



SUSTAINABILITY REPORT OF THE RATHGEBER GROUP

2020 | 2021





CONTENTS

| | | | |
|---------------------------------------------------------------------------|-----------|-------------------------------------------------------|-----------|
| 1 PRESENTATION OF THE RATHGEBER GROUP | 4 | 3 ENVIRONMENT | 19 |
| 1.1 Facts | 5 | 3.1 Facts | 20 |
| 1.2 The RATHGEBER Group | 6 | 3.2 Environmental action | 20 |
| 1.3 History | 7 | 3.3 More sustainable materials and production | 20 |
| 1.4 Products | 9 | 3.4 Technology and sustainability at smart-TEC | 23 |
| 1.5 Business performance 2020/2021 | 10 | 3.5 Use of resources | 24 |
| | | 3.5.1 Energy | 24 |
| 2 HUMAN RESOURCES AND WORK CULTURE | 11 | 3.5.2 Water and wastewater | 26 |
| 2.1 Facts | 12 | 3.5.3 Waste and recyclable materials | 27 |
| 2.2 Mission statement for cooperation and leadership | 14 | 3.5.4 Hazardous substances | 28 |
| 2.3 Code of Conduct | 15 | 3.6 CO ₂ emissions and climate protection | 29 |
| 2.4 Onboarding | 15 | | |
| 2.5 Occupational health management | 15 | 4 SOCIETY | 34 |
| 2.6 Internal dialogue | 16 | 4.1 Facts | 35 |
| 2.7 Training, continuing education and internal development opportunities | 16 | 4.2 Partnerships and memberships | 35 |
| 2.8 Diversity and social responsibility in practice | 17 | 4.3 Sponsorship | 35 |
| 2.9 Balance between work and private life | 17 | 4.4 Donations | 36 |
| 2.10 Celebrations, activities and site visits | 18 | 4.5 Promotion of culture and educational institutions | 36 |
| | | 5 SUSTAINABILITY MANAGEMENT | 37 |
| | | 5.1 Facts | 38 |
| | | 5.2 Sustainability Management | 38 |
| | | 5.3 Fields of action and goals | 40 |
| | | 5.4 UN Global Compact | 41 |
| | | 5.5 Stakeholders | 42 |



DEAR READER,

the RATHGEBER Group is keenly aware of its responsibility towards society and our environment. As a medium-sized, Europe-wide, third-generation family business, we blend tradition, innovation and sustainability. We are driven by continuous development and sustainable conduct to secure the future for generations to come. We do not focus on short-term gains, but beyond generations.

We consider respect, sincerity and mutual appreciation as vital in our dealings with each other. It is always a challenge to put this into practice in the many different situations in which we interact with each other. We are supported by a jointly developed mission statement for cooperation and leadership, as well as our Code of Conduct, underpinned by our long-standing corporate values. The RATHGEBER Group also recognises its responsibility outside the company through its support of social projects and sponsorship of sports, culture and educational institutions.

Active climate protection is entrenched in our DNA and is at the heart of our corporate philosophy. For 25 years now, the Group has been employing Environmental Management Systems to dictate its sustainable actions; the Group has been carbon neutral since 2010, the first company in the industry to do so.*

We welcome the increasing social and political awareness of sustainability and are committed to continuous improvement. We are constantly on the lookout for even more sustainable processes and materials along the entire value chain to manufacture our custom, carbon-neutral products developed and produced in Europe for more than 10,000 customers** who order from us.

Our ambition is to positively shape the world in which we all live and work, and to inspire others to act in a more conscious, sustainable manner. We believe it is important to be transparent about how we take responsibility for our actions – economically, environmentally and socially. We are therefore pleased to share with you our first Sustainability Report for the period 2020/2021, with which the RATHGEBER Group commits to complying with external CSR principles and communicates this to the public.

Oberhaching, March 2022

Andreas and Andrea Schrägle
Managing Director and Managing Partner

**For more detailed information on calculating, reducing and compensating for our CO₂ emissions, see → 3.6 CO₂ emissions and climate protection*

***Note: The text addresses persons of any gender equally.*



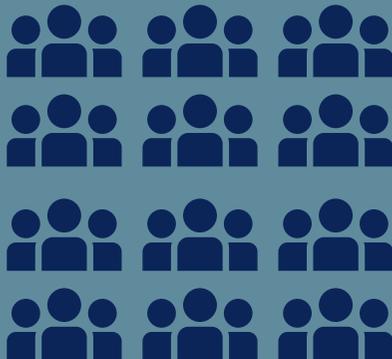
01

PRESENTATION OF THE RATHGEBER GROUP





1.1 Facts

| | | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------|
| <p>4 sites in 3 countries</p>  | <p>50+</p> <p>different production technologies</p>  | <p>approx. 310 employees</p>  |
|  <p>more than 10,000 customers who have placed orders in the last 5 years</p>  |  <p>for 26 years</p> <p>the Czech and German sites have been certified to DIN EN ISO 9001</p> | |
|  <p>for 25 years</p> <p>the Environmental Management System has been certified: first to EMAS Regulation, then to DIN EN ISO 14001</p> | | |

1.2 The RATHGEBER Group

The RATHGEBER Group* of companies is one of Europe's leading suppliers of customised, decorative and technical labelling solutions – from concept to application. Now in its third generation, the company ensures that products are individually marked – whether with three-dimensional lettering, logos made of metal and plastic, labels or films with digital and smart functions.

Everyone has come into contact with labelling solutions from the RATHGEBER Group: on skis, coffee machines, in shop window displays or on cars and countless other items. The more than 10,000 customers throughout Europe who have placed orders with us over the past five years include companies from industry and retail, as well as service providers. They value our Group as a competent partner with a range of always innovative and inspiring products that are unique in the industry.

The higher the production and consumption of products, the more the RATHGEBER Group benefits as a manufacturer of labelling solutions. However, (over)consumption is inextricably linked to an immense consumption of resources and consequently to environmental pollution, which must be reduced.

The Group is keenly aware of this problem, which is why RATHGEBER Germany and smart-TEC, as well as RATHGEBER Czech Republic have chosen to focus on Goal 12 (Responsible Consumption and Production) from the UN's Sustainable Development Goals (SDGs**).

The selection process and the measures already implemented for the selected SDGs are described in more detail in → 5.2 Sustainability Management.

Locations and companies

The Group comprises four companies in three European countries. RATHGEBER GmbH & Co. KG has its sales headquarters in Oberhaching and production site in Mindelheim, both in Germany. Also located in Oberhaching is smart-TEC GmbH & Co. KG, which focuses on the development and production of bespoke RFID and NFC transponders. RATHGEBER, k.s. has both sales and production in Bystřice nad Pernštejnem, in the Czech Republic. The sales company RATHGEBER Sp.z o.o. is situated in Wrocław (Breslau), Poland.

**Note: The RATHGEBER Group refers to all four companies in three countries. Measures generally differ within these companies due to the different national legal situations, as well as the in some cases very different sizes of the workforce. For this and for editorial reasons, not all processes of all sites are listed in their entirety, but are presented as examples.*

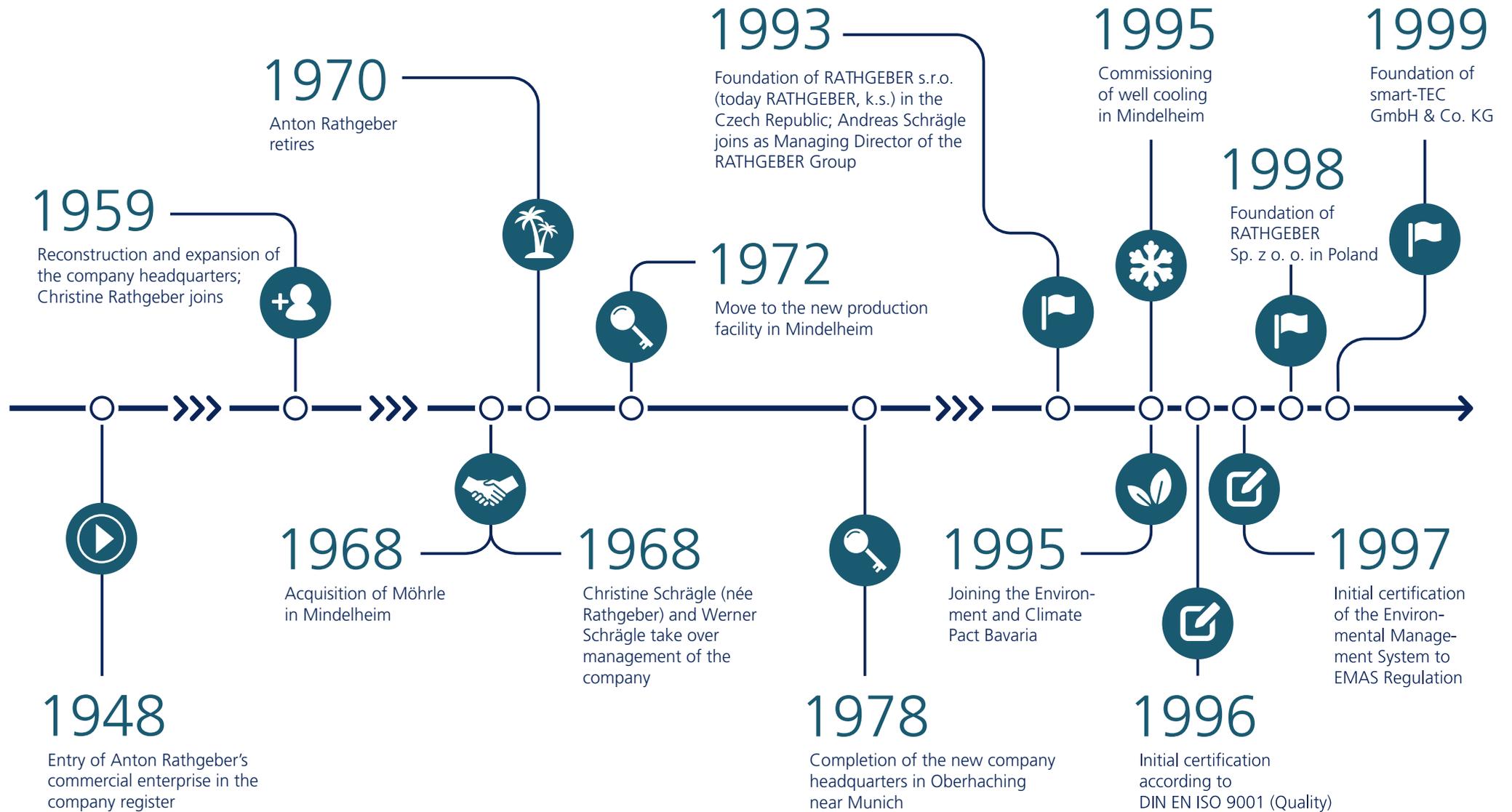
***Note: For a list of all abbreviations please see → Page 43.*

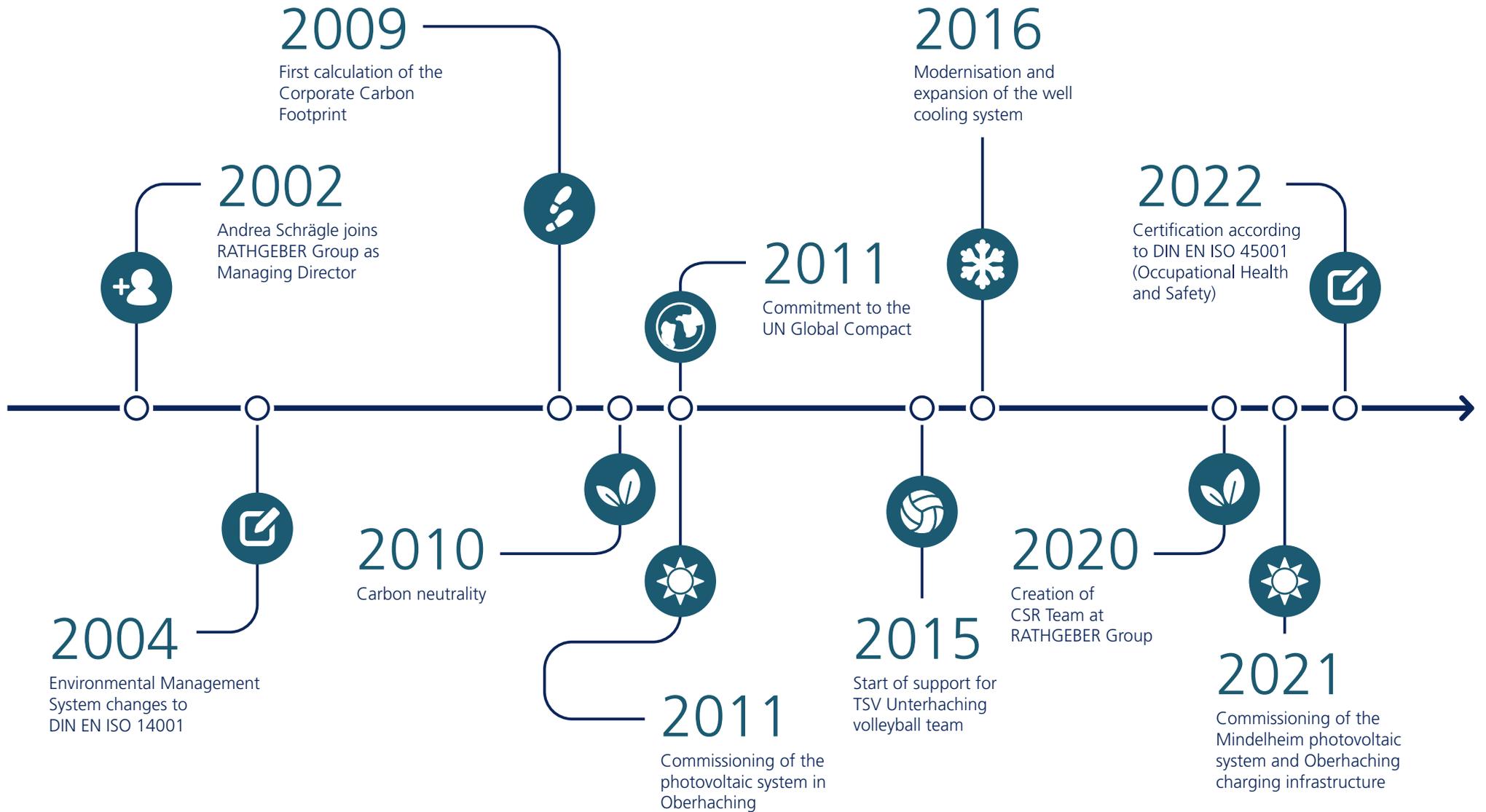
📌 Readers who have further questions about the Sustainability Report and its content are welcome to contact the CSR Team at csr@rathgeber.eu.





