robatherm | Company

the air handling company

Designing the Future Responsibly.

robatherm Sustainability Report 2025.

March 2025
English

Content

1. Sustainability at robatherm

Did you know?
A single tree can evaporate up to 100,000 litres of water through its leaves during its lifetime, helping to cool the climate. This natural process helps to regulate ambient temperatures and improves the microclimate by releasing moisture into the air.

1.1 Foreword

Publishing our first sustainability report marked a significant milestone, documenting our commitment to sustainable corporate governance. Our goal has always been to remain independent as a medium-sized company and to look at the bigger picture in terms of generations. This mindset is firmly rooted in our self-image and our SHARE corporate mission statement as well as being a core element of our sustainable corporate governance.

The 2025 sustainability report sets out the measures that we have successfully implemented over the last two years and those we have initiated. We can look back proudly on the milestones we have achieved. In 2024, for example, we were not only awarded the silver EcoVadis certificate, but were also certified according to the environmental management standard ISO 14001. These endorsements recognise our commitment to being a responsible employer, trainer, resource consumer and technological innovator. As the 'air handling company', robatherm sees itself as having a special responsibility towards climate-friendly building technology by providing efficient and forward-looking solutions.

We believe sustainability is not a one-off task, but a philosophy – a continuous quest for improvement.
With this in mind, we would love to welcome you on board as we tackle the challenges of a sustainable future together.

Mathieu Huber
Philipp Baumeister
Andreas Lamprecht
Management robatherm

GRI 102-1
GRI 102-14
GRI 102-16

1.2 Strategic Focus

The United Nations (UN) has defined 17 Sustainable Development Goals (SDGs) to ensure sustainable economic, social, and ecological development.

However, this development is only possible if everyone contributes – politicians, companies, and private individuals. Therefore, in its sustainability strategy, robatherm consciously focuses on the SDGs to design the future transparently and responsibly.

Materiality Analysis at robatherm

We are part of a consciously perceived environment: Due to international efforts to combat climate change, clean air, and energy efficiency requirements are becoming ever more stringent. robatherm seeks to play its part here and to anchor the topic of sustainability at all levels within the company.

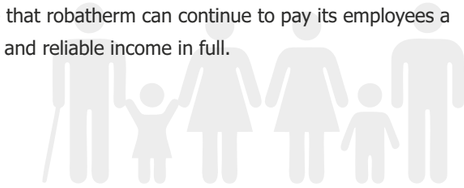
Within the context of a materiality analysis, robatherm identified a selection of SDGs, which are to play a distinctive role in robatherm's sustainability strategy and upon which robatherm can exert particular influence.

During interviews with management and employees, the most significant impact opportunities for robatherm were identified by focusing on the following SDGs:

SDG 3 Good Health and Well-Being
SDG 4 Quality Education
SDG 5 Gender Equality
SDG 8 Decent Work and Economic Growth
SDG 9 Industry, Innovation and Infrastructure
SDG 10 Reduced Inequalities
SDG 11 Sustainable Cities and Communities
SDG 12 Responsible Consumption and Production
SDG 13 Climate Action

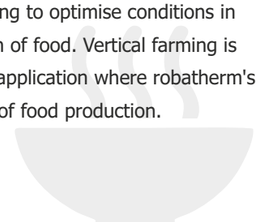
SDG 1:
End poverty in all its forms everywhere.

As an employer, robatherm is directly responsible for paying its employees fair and appropriate remuneration. robatherm pays its employees above the legal minimum wage. In 2022, Creditreform named robatherm Germany's most crisis-resilient company and it has been in the top-ranking companies ever since. This is also particularly important to ensure that robatherm can continue to pay its employees a secure and reliable income in full.



SDG 2:
End hunger, achieve food security and improved nutrition and promote sustainable agriculture.

When it comes to food production, there have been major developments in terms of animal welfare and resource consumption. Air handling units are becoming more and more important in the industrial production and processing of food. Our solutions mean that robatherm plays an indirect role in safe food production and helping to optimise conditions in the production and preparation of food. Vertical farming is just one of the many fields of application where robatherm's solutions are used in the area of food production.



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GRI 103-1

SDG 3:
Ensure healthy lives and promote well-being for all at all ages.

Maintaining a healthy life and promoting well-being at any age is essential for sustainable development. Among other things, the United Nations cites reduced air pollution as a significant factor. As a manufacturer of air handling units, robatherm sees itself as responsible for contributing its solutions to ensure that people in buildings can breathe good air.

As an employer, robatherm can also positively influence the health and well-being of its employees by providing excellent working conditions.

SDG 5:
Achieve gender equality and empower all women and girls.

In the recent past, gender equality has made significant progress, yet much remains to be done to eliminate discrimination. robatherm's influence predominantly relates to the employer's role in ensuring gender equality within the robatherm company.

In addition, this endeavor is demonstrated by promoting offers for girls and women in technical professions.

SDG 7:
Ensure access to affordable, reliable, sustainable and modern energy for all.

Renewable energies are a key factor in handling climate change. By switching to green energy, robatherm now uses 100 % green electricity.

As part of its efforts to expand the use of environmentally friendly energy sources, more roof surfaces are having photovoltaic panels installed – this also applies to the new construction projects in Thailand and Burgau.

SDG 9:
Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

The industry is an important driver of economic development and employment. However, this must not be at the expense of the environment and future generations.

robatherm sees itself, on the one hand, as a manufacturing company and, on the other hand, as responsible with its products so that the industry can be sustainable. As a result, the population benefits from an intact industry, which at the same time acts in a resource-friendly and innovative manner and safeguards the path to a sustainable future.

SDG 4:
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Dual vocational training is an essential pillar in Germany's education system. As a vocational training company, robatherm effectively provides young people with the opportunity of a high-quality apprenticeship.

In addition, robatherm strives to support students, from various types of schools, during their career development process, as well as educational institutions with partnerships and financial assistance for their important work within the education system.

SDG 6:
Ensure availability and sustainable management of water and sanitation for all.

Water covers 71 % of our planet. So earth is called the 'blue planet' for good reason. As an industrial company, robatherm strives to maximise water conservation by using it sparingly. In fact, very little water is required for production processes. Furthermore, technical advances have completely eliminated the need for water in certain processes, such as pickling during production.

Water is still needed in other areas such as sanitary facilities, the kitchen or outdoor areas. In this regard, the aim is to take appropriate measures to fully exploit further savings potential.

SDG 8:
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Decent work is fundamental for robatherm. Decent work is enshrined in the Code of Ethics and extends to our suppliers.

As an employer, robatherm attaches great importance to excellent working conditions for all employees. Reliability and stability are also essential to fulfill its responsibility as a reliable employer and to be able to offer employees long-term security and income.

SDG 10:
Reduce inequality within and among countries.

Growing social and economic inequality within states – but also between states – is one of the great challenges of our time.

Promoting equal opportunities contributes to sustainable economic growth and strengthens a society's social solidarity. For robatherm, an influence can be recognized in the company's function as an employer, in which employees of different nationalities, religious beliefs, etc., work together and, above all, are treated equally and without reservations.

SDG 11:
Make cities and human settlements inclusive, safe, resilient and sustainable.

robatherm supports sustainable building design with its air handling units. It focuses on maximising the conservation of resources in the manufacturing process and on providing the most energy-efficient units possible during their service life.

In addition, robatherm has been supporting local associations and culture in the region for many years through partnerships and direct donations. This is not just the case in Germany, but also in Thailand.

SDG 13:
Take urgent action to combat climate change and ist impacts.

Today, climate change is affecting every country on every continent.
Even if new technologies are being pursued in various areas, solutions are already available to take countermeasures. Besides the fact that robatherm can contribute to a more resource-efficient operation of buildings with its products, robatherm is committed to setting a good example and acting responsibly at its sites.

SDG 15:
Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

Being firmly rooted in the region, robatherm's objective as a company is to environmentally protect its immediate surroundings and the ecological system around the company. Specifically, cutting back on fossil fuels is a key step towards slowing climate change while also improving air quality in the areas immediately surrounding the company by reducing exhaust emissions.

SDG 17:
Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development.

The term 'implementation funds' primarily refers to tax funds. robatherm fulfils its legal and thus fiscal obligations. As a successful company, this is how we make a significant contribution to the community. The Sustainable Development Goals can only be achieved by working together.

SDG 12:
Ensure sustainable consumption and production patterns.

Sustainable consumption and production promote resource and energy efficiency, sustainable infrastructure, access to basic services, green and decent workplaces, and a better quality of life.

With its air handling units, robatherm is working on solutions to more efficiently operate buildings for consumption, such as shopping centers and production buildings.

SDG 14:
Conserve and sustainably use the oceans, sea and marine resources for sustainable development.

robatherm only has a minimal impact on marine ecosystems. Most of the time, the disposal of both packaging material and products is an issue, aside from robatherm, as substances such as microplastics can end up in the sea via waterways. robatherm addresses this issue with durable products and intends to focus even more on the reusability and recyclability of its products in the future.

SDG 16:
Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

As a global company, it is important and a matter of principle to robatherm to advocate fair competition worldwide. robatherm's whistleblower system enables anonymous tips to be heard and appropriately investigated. Combined with effective compliance management, this ensures that robatherm acts correctly from both a legal and a moral point of view.

1.3 Sustainability Report 2025 and CSRD

This sustainability report reaffirms our commitment to continuing our evolution into a 'green company'. Following our first sustainability report in 2023, this second report marks another important step towards documenting our progress and the action we are taking within the framework of our sustainability strategy.

The 2025 report provides an overview of the initiatives and steps we have taken since the publication of our first report. We are aware of the fact that implementing our sustainability strategy is an ambitious goal that requires long-term commitment and continuous development. Our aim in this and future reports is to provide a transparent insight into our journey towards a sustainable future.

Reporting period and cycle
The 2025 sustainability report is the second comprehensive report by robatherm on this topic. It focuses on the financial years of 2023 and 2024.

Reporting in accordance with Global Reporting Initiative (GRI) standards
This sustainability report is guided by the GRI sustainability reporting Standards of the Global Reporting Initiative and the United Nations' Sustainable Development Goals (SDGs).

The relevant GRI disclosures are therefore addressed; these are explicitly referred to in the appropriate places. An index at the end of the report lists the pages where the corresponding GRI disclosures are explained in detail. In addition to this, the report considers further aspects that go beyond the GRI standards in order to emphasise robatherm's commitment to sustainability.

A look at the reporting period
2023 and 2024 were defined by a gradual recovery from the economic impact of the coronavirus pandemic. At the same time, geopolitical tensions and conflicts, particularly the war in Ukraine, continued to have a significant impact on the political and economic environment.

These developments led to numerous investments being postponed or cancelled worldwide, with the economic outlook remaining bleak in many sectors. However, robatherm was able to achieve a positive outcome during this period, recording a growth in turnover in both years.

Outlook
The report refers to the financial years of 2023 and 2024. Other measures are already being implemented, ensuring that robatherm will continue to do its part to achieve the defined SDGs as part of its sustainability strategy.

As of 2026, robatherm will be obliged to report on its sustainability activities in line with the Corporate Sustainability Reporting Directive (CSRD). The next report will therefore be published in 2026, covering the year 2025.

Contact Person
Several employees have contributed to the sustainability report.
Have you any questions concerning the sustainability report? Please feel free to contact the following person:

Robert Sauter
Head of Marketing
robert.sauter@robatherm.com

GRI 102-50
GRI 102-52
GRI 102-53
GRI 102-54
GRI 102-55

SILVER | Top 15%
ecovadis
Sustainability Rating
APR 2024

1.4 EcoVadis Certification

In 2024, robatherm had an analysis carried out by EcoVadis, a global rating platform for trustworthy rankings in the field of sustainability. The gratifying result for robatherm: the EcoVadis silver medal.

What EcoVadis represents
EcoVadis is a leading globally recognised platform that evaluates companies and supply chains with regard to sustainability. The rating is carried out on the basis of numerous criteria and covers the four core topics of environment, labour and human rights, ethics and sustainable procurement. The concept and scope of the evaluations make the results credible whilst providing a powerful statement. This makes it much easier for companies to evaluate and improve the sustainability practices of their business partners. With more than 125,000 rated companies worldwide, EcoVadis not only promotes transparency, but also supports responsible business practices throughout the entire supply chain.

robatherm in the top segment first time round
We are delighted to have achieved an excellent rating result virtually straight out of the starting blocks. By being awarded the EcoVadis silver medal, robatherm is already among the top 15 % of all companies evaluated to date. And in terms of the mechanical engineering sector, we are even among the top 6 % in our industry.

A good thing can become even better
The award is an important step towards becoming a green company. After all, the result validates the efficacy of our ambitious sustainability strategy. However, above all, the EcoVadis certification scorecard gives us specific insights, such as where risks still lie and where improvements can be made. This is a powerful incentive that will shape our sustainable agenda for the years ahead.

Building block for the future robatherm
Our EcoVadis award is a major milestone – but at the same time just one building block for a future-oriented robatherm. After all, our sustainability strategy has many components. In addition to our ISO 14001 certification for environmental management and highly detailed analyses of the life cycle of our AHUs, this also includes work on our next sustainability report.

How our Certificate can benefit you.

In the first instance, the EcoVadis award acknowledges our efforts thus far to ensure consistent sustainable action. In addition, a clear roadmap shows which adjustments we can make to optimise our processes in the future. Ultimately, our customers and business partners will also benefit from this.

THE ADVANTAGES OF ECOVADIS CERTIFICATION ARE MANY AND VARIED:

Recognising supplier sustainability
The extensive and concise analysis by EcoVadis provides a clear picture of suppliers' sustainability performance. The certification is a simple way for you to ensure that the high standards in the relevant areas of environment, labour and human rights, ethics and sustainable procurement are met unequivocally.

Reducing costs thanks to a uniform standard
The evaluation procedure from EcoVadis perfectly combines efficiency and informative value. As a standardised benchmark, it not only replaces time-consuming and costly audits, but also enables the reliable assessment of suppliers and their performance in terms of sustainability. A resource-saving solution that provides customers and business partners with unambiguous insights.

More transparency and fewer risks
An EcoVadis certificate clearly demonstrates that the award-winning company cultivates responsible business practices and is committed to continuous improvement. In other words, working with certified suppliers minimises the risk of harming reputations, and the risk of regulatory violations and supply chain disruptions. This provides a reassuring long-term basis for even more sound business relationships.

Building trust for a competitive edge
Focusing on sustainable and ethical supply chains in business is also playing an increasingly significant role when it comes to competition. By having an EcoVadis certificate, companies can demonstrate their ongoing efforts towards sustainable management and responsible business practices. In large companies, international standards often become the crucial criterion when awarding contracts. This is where the EcoVadis certification offers a clear advantage. Indeed, it helps companies to ensure compliance with different requirements and thus strengthen their own market position in the longterm.

1.5 ISO 14001 Certification

In 2023, robatherm was certified to the internationally recognised ISO 14001 standard for the first time.

What does this certification mean?
Certification to ISO 14001 ensures that a company has established an effective environmental management system. The aim is to promote environmental protection, minimise negative environmental impacts and consistently implement environmental goals – always in line with economic, social and legal requirements. This is not just about complying with environmental standards, but also about continuously improving them.

Closely linked to existing quality management
robatherm has specifically linked the environmental management system complying with ISO 14001 to the established quality management system according to ISO 9001. This dovetailing reaffirms our aspiration of not only focusing on the quality of our products, but also on our responsible treatment of the environment. An audit conducted in accordance with the strict criteria of the standard has confirmed that our environmental management system is effective and properly implemented.

Useful facts about ISO 14001
The ISO 14001 offers companies a structured framework to define and achieve environmental goals. This includes complying with legal requirements, identifying environmental aspects and continuously improving environmental performance.

A major advantage of the standard is its flexibility: it can be applied to any size of company from any sector. It also gives high priority to what is known as the life-cycle approach, which ensures that environmental aspects are taken into account – from the development of a product to its disposal. Hence, ISO 14001 not only helps companies to achieve their environmental goals, but also to reduce their costs in the long term and boost their reputation.

The ISO 14001 certification allows robatherm to demonstrate that we not only proactively assume responsibility for the environment today, but will continue to do so long into the future. It is the basis for systematically improving our environmental performance and consistently pursuing our sustainability goals.

The Mindel valley flooded. On the left is robatherm's headquarters, which barely escaped being flooded.

1.6 Flooding in 2024

The flooding in the region around our sites in Jettingen-Scheppach and Burgau exceeded all our fears. According to the German Meteorological Service, the rainfall was unprecedented in many places, with a statistical recurrence interval of over 100 years. Several rivers and streams also reached historic flooding levels. A state of emergency was declared in numerous districts, including Günzburg, where our sites are located. Thousands of people had to be evacuated. Experts in Germany have provisionally estimated the insured losses at between two and three billion euro.

While our headquarters in Jettingen-Scheppach escaped flooding, our plant in Burgau did not. Thanks to the tireless efforts of our team on the ground, we were able to limit the water ingress in the factory as much as possible, thereby averting more extensive damage. All machinery was saved, sparing the company lengthy downtimes. This rapid and decisive action enabled us to resume production in Burgau in next to no time, which meant that we were able to meet our agreed delivery deadlines with our customers. We have already adapted our building services with future flooding in mind and will be implementing further measures in the near future, such as bulkheads for the hall doors.

1.7 Forecast

This sustainability report refers to the financial years of 2023 and 2024. In an interview, Mathieu Huber, Chairman of the Board of Directors and Managing Partner, provides an outlook on what the future holds for robatherm and why sustainability has a special significance at robatherm.

2025 sustainability report: How will you look back on 2023 and 2024 now that robatherm has published the first sustainability report?
Mathieu Huber: The last two years have been extremely intense and pivotal for us. Our first sustainability report in 2023 was an important milestone, but it was clear to us from the outset that this was just the beginning of a longterm journey. Since then, we've continued to evolve and grow, and can look back on numerous successfully implemented measures and projects. For example, we've been certified by EcoVadis for the first time and now rank among the top 6 % of all companies evaluated in the mechanical engineering sector. This is a clear signal that we are on the right track.

Why is sustainability so important for your company?
Mathieu Huber: We don't see sustainability as some passing trend, but as a core component of our corporate strategy. As a medium-sized company, we take responsibility for our employees, our region and the environment. We see it as our duty to ensure that our products and the decisions we make not only meet current requirements, but future ones, too. At the same time, we can see the economic opportunities that are opening up because of our consistent focus on sustainability – whether it's through innovation or stronger ties with our customers and partners. Our SHARE corporate mission statement also underscores the importance of sustainability in our day-to-day work.

