meet all legal requirements. For this reason, we offer e-learning courses with a type of self-evaluation for topics such as:

- Code of Conduct
- Compliance policies
- GDPR
- Occupational Health and Safety
- Legally prescribed instructions, and others

Furthermore, training is delivered either in group training sessions, in individual courses, or through e-learning, sometimes in-house and sometimes with the help of external service providers. In addition to these methods, ALSO has set up a virtual academy where knowledge is imparted on various topics, including:

- BI systems
- Microsoft Office suite
- CRM systems
- Rules of corporate communication
- "New Work"
- Management of virtual organisations
- Financial KPIs
- Visual arts, and more

Moreover, we will introduce courses on sustainability practices in 2024. Through a management development program, ALSO trains its own managers and prepares them for future leadership roles. This programme focuses on understanding leadership and staff management, as well as business aspects.

Furthermore, ALSO maintains relationships with universities, particularly in the field of project and process management, and offers relevant courses of study to its employees. This collaboration ensures that our workforce remains equipped with the latest knowledge and skills necessary to drive success in their roles.

404-1: Average hours of training per year per employee

CSRD S1-13 — Training and skills development indicators

In 2023 at the major operations, employees participated in an average of 35.5 hours per year of trainings on the above-mentioned topics. One focus was on digital training measures, where the higher degree of individualization allows the learning goal to be achieved with fewer hours of training.

There are a large number of management courses, subsidized additional training programs, and certifications. Training for the works councils is also facilitated by the company. We employed a total of 128 apprentices at the major operations in the reporting period.

404-2: Programs for upgrading employee skills and transition assistance programs

CSRD S1-13 — Training and skills development indicators

Each year, we offer workshops and training programs tailored to our managers' varying levels of experience and specific areas of responsibility. These trainings cover a range of topics, including ALSO's employment contracts and the Swiss Code of Obligations, contract negotiations techniques, and the utilization of measurement methods and tools relevant to their roles. Another major area relates to leadership behaviour and effective communication with employees. The program is rounded off by courses on project management, remote management, lean management, Scrum, and other topics.

We continually train all employees on the use of digital platforms such as Teams, whiteboards, and on virtual moderation. The company supports all employees who proactively seek to complete recognized further training. In addition to educational leave, they can also expect financial support.

If an employment relationship is ended, whether by ALSO or due to the employee's upcoming retirement, the company aims to find a socially acceptable solution for each individual case. Our commitment extends beyond the professional realm to ensure the well-being of all employees, even during times of transition.

404-3: Percentage of employees receiving regular performance and career development reviews

CSRD S1-13 — Training and skills development indicators

The first and second management level, comprising all of the CCOs, SVPs, and business unit leads, receive an annual review of their performance and career development. In addition, feedback meetings are held in different forms depending on the country and team.

In 2022 a group-wide "Individual Development Plan" (IDP) was established, reflecting on the development and setting goals for each participant. The IDP is reviewed twice a year. In 2023 only in Austria and Switzerland 100 percent of all employees entitled to participate in this program had regular IDPs, in the other countries there is still room for improvement.

Portugal	45%
Finland	72%
Denmark	35%
Norway	69%
Sweden	33%
France	30%
Spain	5%
UK	0% [1]
Austria	100%
Germany	36%
Italy	25%
Netherlands	56%
Switzerland	100%
HR	21%
BA	0%
RS	33%
ME	0%
SI	22%
HU	10%
RO	61%
BG	21%
UA	19%
LV	75%
LT	17%
EE	0% [2]
SK	0%
CZ	3%
PL	0% [2]
BY	0%

1 Start of operation in April 2023, probation review held in September/October with 100% of all employees
2 No data available

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

3-3: Management Approach

CSRD S1-12 — Persons with disabilities
CSRD S1-1 — Policies related to own workforce

Diversity and inclusion are relevant topics for us and for our stakeholders. It is important to us to clarify that diversity does not only relate to gender, but also to categories such as sexual identity, sexual orientation, disability, ethnicity, age, religion, or pregnancy. This also includes culture, perspective, experience, and many other factors that make us what we are. Inclusion relates to efforts to encourage individuals to be authentic and feel comfortable sharing their perspectives. The goal is to promote respect, engagement, and understanding of our differences. Diversity also is an important factor in being a good employer.

We promote initiatives for diversity and inclusion within the company and encourage our employees to get involved. For employees with mobile disabilities, we are taking all measures needed to give them autonomous access to appropriate work- and recreation-space.

We do not tolerate discrimination at our company. This is mandated in our Code of Conduct. If employees feel that they are being discriminated against, various options are available for them to report this. The first point of contact is the managers responsible. Alternatively, they can contact the Ombudsman.

