



Sustainability report

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Climate change, the protection of human rights and the transition to renewable energies – combined with the need to secure the supply of electricity and heat – are becoming increasingly crucial and pivotal challenges on our planet. 2G recognizes the need for global climate action and is committed to the 2015 Paris Agreement target of limiting temperature increases to 1.5 degrees Celsius in relation to pre-industrial levels as far as possible. 2G is keenly aware that the company can play a key role in addressing these challenges through its products and system solutions. At the same time, we are striving to achieve a high degree of sustainability in our own operating processes. At 2G, we regard sustainability as responsible corporate action encompassing a long-term perspective. This includes the spheres of the environment and climate, the principles of good corporate governance, responsibility for employees and society, as well as the interests of stakeholders, shareholders and customers. Our actions today should have a lasting positive impact in the future.

2G is a diversified industrial company with a global presence. As a matter of principle, the company complies with all applicable laws and regulations in the regions in which it operates, while at the same time adhering to the relevant international standards. The business practices and Group strategy are based on our corporate values. We are well aware that sustainable action determines the economic value of our company, shaping our commitment to technological innovations and product developments, impacting on the quality and reliability of our products, while promoting the motivation of all employees and enabling our customers to contribute more efficiently and sustainably

to greater resource conservation and climate protection. From the customer's point of view, this is already applicable today: Climate protection with CHP systems and large heat pumps from 2G is well worthwhile, as the systems are highly attractive in economical terms.

Our ambition is to harness such an approach in order to generate growing demand for our products, and convincing potential customers of their quality and future viability with regard to other suppliers' products. This can translate into market share gains and rising profit margins for 2G. Consequently, we endeavor to incorporate sustainability into all our business decisions, while weighing up the related risks and opportunities. Sustainability forms as much a part of the 2G brand as our claim to be the global technology leader for gas-operated CHP systems and (energy) solutions.

We are not satisfied with the fact that the technological standard of our products and services is already very high and that our CHP systems with efficiencies of up to 90% and the large heat pumps with COP (coefficient of performance) values of between 3 and 5 are extremely efficient. Within its corporate organization, 2G is also working towards a resilient energy supply, a comprehensive waste and recycling system, durable and resource-conserving products, environmentally friendly and material-efficient production, responsible procurement and logistics as well as efficient service. In order to achieve this, we apply two key principles: the Kaizen approach of continuous improvement geared to increasing customer benefits and the aspiration to focus on people as an appreciative employer and to enable them

to make meaningful and effective contributions through their work. This is flanked in the value creation processes by our ISO certifications for quality management, energy and environmental management and information security, which have been regularly confirmed for many years. In order to tap additional potential in these areas, an energy and environmental management team consisting of a member of the Management Board and management from the areas of production, sales, regulatory affairs and quality assurance meet on a quarterly basis.

We have made our commitment externally visible and binding by joining the United Nations Global Compact. The annual progress report is published on the UN Global Compact website (unglobalcompact.org). As a listed company, we are increasingly in the focus of institutional investors who base their investment decisions on ESG (environment, social, governance) criteria. In many cases, the data for such ESG criteria are obtained from service providers. Institutional Shareholder Services Inc. (ISS) is one such service provider. In the year under review, 2G was again awarded Prime Status by ISS, placing it among the top 20% in the relevant "Industry" peer group.



In 2024, 2G entered into a structured process to meet the future legal requirements for sustainability reporting, such as the EU reporting

standard (ESRS), and to develop a sustainability strategy.