Which milestones has robatherm reached in the area of sustainability in recent years?
Mathieu Huber: A significant milestone was the introduction of our environmental management system, which was awarded ISO 14001 certification in 2023. In addition, we attained the EcoVadis silver certification in 2024, which validates our commitment to sustainability. At the same time, we've made progress in many areas, for example, by optimising our production processes, reducing energy consumption and waste, and developing highly efficient and sustainable products.

By conducting a life cycle assessment of our air handling units, we've also taken major strides towards creating an ecological balance sheet for individual air handling units. After all, it's the individual aspects that pose the greatest challenge here.

What challenges will you face on the road to sustainability?
Mathieu Huber: The road to sustainability often involves complex decision-making. On the one hand, we face technical and financial challenges, for example, in the transition to resource-efficient processes or the use of renewable energies. On the other hand, transformation demands that we consistently adapt our entire supply chain. Developing sustainable solutions that are both environmentally friendly and economically viable is proving to be a particularly formidable task. Nevertheless, in our view these challenges also represent opportunities for innovation and growth.

What are your long-term objectives?
Mathieu Huber: Our top objective is to transform robatherm into a sustainable green company. This means that we intend to continuously reduce our environmental footprint, make our products even more energy-efficient and integrate the circular economy into our processes to a greater extent. By 2040, our aim is to be carbon neutral and to step up our commitment along the entire value chain. At the same time, we want to make a tangible contribution to climate protection in the building sector through sustainable innovations.

What's your personal incentive for promoting sustainability?
Mathieu Huber: Personally, I see sustainability as a question of accepting accountability for future generations. The aim is to ensure that we leave a world worth living in for future generations. At the same time, I'm fascinated by how sustainability can drive innovation – whether it's through the development of new technologies or the establishment of long-term partnerships. Being part of a company that actively embraces these values and invests in the future fills me with great pride.

How do you plan to ensure compliance with CSRD requirements from 2026?
Mathieu Huber: We're already working hard to prepare for the new reporting requirements by making our internal processes and systems even more professional. Getting certified to ISO 14001 is a sound basis and we're working on making our data even more transparent and detailed.

2. robatherm – The Company

Did you know?
Coral reefs cover only about one per cent of the ocean floor, but they provide a habitat for about 25 % of all marine animals. They're not only the 'rainforests of the sea', but also essential for coastal protection, fishing and the climate. Their unique biodiversity makes them one of the most valuable ecosystems on planet earth.

2.1 robatherm at a Glance

2.1.1 Organization Structure

The robatherm Group KG is a limited partnership of which Albert Baumeister is the liable partner. The organization's headquarters are based in Jettingen-Scheppach, Germany. The subsidiaries include robatherm GmbH + Co. KG, robatherm SARL, robatherm Co. Ltd, robatherm DMCC, and Alpha Coils GmbH. The robatherm Group KG holds 100 % of the shares in its subsidiaries.

GRI

The workforce of robatherm totals 653 (as of 31.12.2024). Sales for the fiscal year of 2024 amounted to 185 million euros. These are mainly generated in Europe and Asia, although projects are also being realized on other continents, including South America. Air handling units are produced at three production sites; two in Germany and one in Thailand. In addition, robatherm GmbH + Co. KG maintains a representative office in Hanoi Vietnam.

GRI

Furthermore, as a commercial agent for the French sales territory, robatherm SARL operates a sales office in Obernai, France.

GRI

robatherm DMCC operates a sales office in Dubai, United Arab Emirates, as part of its capacity as a commercial agent for the Middle East region. Target countries within the region include Bahrain, Kuwait, Oman, Qatar, Pakistan, and the United Arab Emirates.

GRI

2.1.2 Company Activity

robatherm is generally classified as a mechanical and plant engineering company and, in a more narrow sense, as part of the air conditioning and ventilation technology sector. robatherm manufactures air handling units (AHU). These AHUs are designed to provide air of defined quality in terms of temperature, humidity, purity, and circulation. Customized AHUs with the highest quality, safety, and sustainability standards for our customers' benefit express our consistent premium strategy.

GRI

The individual design of the AHUs and adaptation to the requirements of the respective building project characterize robatherm's business model. Individual product solutions and standardized work processes are not a contradiction in terms – quite the contrary.

GRI

Automated production workflows combined with our specialists' expertise and defined processes enable us to produce AHUs of consistently high quality. These are used, for example, within production and administration buildings, shopping centers, rooms, and medical facilities such as hospitals.

2.1.3 Organic growth

robatherm attaches great importance to organic, healthy growth. This is demonstrated, for example, by its number of employees, but also by the expansion of production capacities – in both Germany and Thailand. The construction of the new site in Thailand is already at a very advanced stage and and is intended to future-proof production there in terms of sustainability and resource utilisation. Furthermore, plans are already in place to construct an additional production building at the Burgau site.

GRI 201-1

GRI 102-2

2.2 Ethics, Management and Integrity

2.2.1 Management Structure

Sustainability is a cornerstone of our company philosophy. Therefore, robatherm's highest priority is to ensure the sustainability strategy is reflected within the holding company robatherm Group KG and its subsidiaries, including their management teams. For better transparency, the management structure of the executive board is documented.

robatherm Group KG

Albert Baumeister
Personally Liable Partner

Philipp Baumeister
Managing Partner

robatherm GmbH + Co.KG

Mathieu Huber
Managing Partner
Chairman of the Management Board

Andreas Lamprecht
Managing Director

robatherm Co., Ltd.

Philipp Baumeister
Director

Mathieu Huber
Director

robatherm s.a.r.l.

Mathieu Huber
Managing Director

Philipp Baumeister
Managing Director

robatherm DMCC

Philipp Baumeister
Managing Director

2.2.2 Code of Ethics

robatherm is one of the leading manufacturers of air handling units. In addition to high demands on the quality of our products and services, our actions are based on an appreciation for each individual.

As a family business, we value mutual trust and respect and believe it is the cornerstone for ethical and sustainable business conduct. We also expect this from our business partners. Our Code of Ethics incorporates these values, is an integral part of our corporate culture and environmental policy, and is reflected in our mission statement. The Code of Ethics, as published in 2023, explicitly addresses this issue and puts our anchored values and beliefs on paper.

- Our Mission Statement
- Business Integrity
- Leading by Example
- Social Responsibility and Community
- Occupational Safety and Health
- Environment and Sustainability
- Data Protection and Confidentiality
- Supply Chain
- Implementation of the Code of Ethics

Not only can compliance violations have serious consequences for an individual, but for robatherm as well.

In other words, if you suspect misconduct, you can approach any supervisor or member of management of your choice, with no need for an appointment, without adhering to reporting channel.

Suppose you are under the impression that you cannot voice your concerns there openly. In that case, we offer you the opportunity to use our Whistleblower System.

Violations are thoroughly investigated and are subject to sanctions. Grave violations by business partners contractually committed to this Code of Ethics are considered a material breach of the respective contracts. This breach entitles us to withdraw or terminate these contracts without notice.

2.2.3 Integrity

Our policy on bribery, corruption and the acceptance of undue advantage is one of zero tolerance, which is clearly communicated. Furthering an employee's own interests to the detriment of robatherm or a business partner is not permitted. We believe in fair competition. We reject anti-competitive practices and the distortion of competition. Laws to protect and promote competition, including the applicable antitrust laws, must be observed. In the reporting period, there were no violations of legislation at robatherm in the environmental and economic fields, nor were any fines paid.

2.2.4 SHARE Corporate Mission Statement

robatherm stands for technology, sustainability and reliability. Our aim is to offer our customers a continuous premium package with each air handling unit. This is a quality requirement we demand of ourselves, too. The SHARE mission statement sets out values and principles that we all share and align with our actions.

The corporate mission statement introduced in 2022 covers the following five topics that are the focus of this mission statement:

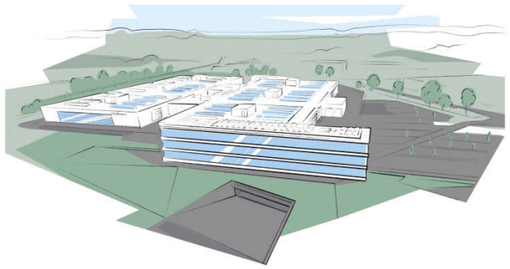
- **S**ustainability
- **H**uman
- **A**uthenticity
- **R**eliance
- **E**nvironment

Ahead of its introduction, employees were interviewed and asked about topics covered in the mission statement. A key concern of Management is that this mission statement is put into practice and widely accepted. This is why the interviews were so important: to get a better understanding of the employees' point of view, to identify priorities, and also to show other colleagues how topics can be interpreted and understood.

SHARE

The SHARE corporate mission statement.
The SHARE mission statement sets out values and principles that we all share and align with our actions. SHARE covers five topics that are the focus of the corporate mission statement:

- **S**ustainability
- **H**uman
- **A**uthenticity
- **R**eliance
- **E**nvironment



SUSTAINABILITY

S stands for Sustainability
We think for the long-term and independently.

At robatherm, we think about the long-term – in generations. Our primary objective is to maintain our independence as a medium-sized company. We're continuing to evolve as a team under our own steam. Our production, product and service innovations (robatherm connect, digitalisation) and continuous investment are part of our response to today's challenges and mirror our claim of being a technology leader.

We rely on trusting partnerships: we work with our suppliers and customers over the long term and support them in their business development.

At robatherm, we rely on a flat hierarchy to ensure that our employees always have the opportunity for face-to-face contact. This allows us to conduct open dialogues and respond to the life circumstances of our employees. robatherm thrives on the ambition and sense of responsibility shown by its employees (professionally, personally and privately). We create the right conditions to help our employees achieve this balance and ensure their well-being in an optimal working environment (bright, open workplaces, state-of-the-art machines, company restaurant, a wide range of benefits).
At robatherm, we help each other. We respect each other's diversity and personalities. People from more than 30 different nations are already working together successfully at robatherm.

HUMAN

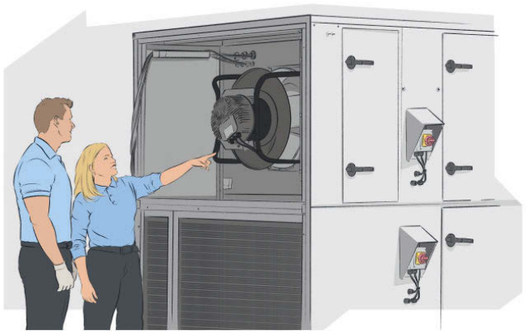
H stands for Human – and humaneness
Flat hierarchies for personal communication.

AUTHENTICITY

A stands for Authenticity – and credibility
We want to be credible. Talking = action.

At robatherm, we act as role models, our words and actions are consistent. We focus on our mission, not on ourselves. Hierarchies and the notion of status are alien to us. We strive for transparency and organise our working environment accordingly: shop floor meetings, working in open-plan offices, a shared restaurant for everyone.

We want to be perceived as being credible and never delegate our personal responsibilities.



RELIANCE

R stands for Reliance – and trust
We rely on the skills of our employees.

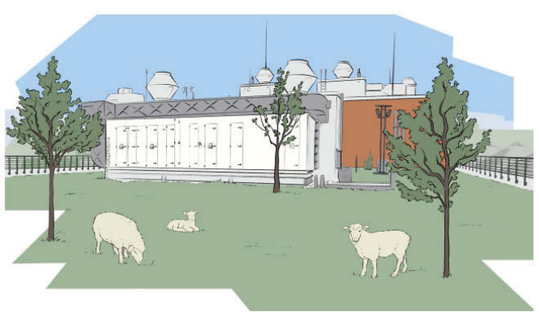
We are part of an environment that we consciously perceive: the requirements in terms of clean air and energy efficiency are becoming increasingly strict due to international efforts to combat climate change. robatherm as 'the air handling company' promotes climate protection targets in the building sector with highly efficient air handling units. We respect existing resources and treat them with care for the benefit of people and nature. Our sites comply with the highest energy standards, be it state-of-the-art buildings and machines or material-optimised processing concepts.

robatherm operates worldwide without losing sight of our roots. We are a stable and reliable partner in the region; we are committed to social causes, and we give our employees an ongoing stake in the company's success.

At robatherm, work is more to us than just an end in itself: everyone strives to utilise and develop their skills, to be successful and to be recognised for this. Only those who feel trusted and know themselves can realise their full potential and perform at their best.
Within our lean and clearly structured organisation, enjoying our work, having scope for creative self-development and finding meaning in what we do are paramount. With this in mind, we are committed to encouraging and challenging our employees, giving them responsibility early on and empowering them to become the top performers of tomorrow.

ENVIRONMENT

E stands for Environment
We use available resources sparingly. Our solutions are helping to achieve climate protection targets.



2.3 Stakeholders

GRI 102-7
GRI 102-8
GRI 102-13
GRI 102-40
GRI 102-42
GRI 102-43
GRI 102-44

Dialog with Key Stakeholders
An open culture of dialog is essential to robatherm in communication within the company. We also want to apply this philosophy to our dialog with stakeholders outside the company. These stakeholders include individuals, companies, and organizations that share a relationship with robatherm. In addition to employees as internal stakeholders, other examples of external stakeholders include specialist planners, plant engineers, end customers, suppliers, and sales partners.

Memberships and Association Activities
Another aspect of the willingness to engage in dialog is demonstrated by active participation in associations and committees. Sharing experiences and expertise is elementary to promoting the development of industries. robatherm is also active in various associations, such as EUROVENT, EUROVENT Middle East, the RLT manufacturers' association, the Swabian Chamber of Industry and Commerce, the Building Climate Association, also a number of national associations in countries where we are active.

Feedback Culture
All employees represent the robatherm brand. We attach great importance to direct communication, ensuring that feedback received by our employees from stakeholders is also heard within the company. Internal feedback meetings were conceptually redesigned to encourage employees to give feedback. Likewise, as part of introducing the mission statement, suggestions for improvement were explicitly requested, and a comprehensive survey of all employees was carried out. The Intranet was also relaunched for internal communication to enable faster news communication. Furthermore, we use social media channels such as Facebook and Instagram for product communication and reporting about the robatherm company. Again, we value dialog, respond to comments and messages, and provide information concerning questions about robatherm.
robatherm is a globally active company without losing sight of our roots. That's why direct local dialog within the vicinity of our sites is a particular concern of ours. Therefore, we regularly exchange with representatives of communities, educational institutions, associations, and other interest groups. The aim is for our entrepreneurial approach to meet with broad acceptance within society.

Sustainability in Communication
In dialog with various stakeholder groups, we have found that sustainability has been neglected in our communications. For this reason, we will increasingly report on measures taken within our sustainability strategy to become more transparent, especially in this area, and to communicate our beliefs and values more clearly. Detailed reporting on our headquarters' building technology, the preparation of our first sustainability report, and discussions with journalists and representatives from the world of politics are the first steps on the road to greater transparency in communication.

3. Air Handling Technology made by robatherm

Did you know?
Dragonflies control their four wings with individual muscle bundles, in contrast to most insects, whose wings are moved indirectly by thoracic muscles. This direct flight mechanism allows dragonflies to move each wing separately, change direction at lightning speed and fly in all directions – even backwards.

3.1 Air Handling Technology in Buildings

Building technology plays a prominent role in using existing resources responsibly and sparingly. As "the air handling company", robatherm supports climate protection targets within the building sector by supplying highly efficient air handling units.

We are aware of our responsibility and attach great importance to the fact that further developments in our product portfolio will always mean improvements in efficiency and sustainability. Even though efficiency has been a topic of discussion for years in the building sector and, thus, also in air handling technology, there is still ample potential here. In a comprehensive analysis lasting several months, robatherm examined the complete life cycle of an air handling unit.

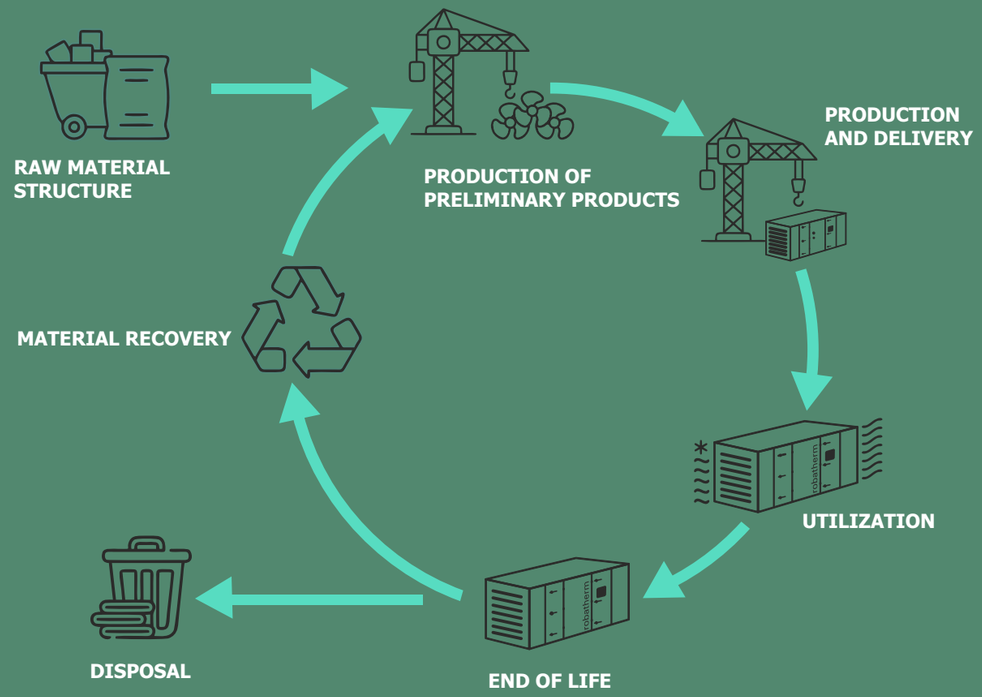
What might initially sound trivial is all the more complex when the components and their ecological footprint are also considered. Nevertheless, the results confirm that robatherm is on the right track. They also demonstrate the role played by digitalization and the efficient operation of air handling units.

