



Evangelische Mission
in Solidarität

Evangelical Mission in Solidarity

Environmental statement update 2026

EMAS register no.: DE-175-00220



EMAS

VERIFIED
ENVIRONMENTAL
MANAGEMENT
DE-175-00220

Contents

- 1. Progress report 3**
- 2. Sustainability aspects 3**
 - 2.1. Ecological sustainability 3**
 - Heat energy and electricity consumption 3
 - Business trips 4
 - CO₂ emissions 6
 - CO₂ compensations for flights 7
 - Paper consumption 7
 - Water consumption 8
 - Resource conservation and recycling 8
 - Sustainability in an international context 8
 - Compliance with legal regulations 10
 - 2.2. Social sustainability 10**
 - 2.3. Economic sustainability 10**
- 3. Updated improvement programme 11**
- 4. Key figures 17**
 - 4.1. Social key figures 17**
 - 4.2. Environmental key figures 19**
 - 4.3. Economic key figures 21**
- Statement of validity 22**

1. Progress report

The Evangelical Mission in Solidarity (EMS) was first certified under the EMAS^{PLUS} management system in March 2024. The EMS set itself seven goals that cover the three areas of sustainability, i.e. ecological, social and economic. The sustainability team supported by the departments continues to collect data to review the degree of accomplishment in achieving the goals and meets regularly to evaluate progress. The responsibilities of sustainability management are now also anchored in the organisational chart of the EMS Secretariat.

The goals have not changed since the last report. Some have been achieved within the specified time schedule, others are still in progress, and some require further action.

The present environmental statement update focuses primarily on the year 2024 since not all key figures are available for 2025. The environmental statement and the key figures for 2025 will be updated in the first half of 2026.

The sustainability team met last year on 8 April 2025 to conduct the internal audit. The EMS goals were reviewed based on the sustainability aspects defined. Furthermore, the key figures were updated to include the year 2024, and the legal register was brought up to date. Finally, the working group reviewed the improvement programme and communicated the results of the sustainability audit to the management as part of the management review.

2. Sustainability aspects

2.1. Ecological sustainability

Heat energy and electricity consumption

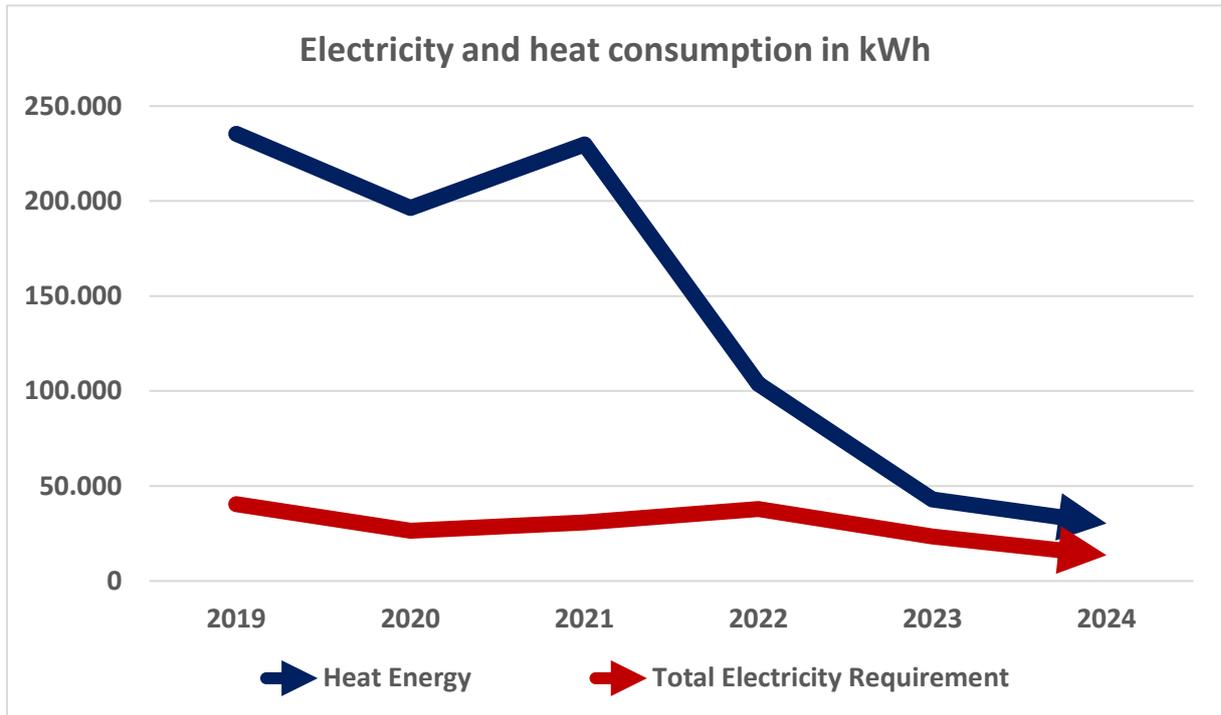
Although heat energy consumption was already reduced by approximately 60% between 2022 and 2023, consumption was reduced by approximately a further 30% between 2023 and 2024. Over the period of six years, from 2019 to 2024, heat energy consumption was reduced by a total of 88%. This saving was mainly achieved through the refurbishment of the Secretariat to improve its energy efficiency.

The same applies to electricity consumption. The internal audit of 2024 confirmed a reduction of approximately 40% in 2023 compared to the previous year and a further decrease of 42% was achieved between 2023 and 2024. So, over the six-year period from 2019 to 2024, there was a total reduction in electricity consumption by 67%.

The EMS was thus able to improve its energy efficiency (total consumption per full-time equivalent employee) by approximately 84% between 2019 and 2024.