Sustainability strategy embedded in CHP system development and service

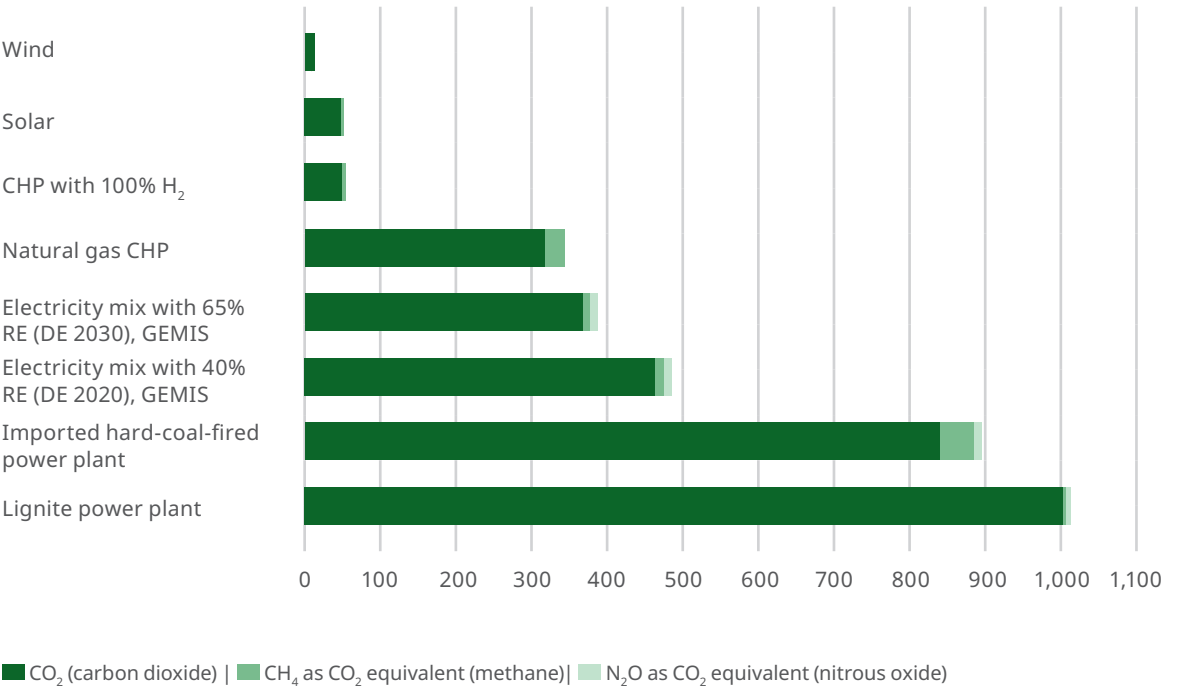
2G aims to continuously reduce the ecological footprint of its systems and services. The cogeneration of electrical and thermal energy makes CHP technology more efficient and far more climate compatible than conventional energy production methods. The solutions achieve efficiencies of 90% and more, so that the fuel consumed is almost completely utilized. Compared with conventional power and heat generation, CHP systems save up to 25% of primary energy in a resource-conserving manner. CHP systems powered by natural gas already offer a 40% to 50% reduction in greenhouse gas emissions compared to conventional energy generation from coal; biogas-fired CHP plants save up to 90%. Ultimately, the use of hydrogen will trim greenhouse gas emissions by around 95%.

CHP systems are the backbone of the energy transition

As the backbone technology for the energy transition, natural gas CHP systems are indispensable for supply security as complementary technology to fluctuating generators harnessing wind and solar. This is because the flexibility requirements for generation plants are rising sharply as the expansion of fluctuating renewables progresses. At the same time, the operating hours in which the controllable output is still required are trending downwards, making large gas-

Greenhouse gas emissions of different types of electricity generation incl. upstream chain emissions

in g CO₂ eq/kWh_{el}



Greenhouse gas emissions of different types of electricity generation incl. upstream emissions in grams of CO₂ equivalent per kWh of electricity (g CO₂ eq per kWh_{el}); the bar “Electricity mix with 40% renewables (Germany 2020)” shows the amount of emissions released for electricity generation in Germany with a share of 40% renewables in 2020.
Source: 2G Energy AG, 2021

fired power plants economically unattractive for operators. A decentralized energy supply is associated with major advantages both in economic and business terms. This is because CHP systems – unlike large-scale power plants – provide the residual load in a highly flexible and demand-oriented manner when wind power and solar energy are not available. In addition, decentralized CHP systems are rotating masses in the electrical system and secure grid frequency. What’s more, there is no need for lengthy planning and approval procedures, and in complementary cooperation with photovoltaic systems and heat pumps, local supply systems

can be set up at individual facilities to the benefit of the overall system. They also reduce the need for cost-intensive expansions of the transmission grid and eliminate transportation losses. For this reason, they represent a secure investment in climate-neutral energy supplies – today and tomorrow.