GRI 102-2

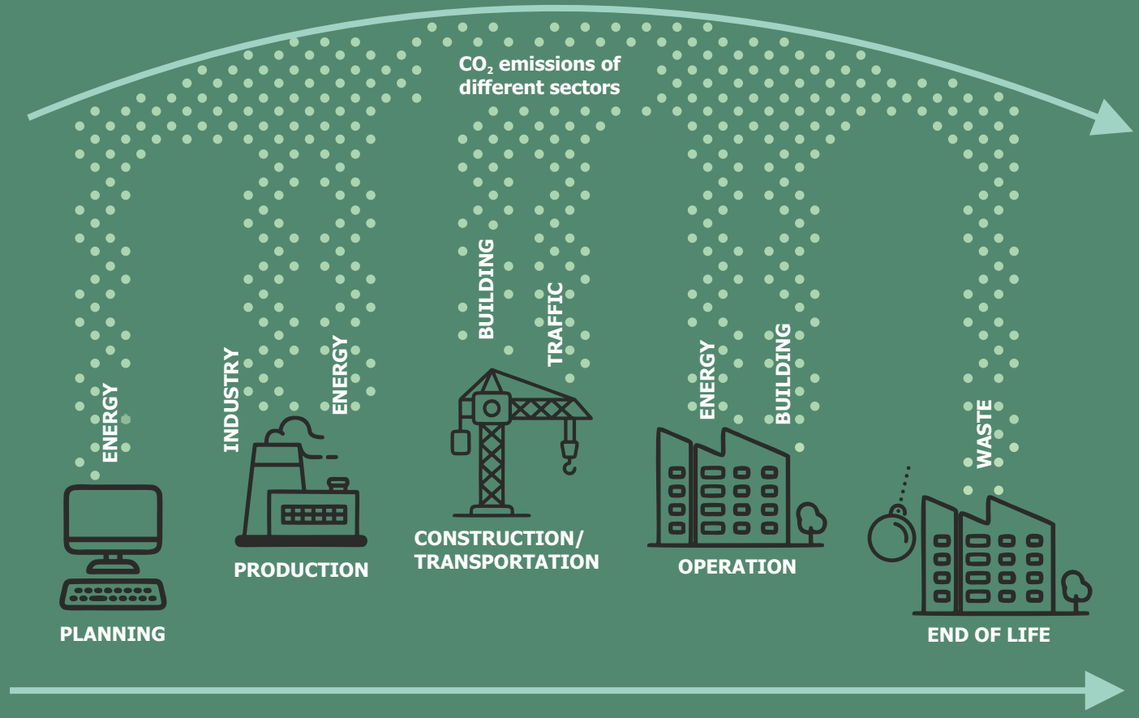
The Life Cycle Assessment of Buildings.

The topic of sustainable construction has gained in importance and is increasingly in the public eye. The construction industry is responsible for consuming an enormous amount of resources. It is not only the energy demand during the construction phase that plays a crucial role in this, but also the durability of the materials used and their potential for being dismantled and recycled.

When it comes to evaluating these factors and the energy consumed while a building is in use, the life cycle assessment method is an important basis for sustainable planning and for analysing the ecological impact of a building. The life cycle assessment covers not only the building itself, but also all involved trades. robatherm was quick to take action and, with the life cycle assessment of its air handling units, contributes significantly to the rating of a building's overall environmental performance.



The material cycle of materials in buildings using the example of an AHU.



The figure shows the CO_2 emissions during the various life cycle phases of a building (source: DGNB).

DETAILS OF THE LIFE CYCLE OF THE BUILDING

A 1 - 3 Manufacturing phase			A 4 - 5 Construction phase		B 1 - 7 Utilisation phase							C 1 - 4 Disposal phase			
A1	A2	A3	A4	A5	B1	B2	B3	B4	B5	B6	B7	C1	C2	C3	C4
Raw materials procurement	Transport	Production	Transport (Scenario)	Construction/installation (Scenario)	Utilisation	Maintenance (Scenario)	Repairs (Scenario)	Replacement (Scenario)	Modernisation	Energy consumption during operation (Scenario)	Water consumption during operation (Scenario)	Dismantling/demolition (Scenario)	Transport (Scenario)	Waste treatment (Scenario)	Removal (Scenario)

Additional information outside of the building cycle

Advantages and drawbacks outside the system limits

Potential for reuse, recovery and recycling

Various stages in the life cycle of a building for building assessment (source: EN 15978: 2012-10).

3.2 Life Cycle Assessment of an AHU

Within the context of scientific analysis, robatherm examined the entire life cycle of an air handling unit. robatherm has expanded this analysis to offer the life cycle assessment for individual air handling units. This is unique in that robatherm's life cycle assessment not only refers to CO_2 emissions, but also includes a total of 18 impact categories and three damage categories, with each AHU being analysed individually.

Complexity as a Challenge

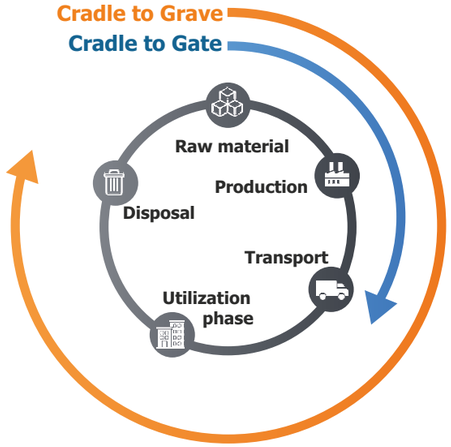
The big challenge is to analyze purchased parts, which also consist of components and raw materials. Essentially this includes the raw materials used in the corresponding quantities and the energy levels required for production, particularly as, in some cases, the quality and availability of data from suppliers varied greatly.

Energy efficiency is not enough

Efficiency has been one of the predominant topics in building technology in recent years. Nevertheless, this raises the issue of if it will be enough in the future to only consider the efficiency of systems during their utilization phase without taking into account the entire life cycle assessment of the respective system or product. The fact that these aspects are usually disregarded is down to how complex it is to calculate this in its entirety.

Scope of the life cycle assessment

The figure on the right shows a simplified depiction of the life cycle. The complete cycle includes raw materials and purchased parts, production, delivery, utilisation phase and disposal with the reintroduction of materials into the cycle. The major challenge lies in the analysis of purchased parts, as these also consist of components and raw materials. This essentially includes the raw materials used in the appropriate quantities and the energy required for production, especially as the quality and availability of data from suppliers varied greatly in some cases. While the robatherm study analysed the complete life cycle, i.e. cradle to grave (from raw material to disposal), robatherm's current life cycle assessment focuses on cradle to gate, i.e. up to and including transportation; this is due to the fact that the utilisation phase is subject to many unknown variables depending on the project, making an assessment of the utilisation phase too vague. That said, robatherm is actively involved in European initiatives to create standardised and meaningful methodology for assessing the utilization phase.



GRI 301-1
GRI 301-2
GRI 301-3

In total, the investigation lasted half a year. The complexity is mainly due to the numerous components that must be analyzed and whose consideration is necessary for a comprehensive analysis.

The illustration provides a simplified overview of the basic procedure of this life cycle assessment.

1 Goal und Scope Definition

- Determine the goal and scope of the analysis.
- Definition of the framework conditions.
- Interpretation of the reference device.

2 Inventory Analysis

- Identification of all the flows of goods during the production of the AHU.
- Modeling of the complete process.
- Calculation of emissions associated with all process components.

3 Impact Assessment

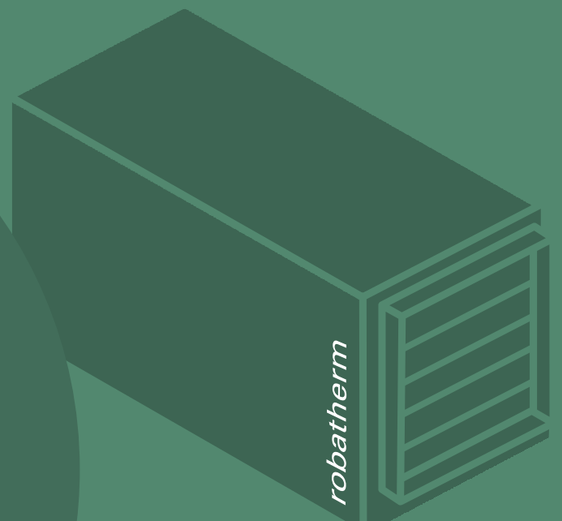
- Classification of emissions to impact categories.
- The ecological impact is calculated based on the impact categories.

4 Interpretation

- Analysis of the calculated ecological impacts.
- Derivation of recommended actions.

Reference Unit for Life Cycle Assessment

- robatherm AHU: 12,400 m³/h air volume.
- Combined supply and exhaust air unit with heat recovery.
- Other components: 2 filter walls, 2 fans, 4 noise reduction units, plate heat exchanger, and air heater.
- Application: Production Building in Munich.



The LCA study approach

The analysis is based on a specific reference unit, defined at the beginning based on typical requirements for robatherm AHUs. Based on this, all flows of goods were recorded, processes mapped, and the associated emissions calculated. The emissions were then classified into impact categories, the resulting consequences quantified, and the results interpreted.

Framework Conditions of the Examined AHU:

A weatherproof air handling unit for the air conditioning in a production building in Munich. The objective was to supply the building with airconditioning for 20 years while complying with all AHU and hygienic standards.

Internal Data Collection

The structure, such as the frames, unit base, or base pans, and the casing surface, such as thermal panels, inspection doors, and roof panels, were examined in a partial analysis. Finally, the quantities of materials contained therein were calculated.

Process Analysis

Life Cycle Assessment comprises the complete life cycle, i.e., a so-called "cradle to grave" approach. This approach means manufacturing, transport, utilization, and disposal have also been considered for the AHU and each assembly and component.

Impact Categories

The materials analyzed, and the associated emissions are grouped into impact categories based on their environmental impact. For example, the impact category climate change is described with the climate change and global warming potential (GWP) and measured in carbon dioxide equivalents, or CO_2-eq. The CO_2 is, therefore, also called the reference substance. Other emissions contributing to the GWP are converted into CO_2 equivalents via a so-called characterization factor and added together.

Example:

1kg CO_2 = 1kg CO_2-equivalent
1kg methane (CH_4) = 25kg CO_2-equivalent
1kg nitrogen oxide (N_2O) = 298kg CO_2- equivalent

In addition, there are other impact categories, such as ozone depletion, land usage, shortage of fossil resources, and ecotoxicity. Finally, equivalents are calculated in the Life Cycle Assessment, and their impacts are summarized in the respective categories.

The impact can be quantified as follows:

- Environmental Cost Indicator
- Greenhouse Potential
- Depletion Potential of the Stratospheric Ozone Layer
- Acidification Potential of Land and Water
- Formation Potential of Tropospheric Ozone Photochemical Oxidants
- Abiotic Depletion Potential for Non-Fossil Resources
- Human Toxicity Potential
- Freshwater Aquatic Ecotoxicity Potential.
- Terrestrial Ecotoxicity Potential
- etc.

AHU Efficiency Measurement

In calculating the total equivalents, robatherm differentiated between the respective production phases, transport, utilization, and disposal, to better assess their influence on the categories. You can see the results of this examination on the following pages.

CLIMATE CHANGE

Substances that increase the greenhouse effect, which, in turn, contribute to climate change. For this purpose, these substances are characterized by their absorption coefficients for infrared thermal radiation, their atmospheric retention period, anticipated immission development, and ranked compared to the CO_2 effect.
Using the Global Temperature Change Potential (GTP) and the GWP is recommended. However, both potentials may be considered, concerning a time horizon of 20 and 100 years, which is why we speak of GWP_{20a} / GWP_{100a} and GTP_{20a} / GTP_{100a}, respectively.

OZONE LAYER DEPLETION

The catalytic effect of halogens such as fluorine and chlorine causes ozone layer depletion in the stratosphere under certain conditions. The ozone layer depletion potential is related to the substance group of fluorochlorohydrocarbons. The ozone layer essentially protects the earth's life from harmful ultraviolet radiation.

PHOTOCHEMICAL OZONE FORMATION

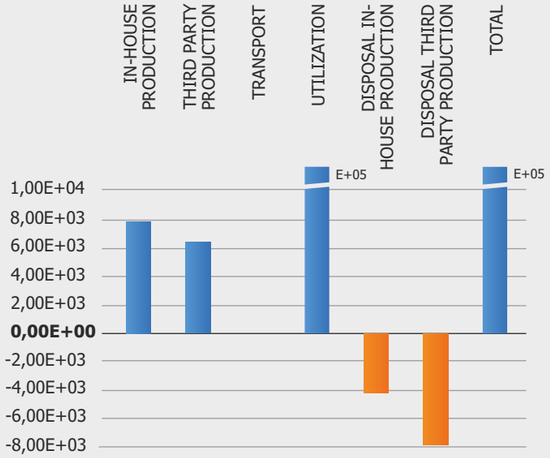
The Ecosystem Ozone Formation Potentials (EOFP) characterize substances contributing to ozone formation in the troposphere. Unlike ozone in the higher stratosphere, ozone in the troposphere is detrimental to the climate. Together with CO_2 and CH_4, it contributes to the greenhouse effect.

Volatile non-methane hydrocarbons (NMVOC) or even NO_X serve as reference substances, as they both make the same contribution to tropospheric ozone formation.

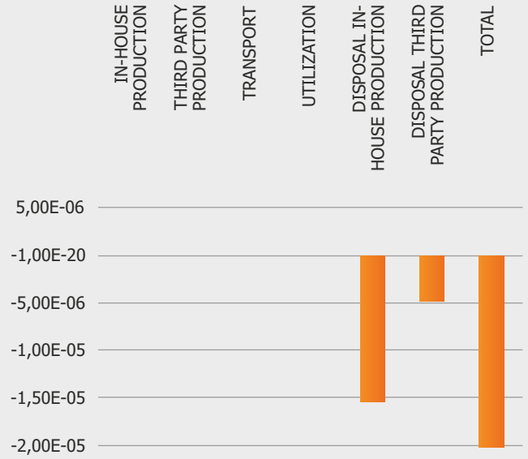
ACIDIFICATION

Sulfuric acid, as well as other emissions and acids into aquatic and terrestrial systems, causes the lowering of pH in waters and soils. As a result, heavy metals are laid bare and exposed to flora and fauna harmed by the metals. In terms of its potential to form H^+ ions or protons, a substance is compared with that of SO_2.

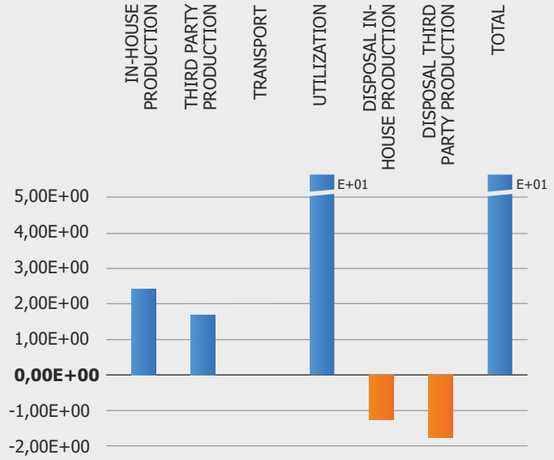
Global Warming Potential
(GWP 100 years) [kg CO_2 eq.]



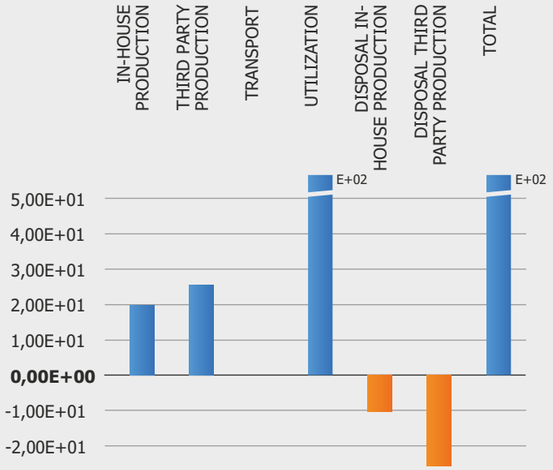
Ozone Layer Depletion Potential
(ODP, steady state) [kg R11 eq.]



Photochem. Ozone Creation Potential
(POCP) [kg Ethene eq.]



Acidification Potential
(AP) [kg SO_2 eq.]



OVER-FERTILIZATION OF AQUATIC ECOSYSTEMS

A distinction is drawn between saltwater and freshwater systems when it comes to over-fertilization or eutrophication of water bodies. While the eutrophication potential in oceans is characterized by nitrogen, phosphorus is used as a reference substance for freshwater lakes.

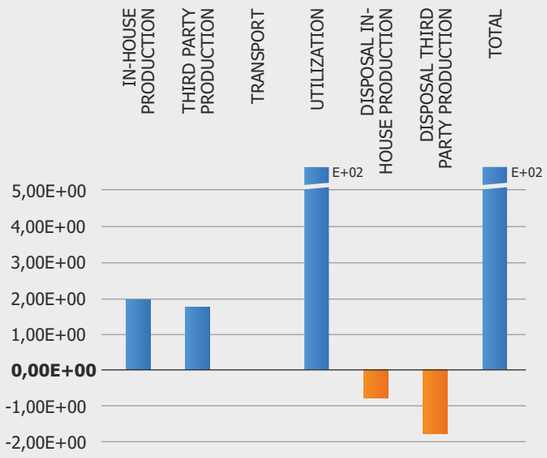
MINERAL AND FOSSIL RESOURCE SCARCITY

There is ongoing disagreement in the literature about the impact assessment of resource scarcity. Different models rely upon cumulative energy demand, future incremental costs, or the criticality of resources. For example, one way to express mineral resource scarcity is to extract copper and oil equivalents to describe fossil resource scarcity.

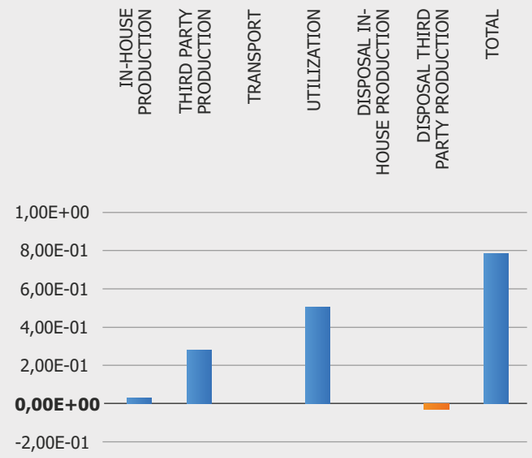
HUMAN TOXICITY AND ECOTOXICITY

Both impact categories are described using the reference substance dichlorobenzene (1,4-DCB). Generally, toxicity potential to humans and the environment describes the release of toxic substances into the air, soil, and water, Increasing the risk of disease or the likelihood of premature death of humans, flora, and fauna.