As part of the refurbishment, the gas heating system was replaced by a heat pump combined with two photovoltaic systems, new radiators and efficient external insulation. When refurbishment work was completed in February 2024, the PV system and heat pump went into operation. In addition to refurbishment measures to the building, local energy consumption

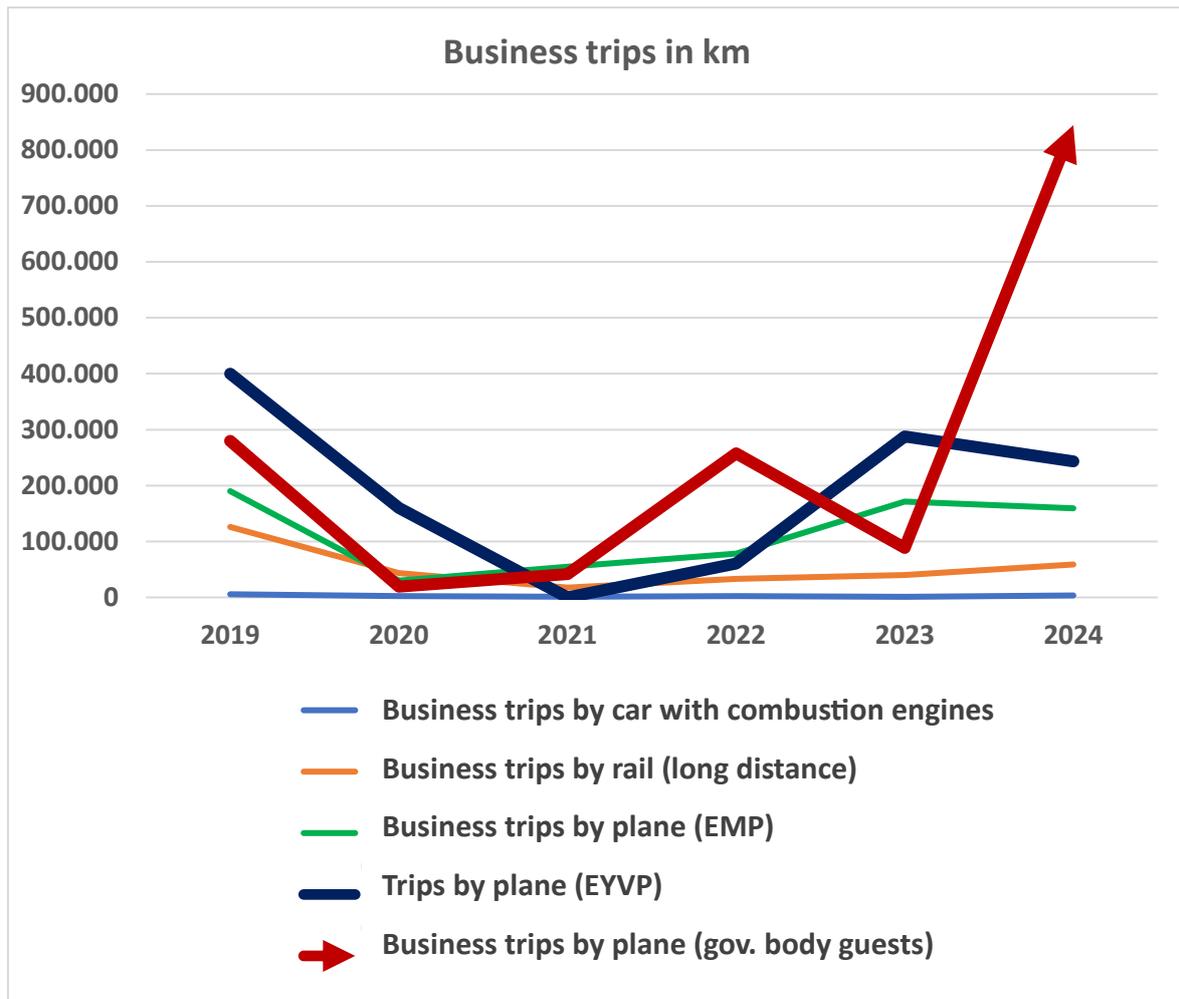
was reduced by shutting down the in-house servers and telephone system, switching over to an online/cloud-based system and vacating the 4th floor in September 2024.



Business trips

Unfortunately, the EMS was unable to achieve a similar result with regard to business trips in 2024. Whereas there was already a significant rise in flight kilometres after 2021, this increase was once again exceeded in 2024. A total of 599,167 flight kilometres were recorded in 2023. In 2024, a total of 1,339,475.27 kilometres were flown.

This was primarily due to flights undertaken by international committee members. In 2024, a treasurer consultation took place near Kassel in the spring, a Mission Council meeting (association executive committee) took place in Herrnhut in the summer, and a General Meeting (of EMS members) took place in Freiburg in November. As a result, international committee members and guests clocked up 937,243 km flight kilometres (compared to 140,311 km in 2023). By contrast, the number of flights taken by staff members declined slightly from 171,255 km to 159,215 km. Moreover, due to the small numbers of participants in the Ecumenical Youth Volunteer Programme (EYVP), there was a reduction in flight kilometres by approximately 16%.



Internal audits have shown that capping flight kilometres may not be possible or may be difficult to implement. Capping flight kilometres was voted as a measure to achieve climate neutrality for the EMS by the year 2035. The EYVP is exempt from this since this programme cannot be conducted without flights. On the other hand, the EMS as a whole is an international organisation committed to intercultural exchange and partnership work. As a result, in-person encounters are and will remain indispensable for members and cooperation partners, despite advances in communication technology. The next audit will have to decide how to deal with the capping and the associated target of climate neutrality.

The ban on domestic flights and the cost capping of business trips within the budget remain unaffected by the increase in the number of flights. In addition, Presidium meetings and at least one Mission Council meeting per year will be held by video conference.

With regard to the remaining emissions, the EMS contributes to environmental projects with CO₂ compensation in order to reduce the negative ecological impact of its own flights (see the section **CO₂ compensation for flights**).