1.3 History





1.4 Products

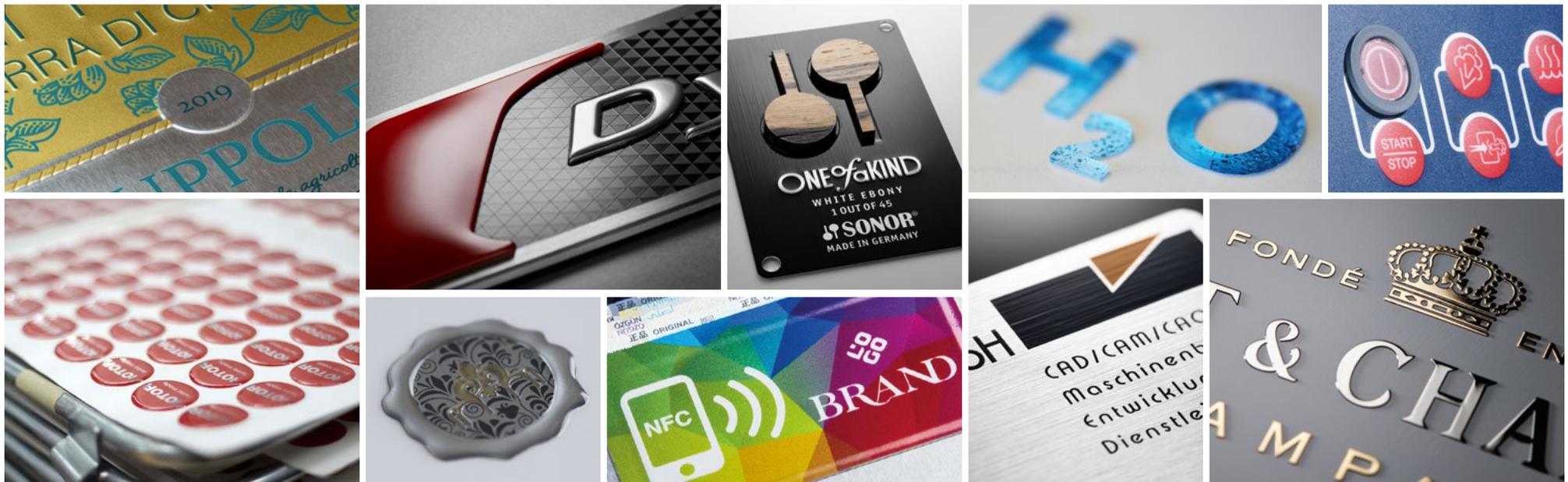
The labelling solutions of the RATHGEBER Group are custom and innovative and the products can be used in a wide variety of ways. They identify products and work processes in the form of brand logos, design elements or functional parts.

More than 50 production technologies – some of which can be combined with each other – make the Group unique in the industry throughout Europe. For example, the Group supports its customers in brand labelling and “making a mark”. Because a strong brand helps companies stand out from the competition. It conveys values and emotions and can create loyalty among consumers to a certain

product. Such brand messages are visually recognisable at first glance thanks to high-quality lettering, logos or emblems on the product and packaging. As such, they create the often decisive inducement to buy at the point of sale. The Group’s product portfolio also includes functional parts such as operating films, technical labelling such as warnings, warranty seals or type plates, as well as RFID or NFC transponders, for example for logistics or access control. The technically advanced solutions for surface-finished and multi-dimensional labelling not only meet the most stringent design requirements, but can also be equipped with helpful functions related to product protection and identification.

Furthermore, since 2010, the RATHGEBER Group has exclusively offered products that are carbon-neutral, including the materials used. This means that customers are not required to pay a surcharge for carbon neutrality, which is customary elsewhere in the industry.

Furthermore, every customer receives on request an individual CO₂ certificate for the products purchased from the RATHGEBER Group, thereby demonstrating their reduction of their own Corporate Carbon Footprint (CCF). This means RATHGEBER customers also benefit directly from the Group’s environmental commitment.



1.5 Business performance 2020/2021

The business performance from March 2020 onwards was significantly affected by the global Covid-19 pandemic. The RATHGEBER Group reacted by very quickly expanding work-from-home capabilities at many of its workplaces with state-of-the-art technical infrastructure. Processes are governed by a clear and consistently implemented hygiene concept. Due to the pandemic, short-time work was introduced in the lower double-digit percentage range; this measure was ended at the beginning of 2021.

The turnover rate is clearly below the industry average and the search for new trainees and employees continues. On account of their broad customer and industry portfolio, the companies of the RATHGEBER Group experienced less pronounced downturns in orders and revenue compared to other industries (see Figure 1).

The planning and implementation of investments continued, such as the photovoltaic system at the Mindelheim site, which was commissioned in autumn 2021.



The Group's revenue in 2021 exceeded 2020 total revenue by around 16 per cent. Positive growth is planned for 2022 with further new hires and investments.

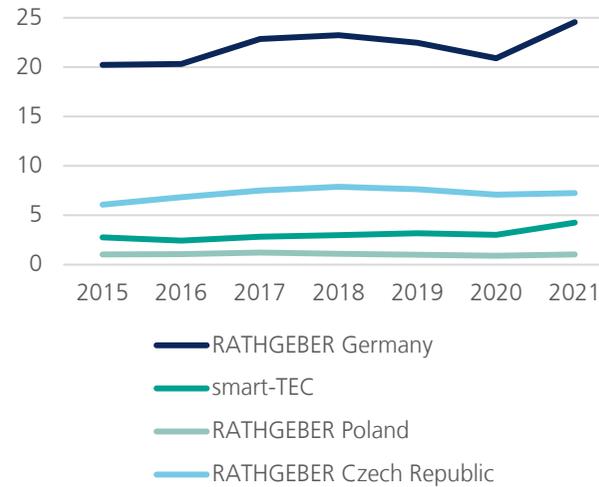


Figure 1: Revenue performance of RATHGEBER companies in million euros



02

HUMAN RESOURCES AND WORK CULTURE

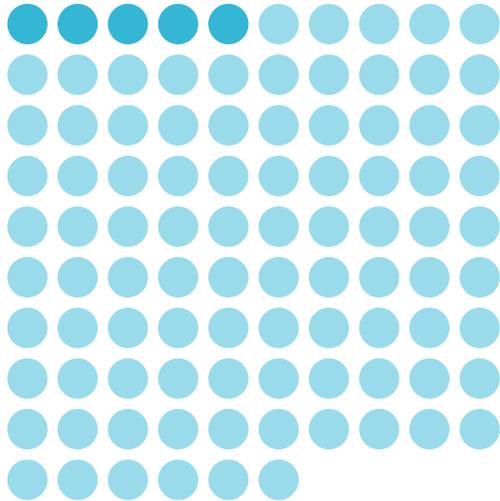




2.1 Facts

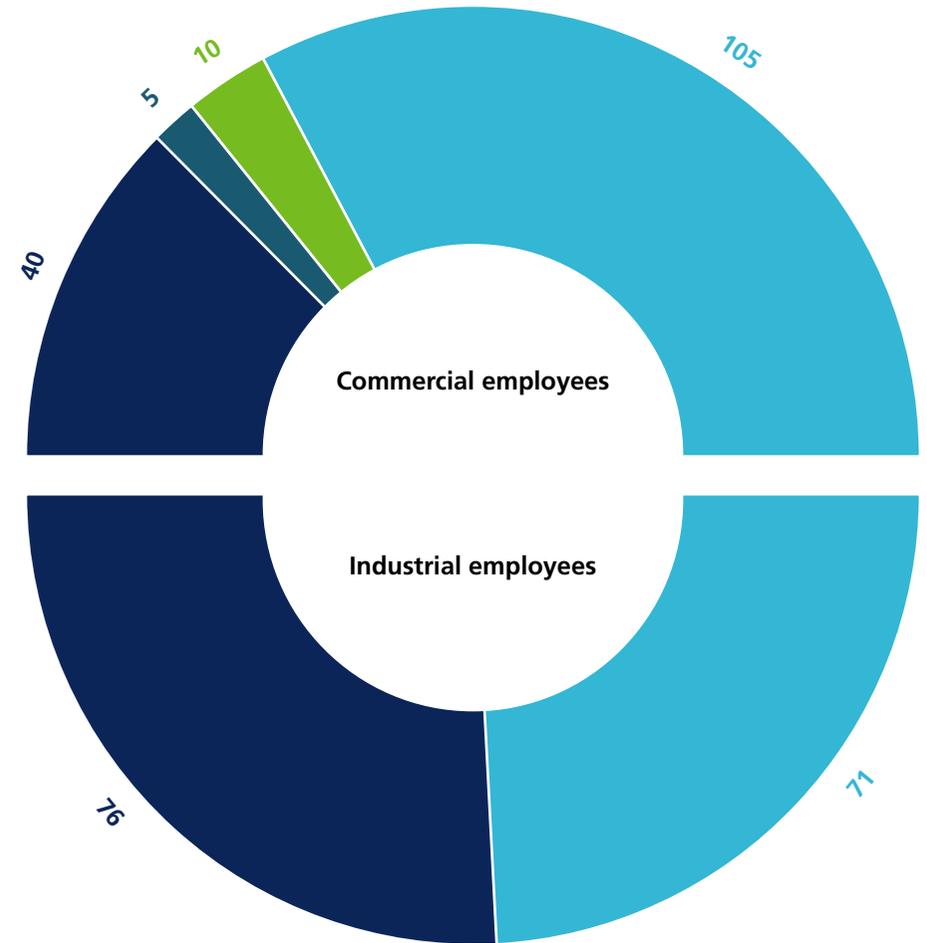
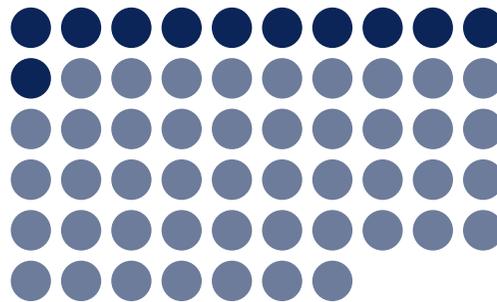
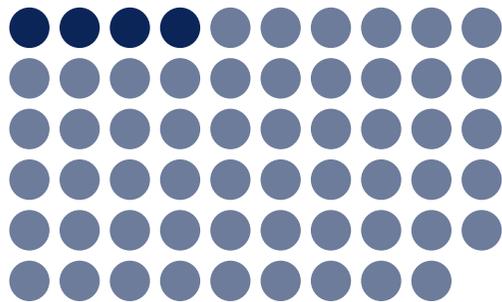
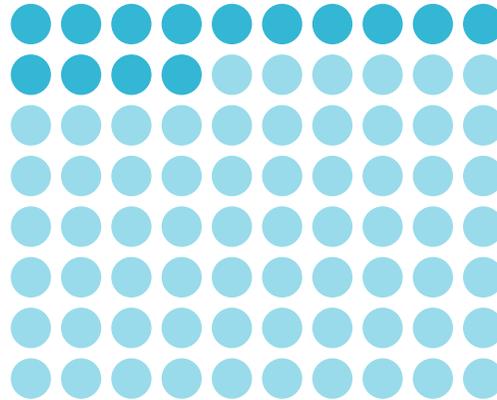
162 Women