Our company prides itself of becoming increasingly diverse: people from more than 75 different countries work for us, with 20 nationalities represented on the Extended Group Management alone.

405-1: Diversity of governance bodies and employees

CSRD S1-9 — Diversity indicators
CSRD S1-6 — Characteristics of the undertaking's employees

Diversity covers more than just gender. As previously mentioned, it is about a wide range of different factors such as religion, ethnicity, age, disability, personality profile, and sexual orientation. We take account of these factors in the recruitment and development of employees at all levels of the company, for example. This is why we have a wide variety of nationalities, age groups, professions, and personalities at ALSO.

Around 38 percent of our employees are female. The ratio of women in Group Management is 20 percent, while in the Extended Group Management it is 26 percent.

According to most sources, still only 30 percent of employees in the tech industry are female, which is why we are putting effort into recruiting women, especially for management positions.

There are various initiatives within the ALSO Group to promote diversity and inclusion. As an example, we would like to highlight a specific program from Switzerland that focuses on the (re-)integration of people into the job market in the logistics sector. Choosing the right career and finding an apprenticeship can sometimes be difficult, and ALSO supports this process by offering internships. With us, individuals can find out about the career of a logistics specialist and gain exposure to various departments. They are supervised and supported by trained practical instructors and a person with primary responsibility in logistics. With this offering, we want to help young people find a suitable apprenticeship and gain a foothold in the world of work. Unfortunately, in 2023 only one intern took advantage of this offer.

405-2: Ratio of basic salary and remuneration of women to men

CSRD S1-16 — Compensation indicators

The salaries at our company are based on job descriptions and are tied to these. Within the functions there are predefined and fixed salary ranges and remuneration tables, which are identical for men and women.

GRI 406: NON-DISCRIMINATION 2016

3-3: Policies related to own workforce

CSRD S1-1 — Policies related to own workforce

The Code of Conduct reaffirms that no type of discrimination will be tolerated, be it in terms of cultural background, age, ethnicity, gender, sexual orientation, religion, or other.

406-1: Incidents of discrimination and corrective actions taken

CSRD S1-17 — Incidents, complaints and severe human rights impacts and incidents

There were no incidents of discrimination reported in 2023. If an employee, customer, business partner, or other stakeholder feels discriminated against, they can contact the Ombudsman at any time. Possible cases of discrimination are examined carefully and reported to Group Management and the Board of Directors. Disciplinary measures will be initiated if necessary.

GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016

3-3: Management Approach

CSRD S1-1 — Policies related to own workforce

At ALSO, employees have the right to join labour unions, workers' councils, or other collective bargaining organizations.

407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk

Alle Mitarbeitenden haben das Recht, sich zu versammeln oder Tarifverhandlungen zu führen, so dass an unseren Standorten keine Gefahr besteht, dass diese Rechte verletzt werden.

All employees are entitled to exercise freedom of association or collective bargaining, hence, none of these rights are at risk of being violated at our operational sites.

Members of the work council have access to the company's internal communication channels (Intranet, Teams, black boards) and can autonomously post information. By signing the Supplier Code of Conduct, our suppliers undertake to comply with human and labour rights. These topics are also covered in our annual survey.[1]

GRI 408: CHILD LABOR 2016

3-3: Management Approach

CSRD S1-1 — Policies related to own workforce

Based on the countries and the sector in which we operate, we do not perceive any internal risk of incidents of child labor.

Our labor and human rights policies prohibit the employment of children and very young employees, except in the case of internships and apprenticeships in preparation for a career. Additionally, our Code of Conduct prohibits the use of child labor, and we explicitly assess vendors on this before entering a business relationship. In turn, many of our business partners expect us to carry out due diligence regarding human rights at our operations, address relevant findings with plans for corrective actions, and introduce checks to prevent any recurrence.[1]

408-1: Operations and suppliers at significant risk for incidents of child labor

CSRD S2-1 — Policies related to value chain workers

Our current assessment indicates an insignificant risk of child labor incidents at any of our operations. Our Code of Conduct and the Supplier Code of Conduct prohibit the use of child labor, and we explicitly ask vendors about this before entering a business relationship. We also ask suppliers in our annual assessment whether they comply with ILO Conventions No. 138(8) und 182(9), the ILO-IOE Child Labour Guidance Tool for Business, the OECD Due Diligence Guidance for Responsible Business of 30 May 2018 or the UN Guiding Principles on Business and Human Rights. If we get a negative answer, we follow up on this vendor to address the issue directly.