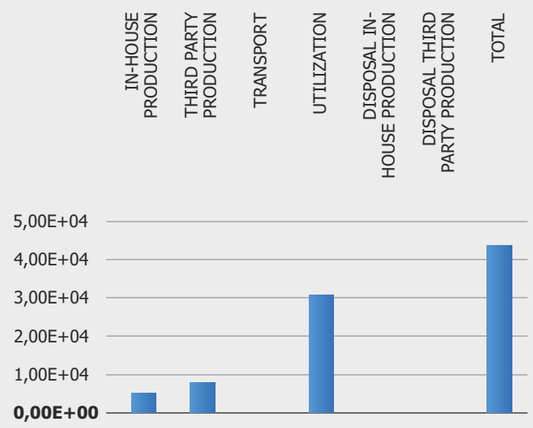
Eutrophication Potential
(EP) [kg Phosphate eq.]



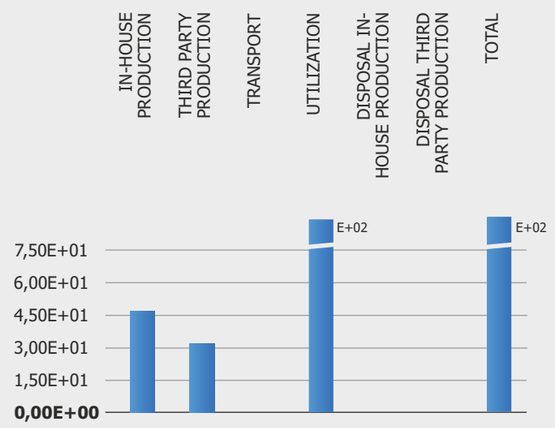
Abiotic Depletion
(ADP elements) [kg Sb eq.]



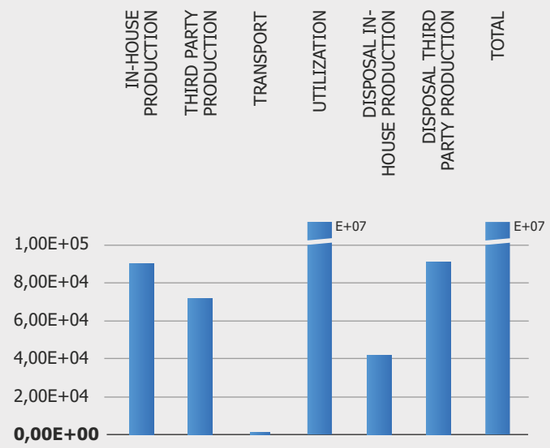
Human Toxicity Potential
(HTP inf.) [kg DCB eq.]



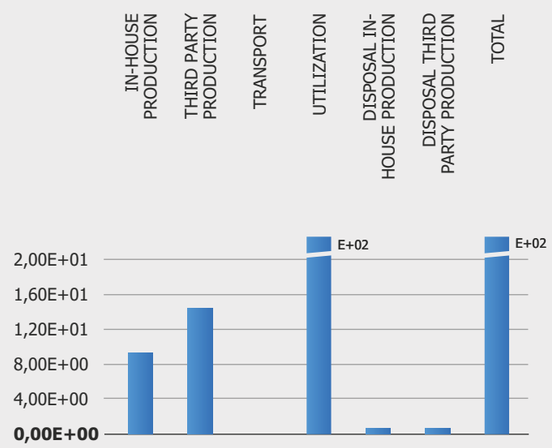
Freshwater Aquatic Ecotoxicity Pot.
(FAETP inf.) [kg DCB eq.]



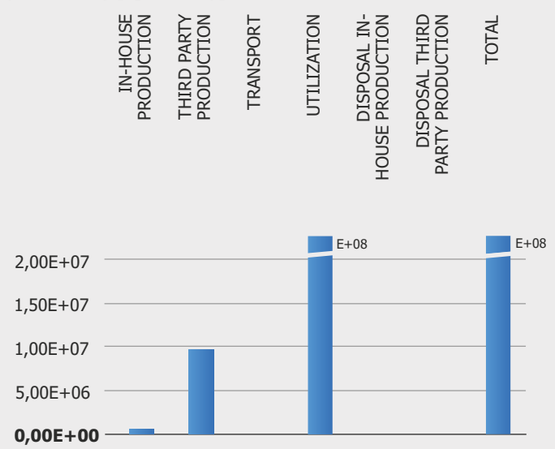
Abiotic Depletion
(ADP fossil) [MJ]



Terrestric Ecotoxicity Potential
(TETP inf.) [kg DCB eq.]



Marine Aquatic Ecotoxicity Pot.
(MAETP inf.) [kg DCB eq.]



Results of the Life Cycle Assessment

The study confirmed the assumption that the utilization phase is the dominating contribution in almost all impact categories. With the utilization phase, producing an AHU has noticeable effects in only two impact categories. Transport effects are considerably less significant for each impact category evaluated compared to the utilization phase. However, from an ecological point of view, this should not be grounds for neglecting the transport of AHUs. Optimization potential can also be identified here.

The production results are divided into in-house and third-party production. Thus, a more straightforward allocation or differentiation between in-house and third-party emissions becomes possible. Due to the substantial amount of steel required and processed for an AHU, steel also contributes considerably in many impact categories. The utilization phase exerts the most significant environmental influence in almost every impact category. For example, 99.8 % of all CO_2 emissions are generated during utilization. Only 0.2 % are generated in the other three phases: production, transport, and disposal. Given the long service life, disposal is often not an issue. However, disposal reduces the overall impact in some categories, mainly because recycling materials reduces emissions from primary production.

99.8 % of CO_2 emissions arise in the utilization phase.

88.0 % of the environmental costs arise in the utilization phase.

85.0 % of the environmental impact during production can be compensated by recycling.

Particularly in metals and plastics, corresponding ores do not have to be mined, and crude oil does not have to be extracted. After successful separation and sorting, the materials used can be melted down and, thus, reused. Of course, this is also not loss-free and usually requires a certain amount of energy input. However, in some impact categories, it causes fewer emissions than primary production.

This study shows that recycling an AHU can offset the environmental impact of its production by up to 85 %. The ability to dismantle and recycle the construction of robatherm AHUs has already attained a high level. However, based on these results, recycling will be prioritized in future developments.

From study to service

The results of this study are important for prioritising further sustainability measures, and they endorse robatherm's strategy. In particular, they show that the greatest effect occurs during the utilisation phase. Therefore, the planning and design of air handling units is becoming increasingly important, as this is where significant influence can be exerted on the subsequent utilisation phase.

What originally started as a study of a single reference unit is now offered by robatherm to its customers for individual air handling units. Based on the study findings, robatherm performs the life cycle assessment of individual air handling units with a wide range of components and integrated technologies.

Do you have any questions?

In this sustainability report, we have only published a small excerpt of this study, summarizing the results as concisely and comprehensibly as possible. If you would like to delve into the life cycle assessment of an AHU in more detail, don't hesitate to contact us. We will be happy to discuss the analysis procedure and the individual results in detail and exchange ideas for future tests with you.

3.3 Digital Solutions

Suppose the high performance of air handling units is to be maintained in the future. Then, existing resources must be used more precisely, i.e., more sensibly and economically.
It was this motivation that led to the development of "robatherm Connect", a highly flexible platform that, on the one hand, bundles functionalities and, on the other hand, creates entirely new possibilities for efficiently operating AHUs.

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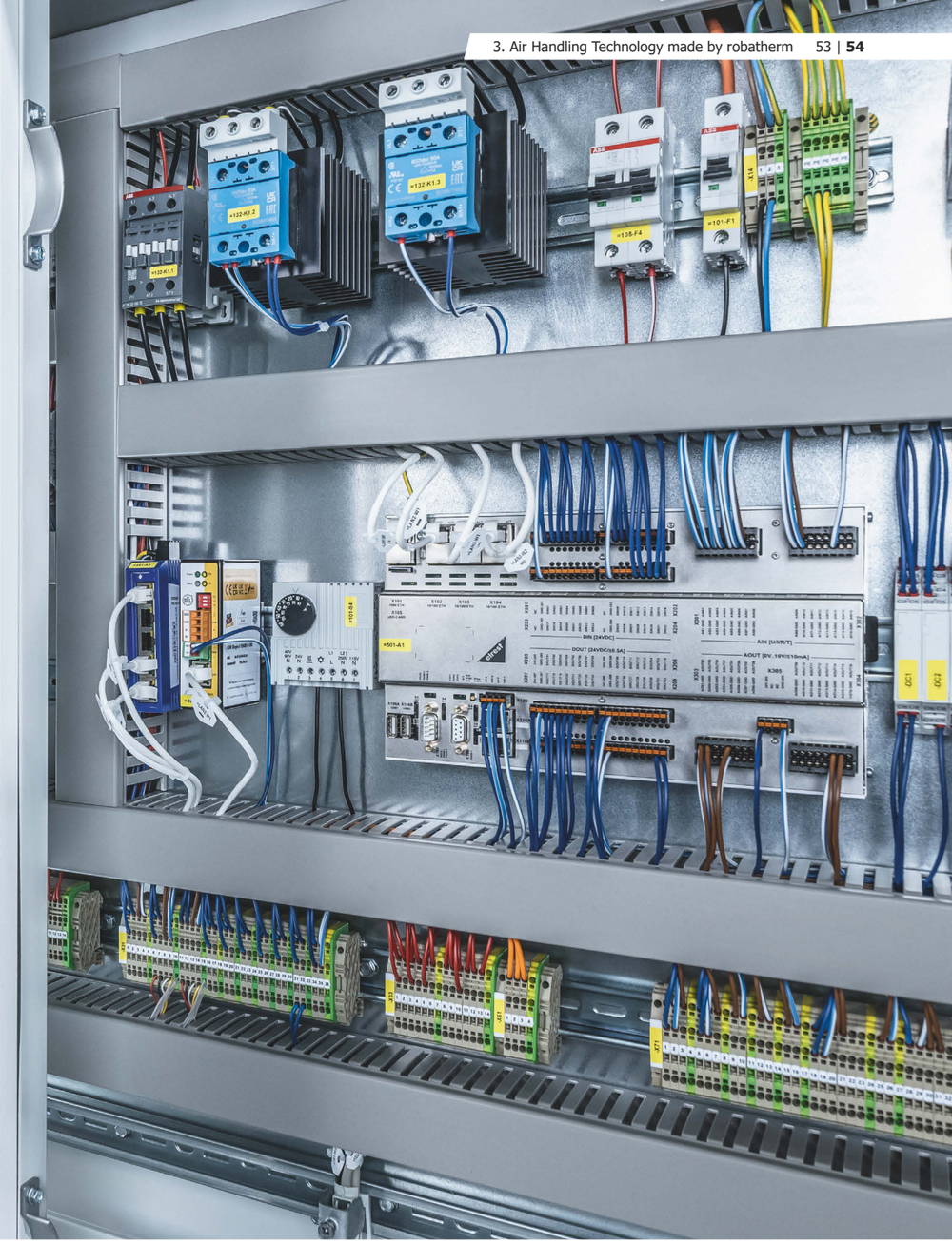


More efficient motors and perfected casings remain important core areas. However, a quantum leap in air handling technology requires new ways of thinking. The desired re-sult is a constant or even higher performance at lower con-sumption, less effort, and reduced costs. In short: greater efficiency at as many levels as possible.

Platform for Sustainable Relief

At the heart of the idea is "robatherm Connect", a highly flexible platform that bundles groundbreaking functionalities, from connecting heterogeneous AHUs at several locations to location-independent monitoring. Malfunctions can also be immediately analyzed online via remote access and remedied more quickly. In addition to trend analyses and regular reports, specific optimization potential is also displayed. The platform's benefits are as far-reaching as its perspectives, as robatherm Connect opens up almost limitless intelligent functions for enhanced performance.

With a single login, you can keep track of all the AHUs involved. It immediately becomes succinctly visible whether and where action is needed. For example, through a transparent presentation of synergies or as a source of information for ideal service call preparation. Thanks to convenient control and rapid response, much effort can be saved during servicing. Conventional control trips are kept to a minimum so employees can be deployed in a more targeted and meaningful way. Thus, the platform is a benefit for the environment as well. Because fewer operations also mean fewer CO_2 emissions.

Performance with Future Perspectives

A characteristic of the platform is the elevated relief factor. Besides automatically generated reports, users are informed via monthly e-mail reports – for example, about operating times, energy consumption, or the degree of air filter contamination. In other words, “robatherm Connect” represents a change to revolutionize modern AHUs performance. The opportunities are already impressive. Nevertheless, robatherm is already working on visionary expansion options. With the objective of higher efficiency, this raises new questions: Would an intelligent AHU provide air heating if a high outside temperature called for cooling shortly after that? So could operations be regulated even more efficiently by forecasting actual future values? And could a comparison of actual and target values, based on correction, soon be room conditioning history? Questions that robatherm is intensively dealing with. The first steps have been taken with “robatherm Connect”, but what we still have in mind is much greater. Here's where we see the future of air handling technology.

robatherm AHUs can also humidify the air to achieve the required level of humidity.

Controls to minimise the waste of water and energy

Digital progress in ventilation and air-conditioning technology is reflected above all in the advancement of controls. One of many examples at robatherm is direct spraying in heat recovery. It can be used to replace conventional refrigeration technology either entirely or in part. In view of increasing drought and growing competition for water resources, climate models are calling for us to use water sparingly. Efficient water use and the protection of surface and ground water are therefore essential.

Intelligent closed-loop control of AHUs helps to effectively avert wasting water and energy during direct spraying. The robatherm closed-loop control takes into account the actual operating point and the outlet temperature to adjust the humidifier output precisely and ensure resource-efficient operation.

Energy monitoring for optimisation during the utilisation phase

Energy monitoring plays a central role in air handling technology when it comes to efficiently recording and optimising energy consumption. robatherm enables the use of a wide range of data sources to ensure the transparent and resource-efficient operation of air handling units. This makes it easy to link electricity meters and analyse data for both the entire air handling unit and individual components. In the high-performance integrated circuit system, the power transmission can be displayed in real time, with additional operating data being taken into account. Frequency converters deliver information such as speed, motor current, power and the internal energy meter. All data is displayed directly on the integrated touch display of the robatherm units, but it can also be forwarded to the central building control system or integrated in robatherm connect.

3.4 Our Contribution to Global Building Technology

Efficient AHUs are essential in operating buildings in a contemporary and resource-saving manner. At the same time, AHUs provide air of the required quality to people living in buildings. AHUs from robatherm ensure that people worldwide breathe air made by robatherm every day and do so efficiently.

Sustainable Companies Trust robatherm

The life cycle assessment of an air handling unit makes one thing clear: the utilisation phase is the decisive factor for its life cycle assessment. That is why it is essential for a future-oriented and sustainable construction method that all trades are optimally coordinated with each other and that synergies are used to ensure resource-saving operation.
robatherm is involved in numerous innovative construction projects with its air handling units – from projects that set new standards in sustainability to projects in forward-looking industries such as battery technology or the food industry. This is how we are actively contributing to the design of tomorrow's buildings.

Sustainable Construction Projects with robatherm-Units

Air handling technology is not enough to make a building efficient. Rather, it is one important component in building technology, which only achieves an efficient and sustainable overall result when all the trades successfully work together. On the following pages, we will showcase a small selection of construction projects that exemplify future-oriented building and that rely on robatherm air handling technology.

On the following pages, discover pioneering buildings in which robatherm technology has become a sound component of sustainable architecture. This is just a small selection, illustrating how robatherm AHUs contribute to sustainable and future-oriented building operation.

FFB PreFab Fraunhofer research factory, Münster – research as the key to the success of the energy and mobility transition.

The 'FFB PreFab' in Münster is an important research project that is driving the development of innovative battery cell technologies as a precursor to the Fraunhofer Research Fabrication Battery Cell (FFB). The aim is to set new standards for efficient and sustainable battery cell production and to boost Germany's competitive position in this key area. As part of the national battery initiative, the FFB is making an important contribution to sustainable mobility and energy system transformation.

This is another pioneering project involving the use of air handling technology made by robatherm. Two air handling units, including a weatherproof unit and a 25,000 cubic metre per hour unit for indoor installation, ensure ideal conditions. The controls technology was also provided by robatherm and ensures perfectly aligned systems. A total of 21 delivery units were required due to the complex delivery process. A special detail for operational safety: When a fan is shut down, the fan cover plates direct the airflow completely onto the remaining fan. This goes to show how well the AHUs are designed and how reliable they are in all eventualities.

Schaltbau NExT Factory, Velden – how CO_2-free production is becoming a real-life example.

It is one thing to selectively reduce carbon dioxide emissions. But achieving completely CO_2-free production is a completely different matter. By building the NExT Factory, Schaltbau in Velden has created such a green vision.
The central element of the zero-carbon operation is a green energy concept with on-site generation, storage and distribution of electricity.
In this context, an innovative air handling concept is indispensable. There are various reasons why Schaltbau relies on robatherm's expertise in this respect. Thy are both ecological and economical. A crucial aspect for Schaltbau is a high level of air purity. Adequate filter classes must ensure that the hermetically sealed clean room meets the VDA 19.2 standard and that certain particle sizes are not exceeded.
Eight of the units are equipped with a heat pump. Thanks to the reversible refrigeration plant design, they offer a versatile heating and cooling function. Since the heat is extracted from the extract air, there is no need to use energy from the outdoor air – this results in improved COP values for the heat pump. All units were delivered with integrated controls, control groups and refrigeration technology on DIN frames. These sophisticated plug & play solutions are playing a significant role in the success of the future-oriented NExT Factory.