CO₂ emissions

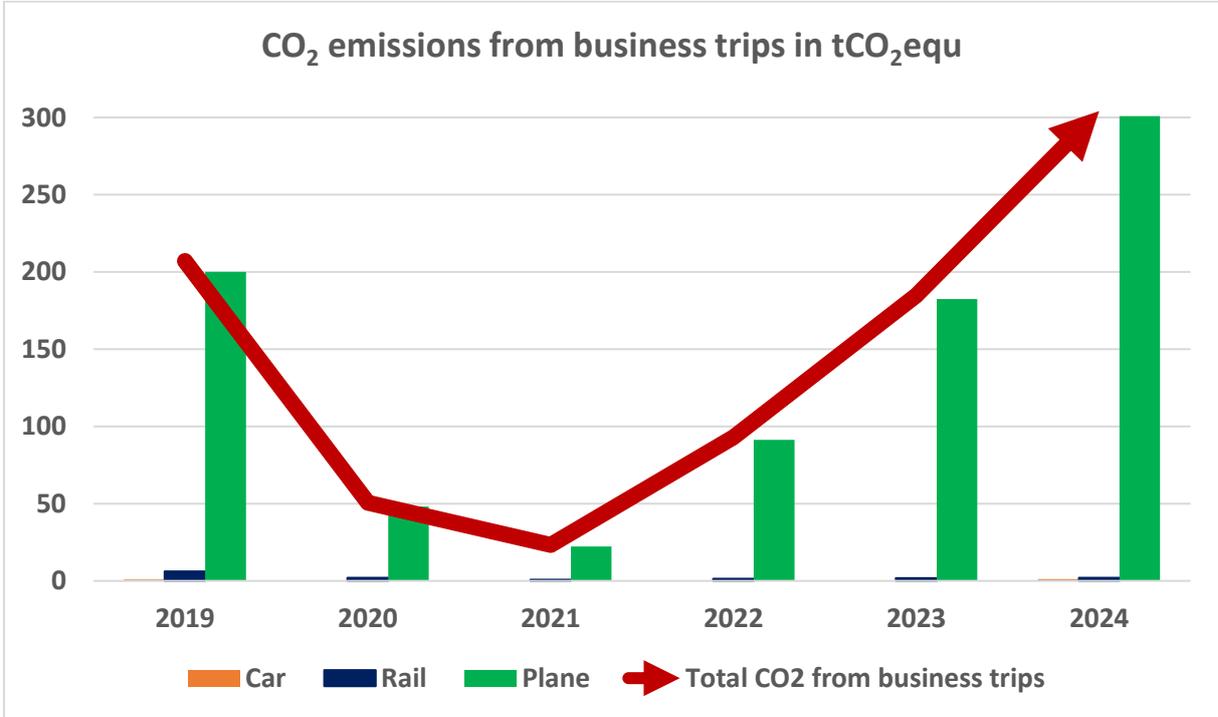
CO₂ emissions resulting from the generation of electricity and heat were significantly reduced between 2023 and 2024. Over the last six years from 2019 to 2024, the EMS has reduced its emissions by approximately 84%, with a drop of 12 tonnes of CO₂ emissions for electricity and heat in 2024 alone. Paper consumption has also fallen significantly, resulting in an 86% reduction in associated CO₂ emissions.

As apparent from the flight kilometres, CO₂ emissions associated with business trips have risen significantly. Due to the increased number of trips, the EMS recorded CO₂ emissions of 304.10 tonnes in 2024, a total of 97 tonnes more than in 2019 and 119.50 tonnes more than in the previous year, 2023. During the internal audit, the sustainability team identified a need for optimisation by reducing the number of flights. Firstly, clearer criteria must be established to define which flights are necessary and which are not. Furthermore, stricter budgeting of flight costs would be another way to reduce flights to some extent. Both aspects were discussed by the management as part of the management review.

CO₂ emissions from the use of rail transport and cars remained relatively constant compared to the previous year.

In 2024, there was also a significant increase in Scope 1, 2 and 3 greenhouse gases, rising by 55% to 316.4 tCO₂eq.

Staff members continue to be offered a 25% subsidy on the Germany-wide rail ticket (Deutschland ticket). Currently, approximately 52% of staff take advantage of the subsidised job ticket option. The additional JobRad package (bicycle leasing) has not yet been introduced.



CO²

CO₂ compensations for flights

Due to the high CO₂ emissions in 2024, an annual fixed compensation payment made to environmental projects amounting to €5,000 is no longer sufficient. A total compensation requirement of €8,915.00 was calculated for 2024. The EMS management has therefore decided to no longer make fixed compensation payments to environmental projects, but to determine the compensation requirement as accurately as possible every year. This was already decided at the Mission Council meeting (Executive Committee meeting).

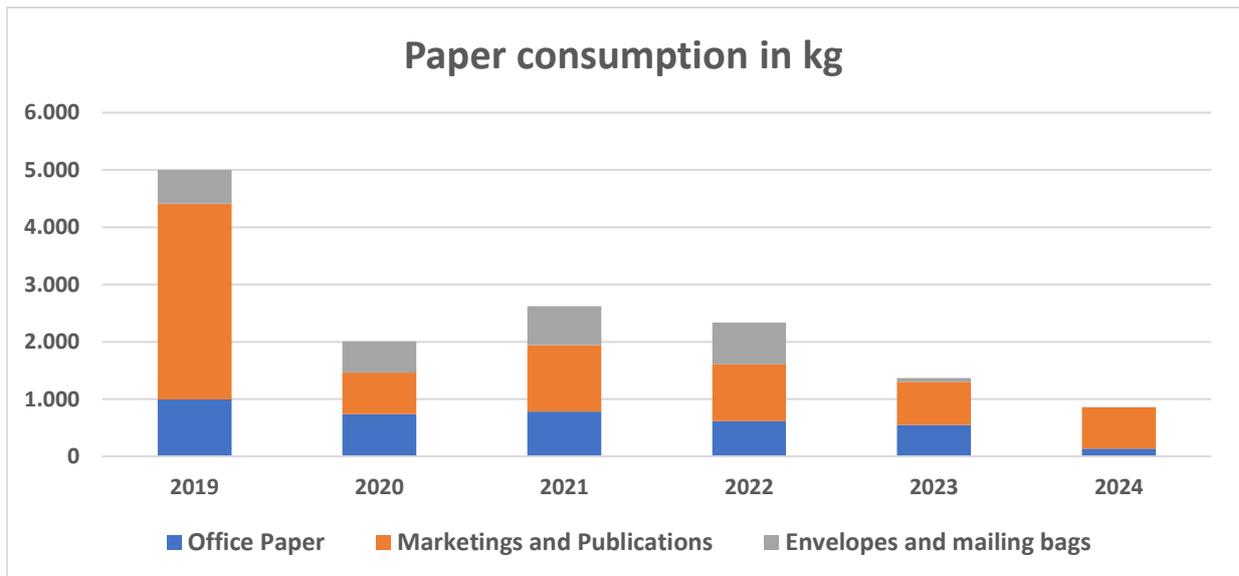
The EMAS team had to revise its schedule for evaluating business trips so that the relevant key figures would be available in the following spring when the annual financial statements were in preparation.