1 ESG Self-Assessment Questionnaire for ALSO Suppliers.

GRI 409: FORCED OR COMPULSORY LABOUR 2016

3-3: Management Approach

CSRD S1-1 — Policies related to own workforce

Based on the countries and the sectors in which we operate, we do not see any internal risk of incidents of forced or compulsory labour.

409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour

CSRD S2-1 — Policies related to value chain workers

Our current assessment indicates an unsignificant risk of forced or compulsory labour incidents at any of our operations. Our Code of Conduct as well as the Supplier Code of Conduct prohibits the use of forced and compulsory labor, and we explicitly ask vendors about this before entering a business relationship. We also ask suppliers in our annual assessment whether they comply with ILO Conventions No. 138(8) und 182(9), the ILO-IOE Child Labour Guidance Tool for Business, the OECD Due Diligence Guidance for Responsible Business of 30 May 2018 or the UN Guiding Principles on Business and Human Rights. If we get a negative answer, we follow up on this vendor to address the issue directly.

GRI 410: SECURITY PRACTICES 2016

3-3: Management Approach

Our commitment to society places the security of all our stakeholders — both online and in person — as one of our central drivers. From our warehouses to the ALSO Cloud Marketplace, security plays a leading role in the company. An outline of more information can be found under GRI 403: Occupational Health and Safety.

410-1: Sicherheitspersonal, das in Menschenrechtspolitik und -verfahren geschult wurde

Compliance with human rights is a mandatory element in all contracts between ALSO and its employees, vendors, and suppliers. In warehouses, employees responsible for security receive full training on health and safety, which composes the element of human rights. More information on this topic can be found under GRI 403: Occupational Health and Safety.

Regarding data security, our information security team receives constant training from state-of-the-art companies on safeguarding our customers' private data, which is also relevant to preserving human rights.

GRI 413: LOCAL COMMUNITIES 2016

3-3: Management Approach

ALSO is deeply committed to its locations, particularly at more extensive sites such as those in Emmen, Switzerland, and the Soest region in Germany. In those locations, we are a relevant employer and contribute to the local economy. When selecting service providers and suppliers outside the core business, we strongly incline towards working with regional providers. The company and many employees are involved in social community initiatives, focusing on digitalization, data protection, and cybersecurity, as well as supporting young people and education — always with a close connection to our core business and expertise.

413-1: Operations with local community engagement, impact assessments, and development programs

Where possible, we support local and regional initiatives. For example, since 2015 ALSO has been providing employment opportunities in Switzerland in the field of material disposal and sorting to the Dock Group, a company that creates jobs for long-term unemployed people.

Additionally, bulk food procured for the offices comes from local produce. This practice ensures quality products, lowers GHG emissions, and supports regional economies.

In 2021 we started www.oscar-scout.com, an initiative with the purpose of enabling children to use the opportunities of modern technologies and understand the risks. It offers constructive, practical tips for everyday life — in a way that both children and parents can enjoy. This is not a strictly local initiative, but it is meant as a support for families everywhere. Currently we have 21 articles and videos on the page in both German and English, are doing regular promotions and over 10.000 visitors have been on the site so far.

In late 2023, two meetings were held in the Soest region of Germany with representatives of the South Westphalia University of Applied Sciences to significantly deepen and expand the existing collaboration. This includes internships, support for bachelor's and master's theses, lectures, scholarships and free licences for AI applications for students. ALSO employees, on the other hand, will take part in certificate programmes offered at one of the two university campuses.

413-2: Operations with significant actual and potential negative impacts on local communities

In 2023, the management of ALSO Germany decided not to extend the contract for one of the three warehouses in the Soest region. A company agreement and redundancy plan were negotiated in close consultation with the workers' council. More than a third of all employees were transferred to another location, even closer to their place of residence, while the remaining employees are being supported in their transition to new employment or early retirement.

The lease for an office in Soest, which was also due to expire in 2024, was renegotiated and extended at the end of 2023. As an important economic factor and firmly rooted in the region, we saw it as our responsibility as a good corporate citizen to keep offering attractive jobs and apprenticeships as well as support the local community.

GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

3-3: Management Approach

CSRD G1-2 — Management of relationships with suppliers

Vendors' conduct concerning human rights can have a substantial impact on the overall sustainability performance of the companies that commission them. In worst-case scenarios, violations in the supply chain lead to indirect responsibilities of ALSO as well as reputational damage.

Hence, we adhere to established social and environmental standards in our procurement and purchasing processes, which include human rights aspects and work practices for a sustainable supplier relationship. Assessing human rights at our suppliers was an explicit goal in the development of the questionnaire we sent out in 2023.[1]

414-1: New suppliers that were screened using social criteria

CSRD G1-2 — Management of relationships with suppliers

All new vendors are screened using social criteria. ESG-compliant behaviour is part of all contracts signed with them. They also get the ALSO Supplier Code of Conduct to sign or send their own Code of Conduct to check alignment.