The role of CHP systems for secure and climate-friendly energy supplies is changing on several levels. 2G has prepared for this at an early stage. On the one hand, this includes operating with climate-friendly gas types such as lean gases, biomethane and hydrogen. All new

CHP systems supplied by 2G in the 100 kW to 1 MW output range can also be converted to run on 100% hydrogen as part of regular maintenance. What is more, they are technically more efficient and flexible CHP systems that can be combined with peripheral components such as heat storage units, cooling absorption systems, ORC systems as well as teaming up with heat pumps and buffer storage units. CHP systems are genuine green team players. This also elevates the significance of digital equipment for operational control and maintenance. To this end, 2G is continuously investing in its own systems such as the MY2G platform and AI-supported applications. The 2G Conductor enables efficient control of all connected energy system components depending on weather conditions and exchange electricity prices so as to ensure the most cost efficient operation possible.

2G is a manufacturer of large heat pumps

Heat pump technology is one of the key technologies for decarbonizing the heating sector. The proven functional principle achieving efficiencies of between 300 and 500% enables the highly efficient supply of regenerative heat in industrial, commercial, municipal and residential areas. Based on our own production of large heat pumps for industry and municipal utilities, we are consistently positioning ourselves as a provider of climate-friendly heat generation and supplementing our product portfolio as a full-service provider for decentralized energy supply concepts.

2G is developing and marketing water-to-water as well as air-to-water heat pumps delivering thermal outputs of 89 kW to 2,700 kW. We also

anticipate increasing sales potential for the combination of CHP systems and heat pumps from a single source. With the GreenCube, we are offering our customers a complete turnkey solution. As a standardized container solution, we are capable of implementing complete energy centers for customers within just a few months: large heat pumps, CHP systems and heat storage tanks from a single source. We also supply the digital interfaces and smart control software. Depending on the weather and the current electricity exchange price, heat can be provided cost-effectively, climate-friendly and safely. The best conditions for accelerating the energy transition with intelligent standard products exploiting the potential resources on site.



As the "Hafenwärme Papenburg" project shows: Together with a buffer storage tank, CHP system and heat pump complement each other in a particularly energy-efficient, economical and system-friendly way.

All in all, the 2G Group is transforming itself from a CHP provider into a manufacturer of decentralized power plants, heat pumps and a combination of the two. This also positions us as a provider of integrated solutions for decentralized, highly efficient energy supply systems.

Comprehensive lifecycle management

In refining our innovative CHP and heat pump series, we pay keen attention to a variety of economic, ecological and social criteria. The focus is on materials selection, service and maintenance optimization, service life, emissions, recyclability and life cycle management. These include, for example, the compact design, the interface management, the modular structure of the CHP systems and heat pumps, a high degree of standardization and a high share of common parts, repowering options, the reduction of oil consumption, the conversion of refrigerants to a natural basis such as ammonia or propane gas, as well as the reduction of noise immissions and exhaust emissions, while also comprising smooth integration into existing infrastructures.

We are systematically advancing digitalization, including our MY2G and I.R.I.S. online platforms (including predictive maintenance), which we developed in-house, in addition to augmented reality applications. As a result, we are reducing service and maintenance costs and achieving higher availability of the CHP systems and heat pumps.

The measures mentioned are based at a minimum on the prevailing legal requirements and standards. But above all, we are aligning development with our aim of continuously reducing the total cost of ownership for operators over and beyond market standards. This strengthens our competitive position and ensures the economic attractiveness of our product portfolio for our customers.

In product development and product equipment and features, 2G consistently opts for materials with a long service life. This applies equally to CHP modules and heat pump construction. At the end of their application cycle, the products used are reprocessed and redeployed in the same function – as far as possible. Ideally, this occurs more than once. In pursuing this “long-life” approach, 2G has established resource-conserving reconditioning for central components such as motors and generators, as well as for the usual wearing parts such as filters, spark plugs and electronic components. We can offer our customers attractive prices with the refurbished systems from the “ReFit” program, while at the same time reducing the consumption of raw materials and materials.