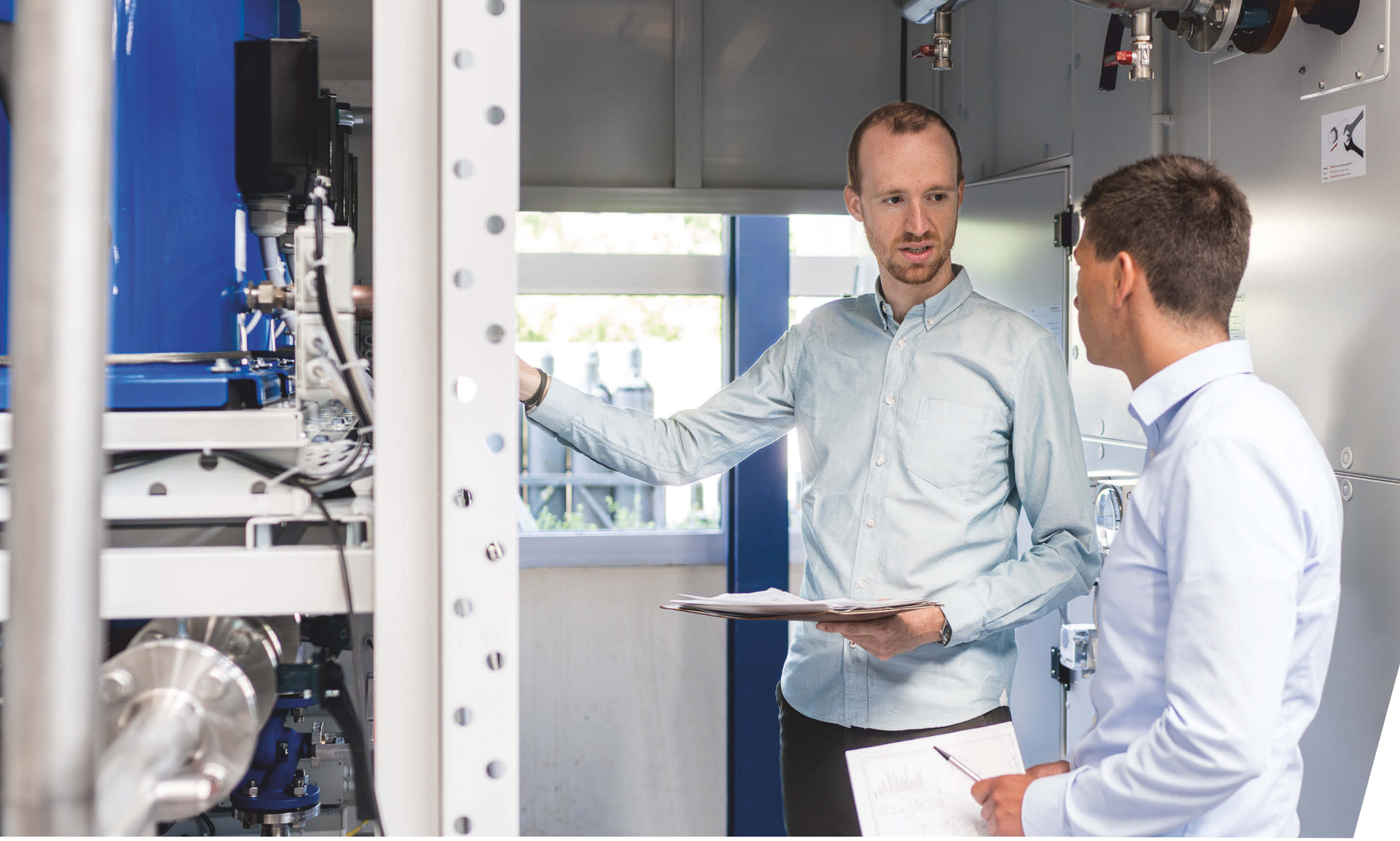
ACC, Billy-Berclau/Douvrin (France) – state-of-the-art battery cells for electric mobility.

ACC (Automotive Cells Company) is a leading European company that develops and produces battery cells for electric vehicles. Its Gigafactory in Douvrin is setting standards for sustainable mobility and cutting-edge technology. In this state-of-the-art ACC production plant in Douvrin, a showcase project of European battery production, 63 air handling units from robatherm ensure optimal conditions. These units move air volumes of 17,000 to over 70,000 cubic metres per hour and meet the highest hygiene standards. In particular, airtightness, crucial for quality in battery production, was a key criterion for choosing robatherm. Yet another example of innovation and reliability in this modern industry.

ZSW 'Powder-Up!', Ulm – Unique pilot plant for the production of large lithium-ion cells.

ZSW ('Centre for Solar Energy and Hydrogen Research Baden-Württemberg') is focusing on a future-oriented research platform with the PowderUp! facility. This facility enables rapid production and testing of samples with accelerated, digitalised development cycles to improve resource consumption, product yield and battery performance. Along with the HyFaB test hall, the ZSW has around 40 fully automatic test stands that cover outputs from a few watts to 250 kilowatts. This makes it one of the most modern fuel cell test centres in the world.

As with previous construction projects, ZSW is also relying on robatherm's expertise for this innovative project. A robatherm air handling unit with a capacity of 48,000 m^3/h per hour ensures an ideal environment – it is weatherproof and equipped with state-of-the-art control and refrigeration technology, as well as a HRAC (high-performance run around coil) system and humidification. An integrated maintenance walkway allows for hygienic maintenance work pro-tected from the weather.
Another detail in the planning of the AHU: the unit is zoned, supplying a partial area with 10,000 m^3/h of dehumidified air per hour and efficiently using waste process heat for energy recovery.



Innovafeed, Nesle (France) – a pioneering company for the food production of the future.

Innovafeed is a pioneering company in sustainable food production that specialises in the breeding of insects for the production of proteins for animal feed and other applications. Innovafeed's Nesle production site is setting standards for an environmentally friendly circular economy. The company has also put its trust in robatherm in the construction of the new plant.

Thirty-one weatherproof air handling units from robatherm, with air volumes of up to 120,000 m^3/h per hour per unit, ensure optimal conditions. In addition, everything is from a single source: controls and refrigeration technology are perfectly matched to the AHUs. Ease of cleaning and the strictest hygiene standards, essential for the food industry, make this facility a showcase project in the food industry.

4. Environment and Energy

Did you know?
The Tracy Arm Fjord with the Sawyer Glacier is an impressive natural spectacle. What is particularly fascinating is the bright blue colour of the glacier's surface, which is caused by the extremely dense ice: it only lets blue light through, absorbing all other colours. The landscape is not only stunningly spectacular, but also a testament to the power of nature and the changes wrought by climate change.

Whether man or nature, we respect the available resources and treat them carefully. Whether modern buildings, machines, or material-optimized processing concepts, our locations meet the highest energy standards.

As a company operating within the construction industry, we feel a greater responsibility to set good examples. In addition to the buildings on our premises, the focus is also on production processes to ensure consistently high quality in a resource-saving and efficient manner. We want to contribute to energy transition with our products and services and by operating our sites responsibly.

4.1 Working towards Carbon Neutrality

robatherm continuously analyses and reduces its ecological footprint. The aim is to take targeted action to make a sustainable contribution to the global reduction of CO_2 and to become carbon neutral in the long term.

Scope categories for transparency

To systematically assess the carbon footprint, robatherm follows the Greenhouse Gas (GHG) Protocol. For this purpose, the emissions are divided into three categories:

- Scope 1: direct emissions resulting from the combustion of fossil fuels at our sites
- Scope 2: indirect emissions caused by the generation of the electricity we use.
- Scope 3: emissions generated along the supply chain, for example, by suppliers or the use of our products.

We are currently documenting the emissions in Scope 1 and Scope 2, but plan to evaluate Scope 3 annually in the future.

Successful reduction since 2018

Since 2018, robatherm has performed a comprehensive CO_2 analysis. Particularly noteworthy: despite the company's growing turnover, the carbon footprint in Scopes 1 and 2 has remained constant and emission intensity has been significantly reduced.

Compared to the manufacturing industry in Germany as a whole, robatherm is well below the average of 328 tonnes of CO_2e per million turnover in EUR (Federal Statistical Office (StBA), 2020 Analysis).

Measures to reduce CO_2

Measures already implemented, such as the installation of a photovoltaic system in Burgau, save around 100 tonnes of CO_2 each year. Further steps are planned:

- As of 2025: complete switch to electricity generated from 100 % certified hydropower (TÜV SÜD EE), which reduces the Scope 2 footprint to zero (market-based).
- Electrification of the vehicle fleet: further expansion to minimise the consumption of fossil fuels.
- Modernisation of heating systems: switch to efficient heat pumps at several locations and elimination of heating oil.

Long-term objectives

robatherm has defined ambitious targets that are aligned with the political climate targets:

- Scope 1: Scope 1: 40 % reduction by 2030, 70 % by 2035 and complete neutrality by 2040 (base year: 2020).
- Scope 2: market-based carbon neutrality from 2025; location-based in line with the German climate target by 2045.
- Scope 3: climate neutrality by 2045.

Sustainable innovations

In addition to the major targets, robatherm is committed to innovative approaches to keep reducing its carbon footprint. This includes optimising production processes, ramping up the use of renewable energies and scaling up efficient technologies.

By taking these measures, robatherm clearly shows that climate protection is an integral part of corporate strategy. These efforts allow us to do our part for sustainability while also strengthening our competitive position.

Scope 1 [t CO_2e]

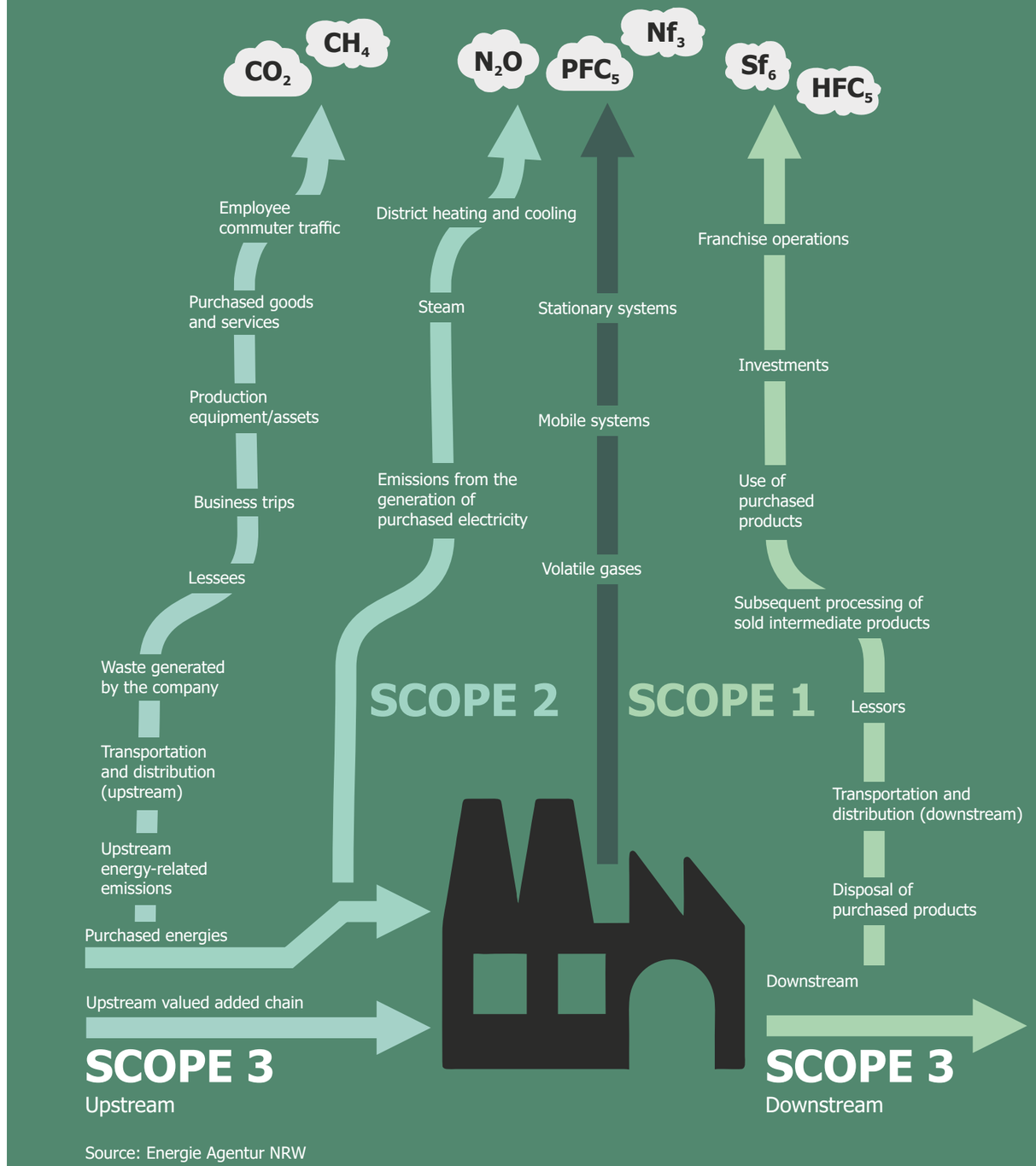
Scope 2 (electricity) [t CO_2e]

Scope 1+2 [t CO_2e/€mil turnover]

Scope 1+2 [t CO_2e/employee

Background: the Greenhouse Gas (GHG) Protocol

The Kyoto Protocol, agreed in 1997, set out the first binding climate targets and forms the basis for the Greenhouse Gas (GHG) Protocol. This private standard series is used for the accounting and reporting of greenhouse gas emissions and is the global benchmark for companies. The GHG Protocol, developed by the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD), closes gaps in international climate policy and covers all important greenhouse gases. These are expressed as CO_2 equivalents (CO_2e), based on their global warming potential. Emissions are categorised into three areas (scopes) to ensure a structured allocation of greenhouse gases.



Source: Energie Agentur NRW

4.2 Environmental Compliance and Measures

robatherm pursues the goal of continuously achieving sustainable improvements in the areas of environment and energy. Implemented and ongoing projects both demonstrate that focusing on the conservation of resources and minimising environmental pollution is a central component of the corporate strategy.

Environmental compliance and improvements
Compliance with all relevant environmental regulations is a fundamental part of how robatherm does business. During the reporting period, there were no violations of environmental laws or regulations, and no fines were paid. This focus on environmental compliance is complemented by numerous measures aimed at improving the environmental performance. In February 2024, a new photovoltaic system was installed at the Burgau site, making a significant contribution to the use of renewable energies and the reduction of CO_2 emissions. In addition, the last diesel-powered forklift truck was replaced by an electric model that is specially designed for transporting heavy AHUs on DIN frames.

Resource-efficient production processes
Significant progress has also been made in production. The installation of a new foaming system has reduced energy consumption as well as the amount of material used. In addition, it is no longer necessary to apply cleaning agents manually, which in turn improves working conditions. Another resource-saving development was optimising the profiles of the drain pans, reducing the amount of adhesive used by 66 %. These measures underscore robatherm's commitment to improving both the efficiency and the environmental compatibility of production.

Ongoing optimisation projects
In addition to the completed projects, other measures are in progress that aim to minimise environmental pollution further. This includes the gradual phasing out of the painting process in favour of a simpler powder coating that reduces emissions. Likewise, the welding process for front-frame corners is being replaced by bolted connections, which reduces the consumption of shielding gases such as Sagox and argon. Furthermore, using optimised rollers has significantly reduced the amount of off-cut waste when laying roofing membranes. Using new, more efficient nozzles for laser cutting has reduced nitrogen consumption by 30 %.

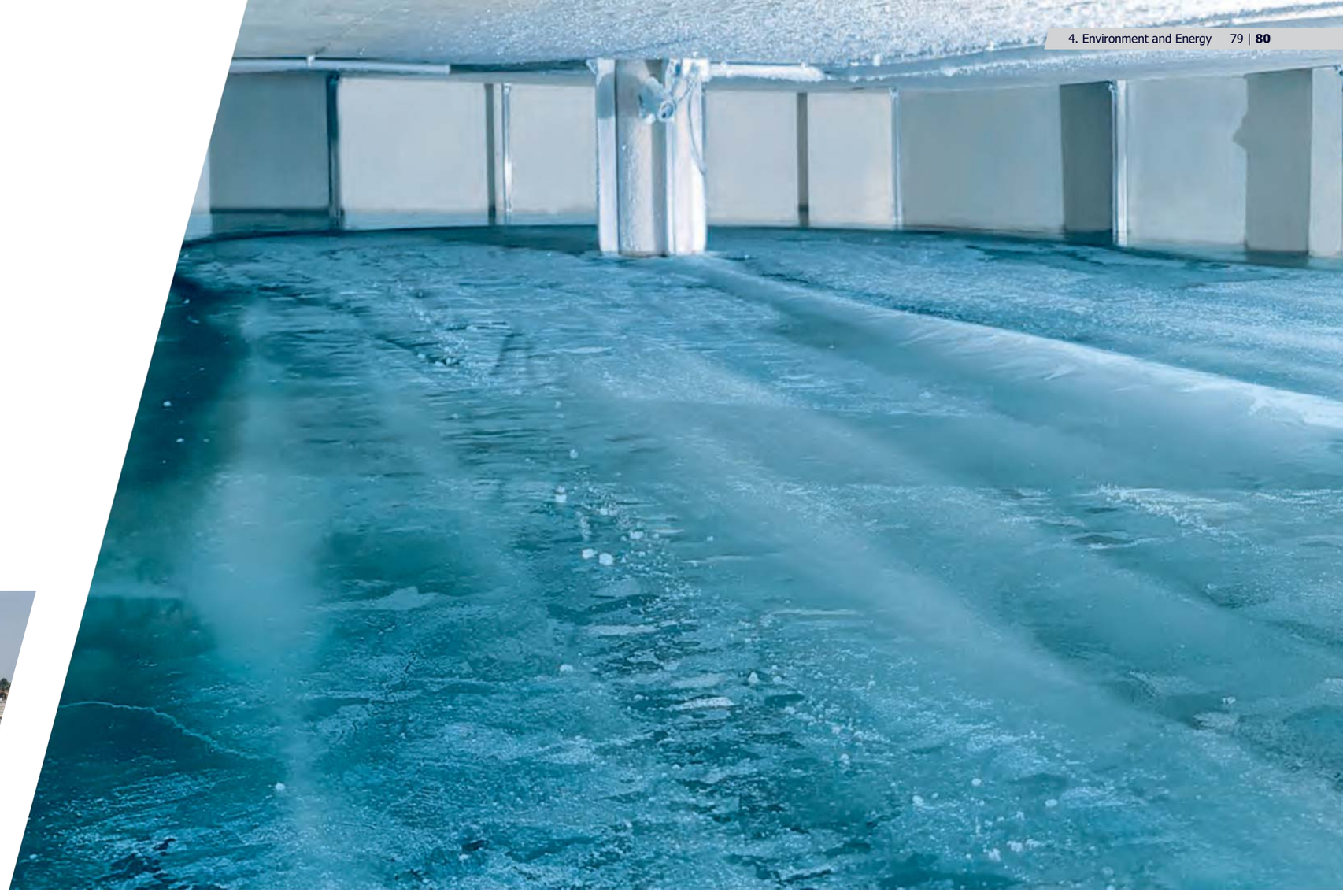
Use of artificial intelligence
Another project showcasing robatherm's innovative prowess is the optimisation of the coil unit with the help of artificial intelligence. This has resulted in a significant reduction in waste. This project is part of a broader strategy to use AI technologies to increase efficiency and conserve resources in production.

4.3 Efficient Building Technology

Buildings can be impressive. However, they are only really fascinating if their design, function, and operation are compelling. One crucial element is facility management. Thanks to the experience gathered at the Jettingen-Scheppach site, robatherm is now more familiar with this broad terrain than one might expect from a company specializing in air handling technology.