Additionally, an ESG self-assessment[1] is required to be answered. This questionnaire includes the topics of human rights, forced or compulsory labor, child labor, general working conditions, wages and benefits, discrimination, freedom of association, collective bargaining, health and safety, business ethics and anti-corruption.

414-2: Negative social impacts in the supply chain and actions taken

To the best of our knowledge, no significant actual or potential negative impacts regarding human rights or work practices in our supply chain occured during the reporting year.

1 ESG Self-Assessment Questionnaire for ALSO Suppliers.

GRI 415: PUBLIC POLICY 2016

3-3: Management Approach

CSRD G1-5 — Political influence and lobbying activities

To remain fully transparent, we do not support any political causes or parties — either directly or indirectly — in any of our organizations. Please note that currently, this is not considered a material topic for ALSO.

415-1: Political contributions

CSRD G1-5 — Political influence and lobbying activities

As a company, we do not have a political mandate and refrain from any political statements or activities. We do not make donations to political parties or associated organizations, nor do we offer them any other financial assets or services.

GRI 416: CUSTOMER HEALTH AND SAFETY 2016

3-3: Management Approach

CSRD S4-2 — Processes for engaging with consumers and end-users about impacts

As a technology provider, ALSO acts as an intermediary between IT producers and users. Within our supply business, we have limited to no contact with end-users. We work with the best IT manufacturers in the industry, which follow international product health and safety measures.

416-1: Assessment of the health and safety impacts of product and service categories

Please note that, currently, this is not considered a material topic for ALSO, especially as we are not a manufacturer of devices.

416-2: Incidents of non-compliance concerning the health and safety impacts of products and services

There have been no instances of non-compliance concerning the health and safety impacts of products and services in the organization. Please note that, currently, this is not considered a material topic for ALSO.

GRI 417: MARKETING AND LABELING 2016

3-3: Management Approach

Communicating openly and honestly about our business is vital for building meaningful relationships with colleagues, customers, investors, and others. Each communication has two main goals:

- Empowering informed choices. Giving resellers information on product and business sustainability so they can make informed decisions aligned with their values. Encouraging customers to adopt more sustainable behaviours by enabling and inspiring more sustainable procurement promoting circular economy. We are actively engaging with the main provider of data for our webshop to integrate ecological KPIs, for example information about the Product Carbon Footprint (PCF), so we can provide our customers with a better level of information.

- Accelerating sustainable change. Increasing transparency and traceability across our value chain to give us greater oversight and control of our impacts. Sharing accurate data on our performance to identify areas for improvement and create accountability and comparability within our industry.

As we continuously improve our data systems to help reach our ambition of a fully traceable and transparent supply chain, we're mindful of the ethical considerations around collecting and using data. We see the need for shared guidance on responsible data handling from policy makers and the development of strong public governance procedures.

417-1: Requirements for product and service information and labeling

In our webshop we provide information about the content of our suppliers' products as well as recommendations for safe use and disposal, as far as they are known to us. Please note that currently, this is not considered a material topic for ALSO.

417-2: Incidents of non-compliance concerning product and service information and labeling

There were no violations in connection with information on products and services and their labeling.

417-3: Incidents of non-compliance concerning marketing communications

There were no incidents of non-compliance regarding marketing communications.

GRI 418: CUSTOMER PRIVACY 2016

3-3: Management Approach

CSRD S4-2 — Processes for engaging with consumers and end-users about impacts

The company has set up its own data protection organization headed by the Chief Data Protection Officer with Group-wide responsibility. This organization includes data protection officers in all national organizations, collectively ensuring ongoing compliance with all legal provisions.

Additionally, a “Cybersecurity Incident Response Plan” has been implemented, outlining a clearly defined protocol for dealing with potential issues. The security of ALSO’s internal data as well as its customer data is constantly challenged and monitored by an external company specialized in cybersecurity intelligence, ensuring the highest possible level of security.

In the event of security breaches and data leaks, we reach out to our resellers directly via our automated email system and public posts on the systems affected (webshop or ALSO Cloud Marketplace) if applicable. Should end-customer data be involved, they will be informed additionally through the communication channels of our resellers.

418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data

ALSO has not received any complaints concerning breaches of customer privacy or losses of customer data. Inquiries regarding data subject rights — as defined in the EU GDPR — were reviewed, processed, and documented.