Since the EMS project portfolio already includes environmental projects to which regular allocations are made each year, the annual compensation payments are made available to the Programmes and Projects Department and are not distributed to external third parties. The association's own environmental projects have not yet been certified. However, this will be reviewed in future to determine whether certification of the association's own environmental projects for CO₂ compensation is feasible and reasonable. The sustainability team will continue to work on this issue at its next meetings.

Paper consumption

In 2024, the EMS reduced its paper consumption by a further 46% in addition to the previous year's reduction of 41%. Over the entire six-year period from 2019 to 2024, it was possible to achieve a reduction in paper consumption by a significant amount. The use of office stationery fell from 994 kg (2019) to 135 kg (2024). On the other hand, some marketing materials and publications which were still printed in-house until 2021 but have been outsourced to external printers since 2024, remained at a similar level to the previous year at 720 kg. From 2026 onwards, only recycled paper will be ordered when purchasing office stationery. During the internal audit, the sustainability team criticised the fact that there is still no general procurement policy in place requiring the mandatory procurement of recycled paper only, for example. This could be included in the management policy, which is currently under review anyway.

Since marketing materials and publications are produced by an external printing company, there is no proof of origin for the paper used there. This has reduced the amount of FSC-certified paper to 16%. Changing to an eco-friendly printing company has been considered but not yet implemented for cost reasons.



Water consumption

Although water consumption rose between 2021 and 2023 due to an increase in the number of office days worked by staff members, the decision to vacate the 4th floor resulted in savings of 37 cubic metres.

Resource conservation and recycling

The IT department continued to offer in-house training and supervision on digital working with a view to reducing paper consumption in the long term. In addition, an analysis of staff printing behaviour was carried out in 2024 and the staff members responsible for high printing volumes were made aware of the issue.

Sustainability in an international context

The internal audit, in particular the materiality analysis, revealed that social and environmental issues need to be given greater priority in discussions with stakeholders, especially the international member churches. This is due to the fact that there is still little understanding among member churches of the importance of climate and environmental protection. Refraining from air travel in order to reduce emissions would only result in being unable to maintain international contacts. The EMS faces the dilemma of being an international organisation whose work extends to international exchange, networking and project work, while at the same time attempting to reduce its negative environmental impact. To this end, the EMS is striving to influence the opinions of its member churches and to lead by example. This is because member churches can also reduce their own carbon footprint. The sustainability team considers that highlighting the cost savings achieved from implementing environmental measures could be a means of shaping opinion. For example, changing over to 100% recycled paper for printer paper and publications is not only good for the environment,

but also saves money. The same applies to reducing air travel and upgrading the energy efficiency at the Secretariat.

As part of the EMS focus on ‘the integrity of the creation’, the Green Ambassador Programme will concentrate on a single member church in 2026–2027, namely the Presbyterian Church of Ghana (PCG) in West Africa. The plan is to create the position of Project Support Officer (PSO) to promote research and advocacy at grassroots level, while reducing the need for international travel. Our 2026 budget allocates €15,000 to cover staff and programme costs for the position of PSO.

The proposed programme design for 2026–2027 is based on the joint and well-received Green Ambassadors training programme that took place from October 2023 to April 2024, involving ten groups from different EMS members who simultaneously carried out local projects as Green Ambassadors. For the 2026–2027 programme, eight to ten small groups – all based in Ghana – will be recruited to engage in discussions, training and reflection on the interface between faith, environmental responsibility and local commitment for a healthier environment. The Secretariat (staff based in Germany) will support international interaction and contributions to these discussions, training sessions and reflections by inviting experts and practitioners from our member organisations and cooperation partners in 16 different countries. We believe that by inviting international, faith-based experts in environmental stewardship who are helping to solve local problems, we will be able to develop a hybrid approach that combines global best practices with local expertise. We believe this synergy will bridge the gap between high-level theory and practical implementation, enabling “best-fit” solutions rather than simply adopting “best practices”. The experts come from our international ranks and bring a variety of perspectives to the table, having worked on similar issues in different environments. In collaboration with local experts in Ghana who are familiar with the cultural, social and political history of the region, we are confident that the resulting environmental projects and campaigns of Green Ambassadors 2026–2027 will be both innovative and culturally appropriate. It is a decolonial model that relies on Ghana to identify local needs and local resources. In doing so, we strive to move beyond Western/Eurocentric, top-down models for environmental protection by integrating knowledge systems from our diverse fellowship.

Through a unique blend of spiritual groundwork (for example, the EMS programme ‘Reading the Bible through the Eyes of Another’), intensive training and practical experience, participants will develop a deeper understanding for the integrity of the creation, while acquiring practical organisational skills through online modules, interactive in-person workshops in Ghana, self-study and international online encounters. At the end of the programme, the EMS Green Ambassadors in Ghana will not only be highly motivated, it will also become part of a growing movement that is committed to climate justice and the integrity of the creation worldwide. Together with our international members, we are shaping a more sustainable and just future – inspired by our shared Christian faith and global solidarity.