9 in management positions



145 Men

36 in management positions



As of Dec. 21

RATHGEBER Germany

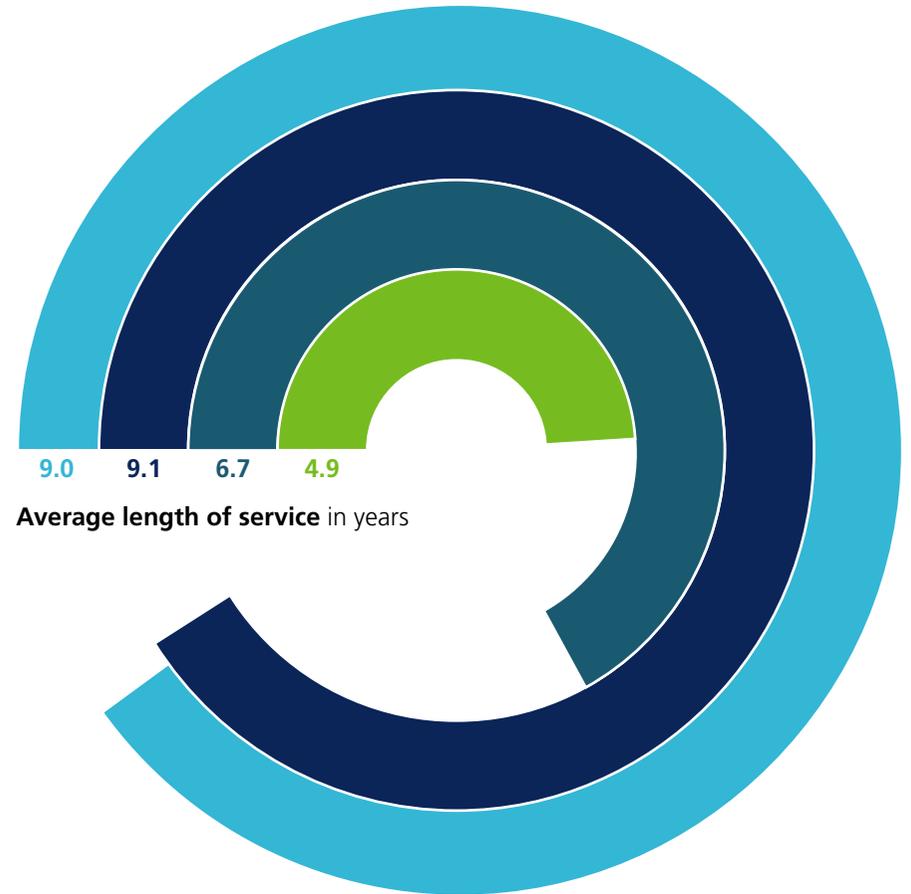
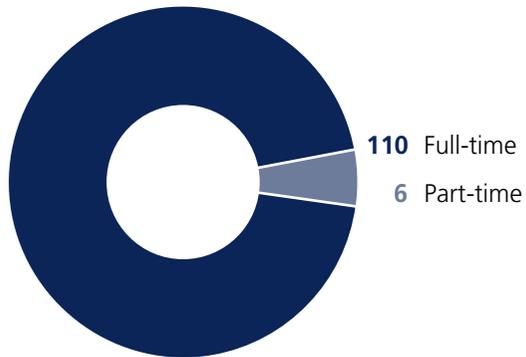
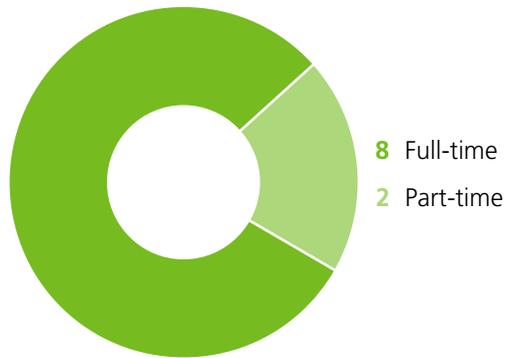
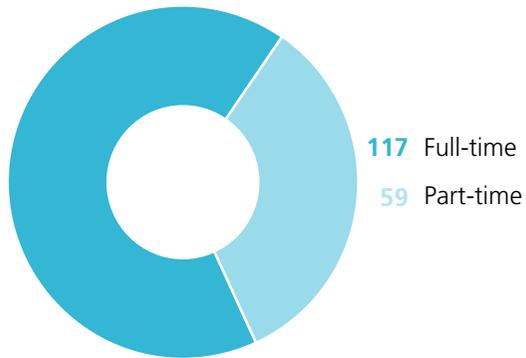
RATHGEBER Czech Rep.

RATHGEBER Poland

smart-TEC



Average age in years 42.1 39.6 43.2 41.2



Average length of service in years

As of Dec. 21





2.2 Mission statement for cooperation and leadership

In the period from May 2017 to June 2018, a mission statement for cooperation and leadership was developed in a joint process between the different sites. Building on the corporate values, the mission statement reflects the existing culture of joint work and provides a guiding framework for day-to-day conduct. At the same time, it is the aspiration for the development of day-to-day cooperation between colleagues within the team as well as across locations and countries.

The guiding principles are: solution orientation, transparency and dialogue, scope for decision-making and responsibility, inter-group collaboration, mindfulness and learning culture, and management responsibility.



2.3 Code of Conduct

Since the beginning of 2021, employees from all locations and companies have worked together to develop a Code of Conduct for the Group, which was introduced in Q4 of 2021 and expands on the mission statement and corporate values. It defines the framework to which employees of the RATHGEBER Group want to and must adhere in order to comply with legal and internal regulations. It sets binding standards of conduct for all employees, while at the same time serving as a guide for daily actions and cooperation, both internally and externally. In it can be found the mission statement for cooperation and leadership (→ 2.2 Mission statement for cooperation and leadership) and the corporate values – responsible, proactive, bold, appreciative, humorous, reliable, honest and proud – which have accompanied the RATHGEBER family for many years. At the same time, the Code of Conduct is intended to ensure trusting and productive cooperation with one another and with stakeholders, such as customers, suppliers, field service partners and others.

Code of Conduct of the RATHGEBER Group



2.4 Onboarding

A broad-based onboarding process for new employees supports the comprehensive and lasting integration of new colleagues into the Group and especially at the respective location. It is particularly important to the companies of the RATHGEBER Group that during the first weeks and months, new colleagues get to know not only a lot of factual and technical information, but also the way of working and the company culture.

The different modules can vary depending on the location: contact is maintained between the contract's signing and the new employee's starting work. New colleagues are often invited to parties or a welcome postcard is sent by their future team. On the first day of work, there is a welcome meeting with all the essential information about starting the new job; this information is also brought together in an onboarding area of the company's internal Intranet.

A detailed induction plan with personal get-to-know-you meetings in all teams with closer cooperation, as well as a colleague who acts as mentor provide support during the first few weeks in the company. Furthermore, training on specific RATHGEBER products and services, and other essential training and instruction take place during the first weeks and months. Visits to other locations to familiarise new employees with them are also planned.

The mission statement for cooperation and leadership and the Code of Conduct, which was added at the end of 2021, play a culturally vital role in the induction phase. Both provide important and essential orientation for cooperation in the Group and beyond.

The high degree of support from colleagues and personal contact with the respective manager or plant manager in medium-sized structures is the basis for the successful integration of new employees.

2.5 Occupational health management

Occupational safety

The RATHGEBER Group gives high priority to protecting the health of its employees. Therefore, all necessary training sessions on topics relevant to occupational safety, such as the handling of hazardous substances or in-house fire safety, take place at the required intervals or as warranted. Care is taken in the provision of personal protective equipment such as safety shoes, safety goggles or hearing protection, to ensure that they fit well and are comfortable to wear. For example, all employees at the German production site are given individually fitted hearing protection. As a consequence of all measures, RATHGEBER GmbH & Co. KG, smart-TEC GmbH & Co. KG and RATHGEBER, k.s. will be certified according to the [DIN EN ISO 45001](#) Occupational Health and Safety Management System from Q1 of 2022.

Promotion of health

Promoting the health of employees is firmly established within the Group. Various measures are used to encourage and support a balance to working life and keeping healthy. Water dispensers, a personal drinks bottle and a range of fruit complement personal nutrition at the German sites. As a balance to sedentary work, a weekly, now virtual, active break is offered with exercises to get moving and loosen up. The number of employees who cycle to work is steadily increasing thanks to the offer of leased bikes and the provision of a bike station and shower facilities (→ 3.6 CO₂ emissions and climate protection). Further measures to promote health are provided in the form of company physicians on site, as well as the rules on mobile working and flexible working hours (→ 2.9 Balance between work and private life), which contribute to personal time management of work and break phases. During the roll-out of DIN EN ISO 45001, all activities for the active and passive



protection of health were again pooled and firmly embedded in the process landscape at the German and Czech sites.



Figure 2: The bicycle stations round off the JobRad company bike offer at the German sites. In addition, water dispensers, a personal drinks bottle and a range of fruit complement personal nutrition.

2.6 Internal dialogue

Transparency and dialogue represent one of the core points of the company's internal mission statement for cooperation and leadership (→ 2.2 Mission statement for cooperation and leadership). Managers and management are equally accessible to everyone at any time – an open-door policy is routine.

There are many different formats for inter-departmental and/or intra-group coordination and information exchange. The management groups for each site are important periodic bodies; they also exchange information across sites or groups as needed.

Thanks to the rapid technical switch to a virtual communication and meeting tool during the Covid-19 lockdown period in 2020, some very good and efficient virtual formats for dialogue and information have emerged that are now developing well, especially across locations. Many participants took up the offer of an online "Meet and Greet" – a virtual coffee break. Some inter-site, face-to-face meetings have been replaced by virtual meetings, which has the positive effect of less travel. Overall, the virtual, online options have partly simplified internal communications and partly complement them very well. Blogs by the management inform all employees about the current business situation and how to deal with the current pandemic situation. In the spirit of transparency and dialogue, as well as the focus on solutions, feedback is always welcome. Since the end of 2017, the analogue 'idea box' has therefore been expanded to include an electronic dialogue platform that is open to employees throughout the entire Group for open or anonymous feedback and suggestions.

These are then discussed internally within the company and also published, along with the response. Naturally, first and foremost, supervisors and managers, as well as plant managers and the HR team are always available in person for discussions and for support.



2.7 Training, continuing education and internal development opportunities

Since the beginnings of the Group, the German RATHGEBER sites in Mindelheim and Oberhaching have been actively involved in what is known in Germany as the dual education approach. Every year, trainees start their apprenticeships in the professions of office management, industrial clerk, machine and plant operator, media technologist for printing and screen printing, specialist for warehouse logistics, media designer and industrial mechanic.



The structures of the mid-sized company mean that apprentices already have a firm place in the daily activities during their training and are a valuable part of the Group. The aim is to hire to a permanent position those skilled workers who have completed their training, if possible, and to continue their career and development together. Naturally, this is always dependent on the available and suitable positions at a given time.

Continuing education in the sense of on/off the job learning takes place in various formats depending on requirements, for example through internal collegial exchange or networks, or in seminars or workshops.

Due to the ongoing pandemic situation, many learning and continuing education formats are currently shifting towards shorter and virtual formats. In the near future, continuing education programmes will be adapted and expanded with this in mind.

Further qualification initiatives on the part of employees to become a technician, specialist or similar, which are related to their current position, are often supported proportionally in terms of time or financially at the German sites.

Due to the variety of deployment opportunities in production, both within a department and between departments, employees can expand their knowledge and skills in setting up and operating a variety of equipment and processes. The increased employability makes the daily workflow more diverse.

In order to achieve the broadest possible skills and competences, employees undergo continuous development, managed by means of a competence matrix.

Vacant positions are advertised both internally and externally. As a result, all employees have the opportunity to apply for open positions within the RATHGEBER Group and, if suitable, to move to a new job internally and develop further if necessary.

2.8 Diversity and social responsibility in practice

The RATHGEBER Group operates company units in three different countries, maintains international business relations and employs people from different nations and cultures. In the spirit of cooperative, intra-group teamwork, all employees bring different strengths and approaches to the work processes.

In line with its corporate social responsibility, RATHGEBER assigns suitable sub-stages of production to social institutions. The Mindelheim site, for example, has a long-standing cooperation with a workshop for people with disabilities.

2.9 Balance between work and private life

In the RATHGEBER Group, tools and regulations that foster the work-life balance are regularly developed and improved. These primarily include the comprehensive rules on mobile working and flexible working hours.

Both rules – where applicable – give a lot of leeway to balance private needs with professional activities, in addition to the necessary specifications for the completion of duties and legal regulations.

There are supplementary rules, depending on the requirements of the respective location. All of these measures go hand in hand with the continuous development of independent work within a trusting team culture.

Mobile working gives rise to a positive environmental effect on account of the reduction of commuter traffic and, consequently its CO₂ emissions. The emissions caused by mobile working are discussed in section → 3.6 CO₂ emissions and climate protection.

The German companies provide a monthly nursery allowance for employees' children in childcare facilities who are not of school age. If there are problems with childcare in urgent situations, a child can, on a case-by-case basis, come to the office (depending on the workplace).

As regards private emergencies or individual requirements, an attempt is always made to find an organisational solution. Another result of this, for example, is the possibility of bringing one's own dog into the office, provided all colleagues in the office agree.

For some years now in Germany, there has been the option of taking unpaid leave or a sabbatical. Depending on the employee's length of service, this can be for periods of between four weeks and a year. To date, in most cases it has been possible to compensate for the absence of a colleague within the respective team and to allow the requested sabbaticals.



2.10 Celebrations, activities and site visits

Intensive internal dialogue and intra-group cooperation emerge from good human and personal contacts.

Site visits and various celebrations and activities are an integral part of this, for example summer parties, Christmas or anniversary celebrations. Depending on the occasion, these celebrations also take place at other sites. Special events in recent years include the 70th anniversary celebrations of RATHGEBER Germany in Munich, which was attended by almost all Group employees, and the 25th anniversary celebration of RATHGEBER, k.s. at the Bystřice n. P. site.

An in-person meeting of all managers of the Group was held in 2018 and, like many other activities such as joint bike rides and more site visits, is set to be repeated in the coming years, as far as the pandemic situation allows.





03

ENVIRONMENT





3.1 Facts

- Offset of approx. 28,300 tonnes of CO₂ since 2009: equivalent to emissions of around 6,000 people (global average 2020)
- Commissioning of the photovoltaic systems: 2011 in Oberhaching (total output approx. 60 kWp) and 2021 in Mindelheim (total output 212 kWp)
- Oberhaching: generation of more than 60,000 kWh from solar energy in 2020
- Process cooling and air conditioning in Mindelheim: commissioning of the well cooling system in 1995 and modernisation and expansion in 2016
- Green electricity exclusively: Mindelheim since 2012
Oberhaching since mid-2014
Bystrice n. P. since 2020

3.2 Environmental action

The RATHGEBER Group is a pioneer in environmental action and climate change mitigation, as evidenced by its carbon neutrality since 2010 and its membership in the UN Global Compact since 2011. The carbon neutrality does not relate to just some areas of the Group, but to all companies and all products. Moreover, the environmental management system of the Czech and German sites has been certified annually since 1997, initially according to the EMAS Regulation, which was then replaced by DIN EN ISO 14001 in 2004. The careful use of all resources provided by the Earth is indispensable for the future of the Group and the generations to come.