Internal reporting of Information security incidents per incident type

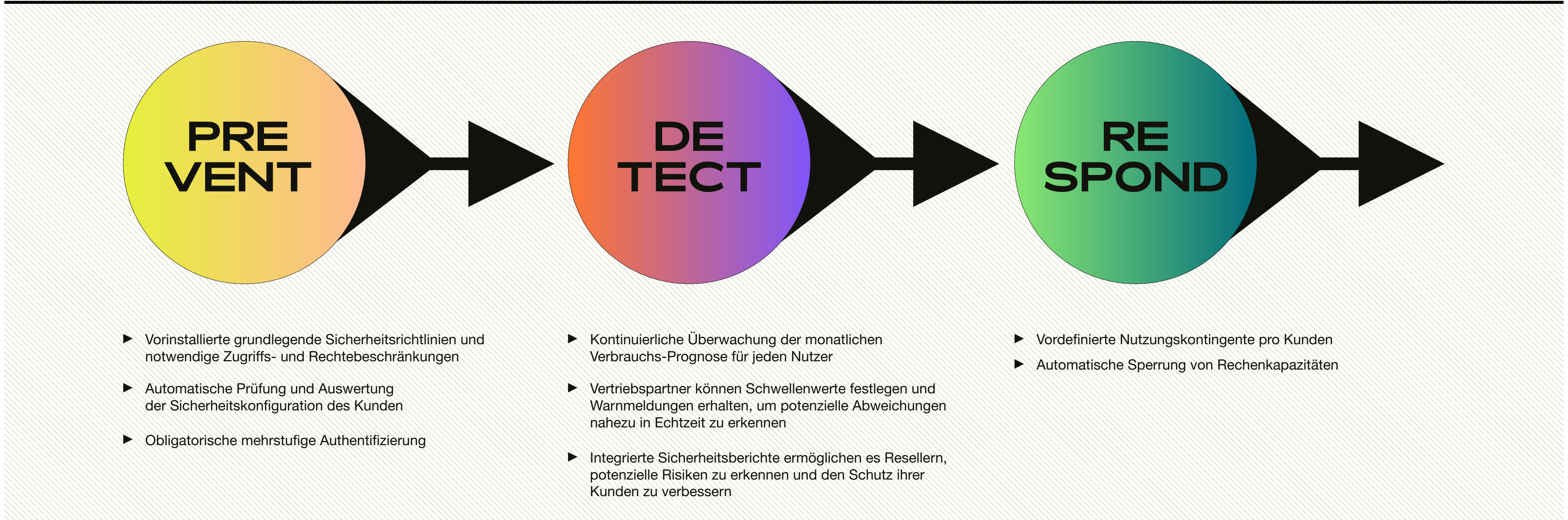
Incidents	2023	2022
Malware on computers	10	18
Malware on servers	0	0
Phishing — mass campaigns	6	9
Phishing — targeted attacks	16	23
User accounts compromise (Office 365, Azure AD)	7	17
Hacking attacks at ALSO Servers and computers	0	2
eCommerce, ACMP security incidents and frauds	10	2
Computer software misuse	2	6
Other	9	10
Total:	**60**	**87**

All incidents regarding information security were solved. There was no incident that may be considered as having had the potential to lead to security breaches in ALSO IT/business processes (one in 2021 and another in 2022). Any breaches would be dealt with according to the protocol defined in our “Cybersecurity Incident Response Plan”.[1]

There is a special area where customer data needs protection: when it comes to so called “crypto-hacking”. This involves cloud computing subscriptions being used to mine cryptocurrencies or operate botnets. The result is that the subscribers’ consumption costs skyrocket. Especially for smaller companies, this can quickly threaten their existence. In 2022 a breakthrough in protecting ACMP customers against these attacks was achieved with the introduction of the automated “Fraud Protection” application. For IaaS services in the cloud, ALSO has set up a multi-layered system to protect channel partners and end customers.

ALSO Fraud Protection

Fig. 34



1 Group-wide Information Security Incidents document.

APPENDIX

CALCULATION AND DATA DESCRIPTION GRI

Country organization division

Additional countries reporting starting 2021: Austria, Slovenia, Slovakia

Additional countries reporting starting 2022: Hungary, Czech Republic, Spain, Serbia.

Additional countries reporting starting 2023: Italy, Portugal, Belgium.

Data from Also International Services integrated to Netherlands figure since both organizations merged.

301-1 Materials used by weight or volume

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

Relevant formulas:

$$\text{Paper (kg)} = \text{Paper (m}^3\text{)} \times 1\,201$$

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

Starting 2023, materials are weighed either by our suppliers or in-house, with no conversions made based on the density of materials to ensure a more accurate figure.