R&D boosts system efficiency

Our own Research & Development department with 40 employees continuously optimizes engine and pump technology, peripheral devices and exhaust gas aftertreatment systems such as catalytic converter technology. The second area of responsibility comprises the further development of the integration of control software into the CHP systems, the heat pumps and the portfolio of services. The development of the hydrogen-powered CHP system based on a standard natural gas CHP plant is certainly one outstanding example of the R&D team’s successful work. The development of a peak-load genset for the US market in particular is a second salient example. With its gas engine expertise, 2G has succeeded in designing the engine configuration within just 36 months so as to meet the stringent technical requirements such as

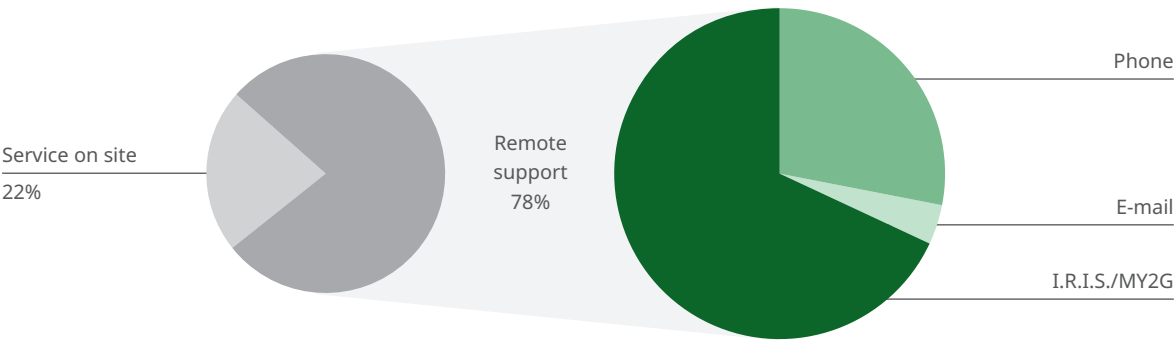
100% load activation in less than 10 seconds and the strict emission standards during operation.

Other examples include the internally developed MY2G platform for intelligent plant management and our innovative I.R.I.S. software solution, which detects faults before they occur. 2G combines state-of-the-art AI support and personalized service options geared to individualizing system management for customers and providing access to data, services and tools at all times. The continuous monitoring and control of a large number of system parameters effectively increases machine availability. Our service technicians are now able to carry out many maintenance

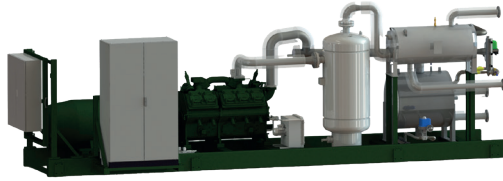
and repair tasks quickly and easily via remote access – which is already accounting for 78% of all fault reports. This significantly increases the efficiency of service and maintenance work. We are also developing operating software for the heat pumps, which is configured so as to closely interlink with the other 2G systems.

In the case of large heat pumps, the focus is on the further technical development of systems with higher thermal output ranges, higher flow temperatures and natural refrigerants. We are now using R290, R717 and R1234ze as standard refrigerants which all have low GWP (Global Warming Potential, measures the global warming potential of a substance).

Efficient online troubleshooting, 2024



78% of faults reported digitally or manually were resolved by way of remote maintenance in 2024, while on-site service was required in only 22% of cases.



2G's proprietary development: The large afilia C90 heat pump is operated with the natural refrigerant ammonia (NH_3), has a flow temperature of 90 °Celsius and generates a thermal output of around 1,200 kW.

We are also constantly putting proven technologies and products on the testbench. For example, we have evaluated options for increasing performance for all CHP series. Over the next few years, we will achieve performance gains of 20 to 35% across all series by increasing engine strokes, among other things. Increased performance is also required for CHP systems for operation with LPG gas (propane gas). Following the revision, the systems will be offered delivering 40% more electrical output. With regard to the agenitor series, we have also developed an integrated, compact SCR catalytic converter system for exhaust gas aftertreatment of nitrogen oxide emissions for series production. This reduces nitrogen oxide emissions from 100 mg down to less than 50 mg.

Certified in accordance with quality, environmental and energy management standards

We continuously review and improve our processes as part of the integrated management system (IMS). Consequently, the central companies (2G Heek GmbH and 2G Energietechnik GmbH) are certified in accordance with the ISO 9001 (quality), ISO 14001 (environment) and ISO 50001 (energy) standards.

The focus is on identifying and implementing measures to increase customer satisfaction, reduce environmental impact, continuously improve energy efficiency, while complying with legal obligations and increasing employees' environmental awareness. In terms of energy management, 2G is committed to the continuous improvement of energy-related performance and more efficient use. At the beginning of 2025, 2G was recertified for all three standards.