The RATHGEBER Group is committed to using resources as carefully and sparingly as possible and has set itself the strategic target of optimising and cutting consumption. Consequently, in all new developments the Group gives due consideration to more sustainable materials and processes during the product development and design stages. Buildings and premises are also designed with resource conservation in mind. For example, a roof renovation was carried out at the Mindelheim site in 2018 and the energy-based refurbishment and modernisation of all windows in Oberhaching is planned for the beginning of 2022. The sustainability concept of the entire RATHGEBER Group is also reflected in everyday work in the office and in production. The general philosophy is to use reusable systems as much as possible throughout the Group, which is why, for example, all employees at the German sites are given their own stainless steel drinks bottle so that they can use the water dispensers sustainably. Other measures, such as the expansion of digitalisation, a business account at a bank that is committed to sustainability, or the purchase of green electricity and gas, are explained in more detail below.

Sustainable banking

RATHGEBER GmbH & Co. KG has had a business account with GLS Bank since March 2021. The bank supports a number of sustainable projects around the topics of education, energy and housing. Customers are given the opportunity to make a further contribution to sustainability by settling their invoices through this account. The proposal was well received from the outset, which is why smart-TEC will also offer a GLS account to receive payments into from the beginning of 2022.



3.3 More sustainable materials and production

The RATHGEBER Group is always on the lookout for environmentally friendly and socially compatible materials due to its close relationship with suppliers. Cooperation, supplier development and supplier surveys are seen as an opportunity to become even more sustainable. As the compensation of purchased raw materials currently accounts for by far the largest share of the Group's CCF, the Group seeks to continuously improve in this area. Furthermore, a Supplier Code of Conduct is currently being drafted in order to communicate to suppliers the values and rules to which the RATHGEBER Group is committed and to call for their compliance.

Plant efficiency at the production sites and the use of environmentally friendly packaging materials are also being constantly promoted. More details are given below. At the Mindelheim site, for example, a state-of-the-art cutting laser was put into operation in autumn 2021, which enables even more efficiency in terms of materials compared to conventional punching technology through digital cutting and free nesting.

① Nesting: Optimised arrangement of parts to be cut to minimise consumption of raw materials.

More sustainable packaging to improve the carbon footprint

Packaging in the Group is of course designed to ensure that products reach the customer in perfect condition. The Group sees great potential for becoming even more sustainable in this area. That is why a project was launched in cooperation with the Munich University of Applied Sciences from April 2021, with the aim of reducing the proportion of plastic used in packaging and/or improving its carbon footprint. The project focused on the analysis of packaging that accounts for the largest share in terms



of volume at both production sites, for example flat and pressure lock bags and bubble wrap. As the most sustainable packaging solutions are to become standard in the RATHGEBER Group, the previous packaging will be gradually converted at all production sites. The plan is for the majority of the conversion to be completed by the end of 2022, depending on current stock levels and how successful the practical trials of the more sustainable alternatives are.

Green Label products

The RATHGEBER Group has been working hard on a Green Label product line since 2020 in order to be able to offer customers more environmentally friendly alternative products. Moreover, the Group aims to show customers the exact CO₂ emissions of its products in much more detail in future than has been possible to date, to make it possible to offset them even better. Prior to the introduction of a Green Label product, numerous potentially suitable materials are evaluated based on the requirements of the RATHGEBER Group. Furthermore, all employees naturally have the opportunity to get involved with questions, suggestions or their own assessments.

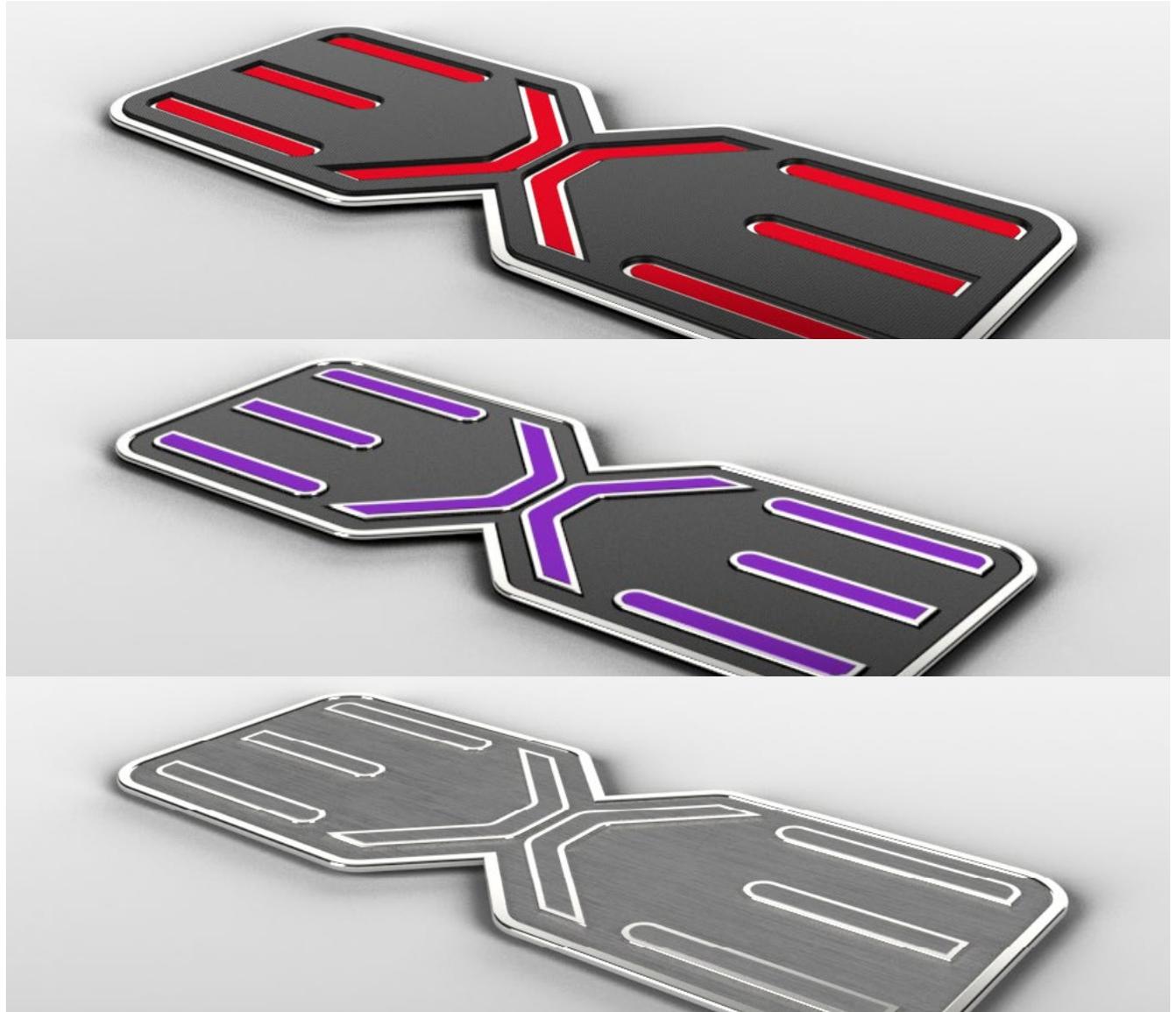
The first more sustainable alternative is a polypropylene (PP) film, which has been offered since March 2021. The PP material has a higher recycling rate than comparable products, which significantly extends its life cycle. One of the uses for the film was spice labels, as can be seen on the right. Another example of a Green Label product is the first ones made of cork.





Conservation of resources through digitalisation

In addition to the introduction or expansion of sustainable materials, resource savings are often possible through the digitalisation of processes. In order to ensure that the digital infrastructure can be operated as sustainably as possible, the secondary energy consumption of purchased services from the data centre is covered exclusively with green electricity. In other words, there are no emissions whatsoever. As an example of efforts to save resources, in Mindelheim production-related paper documents are increasingly being generated in digital format from mid-May 2021. The same measure will begin at the Czech site in 2022. Furthermore, a Document Management System (DMS) has been established in the entire Group since 2020, through which all documents are stored and found digitally. During the pandemic, meetings between and within the sites were conducted digitally. A positive side effect from this is a significant reduction in emissions due to the elimination of national and international travel. Now and in future, digital forms of corporate communication will make a significant contribution to reducing emissions caused by travel. With regard to RATHGEBER products, customers are also offered a 3D visualisation (as can be seen on the right) to allow them to test different materials, embossing or colour variants before the products are made.





3.4 Technology and sustainability at smart-TEC

The company smart-TEC specialises in RFID and NFC technology and has been a member of the RATHGEBER Group for over 20 years. Like all companies in the Group, smart-TEC has been carbon neutral since 2010. Besides the strict requirements such as durability, weather and temperature resistance and the individuality of all products manufactured in the Group, smart-TEC also has its own aspiration for greater sustainability in the products and solutions it sells. Among other things, smart-TEC develops durable and reusable RFID and NFC transponders alongside customers; these can often be used for several decades on a wide variety of products. High priority is given to the development of sustainable, environmentally friendly and recyclable materials for the manufacture of custom RFID and NFC transponders. RFID and NFC technology is primarily used to make processes in companies quicker, safer, cheaper and more traceable. But in many cases this technology also helps companies achieve their own sustainability goals. Consequently, some of the completed projects have been examined with regard to this aspect. Two of them are presented below.

Sustainability & RFID

-  *RFID: Contactless exchange of data between an RFID transponder and an RFID read/write device. The latter builds up an (electro) magnetic field that supplies the passive RFID transponder with energy and enables the exchange of data.*
-  *NFC: Contactless transfer of data that uses RFID technology. Compared to RFID, only small transfer ranges of around five to ten centimetres are possible.*

Refillable cups with NFC technology

One of the projects with a sustainability effect relates to glasses and cups with integrated NFC technology, which are particularly appealing for large events. The smart drinking vessel simply has to be held up to the NFC reader of a self-service tap to be refilled contactlessly and without cash. This works until the sum of money previously loaded is used up, saving water and electricity as a result of less washing. At the Wacken Open Air music festival, more than 70,000 visitors were able to use the smart refillable cups.



Smart waste management

Thanks to an NFC tag attached to their bins, citizens can actively request their emptying as soon as they are full. This allows routes to be planned according to demand, which in turn cuts down on CO₂. In addition, it now becomes possible to identify the amounts of waste produced, meaning that citizens who produce less waste also pay lower fees. The NFC tags are robust, durable and long-lasting. Smart waste management is already being successfully implemented in the Czech city of Kolín.

Smart waste management





3.5 Use of resources

Certification to DIN EN ISO 14001 makes it mandatory to keep track of factors relevant to the environment. The available environmental data and the key performance indicators developed from them are continuously monitored, evaluated and, if necessary, measures are derived from this data to improve them. Data and key performance indicators are recorded for recyclable materials and waste, water and wastewater, as well as electricity and gas or district heating, depending on the site. The Wrocław site is not certified according to DIN EN ISO 14001 on account of its small size (number of employees, no production) and only electricity consumption is included without a key performance indicator (KPIs). Specific key performance indicators have been established for the other sites.

3.5.1 Energy

Electricity

The RATHGEBER Group uses renewable energies wherever possible. Photovoltaic systems have already been installed at two sites: in Oberhaching, the system with a total output of 60.06 kWp has been in operation since May 2011 and a high-performance electricity storage unit (capacity 40.5 kWh) was added in 2021 (see Figure 4). The solar electricity the system generates, the site's own consumption and the quantities fed into the grid are shown in Figure 3 for the years 2018 to 2020. During these years, own-consumption of the generated solar electricity accounted for 36 to 41 per cent. From January to July 2021, the proportion of own-supply in total consumption increased to 72 per cent due to the new electricity storage unit. The high degree of self-sufficiency of the photovoltaic systems allows the Oberhaching site to achieve a completely self-sufficient power supply on sunny days and still feed surplus electricity into the grid.

The photovoltaic system in Mindelheim has been in use since Q4 of 2021 and has an output of 212 kWp. A photovoltaic system is currently being planned for the building at the Czech site and is set to be installed in 2022.

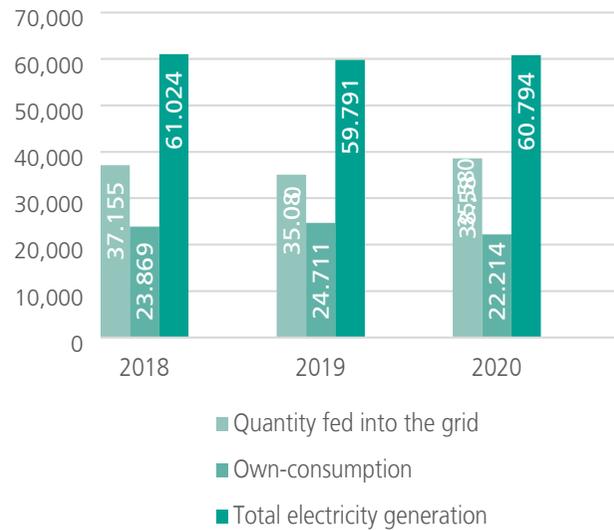


Figure 3: Solar power generation at the Oberhaching site in kWh

In Mindelheim and Bystřice n. P., the KPIs are viewed alongside the productive hours. In Oberhaching they are viewed according to the revenue of RATHGEBER Germany.

| Mindelheim | Oberhaching | Bystřice n. P. |
|----------------------------------------------|--------------------------------------------------------------|----------------------------------------------|
| Annual consumption [kWh] Productive hours | Annual consumption [kWh] Revenue Germany in million euros | Annual consumption [kWh] Productive hours |

Table 1: Calculation of electricity KPIs by site

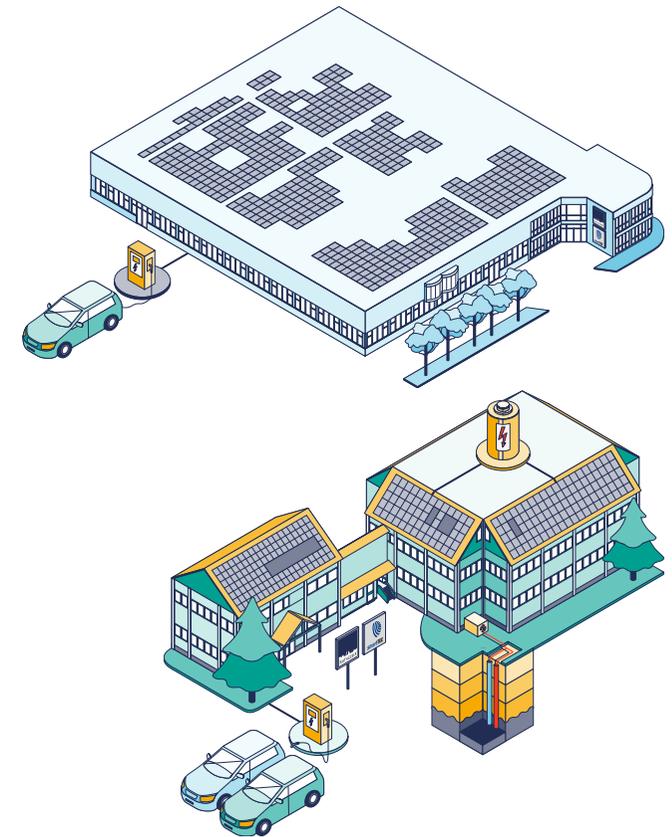


Figure 4: The recently commissioned photovoltaic system at the Mindelheim site and the photovoltaic system with electricity storage unit at the Oberhaching site. In addition, carbon-neutral geothermal energy has been in use at the Oberhaching site for many years.