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

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

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

For 2021 and 2022, Norway and Sweden use no printouts in their offices as part of a “paperless office policy”. Packaging materials for both countries are reported under the Danish figure.

For 2021 and 2022, figures for Slovakia only include office consumption.

For 2023, Switzerland’s paper consumption is an approximation based on 75% of its consumption.

301-2 Recycled input materials used

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

Relevant formulas:

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

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

302-1 Energy consumption within the organization

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

Relevant formulas[1]:

$$\text{Gigajoules} = \text{MWh} \times 3.6$$
$$\text{MWh} = 1\,000 \text{ kWh}$$
$$\text{m}^3 = 1\,000 \text{ l}$$
$$\text{Diesel (GJ)} = \text{Diesel (l)} \times 9.79 \text{ (kWh/l)} \div 1\,000 \text{ (MWh/kWh)} \times 3.6 \text{ (GJ/MWh)}$$
$$\text{Gasoline (GJ)} = \text{Gasoline (l)} \times 8.67 \text{ (kWh/l)} \div 1\,000 \text{ (MWh/kWh)} \times 3.6 \text{ (GJ/MWh)}$$
$$\text{Natural gas (GJ)} = 0.0373 \times \text{Natural gas (m}^3\text{)}$$ [2]

Almost all energy is bought, ALSO usually does not self-generate, or sell energy. Only the Finnish, the Danish and the Portuguese organizations produced energy. The Portuguese organization sold energy in 2023.

Non-specified non-renewable and renewable energy will be counted under “others”.

For calculations for cars controlled by the company, leasing contracts show that each one is meant to travel 15.000 km per year. Our assumption is an average consumption of 8.5 Liters per 100 km.

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

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

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

Starting 2022, the real mileage was reported from most organizations.

The consumed “fuel” for electrical cars is reported under “others”.

Relevant formula:

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

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

For the Spanish organization, high-efficiency cogeneration is classified under other non-renewable energy sources, as at present, the primary source of this energy is natural gas[5].

1 https://www.energie-gedanken.ch/umrechnungsfaktoren/
2 Natural Gas: Eine Fibel (nrcan.gc.ca)
3 Die Division durch 100 sollte nur einmal durchgeführt werden.
4 Wie viel Strom verbraucht ein Elektroauto? — Energuide.
5 https://www.acogen.es/que-es-la-cogeneracion/

b. Total fuel consumption within the organization from renewable sources

Relevant formula:

$$\text{Gigajoules} = \text{MWh} \times 3.6$$ [6]

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

c. Electricity, heating, cooling, steam consumption

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

Starting 2021, Figures of Romania are low since the organization does not dispose of its own warehouse and has no office for the time being.

In 2022 and 2023, the Spanish organization could not differentiate between the categories and placed all consumption under electricity.

d. Electricity, heating, cooling, steam sold

Since 2022, the Danish organization started producing and selling its self-generated electricity stemming from solar panels. The Portuguese organization sold energy in 2023.

e. Total energy consumption within the organization

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

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

See above.

g. Source of the conversion factors used

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

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

6 https://www.energie-gedanken.ch/umrechnungsfaktoren/

302-2 Energy consumption outside of the organization

a. Energy consumption outside of the organization

In 2021, freight carriers, third-party warehouse figures and sold energy were reported.

In 2022, business travel was added to the disclosed consumption values.

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

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

For organizations that did not specify the fuel of their freight carriers or cars, it was assumed to be diesel.

Air travel figures have been introduced in 2022, the basis of this calculation is approximate km.

Relevant formula:

Aviation gasoline (GJ) = Aviation gasoline (l) ÷ 1 000 (GJ/MJ) × 30.81 (MJ/l)[7]

Assumption that flights were medium-haul (480–3 700 km) and the airplanes flown were Airbus A320neo that consumed 2.25 L per 100km:

Aviation gasoline (L) = Aviation gasoline (km) ÷ 100 × 2.25[8]

7 Wayback Machine (archive.org), S. 7
8 EPA Emission factors sheet

Calculation for CO_2 emission for one liter of fuel goes as follows[9]: Gasoline has a carbon content per gallon of 2 421 grams, and Diesel one of 2778 grams per gallon.[10] An oxidation factor is necessary to apply to the carbon content in order to account for a small portion of the fuel that is not oxidized into CO_2, this factor will be 0.99 (99% of the carbon in the fuel is oxidized).[11] The value 44/12 accounts for the ratio of molecular weight of CO_2 to the molecular weight of carbon.