A central aspect of the headquarters in Jettingen-Scheppach is the high-quality building cladding and excellent insulation. This is due, among other things, to a double façade with thermal insulation glazing. In addition, an automated shading system is installed in the naturally ventilated maintenance aisle of the double façade, providing effective sun protection. On the other hand, the ground floor, almost entirely covered by a green mound, is protected from the heat influx from outside.

GRI 302-1
GRI 302-2
GRI 302-3
GRI 302-4



Comfortable and Climate-friendly Controlled Temperatures

Efficient heat control in the administration building is primarily achieved via heated and cooled ceilings. Whereas in the meeting area, a 4-duct system with 6-way valves enables automated switching between heating and cooling all year round. A 2-duct system with selectable settings to either heating or cooling mode is in use in the offices. Thanks to an air discharge velocity of less than 0.2 m/s, working without experiencing any drafts is possible. Selected areas also feature underfloor heating or even cooling. Keeping the building at the right temperature is one thing, but generating the energy needed to do so is another.

Eco-friendly Interplay of a Variety of Technologies

robatherm`s commitment to efficient and futureoriented solutions was not limited to air handling technology. This commitment applies to the entire facility management system. The installation overview clearly shows that various technologies work together within robatherm's facility management. However, only the successful interaction of absorption refrigeration system, heat pump, photovoltaic system, combined heat and power plant, heat exchanger, and ice storage makes the operation of the building eco-friendly.

Heat Pump
One central element is the water/water-heat pump that has been developed by robatherm. This is a switchable four-stage combined installation for cold and hot water supply. The challenge was balancing extremely low temperatures during winter operations and exceptionally high temperatures during summer operations, combined with an ice storage system. A unique feature is the process reversal within the refrigeration circuit and the use of four plate heat exchangers. Switching had to be done between separate circuits of glycolwater and plain water, so four plate heat exchangers were installed instead of just two. Process reversal in the refrigeration circuit can save a great deal of space within the machine room, as the pipelines and valves' nominal sizes are significantly smaller compared to the water circuit.

Free Cooling
For the production of cold water, robatherm relies on free cooling. This particular variant incorporates the ice storage tank: If the temperature in the ice storage tank drops below 15 degrees Celsius, this medium is used to cool the cold water buffer tank. This typically enables the serverroom, for example, to be cooled in an eco-friendly manner from November to May.

Absorption Refrigeration System (ARS)
Another efficient solution is the integration of an absorption refrigeration system. In this thermal compressor, water serves as the coolant and lithium bromide as the solvent. The components used at robatherm achieve a cooling performance of 65 kW and draws heat from the high-temperature buffer storage.

Combined Heat and Power Plant (CHP)
The CHP could also be referred to as the heart of our energy and hot water production. It supplies the administration building with 50 kW of electricity and 80 kW of heat. During the winter, its power is used for heating. In the summer, the heat is used to operate the absorption refrigeration system to produce cold water. The economic and ecological advantage of the CHP is that robatherm puts all the energy to use directly on site.

Photovoltaic System
A photovoltaic system was installed on the administration building's roof as a supplement to the CHP unit. Due to their East-West positioning, the 276 modules achieve lower peak output. However, thanks to their positioning, they generate electricity over a longer period of time over the day. Combined with the CHP, their share of selfgenerated electricity amounts to up to 75 % of the wattage used by our administration offices in Scheppach.

Ice Storage
As so called latent heat storage, the ice storage can store energy all seasons long. Moreover, due to its feature of storing any waste heat, this technology barely loses any power. The storage system consists of an underground concrete basin holding a volume of 271 m³ [9570.27 ft³] of water where a 4,275 m [14025.59 ft] extraction heat exchanger is installed. The water gradually freezes up from the inside to the outside by heat dissipation to the heat exchanger. By the way, during the transition to this solidstate of aggregation, the amount of heat released is the same as would be necessary to heat the same amount of water from 0 ° to 80 ° Celsius. To put it plainly: A considerable energy potential is made available during the winter months, which in turn, can be exploited throughout the year.

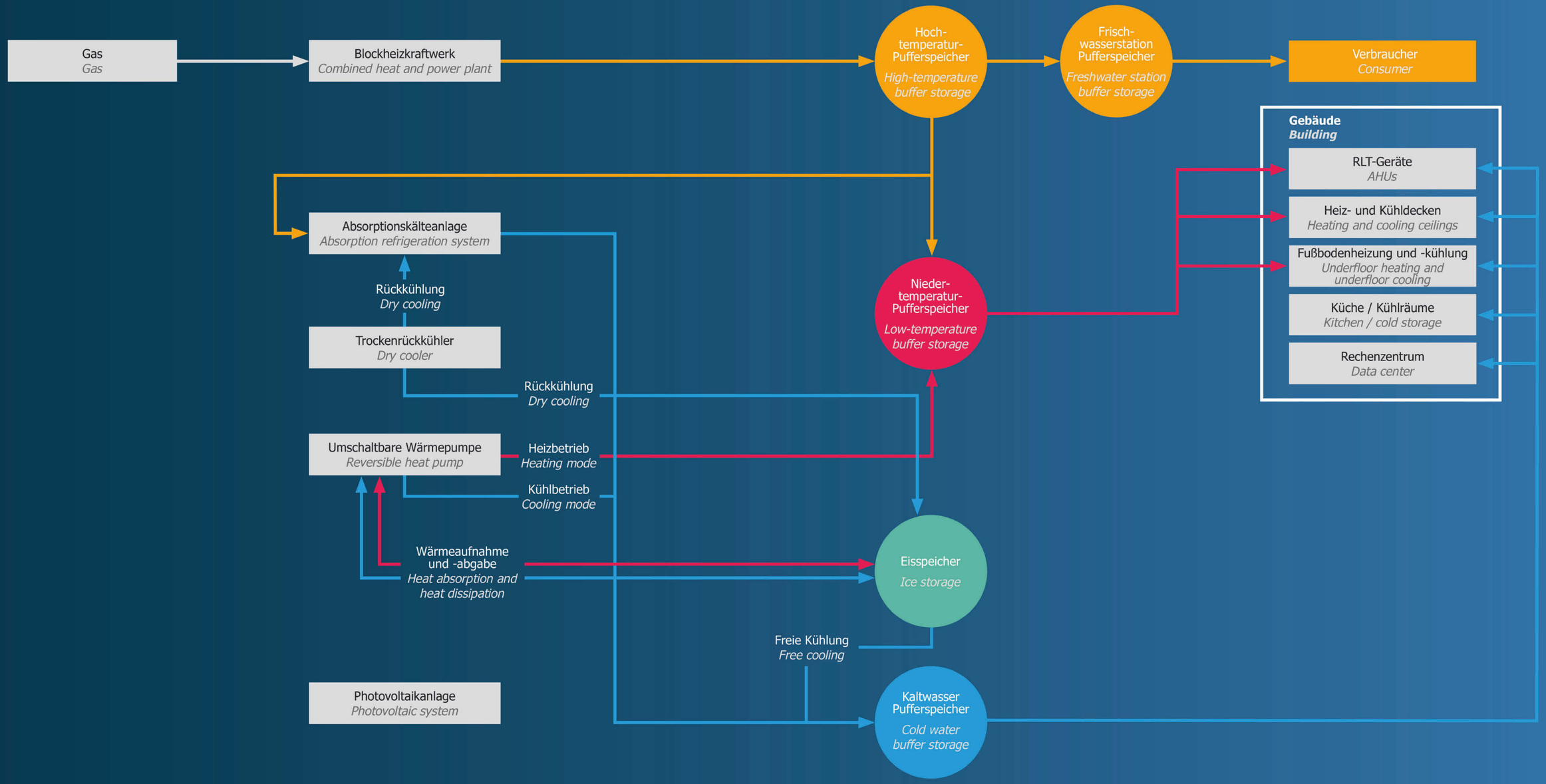
This is how the ice storage cools itself in the winter: By withdrawing warmth from the ice storage, the temperature drops and leads to the water icing up.

This is how the ice storage cools itself in the summer: In summer, the process is reversed, and it absorbs energy again. This means that the water changes from a solid to a liquid state of aggregation.

By cleverly combining ice storage and thermal pump, as well as absorption refrigeration system and combined heat and power plant, robatherm has created a solution for heating and cooling that is as environmentally friendly as it is economical.

Indoor Climate from Our Own Facilities
A total of four robatherm AHUs supply the administration building with absolutely clean air. The design with its deep black casing is very striking. For permanently safe hygiene, its interior is antimicrobial powder-coated. Both plate exchangers and rotors are used for heat recovery. All air handling units correspond to the energy efficiency class A+ (according to EUROVENT). It is demonstrated in air handling technology and throughout facility management: The prudent use of resources is a top priority at robatherm.

Automatically Adjusted and Centrally Regulated
To control, regulate and monitor the facility management system efficiently, robatherm relies on modern building control systems. This ensures that all components involved work optimally with each other and that their functions interlock seamlessly. Furthermore, thanks to our building control system, visualization, service, operational and error notifications, as well as operating records (trends), are bundled centrally.



Erzeugerkreis	Speicherung	Verbraucherkreis
Generator circuit	*Storage*	*Consumer circuit*

Die Installationsübersicht im Verwaltungsgebäude.
The installation overview within the administration building.

4.4 Efficient Production

The production of air handling units requires resources, including raw materials, water, and energy. At robatherm, we are well aware of this and strive to live up to this responsibility with resource-saving production.

robatherm aims to increase the efficiency of building technology worldwide with its air handling units. In this context, the focus is not only on the energy efficiency of the units themselves, but also on resource-efficient and sustainable production.

An integrated sustainability strategy thus also includes the production processes, which are optimised by a variety of measures. robatherm constantly strives to improve the manufacturing of its products and to steadily reduce the consumption of resources.

GRI 302-1
GRI 302-2
GRI 302-3
GRI 302-4

Resource-efficient production processes

In production, a multitude of measures have been taken to make the manufacturing of air handling units at robatherm more resource-efficient.

The following is a representative selection of the measures that were developed or completed during the reporting period:

- Installation of a new foaming system:
  reducing energy consumption and material use and simplified post-processing.
- Optimisation of profiles for drain pans:
  reducing adhesive consumption by 66 %.
- Gradual phasing out of the painting process:
  replaced by a simpler powder coating.
- Elimination of individual welding processes:
  for certain applications, the connection is now made by means of screws instead of a welding process, thus reducing the consumption of shielding gases such as Sagox and Argon.
- Optimisation of the roof membrane rolls: using optimised rolls reduces scrap and waste material.
- Improvement in laser cutting processes:
  using more efficient nozzles reduces nitrogen consumption by 30 %.
- AI-supported planning for coil cutting: this in-house AI-project resulted in a significant reduction in the amount of raw material wasted.

Used Materials
AHUs by robatherm are made of a wide variety of components and materials. These include raw materials as well as semi-finished products. As every AHU by robatherm is different and customized, the quantities and materials used for each AHU may vary considerably.

Steel
Focusing on resource-efficient procurement, we prefer to source our sheet metal from Germany or nearby European countries. Our supply sources have no detailed information about the proportions of recycled metal. Germany's share of secondary raw materials in crude steel is around 45 % annually. Since we purchase the material predominantly from Germany, we can at least orient ourselves toward this rate without being able to substantiate it specifically.

Copper
The manufacturer of the copper we use estimates the recycled content, for the production of customer products, at 75.6 %. This value is significantly higher than the German average, around 45 %. Our supplier also states that they intend to increase the share of recycled materials to 90 % by 2030 and further develop circular business models in a targeted manner. The copper we need for our heat exchanger production is almost 100 % recycled.

Insulation
Of the insulation we use, 24.6 % is made of recycled material.

GRI 301-1
GRI 301-2
GRI 301-3

Plastic Profiles
We collect the waste profile sections we accumulate. Then, our manufacturers use this recovered material to produce new profiles. Moreover, our suppliers use old window profiles as recyclable material.

Used Materials – Semi-Finished Products
robatherm focuses on producing customized air handling units. In this respect, it isn't easy to quantify the installed components' quantities or weights. Therefore, the Life Cycle Assessment reference unit was also used as a reference in this case, resulting in the following weights per component or material.

Components in the reference unit:

Filter **9 kg**
Frequency Converter **8 kg**
Differential Pressure Display **1 kg**
Plate Heat Exchanger **457 kg**
Heat Exchanger **29 kg**
Silencer **3 kg**
Louver Dampers **90 kg**
Flexible Connection **8 kg**
Fans **84 kg**
Mounting Frames, Suspensions **457 kg**
Measuring Line **1 kg**

Components in the Reference Unit:

Steel **46,39 %** (643 kg)
Aluminium **41,91 %** (581 kg)
Zinc **6,49 %** (90 kg)
Plastic **2,60 %** (36 kg)
Rock Wool **1,23 %** (17 kg)
Copper **0,94 %** (13 kg)
Silicium **0,22 %** (3 kg)
Glass **0,14 %** (2 kg)
Stainless Steel **0,07 %** (1 kg)

Water Consumption and Wastewater
robatherm draws the required water from the public municipal water network and feeds the wastewater back into the public municipal wastewater network.

Water is mainly required outside production processes for sanitary facilities and building cleaning. Therefore, the kitchen area in the robatherm Restaurant is equipped with a separate wastewater treatment system that separates grease from wastewater. Additionally, there is a need for water for the air handling technology. Therefore, on the one hand, for air humidification and, on the other, for adiabatic cooling of production buildings, this is an environmentally friendly alternative to cooling by eliminating the use of con-ventional coolant.

Recycling Management
Our AHUs are recyclable. At the end of their product life cycles, these components can be broken down into their basic components and, in most cases, reused. For example, our rock wool can be returned to the recycling loop. For example, our rock wool supplier has set up a waste-take-back service. The returned rock wool is completely recycled into the production process, which is processed into new wool, ensuring that resources used remain in the recycling loop and, in contrast to energy recovery, will also be available to future generations.

Waste Prevention
Every transport damage results in immense ecological and economic expenditure and unnecessarily consumes valuable resources. Therefore, the most sustainable packaging optially protects our products against any damage on the way to the customer without wasting packaging material. We ensure this through regular staff training in the outgoing goods department. We also ensure this through the ingenious use of suitable packaging materials. The highest premise within the framework of our waste management is waste voidance. Waste that cannot be avoided should be reused as best as possible or professionally disposed of separately if secondary recycling at robatherm is impossible. Considerable amounts of waste are generated mainly on the production lines. In this case, an internal key indicator, a so-called "scrap rate," is used to check and quantify the scrap and offcuts at individual machines. These key figures are also incorporated into the investment decision to replace individual machines. Waste in production mainly comprises metal and plastic. This waste is separated by material type at the plant for disposal. Besides this, lubricating oil and electronic scrap are incurred during equipment maintenance and repairs.

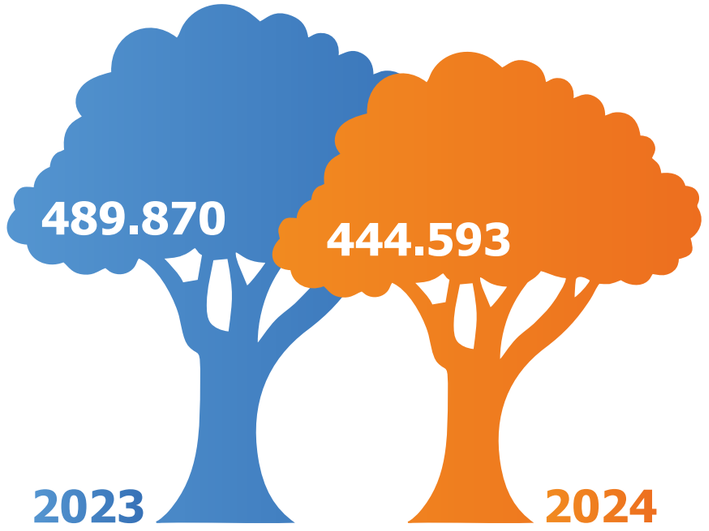
Recycling
Reusable packaging material is collected in the incoming goods department and used to pack our products. Examples include bulk materials, cushioned bags, and foam mats.
A regional recycling company separates and returns wood, film, and other received packaging to the recycling loop.

Padding Material
Our padding material comprises 100 % starch, a renewable raw material that is fully biodegradable. Regarding padding, we greatly value using renewable raw materials and deliberately avoid purchasing styrofoam.

Wooden Packaging
The main component of our packaging is made of wood, a 100 % renewable and recyclable resource. Wooden packaging stabilizes and protects our products on their way to their destination and is made custom for each transport. We deliberately avoid prefabricated wooden crates. Experience has shown that these require more packaging material, contrary to the optimization of transport volumes.

Packaging Film
When it comes to the outer packaging of our devices, we attach great importance to recyclability. So we use a 100 % reusable and 100 % recyclable film. Our packaging films contain only one recyclable material, 100 % polyethylene (PE). This material is particularly suitable for the recycling loop. Wherever possible, the packaging material is reused and recycled for shipping small parts in the company's outgoing goods department.

Packaging in
Wood **444.593 kg**
Polyethylene (PE) film **42.397 kg**
Metal **8.896 kg**
Cardboard **12.156 kg**
Adhesive tapes, stickers **1.680 kg**
Other Plastic **193 kg**
Padding Material **88 kg**



Wood used for packaging in kg

GRI 301-2
GRI 301-3
GRI 303-1
GRI 306-1
GRI 306-2
GRI 306-3
GRI 306-4

4.5 Contribution to the Energy Turnaround

We believe the path to a successful energy turnaround is a never-ending process. We have taken a variety of measures to contribute to the energy turnaround. Regardless of that, we're still working to improve. We're already planning additional projects to drive the energy turnaround.

New photovoltaic system at the Burgau site
The photovoltaic system, with an installed capacity of 338 kWp (804 modules of 420 Wp), was connected to the grid on 15 February 2024. robatherm invested around 400,000 euro to have the system installed on the roofs at the Burgau site. This means that we now generate around 30 % of the electricity consumed at the Burgau site ourselves. A portion of the electricity produced – about 45 % – is fed into the public grid. Combined with the purchase of 100 % green electricity, the new photovoltaic system is another key element in robatherm's sustainable energy supply.

Electromobility in the factory
At the Burgau site, the last diesel forklift truck has been replaced by an electric one. This used to be used to transport particularly heavy AHUs on DIN frames. This job is now handled by a new forklift truck with an electric drive.