The KPI in Mindelheim has risen steadily over the three years (see Figure 5). The rise from 2019 to 2020 of about five per cent can be attributed to the Covid-19 pandemic and the short-time work introduced as a result, as there is a fixed level of electricity consumption at the site even with lower production output.

In Oberhaching, the KPI remained at a similar level. At the Czech site, electricity consumption per productive hour increased only slightly from 2018 to 2019. The larger difference in 2020 is due to essential improvements to the ventilation and the humidification system and a resulting increase in electricity consumption.

The Czech and German sites purchase green electricity; the same is planned in Wrocław as soon as the opportunity arises. In addition, motion and presence detectors have already been installed wherever expedient. Generally, LED lighting is being steadily rolled out in the Group.

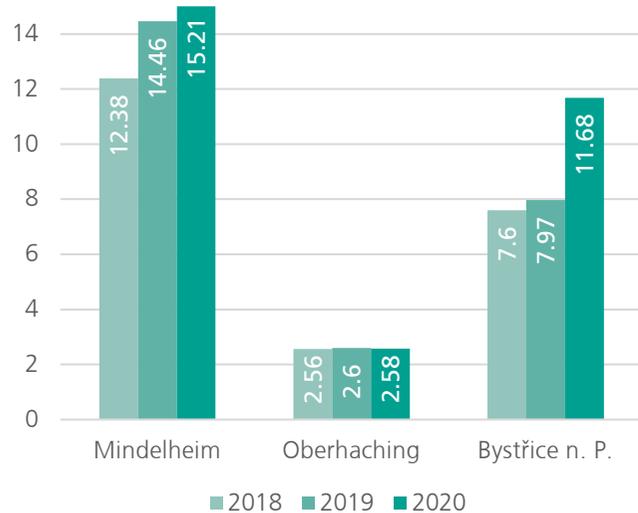


Figure 5: Actual figures for electricity KPIs by site

Investments were made at both production plants several years ago in the most modern, low-resource plant technology for screen exposure, screen cleaning and screen decoating.

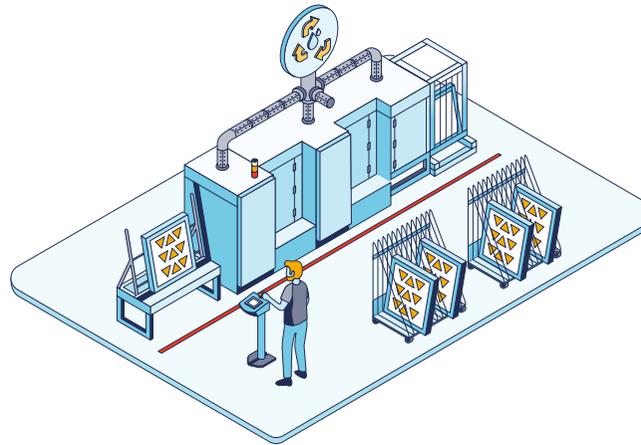


Figure 6: The low-resource plant for screen exposure, cleaning and decoating at the Mindelheim site.

Further savings will arise at the Mindelheim site thanks to the efficient curing oven with control electronics purchased new in 2018 and the system for the ROYALPLAST® product line installed in May 2021, which will reduce the average daily consumption to a fraction of previous levels.

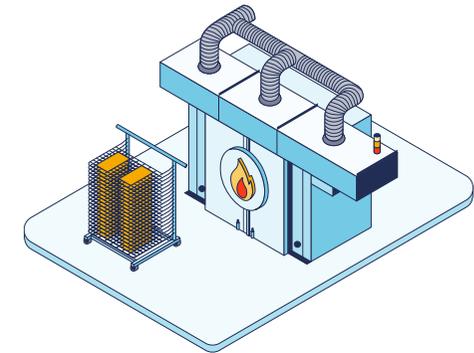


Figure 7: The curing oven commissioned in Mindelheim a few years ago is significantly more efficient and can be controlled according to demand.



Gas and district heating

At the Wroclaw site, heating requirements are covered by electricity and therefore neither gas nor district heating is used. At the Mindelheim site, eco-gas is purchased and the Bystřice n. P., its availability is awaited. The Czech gas KPI increased slightly over the years, which can be attributed to the improved ventilation and humidification system. In Mindelheim, there were significant increases in both years, which could be due to the outside temperatures as well as the larger workforce.

The Oberhaching site has been using carbon-neutral geothermal energy since August 2014, which is why the figures refer to district heating and not gas. District heating is used for heating and hot water, which may be affected by outside temperatures and the number of employees.

| Mindelheim | Oberhaching | Bystřice n. P. |
|-------------------------------------------------------------------------------|------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|
| $\frac{\text{Annual consumption [kWh]}}{\text{Internal revenue [€ million]}}$ | $\frac{\text{Annual consumption [kWh]}}{\text{Revenue Germany [€ million]}}$ | $\frac{\text{Annual consumption [kWh]}}{\text{Revenue Bystřice n. P. [€ million]}}$ |

Table 2: Calculation of gas and district heating KPIs by site

In 2018, the site purchased around 293 MWh, in the following year around 267 MWh and 276 MWh in 2020. In 2020, this saved just under 80,000 kg of CO₂. No specific reasons were found for the lower district heating figure in 2019.

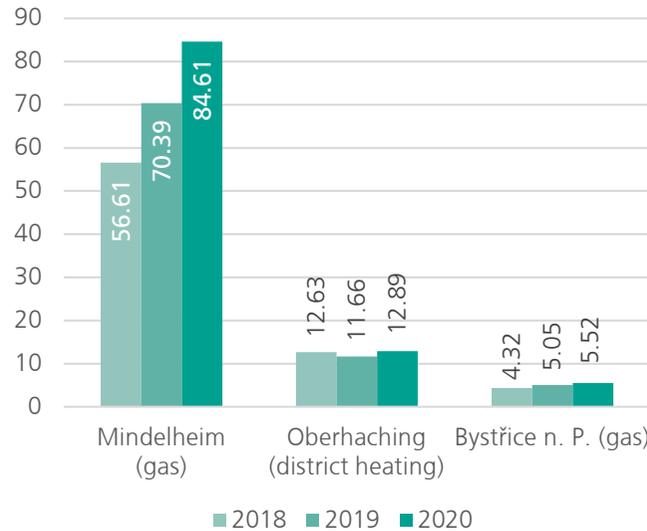


Figure 8: Actual figures for gas and district heating KPIs by site

3.5.2 Water and wastewater

Data on fresh water and wastewater are collected on the basis of volumes at the Czech and German sites. In Mindelheim, risk monitoring is an official requirement.

| Mindelheim | Oberhaching | Bystřice n. P. |
|--------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------|--------------------------------------------------------------------------------|
| $\frac{\text{Annual consumption [m}^3\text{]}}{\text{Internal revenue [€ million]}}$ | $\frac{\text{Annual consumption [m}^3\text{]}}{\text{Revenue Germany [€ million]}}$ | $\frac{\text{Annual consumption [m}^3\text{]}}{\text{Revenue BY [€ million]}}$ |

Table 3: Calculation of water and wastewater KPIs by site

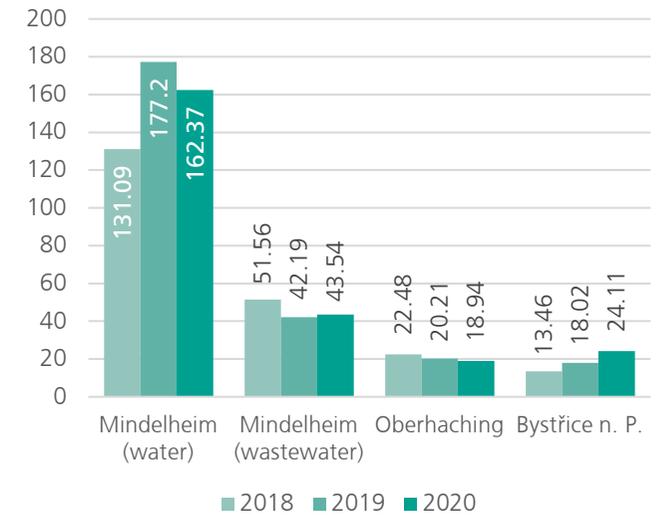


Figure 9: Actual figures for water and wastewater KPIs by site

In addition, a wastewater report is prepared each year and submitted to the responsible authorities. Since there is no production in Oberhaching, only office space, the amount of water used corresponds to the amount of wastewater. Also in Bystřice n. P., there is no separate wastewater KPI, since for contractual reasons no distinction is made between the water and wastewater quantities. For Mindelheim, the same KPI is used for wastewater and water, the values of which differ due to the production that happens there and correspondingly different quantities. In Mindelheim, the elevated KPI for annual water consumption was caused by large-scale projects. These required an increased use of the washing facilities, which since 2011 have had a closed circuit for filtration and reduction of wastewater. The wastewater KPI, on the other hand, is significantly lower compared to 2018, which is due to the slightly lower sales since 2018.



In Oberhaching, the figures have fallen slightly over the years; the drop in 2020 is explained by the Covid-19 pandemic.

In Bystřice n. P. the KPI has risen steadily over the years, which, like the electricity KPI, is related to the replaced systems for ventilation and humidification.

Efficient well cooling

The Mindelheim production site has had a well cooling system in place since 1995. This was modernised and expanded in 2016. The smart control system enables extremely precise adjustment and risk monitoring. This is a complex and efficient distribution system in which a heat exchanger is fed by well water, which then seeps away as groundwater. The 5,000-litre, fully insulated buffer tank feeds the entire cooling network in the building, providing extremely efficient cooling.

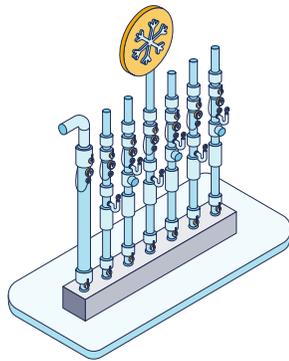


Figure 10: The well cooling system at the Mindelheim site.

3.5.3 Waste and recyclable materials

The Group pays careful attention to separating materials as efficiently as possible in order to ensure high-quality reuse and recycling. Waste volumes are recorded at all sites except Wrocław.

The proportions of recyclable and non-recyclable waste are calculated at the German sites and, from 2022, also at the Bystřice n. P. site. The proportions for Mindelheim and Oberhaching for the reporting date 31 December 2021 are presented below.

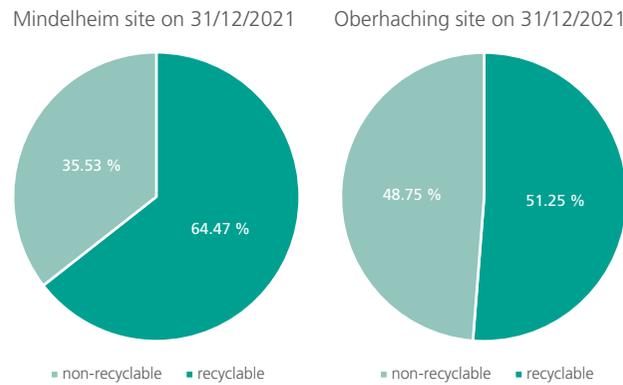


Figure 11: Relative quantities of recyclable and non-recyclable waste at the Mindelheim and Oberhaching sites

As of this date, a total of just under 55 tonnes of waste had been generated in Mindelheim. The recyclable materials there include paper and cardboard, metals (aluminium, steel, copper) and waste wood.

Oberhaching recorded around 4.6 tonnes of waste and recyclable materials, for example mixed packaging as well as paper and cardboard. In general, care is taken to reuse intact packaging materials in order to extend their life cycle.

At the German sites there are KPIs for non-recyclable waste and for the Czech site a KPI for the total amount of waste.

| Mindelheim | Oberhaching | Bystřice n. P. |
|-----------------------------------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------|
| Annual total non-recyclable waste [t] Internal revenue [€ million] | Annual total non-recyclable waste [t] Revenue Germany [€ million] | Annual total non-recyclable waste [t] Revenue Bystřice n. P. [€ million] |

Table 4: Calculation of non-recyclable waste KPIs by site

In Mindelheim, the figures for 2018 and 2020 are higher than for 2019. In 2020, for example, this was due to one-off effects such as conversions, as well as the disposal of old stocks of process and operating materials or inventory. In Oberhaching and Bystřice n. P. there are no noticeable deviations in the years shown.