This also applies to the ISO 27001 information security standard, which is the leading international standard for information security management systems and therefore an important cybersecurity certification. At its core, the standard pursues three basic objectives: confidentiality, availability and integrity. On this foundation, we continue to optimize processes and structures with vigor. ISO 27001 was also successfully recertified at the parent company 2G Energy AG.

2G invests in energy efficiency

We record our Scope 1 and Scope 2 CO_2 emissions in a structured manner as part of the process to fulfill the legal requirements for sustainability reporting in accordance with the CSRD, which are expected to apply as from the 2027 reporting year. By taking stock since 2021, we are laying the foundations for identifying operational areas of action in order to achieve stronger climate protection and greater sustainability.

We continue to report individual key figures on carbon dioxide emissions. As in the previous year, no environmentally relevant incidents occurred in the reporting year. The largest sources of

consumption in the company are fuels, followed by heat and electricity. In general, the production of power plants and heat pumps at 2G is not particularly energy-intensive compared to other industrial goods companies. The added value lies in innovative components, design, project management and digitalization. Engineering, on the other hand, is more energy-intensive. In other words, the development and extensive testing of components through to new products such as the demand-response unit, for example. Although testing consumes a high share of the certified green gas purchased, we also use the electricity and waste heat generated for our own supply, including by way of a buffer storage tank. The intensive work on the demand response unit in particular raised heat consumption (= natural gas consumption) in the reporting year well above the level of previous years.

Around a third of the electricity consumption is met by a 595 kWp photovoltaic system on the roof of a production hall and by the company's own electricity from the test rigs. With regard to the electricity requirements that 2G cannot

cover itself, we have contracted electricity from renewable sources from a supplier. In addition, 2G has invested in energy efficiency measures such as a new lighting concept in another production hall and the modernization of the heating system in another hall.

Some of the surplus electricity from the power plant test rigs is also available for charging electric vehicles. These sources primarily supply the charging stations for the company's own electric cars and the employees' cars. As in the previous year, 2G operates 24 charging stations on the company premises. This offering totaling 104,000 kWh of charging capacity (previous year: 82,000 kWh) was actively accepted by the employees and corresponds to a CO₂ emission saving of 26.5 tons. The fuel consumption of our vehicle fleet continued to decline slightly despite an increase in the number of vehicles due to the use of electrically powered vehicles and more efficient driving styles. In spite of the expansion of business activities in the reporting year, 2G – excluding the special effect of the demand-response aggregate – has tended to reduce its

Energy consumption 2021 to 2024, in t CO₂e

CO ₂ consideration				
Metric tons of CO ₂ equivalents (t CO ₂ e)	2024	2023	2022	2021
Scope 1	3,249	2,672	3,052	3,007
Heat consumption	1,323	693	1,072	1,023
Fuel consumption	1,926	1,979	1,981	1,984
Direct emissions from industrial processes	0	0	0	0
Scope 2	184	187	166	246
Power consumption	184	187	166	246
District heating/cooling	0	0	0	0

Scope 1 and 2 emissions and continued to invest in energy efficiency.

2G documents good corporate governance

Good corporate governance forms the foundation of 2G's business activities. In the year under review, the Supervisory and Management boards issued, on a voluntary basis, a declaration of compliance with the German Corporate Governance Code (DCGK) pursuant to Section 161 of the German Stock Corporation Act (AktG). With this declaration, the Management and Supervisory boards underline their commitment to securing the company as a going concern and to its sustainable value creation in the interests of the company, its shareholders and the public, in accordance with the principles of the social market economy. The Corporate Governance Report, together with several accompanying documents, is published on our website at www.2-g.com in the Investor Relations section.

Social commitment with a regional focus

2G perceives itself as a responsible member of society. This is why we play an active role regionally and support projects both in monetary form and through donations in kind. In doing so, we try to ensure that the help reaches those affected directly. We support local sports associations and social facilities within the Münsterland region, for example. This includes the "Super Helden Fabrik" initiative, which provides all primary school children in the Borken district with standardized, multi-step assertiveness and resilience training. The aim is to systematically banish bullying from schools. In India, we are supporting a project that focuses on the education of women at a

school. We are also providing humanitarian aid to Ukraine through various channels. Moreover, 2G supports employees in their social engagement, such as through flexible working time regulations. We also promote knowledge exchange in the academic and scientific community. For example, we offer students the opportunity to write their seminar papers, bachelor's or master's theses within the context and framework of 2G topics.