At the headquarters in Jettingen-Scheppach, we exclusively run electric forklifts instead of diesel forklifts. Some of those electric forklifts still belong to the manufacturer's first generation. robatherm was one of the first customers to opt for this e-mobility approach in intralogistics. Other means of transport for intralogistics are also electric, eliminating the need for combustion engine drives and emissions inside production buildings.

GRI 302-4

Electricity is produced for robatherm in this hydropower plant, among other things.

The switch to green energy means robatherm cuts 823,900 kilograms of CO_2.

On average, a tree absorbs 10 kilograms of CO_2 a year

This is equivalent to planting 82,390 trees in one year.

A return flight from Frankfurt to New York produces three tonnes of CO_2 per person.

This is equivalent to 275 return flights.

A car produces about 120 grams of CO_2 per kilometre.

That is roughly equivalent to circling the globe 171 times.

An average household emits around 9 tonnes of CO_2 per year.

This corresponds to 91 years of consumption.

4.6 Green energy

Sustainability and security of supply go hand in hand at robatherm. As a manufacturing company with high electricity requirements, the choice of energy source plays a crucial role. By switching to 100 % hydroelectric green energy, robatherm makes a clear statement in support of environmental protection and regional cooperation.

What is green energy?

Green electricity is electricity that is generated entirely from renewable sources such as solar, wind or water. In the case of robatherm, 100 % of the electricity is generated from hydropower, one of the cleanest and most stable sources of energy. By foregoing fossil fuels and nuclear energy, green energy makes a significant contribution to reducing CO_2 emissions. Switching to green energy therefore not only contributes to the energy transition, but is also an active step towards greater climate protection.

Green energy for robatherm

Electricity requirements are a key factor for robatherm, as the production processes require a considerable amount of energy. In addition to the electricity generated by its own photovoltaic systems at the Jettingen-Scheppach and Burgau sites, the company now relies on green electricity generated entirely from hydropower. Thanks to a contract concluded in 2024 with the regional energy supplier SWU, robatherm will only purchase green energy in Germany from 2025. This will save around 823,900 kilograms of CO_2 a year – making a significant contribution to the company's sustainability strategy.

A show of support for the environment and the region

Opting for green energy is more than just an ecological decision for robatherm. It also symbolises a conscious, resource-efficient corporate culture. At the same time, the collaboration with regional partner SWU underscores the importance of partnerships based on shared values. SWU pursues equally ambitious sustainability goals, making the partnership an ideal match for robatherm. In this way, environmental protection and regional responsibility can be combined.

GRI 302-4

5. People at robatherm

Did you know?
One square metre of moss can absorb almost twice its weight in water and plays a vital role in the water storage of ecosystems.

robatherm lives from its employees' ambition and sense of responsibility (both professionally and privately). We create the framework conditions that enable our employees to achieve this balance better and ensure their well-being in an optimal workplace environment employees.

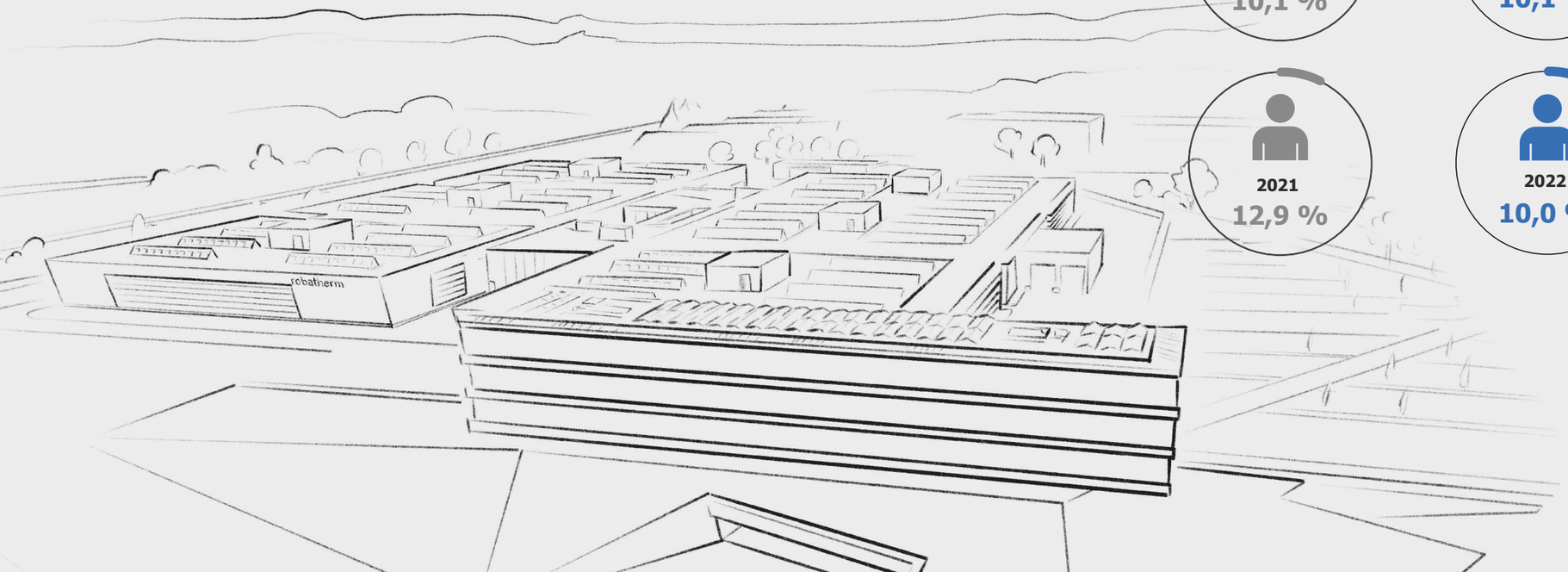
robatherm's human resource strategy rests on three pillars: Attracting suitable new employees, but above all, retaining high achievers of today and tomorrow, as well as training skilled workers of the future. As an employer, robatherm strives to contribute to attaining various SDGs. While in particular, robatherm's training policy is attributable to SDG 3, "Quality Education", robatherm equally aims to contribute to SDG 5, "Gender Equality", SDG 8, "Decent Work and Economic Growth," and SDG 10, "Reduce Inequalities".

5.1 Facts and Figures

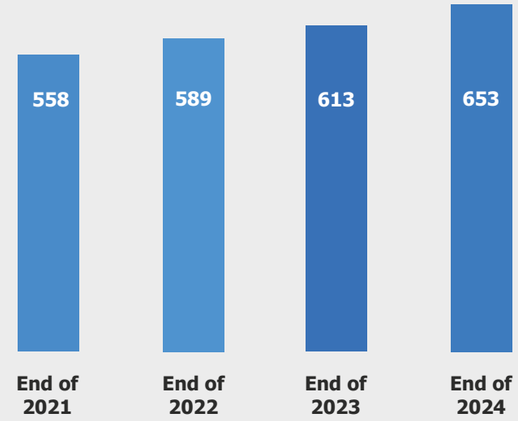
robatherm attaches great importance to organic growth, which also entails a change in the number of employees. New employees are recruited to employ them permanently and not to work off any short-term peaks in demand.

Thus, the number of employees continuously increases in the long term due to organic growth. Therefore, there will be no significant changes in the short term, let alone layoffs. The following facts and figures provide initial insight into the personnel situation at robatherm.

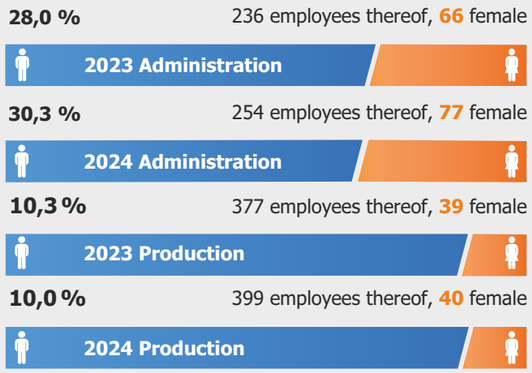
They also help better understand other topics in the chapter "People at robatherm", including diversity, occupational safety, and team member health.



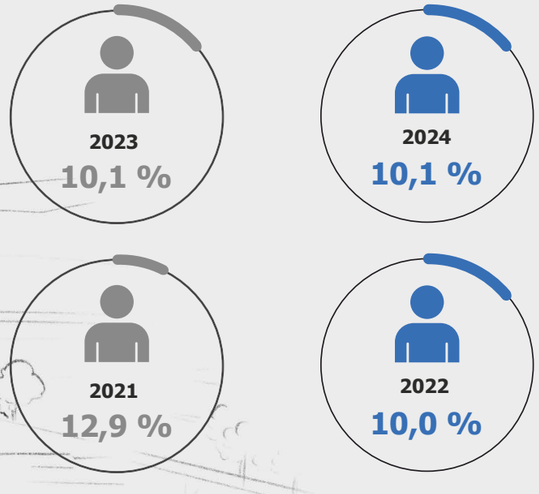
Number of Employees



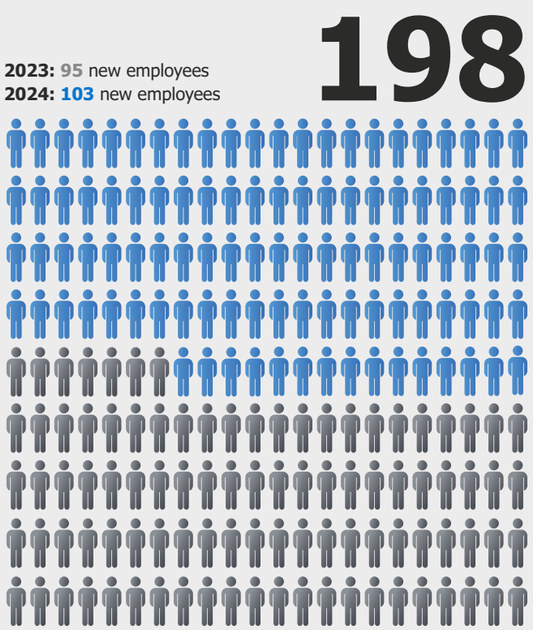
Percentage of Women at robatherm



Fluctuation Rate at robatherm



New Employees:



GRI 401-1
GRI 405-1

Trainees at robatherm

Commercial Trainees

2023

7 Trainees, thereof **3** female

2024

9 Trainees, thereof **6** female

Industrial Trainees

2023

23 Trainees, thereof **2** female

2024

34 Trainees, thereof **2** female

Dual Students

2023

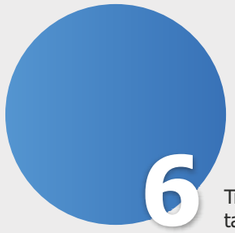
7 Students, thereof **2** female

2024

8 Students, thereof **3** female

Takeover Rate 2023

In 2023, six apprentices completed their training.

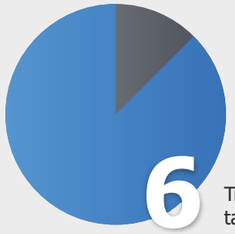


6 Trainees were taken over

0 were not taken over
0 left despite an offer to be taken over

Takeover Rate 2024

In 2024, seven apprentices completed their training.



6 Trainees were taken over

0 were not taken over
1 left despite an offer to be taken over

Employee Parental Leave

2023

28 Employees, thereof **7** female

2024

35 Employees, thereof **15** female

2023/24 Return from Parental Leave

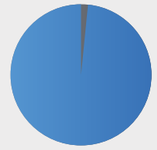
63 employees took parental leave thereof, **63** returned to work.

41 of 41 male employees are back to work.

22 of 22 female employees are back to work.

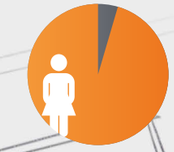
2023/24 Continued Employment after Parental Leave

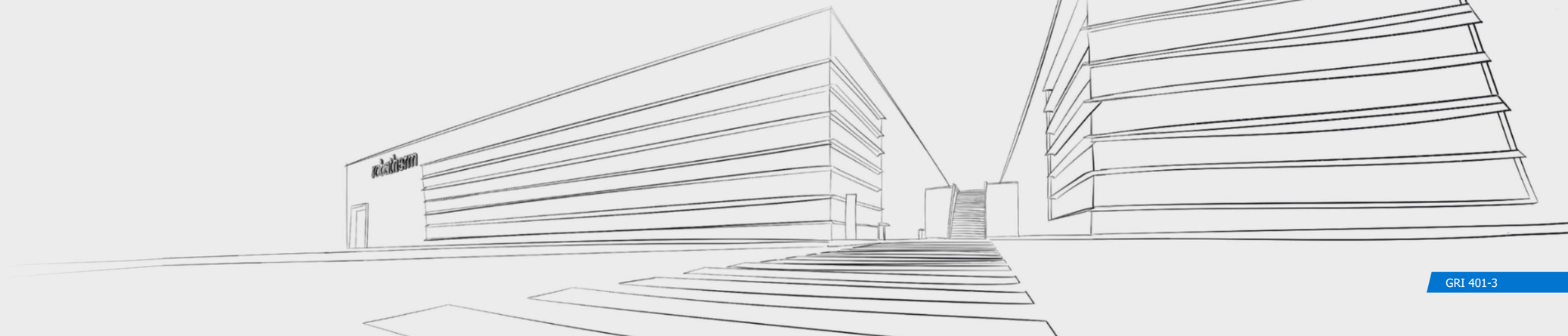
63 employees returned to work, thereof **62** are still employed after one year.



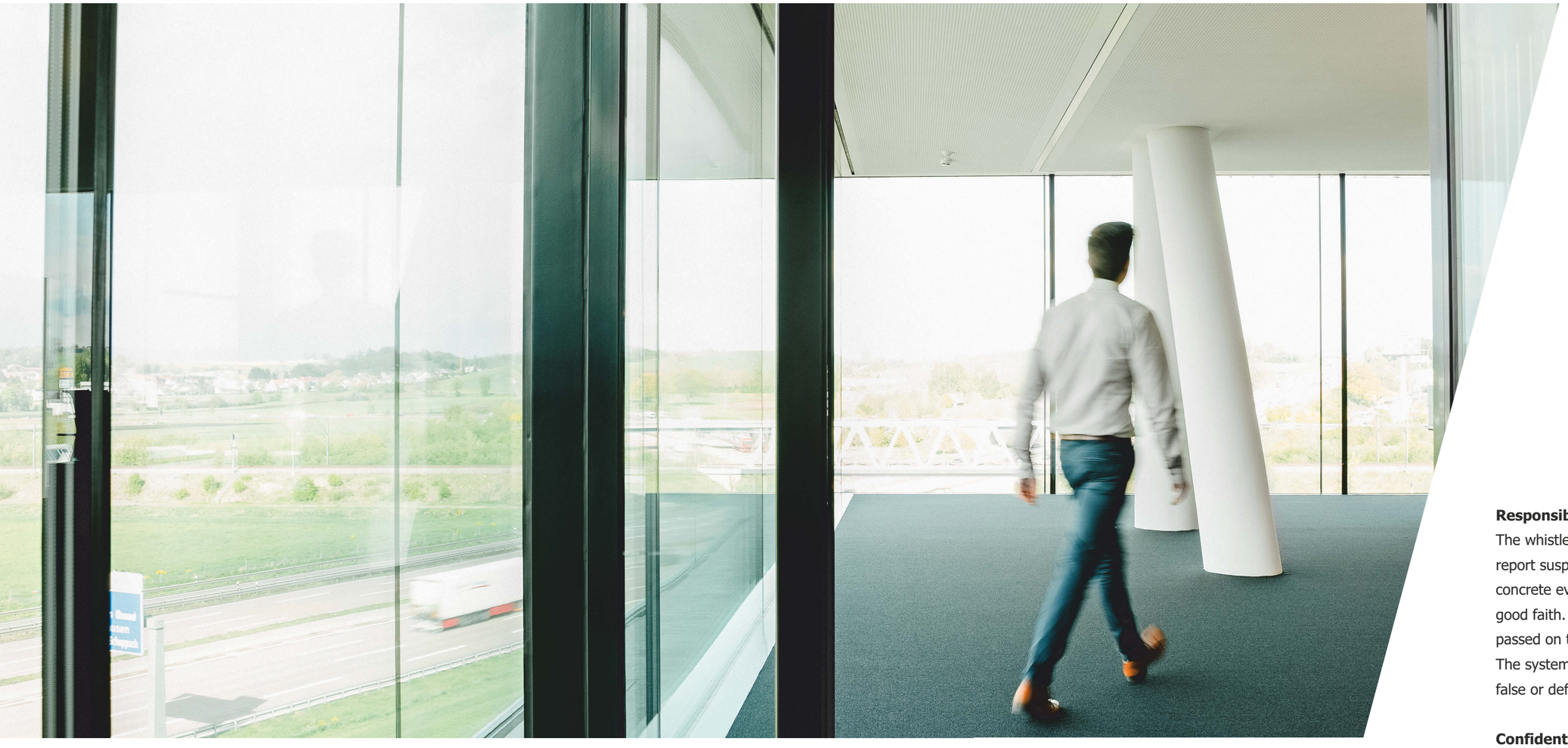
Thereof **41** of 41 male employees are still employed after one year.

Thereof **21** of 22 female employees are still employed after one year.





GRI 401-3



5.2 Whistleblower System

Compliance violations can have serious consequences, both for the person concerned and for robatherm as a company. To expose and consistently address such abuses, robatherm offers a whistleblower system. This system allows people to report suspicious activity that may violate applicable law, our corporate values, or our business ethics, and that could potentially have a negative impact on robatherm or the health and safety of individuals.

An open corporate culture

Our actions are based on an open corporate culture with an 'open door' policy. Employees have the option at any time to contact any manager or any member of the Management Board to discuss information on possible misconduct, without having to make an appointment in advance or go through formal reporting channels. Where it appears in such a conversation that the information is not being properly heard, the whistleblower system is available as a supplementary option.

Responsible use of the whistleblower system

The whistleblower system is available to all employees to report suspicions responsibly. It is not necessary to provide concrete evidence, but reports should always be made in good faith. This means that only information is to be passed on that the reporting party is convinced is correct. The system must not be misused to make deliberately false or defamatory statements.

Confidentiality and protection of those reporting

Employees can submit information confidentially and securely via the 'Compliance' quick link on our intranet. If requested, it is also possible to arrange a personal meeting to discuss the concerns directly. robatherm is committed to protecting the identity of the whistleblowers and ensuring transparent processing of the reported cases. The whistleblower system at robatherm is a core element of our efforts to prevent compliance violations and uphold our corporate values. It provides a safe and confidential platform for bringing misconduct to light and working together to ensure responsible corporate governance.

5.3 Employee Development

Training and continuing education for our employees is essential in addressing the shortage of skilled workers.