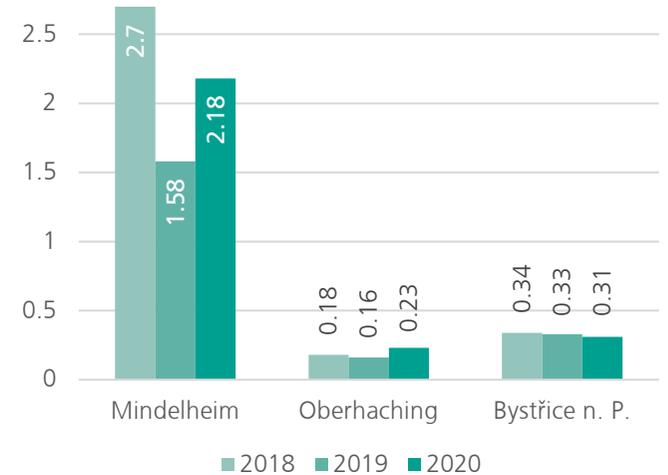


Figure 12: Actual figures for non-recyclable waste KPIs by site

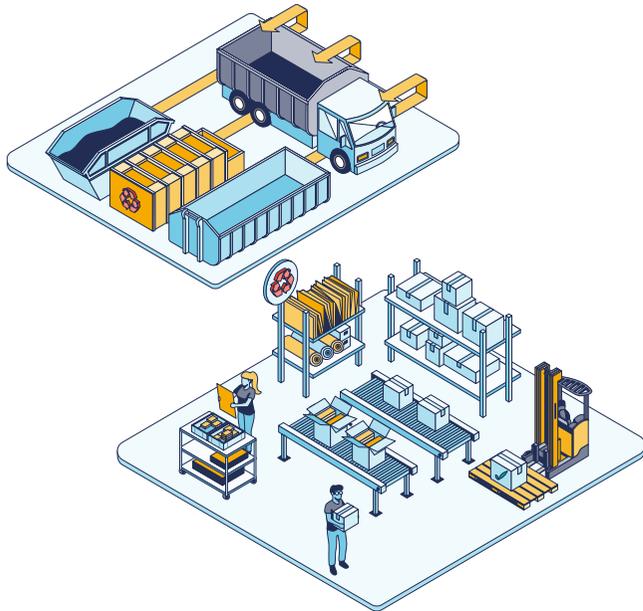


Figure 13: Attention is paid at the sites to separating materials as efficiently as possible and reusing intact packaging materials.



3.5.4 Hazardous substances

All hazardous substances used in the RATHGEBER Group are listed in a hazardous substances register together with the corresponding water hazard class, the hazard potential according to the GHS classification, the storage quantities and locations, as well as the H and P phrases (hazard statements and precautionary statements). They are examined with regard to ecotoxicology, occupational safety and recyclability and, if possible, substituted by less hazardous substances. In addition, no materials on the SVHC list are used in order to protect people and the environment from risks. If a substance in use is added to the SVHC list, a suitable substitute is sought immediately. In general, every new substance is thoroughly checked before it is used in production and is subject to an approval procedure.



① GHS classification: Globally Harmonised System of Classification and Labelling of Chemicals of the United Nations



3.6 CO₂ emissions and climate protection

Climate protection is a matter close to the heart of the RATHGEBER Group. This also benefits customers in the form of carbon-neutral products at no extra charge and CO₂* certificates for purchased goods. Unavoidable emissions are voluntarily offset through the purchase of official certificates and the promotion of climate change mitigation projects, which are presented below. However, the Group always aims to further reduce emissions that arise. Figure 16 shows the CO₂ emissions of the RATHGEBER Group incurred and offset over the last ten years. It should be noted that some of the calculation bases have been adjusted and new emission sources have been added in order to be able to calculate and offset the emissions as accurately as possible and according to the latest state of research.

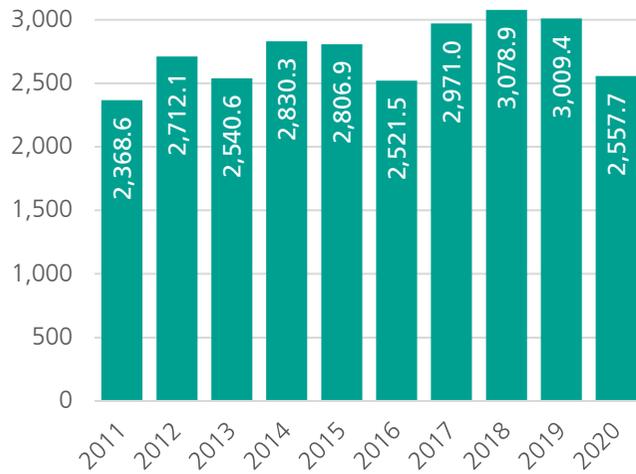


Figure 14: Offset CO₂ emissions over the last ten years in tonnes

The CCF is an important component of the climate strategy, which is why the Group has been cooperating with the experts from ClimatePartner since 2009.

All CO₂ emissions are recorded according to the three Scopes specified by the Green House Gas Protocol, and then offset.

In order to calculate emissions, all RATHGEBER Group sites submit the required data to ClimatePartner each year. The following figure shows all emission sources of the Group in 2020.

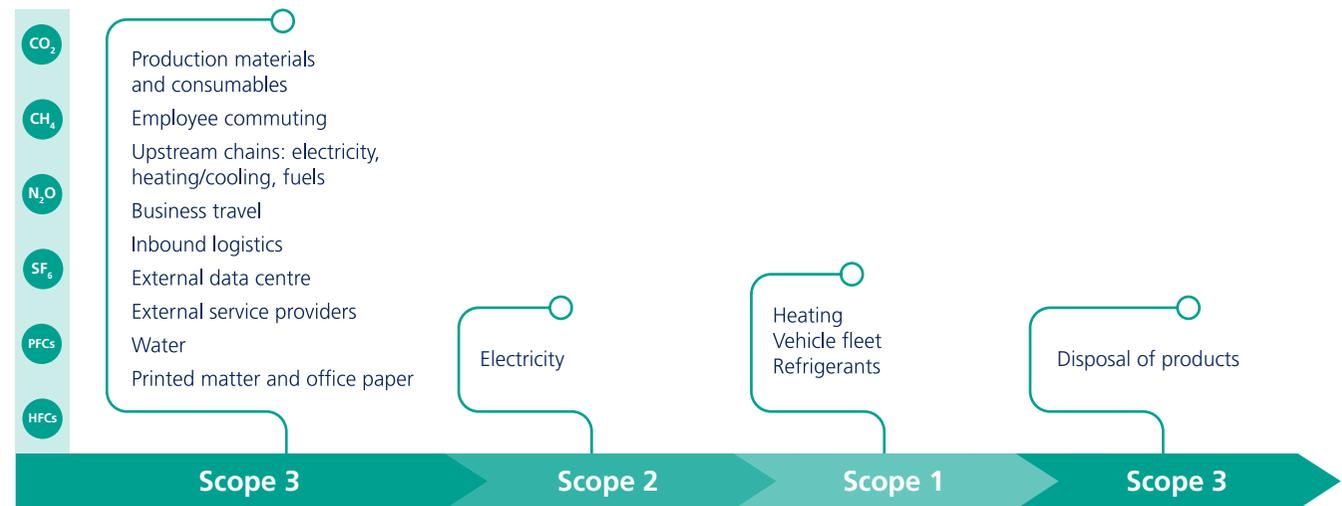
Scope 1 includes all direct CO₂ emissions, i.e. the company's own vehicle fleet, heat and refrigerants. Indirect emissions are shown in Scope 2 and 3: In Scope 2, only emissions from electricity were recorded in the years 2018 to 2020. Scope 3 collects all external (upstream or downstream in the value chain) CO₂ emissions, which include emissions from production materials and consumables,

employee travel and external service providers. In the RATHGEBER Group, only the disposal of products, which was included in the CCF from 2020, is included here under downstream emissions.

For the 2021 CCF, the new emission source "home office" will be included in order to reflect the emissions incurred by employees' working from home.

Partner in Climate Protection certificate

**Note: For better readability, the term CO₂ is used for CO₂ equivalents. The greenhouse gases that are relevant for calculating emissions according to the Kyoto Protocol are shown in the figure below.*





Carbon footprint

The results of the CCFs prepared by ClimatePartner from 2018 to 2020 are presented subsequently. This includes the CO₂ emissions of the RATHGEBER Group and the individual sites (see Figure 17) as well as the shares of the three Scopes (see Table 5).

In addition, all direct and indirect emission sources are listed and reasons for significant deviations from the previous year's values are given.

Overall, the RATHGEBER Group's CO₂ emissions fell by over 16 per cent from 2018 to 2020, attributable to all sites, with emissions at Oberhaching (-43 per cent) and Bystřice n. P. (-23 per cent) seeing the greatest percentage reductions. Mindelheim and the Czech site generally have higher CO₂ emissions than the other two sales and administration sites due to their production activities. The Polish site, due to its small size, has been below 30 tonnes of CO₂ per year over the past three years.

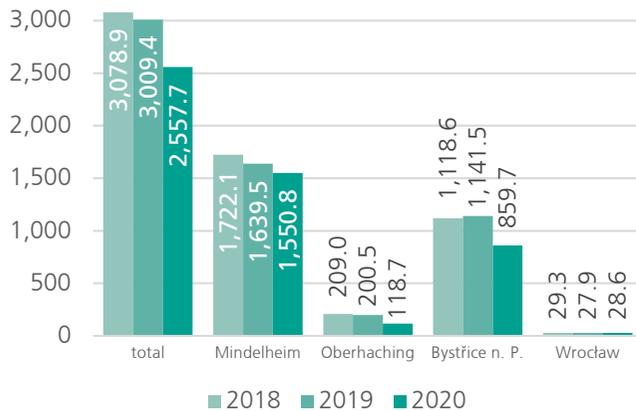


Figure 15: CO₂ emissions total and by site

The individual emission sources for 2020 are examined in more detail below and significant deviations from previous years are explained.

Scope 1

Share of total emissions increased by approximately two per cent compared to 2018.

Heat: Calculated using primary data of heating energy consumption; no emissions in Mindelheim due to purchase of green gas and in Oberhaching due to coverage of heating demand by geothermal energy

Vehicle fleet: Calculation via fuel consumption or kilometres driven per vehicle class; reduction due to Covid-19 pandemic (work from home and reduced travel)

Refrigerants: Calculations through fill quantities of refrigerants, small share of CCF of around two per cent

Scope 2

Share of total emissions is just under 0.3 per cent; only associated emission source: electricity

Electricity: Sharp reduction compared to previous year due to purchase of green electricity in Bystřice n. P. from January 2020; also green electricity at the Mindelheim (since 2012) and Oberhaching (since mid-2014) sites; waiting for the possibility to purchase green electricity in Wrocław; in Oberhaching, purchase of district heating as well as production and own-consumption of solar electricity; share of self-generated photovoltaic electricity in total consumption in the months of January to July 2021 was 72 per cent (50 per cent from photovoltaic system, 22 per cent from newly installed electricity storage unit)

Scope 3

Largest share of the three scopes (2020: almost 88 per cent);

reduction in 2020 partly due to pandemic-related reduction in emissions from production materials and consumables, employee commuting and business travel

Production materials and consumables: Largest source of emissions in the 2020 CCF; based on the 100 most purchased raw materials; from 2018, steady reduction through reduced purchase of raw materials (smaller deviations also possible due to adjustments to emission factors by ClimatePartner), no emissions in Oberhaching and Wrocław as no production sites

Employee commuting: Based on annually recorded data from employees (survey with questions on means of transport and length of commute); increase in 2018 to 2019 mainly due to adjusted emission factor; reduction in 2020 due to Covid-19 pandemic and expansion of work from home (especially Oberhaching)

Upstream chains: Electricity upstream chain, heating/cooling upstream chain and fuels upstream chain include emissions generated indirectly by RATHGEBER Group and include emission sources from Scope 1 and 2; electricity upstream chain: significant reduction from 2019 to 2020 mainly due to massive reduction in electricity (see Scope 2); heating/cooling upstream chain: reduction from 2018 to 2019, as no emissions from refrigerants (Scope 1); fuels upstream chain: based on fuel consumption or distance travelled by vehicle fleet, in each case offset with emission factor; reduction in part due to Covid-19 pandemic



Disposal (products): Emissions source since 2020 to include end-of-life; calculation of emission factors by ClimatePartner using assumptions made by European waste statistics (e.g. transport to disposal equals 25 kilometres); emissions in 2020: 62.5 tonnes

Business travel: Based on travel by public transport, rental and private vehicles, and air travel; high emissions in 2019 due to travel to suppliers to conduct audits; significant reduction in 2020 due to Covid-19 pandemic (in-person audit replaced by six-monthly video conferences)

Inbound logistics: Based on transport of sourced production materials and consumables; lower emissions due to steady, small reduction in sourced material volumes

External data centres: Solely for Oberhaching site; since the beginning of 2020, purchase of green electricity at the data centre site, consequently significant reduction of emissions

External service providers: Sharp increase in 2020 due to more frequent travel by the provider for professional and protective clothing

Water: Emissions steady from 2018 to 2020

Printed matter and office paper: Generally low emissions, as Mindelheim, Oberhaching and Bystřice n. P. sites exclusively use carbon-neutral copier and printer paper; increase in 2020 due to marketing materials purchased into stock

| | 2018 | 2019 | 2020 |
|--------------------------------------------------------------|---------------------|---------------------|---------------------|
| SCOPE 1 | 296.6 (9.63 %) | 305.7 (10.16 %) | 306.1 (11.97 %) |
| Heat | 173.9 | 196.4 | 203.3 |
| Vehicle fleet | 66.9 | 57.5 | 40.5 |
| Refrigerants | 55.8 | 51.9 | 62.3 |
| SCOPE 2 | 311.7 (10.13 %) | 330.5 (10.98 %) | 7.1 (0.28 %) |
| Electricity | 311.7 | 330.5 | 7.1 |
| SCOPE 3 | 2470.6 (80.24 %) | 2373.2 (78.86 %) | 2244.5 (87.75 %) |
| Production materials and consumables | 1828.9 | 1648.3 | 1556.0 |
| Employee commuting | 364.8 | 441.2 | 406.4 |
| Upstream chain electricity | 105.3 | 111.2 | 75.1 |
| Upstream chain heating/cooling | 84.4 | 72.7 | 76.4 |
| Upstream chain fuel | 8.3 | 7.1 | 5.2 |
| Disposal (products) | - | - | 62.6 |
| Business travel (flights, rail, rental and private vehicles) | 36.2 | 51.4 | 16.8 |
| Inbound logistics | 21.4 | 18.2 | 15.8 |
| External data centre | 12.7 | 12.7 | 1.3 |
| External service providers | 4.3 | 5.5 | 23.0 |
| Water | 3.6 | 4.6 | 4.8 |
| Printed matter and office paper | 0.8 | 0.3 | 1.1 |

Table 5: CO₂ emissions of the RATHGEBER Group by emission sources of Scopes 1, 2 and 3 for 2018 to 2020 in tonnes

In order to better track the development of CO₂ emissions of the RATHGEBER Group and the individual sites, emissions are also calculated per employee. Reductions were achieved in all the years shown, with one exception at the Czech and Polish sites.