We are curious to see where this next generation of EMS Green Ambassadors and our community will lead us amid increasing environmental destruction and the alarming consequences of climate change.

Compliance with legal regulations

The legal register containing the current legal requirements to be complied with was updated in spring 2025.

As an employer, the EMS is primarily obliged to observe and implement regulations and provisions arising from labour and social law (Occupational Safety and Health Act, Workplace Ordinance, Works Council Constitution Act, protection against dismissal, Maternity Protection Act, collective bargaining agreements and the corresponding regulations in the Civil Code relating to church staff employed under civil service law). In addition, the EMS is subject to association law regulations and reporting obligations under tax laws and regulations (Tax Code, income tax law and regulations on non-profit status). Regular audit reports and established reporting procedures demonstrate that the EMS abides by and complies with the legal requirements.

Environmental regulations and provisions represent a further focus of obligations that must be complied with. The EMS Secretariat is located in a rented building that the EMS does not own. The owner is responsible for compliance with building and facility-related regulations. The cleaning of the offices and the associated hazardous substance management are outsourced to a cleaning company. Apart from waste separation/waste management (Gew-AbfV), no other environmental regulations are pertinent to the EMS. The EMS still has room for improvement when it comes to waste separation, and it must be examined whether and how this can be achieved in consultation with the other tenants in the building.

2.2. Social sustainability

Sustainability issues with specific relevance to the workplace should be integrated into staff development discussions. This could also be an opportunity to identify training needs among staff members in order to raise their awareness.

Furthermore, the welcome folder for new staff members must be updated and, if necessary, converted into a digital workbook. It should include the sustainability guidelines, management guidelines (once updated) and procurement criteria.

2.3. Economic sustainability

The EMS remains actively involved to the “Arbeitskreis Kirchlicher Investitoren” (AKI, Working Group of Church Investors) and bases its decisions regarding financial investments on AKI guidelines. Investments are made exclusively in sustainable financial products. In addition, as stated in its constitution, the EMS is obliged to invest funds in a manner that is safe and secure in order to ensure the responsible use of donations.

Economic savings resulting from the implementation of environmental measures should be given greater prominence in the annual report and financial report.

3. Updated improvement programme

Area / Goal	Measures	Responsible	End date	Costs	Status	Remarks
1. Sustainability in an international context						
Boost sustainability activities in member churches and ecumenical learning	Review and coordinate with members; develop a roadmap for sustainability goals and how to achieve them.	Sustainability working group (set up by the governing bodies)	2025/2026	Minimal, as coordination is carried out by video conference	Start in April 2023 Continuous	The working group is tasked with reviewing EMS policies from sustainability aspects. A revision of the financial and management guidelines is currently in progress.
	Green Ambassadors programme for networking and exchanging ideas on environmental sustainability and climate goals.	Coordinated by the Secretariat	Initially planned as a 2–3-year process	Yes, through regional conferences and multiplier events	Start March 2023 Continuous	The Green Ambassadors programme is a campaign that aims at motivating young adults between the ages of 14 and 20 to make their own lifestyles more sustainable and to encourage others to make the same change.
2 Climate protection						
Reduce flight kilometres and emissions from business trips and governing body meetings by up to 20% by 2026 based on the averages for 2017-2019, measured in emissions	Executive management (EM) decision: No bookings for domestic flights within Germany – use of public transport/local public transport – Jobticket/JobRad	Travel office	Continuous	./.	completed/in progress continuous	Travel by surface public transport/Jobticket as of 2024. Staff members can apply for the Germany ticket through the EMS and will receive a subsidy.
	Cap flight kilometres	Gov. bodies and EM		Reduce	In progress/under discussion,	Exchange programmes require additional air travel and are handled separately as a priority programme of the EMS, i.e. they do

					not yet implemented	not count towards the stated goals for the time being.
	Video conferencing instead of air travel for at least one of two Mission Council meetings per year	Mission Council:	Continuous	Reduce	completed/in progress	2 meetings per year with approximately 25 participants, 10 of whom travel from overseas countries. Only online meetings are planned for 2026.
	Presidium meetings, mainly by video conference; travel and travel support provided by the EMS Secretariat.	Presidium/Secretariat	Continuous	Reduce	completed/in progress	As of 2025, only one or two in-person meetings per year; they will either take place at the same time as the Mission Council meeting or the General Meeting. Separate meetings will only take place by video conference. Two members from abroad have sat in the Presidium since November 2024.
	Extend internal compensations to include exchange programmes	EM	Continuous	./.	completed/in progress	Compensation by internal measures and projects to reduce CO ₂ emissions to a measurable extent see above
	Strive for climate neutrality by 2035.	Gov. bodies and EM	Goal 2035	Reduce and compensate	Implementation started	In-house reductions in CO ₂ emissions as well as implementation and participation in corresponding innovations, initiation of compensation projects.

3. Resource conservation and recycling						
Reduce internal paper consumption by 20% by 2025 and by a further 10% by 2027 based on 2022.	Electronic invoicing and payment authorisations/virtual meeting documents for governing bodies/convert to fully electronic personnel files	IT	2027	./.	20% savings achieved	Reduce paper consumption, meeting documents are now mainly electronic
	In-house training on digital working	Staff	Since Sept 2023	Training costs	Continuous	
Switch to 100% recycled paper	Review contracts, research alternatives, conduct discussions on standards (copy paper and publications)	General Manager	2026	Higher costs for recycled paper	In planning	
Systematic waste separation	Takes place in each office (paper and residual waste); will be specified and reviewed again. Will be supplemented by systematic separation of waste for the 'yellow bin'.	General Manager	2026	Minimum, additional disposal points on each floor if necessary	In planning	The goal is to introduce the yellow bin throughout the entire building. Measure the amount of waste in the waste bins regularly.