Public company tours score a total success

2G is attracting a great deal of interest from the general public, whether through its products, its regional roots or its stock market listing. We have taken this on board and offer public tours of the company premises in Heek at regular intervals. We are receiving requests from companies, sports clubs, neighborhoods as well as many individuals. The four tours offered in the reporting year were fully booked in no time at all, with a total of 200 places.

Political commitment to CHP, large heat pumps and supply security

Our social commitment also includes political support for the development of decentralized, renewable energy supplies. Our political compass is clearly aligned in two respects: On the one hand, the targeted triad of supply security, climate neutrality and economic efficiency should be the focus of all energy policy decisions. On the other hand, not only will green electrons contribute to an economically successful energy transition. Green molecules will also be a central pillar of the future energy mix. 2G has set itself the task of building and maintaining a network across party lines in order to influence the design

of legislation and funding frameworks in the interests of CHP and heat pump technologies as a green team player. The essential role that CHP systems and heat pumps should play as part of a decentralized energy supply is an issue that we repeatedly emphasize to political decision-makers and industry associations at local, national and EU level with convincing arguments.

Accompanying this, we are also highlighting the benefits of innovative 2G technologies, our successful R&D work and the growing number of jobs and apprenticeships benefiting society and the environment. In the year under review, we welcomed Mr Jens Spahn, Member of the German Bundestag and deputy head of the CDU parliamentary group, to our headquarters in Heek. We also took part in two delegation trips to Portugal and the USA with Mrs Mona Neubaur, the Minister of Economic Affairs of North Rhine-Westphalia. At the E-world energy & water trade fair at the end of February 2024, the meeting place for the European energy industry, we welcomed numerous political delegations. In the course of intensive discussions, we were able to explain the economic potential of our products and their significance for the sustainability of the energy transition.

In this way, 2G is making a constructive contribution toward educating political bodies and decision-makers about the technology and potentials of combined heat and power generation and heat pumps. The aim of our communication is to ensure that natural gas-fired combined heat and power generation is recognized as a secure, decentralized power plant capacity in the first step of the transformation phase towards climate-neutral electricity and

heating systems and is taken into account across the board. In the second step, gas-fired CHP systems running on biogas, sewage and landfill gases, biomethane and hydrogen will make fundamental contributions to supply security as climate-neutral producers of electricity and heat and anchors of stability in combination with fluctuating renewables. With regard to the interaction with large heat pumps, we have further powerful arguments at our disposal in our political work in terms of sector coupling. The decarbonization of the heating sector will not succeed without sufficient renewable electricity being available.

Company representatives are involved in various initiatives promoting the use of hydrogen, in initiatives advancing CHP, and in political work geared to decarbonizing energy supply. For example, 2G is represented on the Board of the NRW Renewable Energies Association (LEE), the Board of the German Renewable Energies Association (BEE), the Board of COGEN Europe and the Executive Committee of the German Combined Heat and Power Association. A tangible expression of this commitment is the annual “political” cycle tour “Energiewende erFAHREN” initiated by 2G and participants. The



The participants of the “Energiewende erFAHREN” 2024 at the finish line in Brussels.

aim is to illustrate the interaction between the various players in the energy transition and to experience the energy transition along the way through the projects and people visited. In 2024, the route led to Brussels in the run-up to the European elections.

Compliance culture with whistleblower system

A uniform corporate culture with shared values is crucial for 2G in order to unleash the value-adding potential of teams and individuals within the company. 2G promotes such a culture. A Code of Conduct has been in place for the 2G Group since 2015. In it, 2G clearly subscribes to complying with all applicable laws and regulations. The Code of Conduct sets out the values and principles for our business activities and our dealings with each other and with customers. The code's contents include a ban on discrimination, protection against corruption, fair competition, the right of all employees to fair treatment, and the treatment of insider information. The code of conduct and the corporate guidelines contain binding compliance regulations that apply across the entire Group. Within this regulatory framework, one important element of our corporate culture lies in reinforcing the culture of compliance. 2G strives to quickly identify and investigate possible misconduct within the company and to take the necessary remedial action. 2G employees and external parties, such as contractors, service providers or business partners, can contact a whistleblower system that has been in place since 2022, also anonymously. This system complies with the EU Whistleblower Directive EU 2019/1937. It is managed by our external data

protection officer and can be found on the 2G homepage.