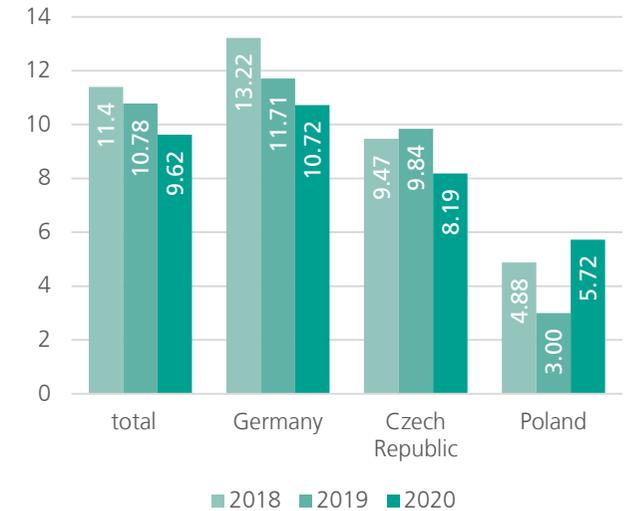


Figure 16: CO₂ emissions per employee of the RATHGEBER Group and countries (excluding home workers and trainees) for 2018 to 2020 in tonnes

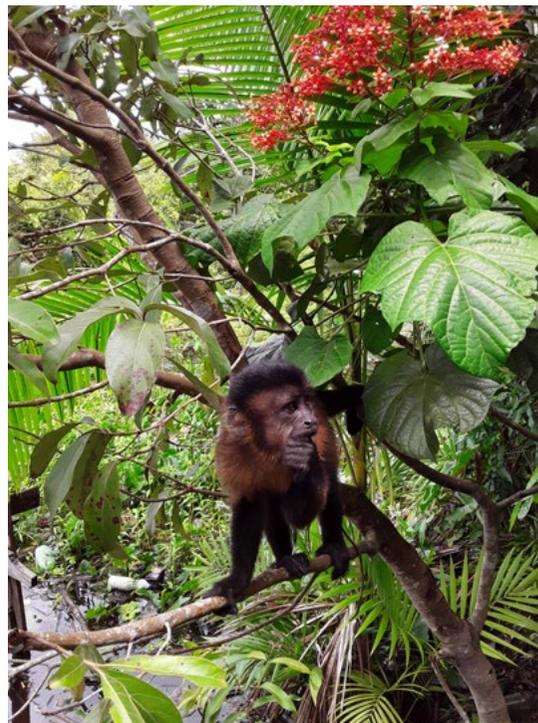


Supported climate change mitigation projects

The projects supported by the RATHGEBER Group for the voluntary offsetting of CO₂ emissions are chosen by employees. A nationwide project in Uganda for the distribution of energy-efficient cooking stoves, which significantly reduce the consumption of firewood and thereby counteract the massive decline of Ugandan forests, was funded up to 2020.

Since the beginning of 2021, support has focused on a forest conservation project near Portel, Brazil. The aim of the project is to secure land rights to unused areas for indigenous peoples of the Amazon and to legitimise their use. Firstly, this protects the forest areas from being cleared and converted into environmentally harmful monocultures or pastureland. Secondly, local people are supported in setting up smallholdings, for example for the cultivation of cocoa or black pepper, in order to create a livelihood for themselves. In the first seven months of RATHGEBER funding, seven families were granted land rights, protecting around 500 hectares of forest (source: ClimatePartner).

Information about the Brazil project



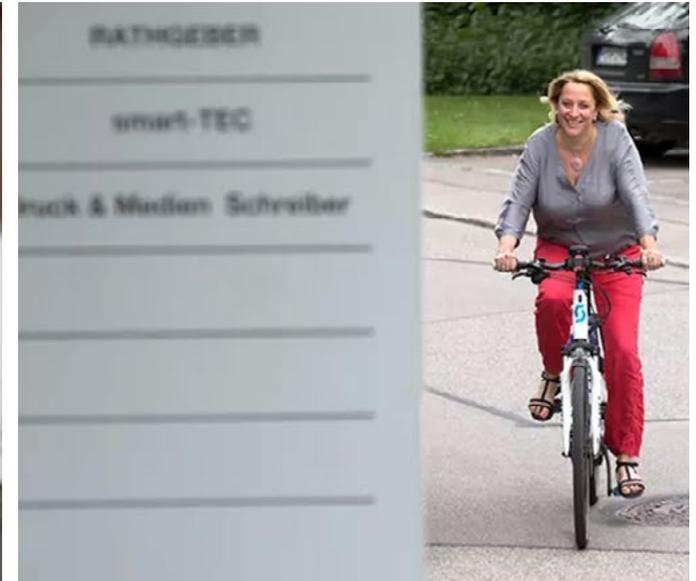


Corporate mobility management

The vehicle fleet of the German companies currently includes two electric vehicles and two hybrid vehicles, which are mainly charged at the companies' own charging infrastructure by means of photovoltaic electricity. By the end of 2023, it is planned to expand these and to fully convert the vehicle fleet to electric and hybrid vehicles. An expanded charging infrastructure was set up in Oberhaching in autumn 2021. In order to keep CO₂ emissions for journeys between the individual sites as low as possible, there is an internal company carpooling service that is normally – barring the pandemic – actively used by employees.

Corporate mobility management (CMM) also includes the bicycle infrastructure. Since 2016, RATHGEBER Germany and smart-TEC have been offering up to two company bikes per employee, which can also be used for private purposes. The companies also pay for insurance for the bicycles. Employees are free to choose between all bicycle models and benefit from the tax advantages, which makes the JobRad company bike scheme significantly cheaper than buying a bicycle privately. The offer has already been taken up to the tune of 73 bikes.

There are also shower facilities and covered bike racks at the German and Czech sites. Tools for repairs, an air pump and a first aid kit are available at one bike station at each of the German sites.





04

SOCIETY





4.1 Facts

- Since 1995: Participation in the Bavarian Environment and Climate Pact
- Since 2018: Support of the annual “Gift from the heart” campaign by RATHGEBER employees
- Since 2015: Sponsorship of the regional sports club TSV Unterhaching Volleyball
- Since 2016: Donor for the Festival of Nations
- For roughly 20 years: Sponsor of the association Klub přátel hudby in Bystřice n. P.

4.2 Partnerships and memberships

Participation in the Environment and Climate Pact since 1995

The new Environment and Climate Pact (Umwelt- und Klimapakt) was signed by top representatives of the Bavarian State Government and the Bavarian business community at the end of 2020. By developing the proven environmental partnership, first established in 1995, the partners want to create new stimulus in climate change mitigation, develop solutions in dealing with other notable environmental and sustainability issues and promote environmental protection and climate change mitigation in companies and businesses. RATHGEBER GmbH & Co. KG once again meets all the requirements for participation in this newly established partnership between companies and the state of Bavaria, with the aim of jointly doing more for climate change mitigation, the conservation of resources and the avoidance of waste and wastewater.



Commitment to Business for the Climate

RATHGEBER GmbH & Co. KG is a member of the Business for the Climate initiative (Wirtschaft pro Klima) and has again publicly committed itself to climate protection and to contributing to the issue in 2021. This includes careful use of resources, reduction and offsetting of greenhouse gas emissions, and the regular preparation of a carbon footprint according to the Greenhouse Gas Protocol.



The Group is also involved in the following well-known trade associations and organisations:



4.3 Sponsorship

For more than five years now the RATHGEBER Group has been supporting the local sports club TSV Unterhaching, which currently plays in the Volleyball Bundesliga. The long-standing partnership continued even during the Covid-19 pandemic, which was a difficult time for the club. In the Czech Republic, activities such as children’s football tournaments are promoted in Bystřice n. P.





4.4 Donations

For many years at Christmas time a donation campaign has been held instead of gifts for employees, with the added aim of promoting a culture of social responsibility within the company. Employees at the German sites can make suggestions as to which organisation the donation of €5 per employee should be made to. In 2021, they chose the St. Nikolaus children's hospice for the Mindelheim site and the Kältebus München e.V. association for Oberhaching. Donations are made to social institutions in place of Christmas gifts for customers. In 2021, Die Tafel food bank and the Stiftung Bildung were each supported with a sum of €2,500. In the Czech Republic, too, money is regularly donated at Christmas as part of the Advent concerts on state television, which benefits various social projects. All employees have the opportunity to donate a self-determined amount, with the total amount being matched by RATHGEBER, k.s.

In December 2021, a family in need was supported by Polish employees and the Group as part of the Noble Gift campaign. In the end, the wish list was fulfilled with donations in kind, such as a cooker, bedding and food, amounting to about €800.

Noble Gift

Christmas parcels

Since employees started to jointly prepare gifts for children in need under the "Geschenk mit Herz" (Gift from the heart) scheme, a private campaign has been held every year on the premises of the RATHGEBER Group in Oberhaching, in which management also participates. The campaign sees gift boxes prepared for girls and boys up to 14 years of age, which are then distributed to needy children in recipient countries. The employees organise everything themselves when packing the boxes: from the

appeal to collecting money and gifts, to dropping off the donation packages at the "Geschenk mit Herz" campaign's collection points.



Support for those in need

In June 2021, a tornado in the south-east of the Czech Republic caused several deaths and catastrophic damage in a number of towns and villages.

The Group donated a total of almost €5,000 to Caritas of the Diocese of Brno, which is supporting those affected, for example by restoring their houses.

Only a few weeks later, several communities in western Germany were affected by extreme flooding. Dozens of people died, hundreds were missing and the homes of thousands of people were damaged or destroyed.

The RATHGEBER Group made a donation of €8,000 to "Aktion Deutschland hilft", an alliance of relief organisations.

4.5 Promotion of culture and educational institutions

For many years now, the RATHGEBER Group has been a donor to the Festival of Nations in Allgäu, which takes place each year in autumn and offers performance opportunities to numerous artists, as well as educational projects for children and young people. The Group is also a long-standing supporter of classical music and in Bystřice n. P. has been supporting the Klub přátel hudby association for around 20 years. With regard to the promotion of educational institutions, the Group has been supporting two schools in or near Oberhaching for years with donated school materials every year.





05

SUSTAINABILITY MANAGEMENT





5.1 Facts

- Since March 2011: Membership of RATHGEBER GmbH & Co. KG in the UN Global Compact
- Foundation of a CSR Team for RATHGEBER Germany, Czech Republic, Poland and smart-TEC in May 2020
- Three SDGs chosen in 2021 for RATHGEBER Germany and smart-TEC, Czech Republic and Poland
- The entire Group focuses on SDG 13 (Climate Action)
- 2022: Certification in accordance with DIN EN ISO 45001 and planned certification in accordance with Trusted Information Security Assessment Exchange (TISAX)

5.2 Sustainability Management

Sustainability is a fixed component of the strategic focus of the RATHGEBER Group. In order to show how and where Sustainability Management is situated and how responsibilities are distributed within it, a graphic is presented as part of the Group's sustainability reporting → Page 39.

Essentially, responsibility for Sustainability Management falls to the CSR Team, as well as the environmental and quality officers and the departments they work in. They report to management and constantly propose measures and, if necessary, changes for optimisation. On the basis of this input, management approves the goals and programme of Sustainability Management as well as the corporate policy. In addition, they decide which responsibilities the departments have and how the budget is distributed.