CO_2 emissions from a gallon of gasoline[12] = 2.421 Gramm x 0.99 x (44/12) = 8.788 grams

CO_2 emissions from a gallon of gasoline = 2.778 Gramm x 0.99 x (44/12) = 10.084 grams

1 gallon = 3.785 l

Resulting in the relevant formulas:

2.664 CO_2 (kg)/Diesel (l)[13]
2.322 CO_2 (kg)/ Gasoline (l)[14]

Diesel CO_2e emissions (kg) = 1.072 × Diesel CO_2 emissions (kg)[15]

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

Diesel = 0.832 kg/litre
Diesel = 832 kg/m^3

Figures for train travel were introduced in 2023, it is assumed that the average European fast train has been used for business travels.

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

See above.

c. Source of the conversion factors used

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

VR-CO_2_Spezial_2011_Juni.pdf (verkehrsrundschau.de)[16]

IPCC: Intergovernmental Panel on Climate Change.

9 One of the entries given requires a calculation to transform a CO2 e emission to a GJ value.
10 https://nepis.epa.gov
11 IPCC: Intergovernmental Panel on Climate Change.
12 Motor gasoline.
13 From calculation, Ecoscore.
14 From calculation.
15 From Dachser.
16 https://media1.verkehrsrundschau.de/fm/3576/VR-CO2_Spezial_2011_Juni.pdf

302-3 Energy intensity

a. Energy intensity ratio for the organization

Total energy consumption from inside the organization is used, stemming from point 302-2 a., it is the base for all intensity ratios.

b. Organization-specific metric (the denominator) chosen to calculate the ratio

FTE only considers internal employees.

302-4 Reduction of energy consumption

b. Gases included in the calculation

The gases included in the calculation are CO_2, CH_4 and N_2O.

c. Base year or baseline, including the rationale for choosing it

The base year for the calculations is 2021, since the initiatives were implemented in 2022.

d. Scopes in which reductions took place

All initiatives reduce scope 2 emissions.

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

See above.

303-3 Water withdrawal

a. Total water withdrawal from all areas

Relevant conversions:

$$ML = 1\,000\,000\ l$$
$$1\ m^3 = 1\,000\ l$$

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

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

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

In 2022 and 2023, the Spanish organization IREO did not report water figures.

b. Total water withdrawal from all areas with water stress

Only areas with at least low-medium water stress are counted towards the value of consumption in water stress areas.

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

For France only water from the warehouse is reported.

303-4 Water discharge

a. Total water discharge to all areas

For France, only water from the warehouse is reported.

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

Assumption that 95% of withdrawn water is discharged, unless a country has reported its own water discharge figures, which is only the case for Germany in 2018 and 2019.

303-5 Water consumption

a. Total water consumption from all areas

Difference between totals of water withdrawal (303-3 a.) and water discharge (303-4 a.).

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

Assumption: 5% of water withdrawn is not discharged.

305-1 Direct (Scope 1) GHG emissions

a. Gross direct (Scope 1) GHG emissions

No Scope 1 emissions from the company.

305-2 Energy indirect (Scope 2) GHG emissions

a. Gross location-based energy indirect (Scope 2) GHG emissions

Relevant formulas:

Diesel CO_2e emissions (kg) = 1.072 × Diesel CO_2 emissions (kg)[17]
Gasoline CO_2e emissions (kg) = 1.072 × Gasoline CO_2 emissions (kg)[18]
Natural gas CO_2e emissions (kg) = 1.022 × Natural gas CO_2 emissions (kg)[19]
Coal CO_2e emissions (kg) = 1.0001 × Kohle CO_2 emissions (kg)[20]

Diesel (l) = 2.664 CO_2 (kg)[21]
Gasoline (l) = 2.322 CO_2 (kg)[22]
Natural gas (kWh) × 0.22= CO_2 (kg)[23]
Natural gas (m^3) = 2 CO_2 (kg)[24]
Kohle CO_2 emissions (kg) = 94.6 × Kohle (GJ)[25]

Reporting of direct GHG emissions only.

Uncategorized fuels are not included in this section.

17 From Dachser.
18 VR-CO2_Spezial_2011_Juni.pdf (verkehrsrundschau.de)
19 Ibid.
20 EPA Climate Leadership — Emission Factors November 2015
21 From calculation.
22 From calculation.
23 CO2-Rechner | CO2-Emissionen berechnen (klimaneutral-handeln.de). New: Greenhouse Gases Equivalencies Calculator — Calculations and References | US EPA
24 Natural Gas: A Primer (nrcan.gc.ca)
25 Specific carbon dioxide emissions of various fuels (volker-quaschning.de) Environment — U.S. Energy Information Administration (EIA) — U.S. Energy Information Administration (EIA)

c. Gases included in the calculation

Gases included in the calculation are CO_2, CH_4 and N_2O.

e. Source of the emission factors

VR-CO_2_Spezial_2011_Juni.pdf (verkehrsrundschau.de)

EPA Climate Leadership — Emission Factors November 2015

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

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

See above.