4. Social sustainability						
More diverse composition of the governing bodies Goal 40-50% compared to 2025	Gender-balanced and younger composition of the General Meeting (as a representative assembly)	Members	2031	./.	Largely implemented, further optimisation is planned for the next review period.	Corresponding rulings in the EMS Constitution were adopted and implemented by the General Meeting in November 2024.
	Gender-balanced and younger composition of the Mission Council	General Meeting	2025	./.	In progress	Corresponding rulings in the EMS Constitution were adopted and implemented by the General Meeting in November 2024.
	Gender-balanced staffing of positions in the Secretariat	Gov. bodies, EM, staff	2026	As of autumn 2025, three women in the EM (of five persons)	In progress	Continuous review and requirement for job vacancies. The executive management actively promotes the empowerment of women and young adults in the governing bodies and the Secretariat.
5. Working conditions						
Implement the topics arising from the staff survey; optimise remote working and workplace equipment.	Improve the culture of appreciation	Presidium, EM	2025	./.	In progress	Measures are continually discussed in governing bodies and, above all, by the executive management and implemented where possible and required by law, e.g. health measures in the
	Create opportunities for career advancement based on qualifications	EM, staff	2025	Two members of staff were promoted in 2025	In progress	

	Remote working, family-friendly working hours	EM, staff	2025	The “Remote working” staff agreement was evaluated and optimised in 2025.	In progress	workplace. Some measures have already been introduced/implemented (remote working, flexible working hours, induction workshop services for new members of staff, and the purchase of height-adjustable desks).
	Workplace equipment, work safety	EM, staff	2026	Cost estimates	In progress	
	Use of government/public offers for workplace design	EM, staff	2026	Cost estimates	In planning	
6. Sustainable procurement						
Continue optimising the use of organically sustainable and fair trade products	Procurement of coffee, tea, biscuits, milk, sugar	EM	2025/2026	Minimal	Partly introduced already many years ago	Further optimisation (use of Fair Trade label) has not yet been implemented.
	Cleaning agents/detergents (through cleaning company)	EM	2025/2026	Minimal	Partly introduced already many years ago	Further optimisation (ecological sustainability label) has not yet been implemented due to a change in executive management.
	Meals at events	EM	2025/2026	improved	Partly introduced already many years ago	Mostly vegetarian meals now; further optimisation is in progress (selecting ecologically sustainable and local suppliers)

7. Financial sustainability						
<p>All financial investments will be fully aligned with environmentally and ethically sustainable products; continue active participation in the Working Group of Church Investors and the concepts developed there will be implemented.</p>	<p>Continue the search for sustainable capital investments</p>	<p>Gov. bodies, EM</p>	<p>2025/2026</p>	<p>./.</p>	<p>ongoing implementation</p>	<p>Member of the Working Group of Church Investors of the Protestant Evangelical Church in Germany to develop, specify and further develop measures based on ecological and ethical sustainability</p>

4. Key figures

4.1. Social key figures

		Unit	2021	2022	2023	2024
1.	Employees					
1.1	Staff at Secretariat	Persons	38	39	39	40
1.2	Staff at Secretariat	FT equivalents (FTeq)	34.25	34.8	36.15	32.4
3.	Employment contracts					
3.1	Fixed-term contracts	%	10.5%	15.4%	21.0%	12.5%
3.2	Open-ended contracts	%	89.5%	84.6%	79.0%	87.5%
3.3	Non-terminable employment contracts	%	8.0%	7.7%	7.7%	15.0%
3.4	Part-time employees	%	5.3%	2.56%	2.56%	2.5%
3.5	Percentage of paid overtime/total working hours	%	2.0%	0.5%	0.2%	0.0%
4.	Age structure					
4.1	under 30	%	11.0%	2.6%	2.6%	2.5%
4.2	between 30 and 45	%	27.0%	20.5%	20.5%	27.5%
4.3	between 46 and 58	%	37.0%	46.2%	46.2%	42.5%
4.4	over 59	%	25.0%	30.8%	30.8%	27.5%
5.	Affinity of employees to the organisation	Years on average				
5.1	under 5 years	%	15%	36%	23%	13%
5.2	5 to 15 years	%	67%	44%	56%	40%
5.3	over 15 years	%	18%	21%	21%	48%
5.4	Number of new EMPs in year under review	Persons	5	2	3	6
5.5	Fluctuation rate	% / year	8%	5%	10%	15%
6.	Training					
6.1	Traineeships	Number	0	0	0	0
6.2	Interns	Number	1	0	1	1
6.3.1	Volunteers South-North	Number	*)	2	4	10
6.3.2	Volunteers North-South	Number	*)	15	10	16
6.3.3	Volunteers South-South	Number	*)	0	0	0
7.	Further training					
7.1	Days per employee	Days/year	0.45	0.82	0.69	0.78
7.1.1	Management	Days/year	0.75	3.6	3.6	1.2
7.2.2	Staff at Secretariat	Days/year	0.4	0.41	0.21	0.63
7.2	Cost per employee	€/year	€102.98	€106.18	€101.67	€527.79
7.2.1	Management	€/year	€211.70	€142.84	€178.10	€622.12*
7.2.2	Staff at Secretariat	€/year	€86.51	€100.79	€135.25	€585.41*
7.3	Percentage of all employed staff who have received regular performance and career development reviews	%	100%	100%	100%	100%
7.3.1	Management	%	100%	100%	100%	100%
7.3.2	Staff at Secretariat	%	100%	100%	100%	100%