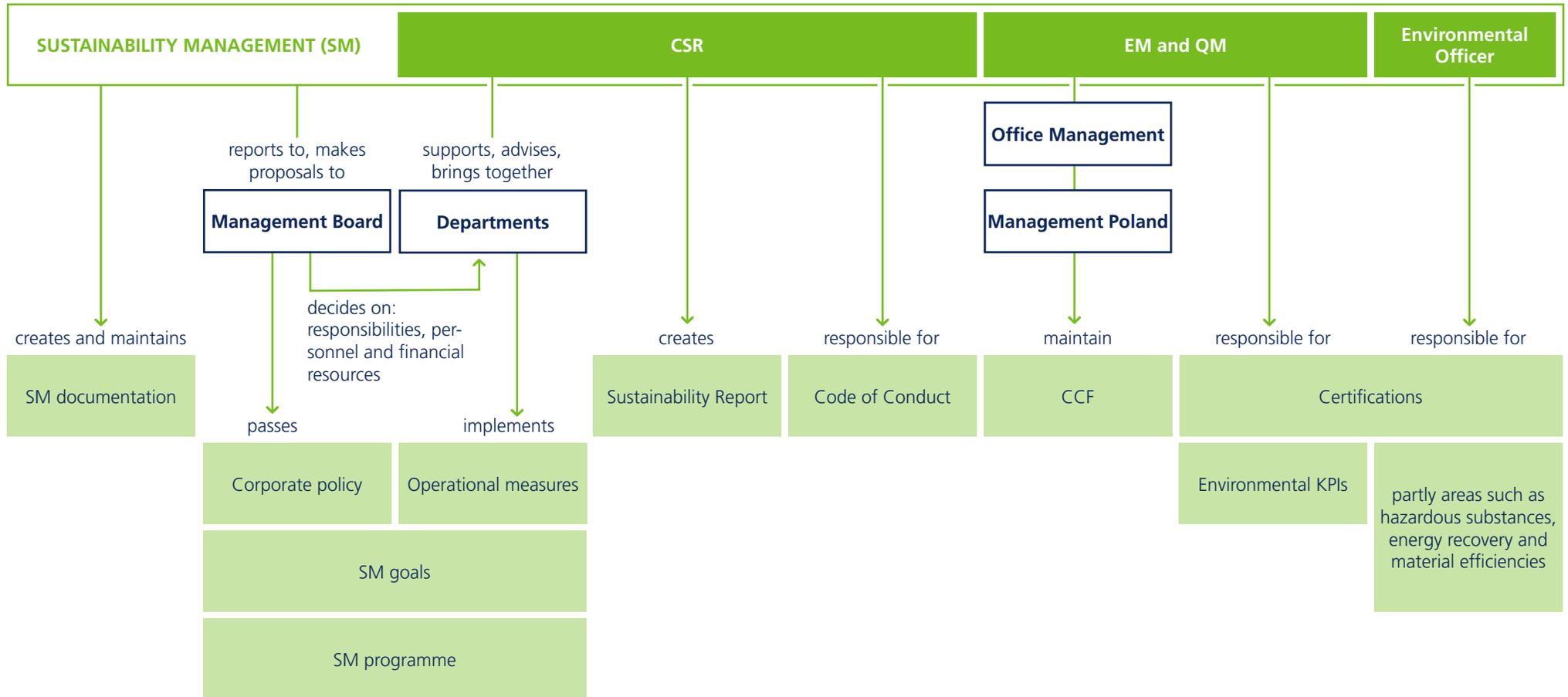
The CSR Team has three tasks in Sustainability Management: it is responsible for the RATHGEBER Group's Code of Conduct published in 2021, as well as the Sustainability Report introduced in the same year. The latter includes the organisation of the entire associated internal communication and coordination, as well as preparation of the Sustainability Reports. Management, environmental officers, as well as the HR department and selected employees are consulted for corrections. Furthermore, the CSR Team in the RATHGEBER Group provides support and advice and works closely with the specialist departments, who are responsible for operational measures and for the programme and goals of Sustainability Management.

The environmental officers are mainly responsible for the duties according to DIN EN ISO 14001 and the associated conformity with environmental issues. Depending on the officer, their responsibilities may also include areas such as hazardous substances, energy recovery or material efficiencies. Those responsible for Environmental Management and Quality Management (EM and QM) are located in Bystřice n. P. and Mindelheim. Three main tasks of Sustainability Management are located there: the annual requalification of the Mindelheim, Oberhaching and Bystřice n. P. sites according to DIN EN ISO 9001 (Quality), DIN EN ISO 14001 (Environment) and DIN EN ISO 45001 (Occupational Health and Safety), the latter to be introduced in January 2022. Furthermore, certification according to TISAX is planned for Q2 of 2022. This is a standard for information security defined by the automotive industry. In addition, EM/QM documents and monitors all environmental KPIs, such as waste, water and electricity consumption.

Together with office management at the Oberhaching site and the managing director of the Polish site, they are responsible for maintaining the CCF, which is calculated and verified annually by external specialists (currently ClimatePartner GmbH).



Integration of Sustainability Management and the responsibilities of those involved





5.3 Fields of action and goals

The strategic focus of the RATHGEBER Group, including with regard to sustainability issues, is reviewed and adapted in regular strategy workshops. There are numerous fields of action and goals in the areas of human resources and work culture, environment and society that are constantly being developed. In addition, the UN SDGs, which were chosen in 2021, will shape the activities of the Group in future.

Human resources and work culture

The basis for cooperation in the RATHGEBER Group is formed by the mission statement for cooperation and leadership, the corporate values and the Code of Conduct introduced in Q4 of 2021. All processes, such as onboarding, internal dialogue or health promotion measures, are further adapted and optimised as required. For example, the Group had its commitment to occupational health and safety (DIN EN ISO 45001) officially certified at three sites in January 2022. Efforts are ongoing to keep employees fully informed about current events and processes. This includes, for example, figures on current business performance or sustainability. The stated goal is to continue to involve all members of the Group in matters of sustainability, to inspire them to actively participate and to raise their awareness to the issues. Training in the RATHGEBER Group is to be maintained in terms of the various job profiles and the number of trainees, as well as their being taken on as employees. The transition in continuing education described in chapter → 2.7 Training, continuing education and internal development opportunities is to be used as an opportunity for expansion. A monitoring committee oversees the rules on working from home and flexible working hours and provides suggestions for further development or adaptation.

Environment

The RATHGEBER Group has been an industry leader and active in environmental protection and climate change mitigation for many years. This commitment shall be continuously expanded. One major sphere of action is the optimisation and saving of resources. The goal is to consume and waste as little as possible. For example, digitalisation is intended to make the relevant processes almost entirely paperless at all sites in the future. Consumption of gas, electricity, water, raw materials and process materials, as well as other resources is also to be constantly reduced and recycling rates increased. Cooperation with suppliers in the area of sustainability shall be developed further and expanded. Ideally, the RATHGEBER Group purchases carbon-neutral products. Following the commissioning of the photovoltaic system in Mindelheim, another system is being planned for the Czech site. Bystřice n. P. would then be the third site to generate electricity from solar power. Furthermore, there are plans to convert the entire RATHGEBER vehicle fleet to electric mobility by the end of 2023. Every passenger car with an expiring contract will be replaced with an electric vehicle (or hybrid in exceptional cases). The charging infrastructure at the sites will also be constructed and expanded at the same time. The Group continues to strive for more sustainable production processes and (packaging) materials (see development and expansion of the Green Line product range → 3.3 More sustainable materials and production). In addition, the proportion of electricity the company generates itself will be significantly increased through the company's own photovoltaic systems. In the medium and long term, the RATHGEBER Group shall become carbon-neutral through these and many other measures, even without offsetting through CO₂ certificates.

Another area in which the Group is committed to continuous development with regard to sustainability is the design and development of its product lines. Firstly, the Green Label product line, which is based on more sustainable materials and processes, will be expanded and steadily account for a larger share of sales. Secondly, in the medium term, the reusability and recyclability of products will also be made as sustainable as possible.

Society

As part of society, the RATHGEBER Group continues to recognise its responsibility for the common good. Consequently, employee and customer gifts at Christmas will continue in the form of donations to charitable organisations and the Group will remain active as a sponsor of culture, sports and educational institutions as well as other campaigns. Beyond the existing commitment, constant attention will be paid to where and in what form further support is needed and can be provided (such as aid in natural disasters, crises, etc.).



Sustainable Development Goals

The RATHGEBER Group would like to expand its contribution to sustainability and has therefore started to incorporate selected SDGs in 2021. In each country in which the Group is active it will focus on three SDGs, to which the activities of the CSR Team will be aligned in future.

In terms of coordination, it was essential that the goals are a good fit for the individual sites and have the support of employees. Therefore, the SDGs in Germany and the Czech Republic were selected by all managers and directors and, given to the small number of employees in Poland, by all employees there. Since numerous climate protection measures have already been and are being implemented, SDG 13 (Climate Action) is applicable to the entire Group. Selected measures already implemented for the respective SDGs are shown on the right.

5.4 UN Global Compact

The UN Global Compact was launched by the UN in 1999 and is the world's largest initiative for responsible corporate governance. Companies that commit to the UN Global Compact undertake to act in accordance with its Ten Principles in the areas of human rights, labour standards, environment and climate, and corruption prevention, and produce an annual Communication on Progress (CoP). RATHGEBER GmbH & Co. KG has been a member of the initiative since 1 March 2011 and is officially committed to the Ten Principles, which are practised in all companies of the RATHGEBER Group.

RATHGEBER & Global Compact

| COMPANIES | SDGs | SELECTION OF MEASURES TO DATE |
|-----------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| RATHGEBER GROUP |  | <p>SDG 13:</p> <ul style="list-style-type: none"> > Certified according to Environmental Management Systems since 1997 > Carbon neutral since 2010 > Promotion of climate change mitigation projects > Photovoltaic systems at both German sites and plans for one at Bystrice n. P. > Conversion of the entire vehicle fleet to electric mobility by 2023 > JobRad company bike scheme and bicycle infrastructure > Carbon-neutral shipping of all products (GoGreen) |
| RATHGEBER Germany smart-TEC |    | <p>SDG 2: Christmas donation to Die Tafel food bank</p> <p>SDG 4:</p> <ul style="list-style-type: none"> > Large number of apprenticeships offered > Internal continuing education offers > Donation to two schools in and near Oberhaching and to Stiftung Bildung <p>SDG 12:</p> <ul style="list-style-type: none"> > Green Label product line > Product optimisation (processes and materials) > Increase in material efficiency through optimised nesting > Heat recovery of machine waste heat > Document Management System (DMS) > Digital order processing and control > Implementation of project results for more sustainable packaging > Water circulation systems in various process steps > Well cooling of Mindelheim production site |
| RATHGEBER Czech Republic |    | <p>SDG 3:</p> <ul style="list-style-type: none"> > Regular medical check-ups > Discounts on local sports activities <p>SDG 6: No measures implemented to date</p> <p>SDG 12:</p> <ul style="list-style-type: none"> > Green Label > Product optimisation (processes and materials) > Heat recovery of machine waste heat > Document Management System (DMS) > Major investment in new screen cleaning and decoating plant with water circulation system > Implementation of project results for more sustainable packaging > Water circulation systems in various process steps |
| RATHGEBER Poland |    | <p>SDG 2: Donation to a family in need through the Noble Gift campaign</p> <p>SDG 5 and 16: No measures implemented to date</p> |



5.5 Stakeholders

The RATHGEBER Group maintains contact with its stakeholders through numerous channels. In addition to dialogue within the scope of daily business, this is intended to contribute to communicating the corporate values, the social and environmental commitment, and innovations in the product range to the outside world. At the same time, stakeholders also continuously communicate their interests to the Group.

The largest stakeholder groups are shown in the adjacent table with the corresponding dialogue formats.

Naturally, there is contact with customers through consultations and sales talks, as well as customer surveys and in the context of audits. The RATHGEBER website, social media presence, online seminars and the newsletter are other forms of dialogue. Signature, the Group's online magazine, has been providing information on technology, people and news since January 2016.

SIGNATURE: THE ONLINE MAGAZINE

All suppliers receive regular updates and contact is also maintained through supplier surveys, audits and at trade fairs.

Dialogue with employees takes place in many formats. Examples include regular department meetings, the management meetings at the individual sites, and the Intranet. Information on public transport times and informative materials such as on ShareNow (car sharing) can be found on the "green noticeboards". An info screen acts as an extra communication channel in the German production site. A second one is to be installed at the Czech site in 2022.

There is contact with the relevant authorities through regular visits to the plants as well as various official regulations and recurring inspections.

Stakeholders such as banks and insurance companies are of course also kept informed about developments in the RATHGEBER Group.

| STAKEHOLDERS | DIALOGUE FORMAT |
|--------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Customers | <ul style="list-style-type: none"> > Sales talks/consultations > Customer surveys > Company websites > Social media > Email newsletters > Online seminars > Signature online magazine > Audits |
| Suppliers | <ul style="list-style-type: none"> > Regular updates > Supplier surveys > Trade fair visits > Supplier audits |
| Employees | <ul style="list-style-type: none"> > Regular department meetings > Management meetings > Company-wide Intranet > Bulletin and green noticeboards / info screens > Information events > Surveys > Occupational health and safety |
| Authorities | <ul style="list-style-type: none"> > Regular site visits > Audits on various topics > Legal conformities > Necessary reports on wastewater and sewer inspections |
| Banks and insurance companies | <ul style="list-style-type: none"> > Regular communication on business performance > Regular submission of balance sheets |



Dear reader,

this report gives you a comprehensive overview of the sustainability activities of the RATHGEBER Group. We will continue to improve and many further measures are already planned.

Our next Sustainability Report will be published in 2024 and will transparently present our performance for 2022/2023.

Should you have any questions or comments about this report, please contact the CSR Team at csr@rathgeber.eu.



List of abbreviations

| | |
|--------------|--------------------------------------------------|
| CCF | Corporate Carbon Footprint |
| CMM | Corporate Mobility Management |
| CoP | Communication on Progress |
| CSR | Corporate Social Responsibility |
| DMS | Document Management System |
| EM | Environmental Management |
| EMAS | Eco-Management And Audit Scheme |
| GHS | Globally Harmonised System |
| KPI | Key Performance Indicator |
| NFC | Near Field Communication |
| PP | Polypropylene |
| QM | Quality Management |
| RFID | Radio Frequency Identification |
| SDG | Sustainable Development Goal |
| SM | Sustainability Management |
| SVHC | Substance of Very High Concern |
| TISAX | Trusted Information Security Assessment Exchange |