305-3 Other indirect (Scope 3) GHG emissions

a. Gross other indirect (Scope 3) GHG emissions)

Starting 2022, emissions of third-party warehouses, waste disposal, purchased materials, and distinction of business travel added.

Relevant formulas:

1. Business Travel:

AvGas CO_2 emissions (kg) = AvGas (km) ÷ 1.609344 × 0.129
CO_2e emissions (Metric Ton) = haul flight distance (km) ÷ 1 000 × 0.08117
CO_2e emissions (Metric Ton) = Rail distance (km) ÷ 1 000 × 0.03549
CO_2e emissions (Metric Ton) = Regular taxi distance (km) ÷ 1 000 × 0.14876

2. Waste Disposal:

General formula for Open-loop and closed-loop recycling:

CO_2e emissions (Metric Ton)=Material weight (tonnes) ÷ 1 000 × 21.28019

General formula for composting and landfill:

CO_2e emissions (Metric Ton) = Material weight (tonnes) ÷ 1 000 × 8.91058

Specific formulas:

$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Recycled metal weight (tonnes)} \div 1\,000 \times 0.98471$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Landfill organic weight (tonnes)} \div 1\,000 \times 626.856145$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Landfill paper/cardboard weight (tonnes)} \div 1\,000 \times 1041.78497$$

3. Purchased Materials:

Primary material production:

$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Metals (tonnes)} \div 1\,000 \times 4018.00295$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Wood (tonnes)} \div 1\,000 \times 312.61178$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Plastic (tonnes)} \div 1\,000 \times 3116.29156$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Cardboard (tonnes)} \div 1\,000 \times 828.86816$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Paper Cardboard mix (tonnes)} \div 1\,000 \times 884.16078$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Paper (tonnes)} \div 1\,000 \times 919.39628$$

Reuse:

$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Holz (tonnes)} \div 1\,000 \times 38.542879$$

Closed-loop source:

$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Metals (tonnes)} \div 1\,000 \times 1571.27037$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Holz (tonnes)} \div 1\,000 \times 112.96968$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Wood (tonnes)} \div 1\,000 \times 2326.53028$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Cardboard (tonnes)} \div 1\,000 \times 719.55532$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Paper Cardboard mix (tonnes)} \div 1\,000 \times 731.67375$$
$$\text{CO}_2\text{e emissions (Metric Ton)} = \text{Paper (tonnes)} \div 1\,000 \times 739.39628$$

Relevant formulas for freight emissions calculations are found under 305-2 a.

d. Gases included in the calculation

The gases included in the calculation are CO_2, CH_4 and N_2O.

f. Source of the emission factors

VR-CO_2_Spezial_2011_Juni.pdf (verkehrsrundschau.de)

EPA Climate Leadership — Emission Factors November 2015

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

305-5 Reduction of GHG emissions

a. GHG emissions reduced as a direct result of reduction initiatives

Values stem from initiatives reported in GJ in 302-4 a.

b. Gases included in the calculation

The gases included in the calculation are CO_2, CH_4 and N_2O.

c. Base year or baseline, including the rationale for choosing it

The base year for the calculations is 2021, since the initiatives were implemented in 2022.

d. Scopes in which reductions took place

All initiatives reduce scope 2 emissions.

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

See above.

306 Waste

Relevant formula:

$$\text{Organic waste (kg)} = 267 \times \text{Organic waste (m}^3\text{)}$$ [26]

Starting 2023, materials are weighted either from our suppliers or in-house, with no conversions made based on the density of materials to ensure a more accurate figure.

In France, 75% of industrial waste managed by the government was assumed to be recycled, while the remaining 25% was assumed to be disposed via landfilling in 2021[27].

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

ALSO Cloud Spain does not specify the disposal method of its waste.

25 Waste and Recycling Reporting Template.
27 Waste management (un.org)

INFORMATION

FINANCIAL CALENDAR

Annual General Meeting	March 21, 2024
Publication half-year report	July 24, 2024

IMPRINT

For further information please contact
ALSO Holding AG
Meierhofstrasse 5
CH-6032 Emmen
Tel. +41 41 266 18 00
WWW.ALSO.COM

The original German language version is binding.

Editing/Concept and Text
ALSO Holding AG, Emmen, Switzerland

ALSO Holding AG
Meierhofstrasse 5
CH-6032 Emmen
Tel.: +41 41 266 18 00

For further information:
www.also.com