In 2020, the code was expanded to include a separate code for 2G's suppliers. It defines 2G's principles and requirements for its suppliers of goods and services with respect to their responsibility for people and the environment. These include, among others, respect for the fundamental rights of employees, a total ban on child labor, freedom of association, as well as the prohibition of corruption and bribery, frugal use of water and energy, and the avoidance of waste.

2G as an attractive employer

2G employees are the driving force behind the company's success. Around 1,000 employees in Germany and abroad are united behind the slogan "2G – Better together". The willingness to work together across all levels and locations is epitomized by this "we" brand. It promotes new approaches to teamwork and has an internal and external impact on customers and partners.



The 2G Energy AG "we" brand

This includes a sustainable staffing policy, attractive and fair working conditions, the training of young technical staff, and internal and external further training for employees as well as intercultural and technical exchange within the Group and its partner network.

Our success as a global company is founded on a corporate culture that champions the self-motivation, satisfaction, further education, health and diversity of our workforce. The aim is to achieve a high level of employee identification with our products, after-sales services and corporate culture. Our products form part of the solution on the path to a sustainable economy and society, playing a key role in the energy transition and proving themselves indispensable for supply security. These are strong arguments holding powerful appeal. These are good prerequisites for our efforts to create an appreciative working atmosphere with meaningful assignments and a diverse, stimulating and safe working environment. Based on this framework of values enshrined in the Group, we are convinced that 2G is an attractive employer with sound prospects for financial security and a strong career. 2G provides its employees with various voluntary social benefits and support.

For example, these include special payments and days off for the birth of children, followed by subsidies of up to 50% toward childcare costs. A model for childcare during vacation periods was tested in the reporting year. The company also promotes health and fitness among its employees. For example, all employees at German facilities have the option of obtaining company bicycles through 2G via a salary conversion scheme. If employees wish to join a fitness studio forming part of the Wellpass association, 2G contributes part of the membership fee. 2G also contributes to the cost of computer glasses as well as prescription safety glasses forming part of PPE.

Flexible working time models and part-time offers are given high priority in order to provide employees with various options for structuring their work. In the year under review, 133 employees made use of such options (2023: 118). The balance of work and family life is becoming increasingly important for many employees. 2G basically enables all employees outside of production to work from home with technical equipment, software and IT support.

The training of young people in different production areas and administrative departments is held in high standing at 2G. We regularly participate in various training fairs and events to inform potential employees about our training opportunities, career prospects and our product portfolio. This is one way of securing qualified and motivated employees. In 2024, 14 young people (2023: 15) started their training at 2G. A total of 41 young people (2023: 44) were undergoing vocational training. From the graduating class of 2024, we offered 11 trainees (2023: 14) an employment contract.

We open up attractive career prospects for all employees with further training programs and qualifications for managers. At the 2G Campus, we offer a wide range of internal training courses and individual development opportunities for professional and personal development. This also includes online and classroom training and qualifications for employees of foreign subsidiaries and network partners.

Key employee figures (as of December 31, 2024)

	2024	2023
Employees	1,005	949
of which female	181	167
Use of part-time offers	133	118
Employees at foreign subsidiaries	175	175
Share of female senior executives in %	14.75	13.59
Age structure of employees in Germany in years	38.6	37.8
Fluctuation ratio in %	5.87	5.83
Health ratio in %	95	95
Accidents per 100 employees	3.4	4.0
Participants in the job bike agreement (total)	339	285
Participants in the Wellpass association	137	68
New trainees	14	15
of which female	3	3
Trainees/dual university system	41	44
of which female	11	11

Number of employees per business division

	31/12/2024	31/12/2023
	Number of employees (of which part-time)	Number of employees (of which part-time)
Service	374 (19)	350 (14)
Purchasing, warehouse, production	248 (24)	244 (21)
Administration	139 (59)	122 (55)
Project management	90 (8)	88 (3)
Sales & marketing	90 (15)	85 (15)
Research & development	40 (6)	33 (4)
Quality management	24 (2)	27 (6)
Total	1,005 (133)	949 (118)