8.		Health				
8.1	Work accidents	Number/ year	0	0	0	0
8.2	Sick days	Days/ EMP/year	7.42	15.49	13.49	12.20
8.3	Sick days	Days/year in %	3.09%	7.82%	6.42%	5.47%
9.		Diversity				
9.1	Women	Number	21	23	22	26
9.1.1	Percentage of women in staff	%	56%	59%	56%	65%
9.1.2	Percentage of women in management positions	%	40%	41%	40%	27%
9.1.3	Percentage of women in part-time employment	%	75%	74%	45%	54%
9.1.4	Percentage of women in General Meeting	%	./.	./.	39%	39%
9.1.5	Percentage of women in Mission Council	%	./.	./.	35%	35%
9.2	Diversity acc. to ethnic origin	%	8%	10%	13%	13%
9.3	Handicaps					
9.3.2	Compensation levy for non-employment of severely handicapped persons	€	€0	€0	€0	€0
9.4	Number of discrimination cases	Number	0	0	0	0

** Change in calculation of key figure. From 2025 onwards, only members of the management board (5 members) were included here. Previously, department heads were also included.*

4.2. Environmental key figures

No.	Key figure	Unit	2021	2022	2023	2024
1	Organisation key figures					
1.1	Staff at Secretariat	Number	38	39	39	40
1.2	Staff at Secretariat	Number of FT equivalents (FTEq)	34.25	34.8	36.15	32.4
2	Heat energy					
2.1	Heat energy	kWh	229,836	103,819	42,843	30,260
2.2	Heat adjusted for weather variations	kWh	213,747	112,125	47,127	32,680
2.3	Consumption/area adjusted for weather variations	kWh/m ²	210	110	46	34
2.4	Consumption/EMP adjusted for weather variations	kWh/EMP FTEq	6,241	3,222	1,304	1,009
3	Electricity					
3.1	Total electricity required	kWh	30,804	37,905	23,336	13,553
3.1.2	Percentage of green electricity in electricity required	%	100%	100%	100%	100%
3.2	Electricity consumption/area	kWh/m ²	21	25	16	14
3.3	Electricity consumption/EMP	kWh/EMP FTEq	811	972	646	339
4	Total energy consumption (heat and electricity)					
4.1	Energy efficiency (total energy consumption/EMP FTEq)	kWh/EMP FTEq	7,140	4,311	1,949	1,427
4.2	Total energy consumption/area	kWh/m ²	240	147	69	48
4.2	Percentage of regenerative energy in total energy consumption	%	13%	25%	100%	100%
5	Water					
5.1	Total water consumption	m ³	99	107	199	162
5.2	Total water consumption/EMP	m ³ /EMP FTEq	2.89	3.07	5.5	5.01
5.3	Waste water	m ³	99	107	199	162
6	Material efficiency					
6.1	Total paper consumption	kg	2,620	2,338	1,368	863
6.1.1	Paper consumption/EMP	kg/EMP FTEq	76	67	38	27
6.1.2	Office paper	kg	783	615	550	135
6.1.3	Printed advertising materials and publications	kg	1,161	990	750	720
6.1.4	Envelopes and mailing bags	kg	676	733	68	8.1
6.1.5	Percentage of recycled paper	%	0%	0%	0%	0%
6.1.6	Percentage of virgin fibre paper from sustainable forestry (FSC or FSCMix)	%	30%	26%	40%	16%
6.1.7	Percentage of virgin fibre paper without proof of origin	%	70%	74%	60%	84%

	Business trips	km				
7.1.1	Business trips by car with combustion engine	km	1,112	2,062	1,068	3,601
7.1.2	Business trips with electric vehicle	km	0	0	0	0
7.2	Business trips by car per EMP	km/EMP FTeq	32	59	30	111.14
7.3	Business trips by rail (long distance)	km	17,500	33,398	40,177	58,852
7.4	Total business trips by plane	km	96,800	396,689	599,167	1,339,475.27
7.4.1	Business trips by plane	km	55,000	78,433	171,255	159,215
7.4.2	Trips by plane (EYVP)	km	-	60,681	287,601	243,017
7.4.3	Business trips by plane (Guests and delegates of gov. bodies)	km	41,800	257,575	88,446	844,322
7.4.4	Other plane trips (guests not from in-house governing bodies)	km	-	-	51,866	92,921
7.4.5	Compensation for plane trips	€	5,000	5,000	5,000	5,000
8	Total waste	m³	16.1	16.1	16.1	16.1
8.1.1	Residual waste (disposal)	m ³	10.0	10.0	10.0	10.0
8.1.2	Paper and cardboard	m ³	5.00	5.00	5.0	5.0
8.1.3	Hazardous waste	m ³	0.10	0.10	0.10	0.10
8.1.4	Hazardous waste/EMP	m ³ /EMP FTeq	0.0029	0.0029	0.0028	0.0031
8.2	Waste for recycling	%	37.3%	37.3%	37.3%	37.3%
8.3	Total waste/EMP	m ³ /EMP FTeq	0.47	0.46	0.45	0.50
9	Total surface areas	m²				
9.1	Total rented surface area	m ²	1,020	1,020	968	968
9.1.1	Total site area/EMP	m ² /EMP FTeq	29.8	29.3	26.8	29.9
10	Emissions					
10.1	CO ₂ from electricity (based on Germany electricity mix)	t CO ₂ eq	13	16	9	5
10.2	CO ₂ from heat generation	t CO ₂ eq	56	25	10	0
10.3	CO ₂ from business trips	t CO ₂ eq	23.3	93.0	184.6	304.1
10.3.1	Car	t CO ₂ eq	0.2	0.3	0.335	1.22
10.3.2	Rail	t CO ₂ eq	0.84	1.40	1.77	2.12
10.3.3	Plane	t CO ₂ eq	22.3	91.2	182.5	300.78
10.4 ¹	CO ₂ required for paper production	t CO ₂ eq	1.55	1.942	0.97	0.53
10.5	Greenhouse gases Scope 1 and 2 from heat, electricity	t CO ₂ eq	69.0	41.8	19.3	4.9
10.5.1	Greenhouse gases Scope 3 business trips and paper production	t CO ₂ eq	24.8	94.9	185.6	304.7
10.5.2	CO ₂ electricity, heat & business trips per EMP (Scopes 1, 2 and 3)	t CO ₂ eq/EMP FTeq	2.7	3.9	5.6	9.8

¹ <https://www.papiernetz.de/informationen/nachhaltigkeitsrechner/>

4.3. Economic key figures

No.	Key figure		2021	2022	2023	2024
1.	Earnings					
1.1	Self-financing	%	5.0%	4.50%	5.85%	6.37%
1.2	Donations by churches	%	53.0%	62.40%	56.85%	48.44%
1.3	other subsidies	%	14.0%	2.50%	8.4%	8.82%
1.4	Donations	%	28.0%	30.60%	28.91%	35.32%
2	Expenditure					
2.1	Staff costs	%	32.0%	43.00%	44.07%	39.76%
2.2	Material costs	%	16.0%	17.60%	14.11%	15.03%
2.3	Investments / write-offs	%	1.0%	1.00%	0.39%	0.31%
2.4	Project funding	%	51.0%	38.40%	41.43%	44.90%
2.5	Taxes	%	0%	0%	0%	0%
3.	Annual results (surplus or deficit)	€	1,483	1,387	4,385.51	
5.	Assets					
5.1	Fixed assets	%	48.4%	55.40%	54.82%	56.51%
5.2	Asset coverage (equity / fixed assets*100)	%	165.0%	149.10%	151.80%	150.33%
5.3	Current assets	%	36.6%	44.60%	45.15%	43.49%
6.	Finances					
6.1	Equity capital	%	79.9%	82.60%	83.22%	84.95%
6.3	Borrowed capital	%	20.1%	17.40%	16.78%	15.05%

Statement of validity

Statement by the environmental auditor regarding auditing and validation activities.

CORE-Umweltgutachter GmbH (DE-V-0308), represented by the undersigned, Martin Knörich, EMAS auditor with registration number DE-V-0438 and approved in accordance with NACE code WZ 2008 for Class 94.91 - Ecclesiastical and other religious associations, hereby confirms that the organisation

EMS - Evangelische Mission in Solidarität e.V.

located at: Vogelsangstrasse 62, D-70197 Stuttgart

complies with all the requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 concerning the voluntary participation by organisations in a European community Eco Management and Audit Scheme (EMAS), as amended by Regulation (EU) 2017/1505 of 28 August 2017 and Regulation (EU) 2018/2026 of 19 December 2018.

The signature appended to this statement confirms that

- the audit and validation were carried out in full compliance with the requirements of Regulation (EC) No 1221/2009 + 2018-2026,
- the results of the audit and validation revealed no evidence of any non-compliance with applicable environmental legislation,
- the data and information contained in the environmental statement for the location provide a reliable, credible and truthful picture of all activities of the organisation/location within the scope specified in the environmental statement.

This statement may not be considered equivalent to an EMAS registration. EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009 + 2018-2026. This statement may not be used on its own as a basis for public information.

Waiblingen, 27 February 2026



Martin Knörich

Environmental auditor (DE-V-0438)



AFRICA

- 1 GHANA: Presbyterian Church of Ghana (PCG)
- 2 SOUTH AFRICA: Moravian Church in South Africa (MCSA)

MIDDLE EAST

- 3 JERUSALEM AND THE MIDDLE EAST: The Episcopal Church in Jerusalem and the Middle East
- 4 LEBANON: National Evangelical Church in Beirut (NECB)

ASIA

- 5 INDIA: Church of South India (CSI)
Church of North India (CNI)
- 6 INDONESIA: Evangelical Christian Church in Halmahera (GMIH)
Evangelical Christian Church in Minahasa (GMIM)
Christian Church in South Sulawesi (GKSS)
Christian Church in West Sulawesi (GKSB)
Christian Protestant Church in Bali (GKPB)
Protestant Indonesian Church in Donggala (GPID)
Protestant Indonesian Church in Luwu (GPIL)
Protestant Church in South-East Sulawesi (GEPULTRA)
Toraja Church (GT)
Toraja Mamasa Church (GTM)
- 7 JAPAN: United Church of Christ in Japan (KYODAN)
- 8 KOREA: Presbyterian Church in the Republic of Korea (PROK)
Presbyterian Church of Korea (PROK)

EUROPE

- 9 GERMANY: Basel Mission - German Branch (BMDZ)
German East Asia Mission (DOAM)
Moravian Church (European Continental Province)
Protestant Church of the Palatinate (EKP)
Protestant Church in Hesse and Nassau (EKHN)
Evangelical Church of Kurhessen-Waldeck (EKKW)
Protestant Church in Baden (EKIBA)
Evangelical Lutheran Church in Wuerttemberg (ELK-WUE)
Evangelical Association for the Schneller Schools (EVS)
Moravian Mission Society (HMH)
- 10 SWITZERLAND: Basel Mission (BM)

COLLABORATIONS

- 11 CHINA: China Christian Council (CCC), Amity Foundation

THROUGH BMDZ AND BASEL MISSION

- 12 CHINA, HONG KONG: Tsung Tsin Mission (TTM)
- 13 CAMEROON: Presbyterian Church in Cameroon (PCC)
- 14 MALAYSIA: Basel Christian Church of Malaysia (BCCM)
Protestant Church in Sabah (PCS)
- 15 NIGERIA: Church of the Brethren in Nigeria (EYN)
- 16 SOUTH SUDAN: Presbyterian Church of South Sudan (PCOSS)

www.ems-online.org

www.facebook.com/missioninsolidarity

EVANGELICAL MISSION IN SOLIDARITY (EMS)

Vogelsangstr. 62 | 70197 Stuttgart

Tel.: +49 711 636 78 -0

Email: info@ems-online.org

www.ems-online.org

Donation account: EMS Evangelische Bank eG

IBAN DE85 5206 0410 0000 0001 24

BIC GENODEF1EK1

PICTURE CREDITS:

p.17: büro für visuelles/istockpoto