Training and Studies at robatherm

Training has always enjoyed a very high priority at robatherm.

The training concept already supports students in choosing a vocational training profession.

Activities that are included:

- School partnerships with local schools
- Visits to informational events at schools
- Offers of internships within the administration and production departments
- Application training
- Participation in career information fairs
- Participation in Training Day 2023 and 2024, featuring bus tours to potential training companies
- Participation in Girls‘ Day

robatherm attaches great importance to taking over trainees upon completion of their training, which is expressed when recruiting trainees. The number of trainees is based on the expected demand. Each trainee is recruited to be taken on following their training.

When they start their training, trainees take part in a wide range of events and training courses. The objective is to prepare them in the best possible way for their upcoming training period. These preparations include informative events and teambuilding activities, such as visiting a high ropes course, enabling everyone to feel like they belong to the team as quickly as possible.

The training involves becoming acquainted with various company departments, including commercial and industrial apprenticeships. Allowing trainees to develop their skills and interests better provides information about future areas of activity.

Industrial trainees attend their training center equipped with state-of-the-art machinery and tools. They learn the basics at the beginning before working in different areas of the company during their training.

Furthermore, robatherm constantly works on remaining an attractive training company. Events intended for trainees only, such as joint excursions or the Trainee Food Day, where trainees are informed about healthy nutrition and can cook in the robatherm Restaurant, are worth mentioning here.

robatherm's comprehensive exam preparation helps trainees complete vocational school and, thus, their training in the best possible way. Receiving accolades regularly confirms robatherm in their chosen training strategy.

Further Education

For us at robatherm, work is more than just a purpose in itself: Every person strives to use and develop their skills, be successful, and receive recognition for doing so. Only those who experience trust and know themselves can tap into their full potential and perform to the best of their ability. Within our lean and structured organization, the joy of work, space for creative self-development, and the sense of purpose in one's actions are paramount. Based on this commitment, we encourage and challenge our employees, give them responsibility early, and develop them into tomorrow's high achievers.

Therefore, the point of further education not only includes assistance in attending further education courses but also support in personal and professional careers. It is part of robatherm's human resource strategy, to identify ways for employees to move up the career ladder within a company and not necessarily change employers.

64 % **36 %**

Occupying positions with management responsibility (per GRI 202-2) with **in-house** and **external specialists**.

Numerous examples at robatherm prove this. For example, 64 % of the "senior managers" (according to GRI 202-2) were already at robatherm, and individuals from the outside filled the other share.

Assistance with further training is initially provided by offering in-house training courses. robatherm also offers financial support for third-party basic and advanced training. Equally possible is to grant study leave with a job guarantee. It is also possible to adjust weekly working hours during further training periods.

Feedback

An open dialogue culture means that the employer communicates and listens. As part of regular feedback meetings, all employees receive an evaluation. Usually, as a rule, feedback meetings take place every 1 to 2 years. However, these meetings can be held more frequently upon the employee's request or ad hoc. For new employees, feedback is provided during the orientation period at shorter intervals (after two weeks, then in the 3rd, 6th, and 12th months of employment). The feedback system was comprehensively revised and updated in 2021 to promote this and establish uniform standards.

GRI 202-2
GRI 404-1
GRI 404-2
GRI 404-3

5.4 Diversity and Integration

At robatherm, we help each other. We respect each other in our diversity and personality. People from over 30 different nations have been successfully working together at robatherm. To express these values, they are also reflected in robatherm's mission statement.

We place great value on collaboration, which is evident, among other things, in very heterogeneous teams within the production department. Orientation is facilitated through personal mentors. In addition, new employees have a specific contact person within their immediate work environment. robatherm rejects, without exception, any discrimination or other disparagement, but also any preferential treatment of employees or business partners based on their ethnic origin, gender, religion, disability, age, or other characteristics. We aspire to ensure a work environment free of discrimination and harassment.

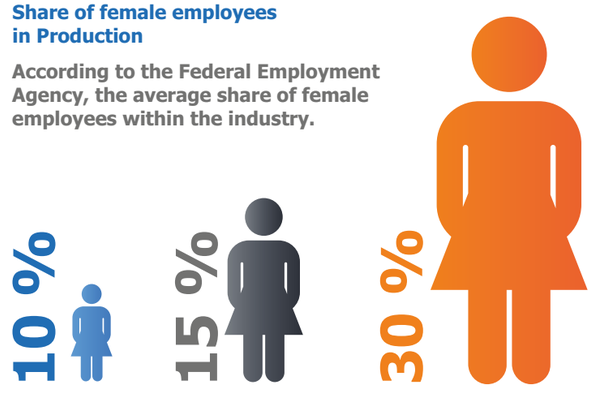
In 2024, female employees were 30,3 % in the administration and 10 % in production. This low rate is mainly because these fields of activity primarily attract men's interest.

By participating in Girls' Day, but also by offering additional internships for interested girls, robatherm is trying to counteract that. robatherm also deliberately uses testimonials from women who work in the production area and visualize that these are by no means "men's jobs".

Share of female employees in the Administration

Share of female employees in Production

According to the Federal Employment Agency, the average share of female employees within the industry.



GRI 405-1

GRI 406-1

5.5 Employee Satisfaction

robatherm stands for technology, sustainability, and reliability. With an air handling unit, we are driven to provide our customers with an evolving premium package; this is only possible with a strong team. We want to create framework conditions that allow our employees to contribute in the best possible manner and be happy to stick with robatherm.

We place great value on excellent working conditions. Among other things, this is demonstrated by ergonomic workplaces, workwear, and the cleaning thereof free of charge for employees working in production, ample sanitary facilities, and modern and high-quality equipment.

Additionally, robatherm significantly invests in voluntary social benefits that cover both full-time and part-time employees, regardless of their type of employment contract. Company benefits such as medical care, pension plans, life insurance, or even the offer of parental leave apply to every team member, regardless of whether that team member works full-time or part-time.

Voluntary social benefits for 2023 and 2024 comprised, for instance, the following:

- Company restaurant (free lunch for all employees, including flatrate taxation and operating costs): 2.139.053 €
- Employee Voucher Card: 632.543 €
- Workwear, Safety Shoes, and Equipment: 565.939 €
- Allowance for Capital Formation Benefits: 207.312 €
- Beverages (Coffee, Tea, etc.): 151.791 €
- Inflation compensation bonus: 1.288.027 €
- Family Day 2023, end-of-year party 2024: 129.000 €
- etc.

In total, there were, therefore, social benefits to the value of 5.202.661 €. Employee voucher cards are worth around half a million euros. Employees at robatherm receive a monthly tax-free credit on their card. They can use this credit to make purchases at selected stores.

The free lunch at the robatherm Restaurant helps employees maintain a balanced diet. The robatherm Restaurant was recognized by Food&Health in 2022. It was among the top five restaurants in Germany in both the indulgence and sustainability categories. Decisive menu planning is a careful selection of all the ingredients. The Head Chef pays close attention to seasonal products of regional origin. Fruit and vegetables, for example, are preferably sourced from neighboring farmers. At the same time, fish comes from a fishery a few kilometers away. Short transport routes are an essential step towards greater sustainability. After all, not only do they ensure remarkably fresh produce, but they're also a bonus for the environment.

0.042 %
2023: Number of workplace accidents/ employee

0.038 %
2024: Number of workplace accidents/ employee

3 GOOD HEALTH AND WELL-BEING

8 DECENT WORK AND ECONOMIC GROWTH

5.6 Occupational Safety

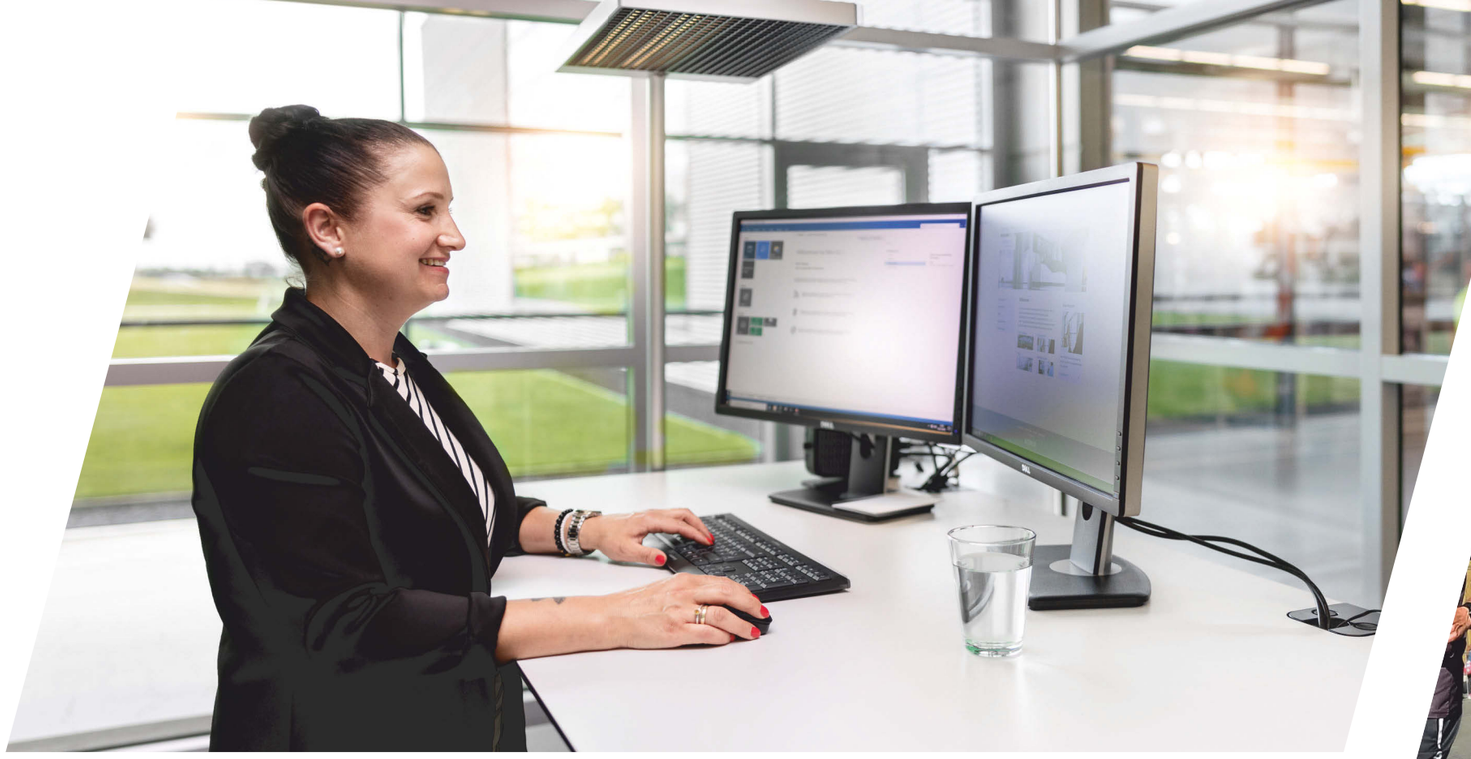
Occupational safety and protecting our employees' health are very important to us. Extremely high standards in equipping our production sites and workplaces and the organization of our work processes bear witness to this.

Work-related injuries and illnesses
All occupational accidents are recorded, documented, evaluated, and measures derived from them, to improve our safety level continuously. As a matter of principle, work areas and workplaces are subjected to a risk assessment.

Measures to ensure a high level of safety
The company physician and the occupational safety specialist conduct company rounds twice a year. Before starting work, new employees receive initial training to familiarize themselves with the operational conditions and aspects of occupational safety and health protection in their new workplace. In addition, regular safety briefings are held on general and current topics. Safety briefings are held on specific occasions, e.g., when workflow changes introduce new machines or auxiliary equipment. Of course, the instructions take place during working time. They are held by the manager in charge and other knowledgeable persons.

Certification in accordance with ISO 45001
We are aiming to achieve certification in accordance with the international management standard for occupational health and safety, ISO 45001, in 2026. This is how we intend to make our existing high level of occupational health and safety and our ongoing improvements in this area transparent and to document them. Our top priority is to effectively protect our employees from hazards and health risks. We also hope that certification will help us to strengthen our supply chains for the benefit of our customers.

GRI 404-1
GRI 404-2
GRI 404-3
GRI 403-9
GRI 403-10



5.7 Employee Health

The Corona pandemic once again demonstrated the high value of health. As an employer, robatherm can contribute by creating framework conditions for employees, enabling them to work safely and healthily, and promoting their health through additional measures.

Healthy Food

The robatherm Restaurant contributes significantly to a healthy and balanced diet. The free food offer encourages people to break their usual eating habits and try different foods. In this way, the amount of meat consumed in the Restaurant per employee was reduced, and the proportion of vegetarian meals increased. In addition, a beverage offer is also complimentary.

The "Healthy Food" topic also came into the trainees' focus. In 2021, the very first "Trainee Food Day" took place. An ecotrophologist informed the trainees about the correlation between nutrition and health and the significance of regional and seasonal foods. The trainees experienced this first-hand as they were invited to harvest pumpkins in a field and learned more about sustainable agriculture from a farmer.

Following its successful introduction in 2021, the Trainee Food Day has been repeated every year since then and will remain a fixed part of robatherm's training programme in the future. In recent years, the trainees visited a fish farm near robatherm, for example, or a local bakery that supplies robatherm with baked goods.

Ergonomics

Almost one in three adults complains of back pain more often or constantly (Source: Statista, November 2022). There are numerous reasons for this; inadequate exercise, the one-sided strain on the movement apparatus, and predominantly sit-down occupations could be the causes. By designing workplaces ergonomically, robatherm wants to be proactive in this area.

Every workstation in the administrative department is equipped with a height-adjustable desk. For example, standing aids are available at the production machines, and height-adjustable work platforms are available in the assembly area. Likewise, the safety shoes meet the highest requirements, not only in terms of safety but also in terms of wear comfort and ergonomics.

Medical Care

New employees are provided an initial examination by the company physician. After that, regular health checks are given. The frequency and scope of the examinations are based on the workstation requirements. The regular examination results are only provided to the employee for personal preventive care. robatherm only learns about the fact that the examination appointment has been made.

robatherm running team

As part of our commitment to the health and well-being of our employees, we have set up a running team at robatherm. In fact, in 2024, 20 colleagues took part in the Einstein Marathon in Ulm, covering various distances. However, this successful first event is just the beginning: we would like to continue being represented by robatherm running teams at running events in the future, thus encouraging employees to run regularly.

GRI 403-3
GRI 403-6

6. Ethics and Social Affairs

Did you know?
Seagrass beds are true climate protectors: one hectare of seagrass can capture up to 35 times more CO_2 than one hectare of tropical rainforest. These marine ecosystems not only store carbon in the plants themselves, but also long-term in the soil beneath them. In addition, seagrass beds provide a habitat for numerous marine animals, stabilise coastlines and filter nutrients out of the water. Yet despite their importance, they are threatened by human intervention and climate change.

11 SUSTAINABLE CITIES AND COMMUNITIES

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

At robatherm, we understand the compliance issue as behavior conforming to the rules. Therefore, our in-house guidelines exceed the statutory framework conditions. Our Code of Ethics defines these values and principles.

We also aim to fulfill our social responsibility. By sponsoring, we support various organizations and associations that benefit the community and our environment.

6.1 Supply Chain

GRI 102-9
GRI 408-1
GRI 409-1
GRI 414-1
GRI 414-2

A forward-looking and market-oriented collaboration with our suppliers provides the basis for robatherm's procurement strategy. Our goal is to build close, partnership-based relationships, not only with our customers but also in our work with our suppliers.

This cooperative strategy has stood us in good stead, particularly in challenging times such as the coronavirus pandemic and given the economic impact of the war in Ukraine. Working together with our suppliers, we have been able to develop solutions and successfully overcome the challenges.

Sustainability in the supplier evaluation

As part of our sustainability strategy, we will prioritise transparency and ethical business practices even more in the future along the entire supply chain. When selecting new suppliers, we will focus more on compliance with minimum requirements during the selection process and pay even more attention to the topic of sustainability and ethics at the beginning of the business relationship.

Supply Chain Due Diligence Act

We are committed to firm values and to the corresponding principles of ethics and integrity. We have defined various options for dealing with identified risks, ranging from audits and training at the supplier to termination of the business relationship.

We require the majority of our suppliers to comply with our Code of Ethics. In addition, our general terms and conditions of purchase and our general agreements contain provisions to this effect. We regularly conduct supplier assessments, risk analyses and ad hoc reviews. During the annual risk assessment, we consider the countries of origin and production, the materials used and the industries of our suppliers. The results of the risk analysis and the measures and decisions derived from it are documented accordingly. Possible measures range from discussions with the supplier regarding the cause of non-conformity to the termination of the business relationship.

Conflict minerals

The term conflict minerals refers to raw materials that originate from a particular part of the world where there is a conflict affecting the mining and trade of these minerals. These are tin, tantalum, tungsten and gold, mined in eastern Congo. They are used in a wide range of products all over the world. The aim of the Conflict Minerals Regulation is to ensure that companies in the supply chain work together to ensure that the raw materials concerned from the problematic regions are not used, thus neither supporting warmongers nor fuelling conflicts. We are striving for greater transparency in our sustainability strategy along our supply chain. robatherm actively addresses the issue of 'conflict minerals' with its suppliers and requests appropriate information that confirms that conflict minerals are not used in the purchased products and components.

6.2 Social Commitment

robatherm operates worldwide without losing sight of our roots. robatherm aims to be a sound and reliable partner in the region and is committed to social causes.

The children in the region around our sites play a central role in our social commitments. We support local schools independently of our school partnerships. For example, Jettingen-Scheppach primary school was the first in Bavaria to acquire the interactive learning environment 'Lü' thanks to the support of robatherm. This technology transforms the assembly hall or sports hall into an interactive playing field that combines learning with sport and movement. A powerful computer is behind 'Lü'. The players' movements are registered by a camera and a 3D sensor; the technology counts points, sets maths tasks or quiz questions. The apps developed by Lü make it possible to practise a wide range of sports and subjects.

robatherm is also involved in assocations in the region. As volunteer work plays an important social role, robatherm specifically focuses on supporting various local associations. This is aimed at strengthening voluntary work, enhancing the cultural and sporting opportunities in the region and also supporting charitable initiatives.

A SELECTION OF OUR SOCIAL COMMITMENTS IN 2023 AND 2024:

- **Deutscher Kinderschutzbund** (Kreisverband Günzburg)
- **Therapiezentrum Burgau** (Gründung Stiftungslehrstuhl)
- **Stiftung Bunter Kreis**
- **Grundschule Jettingen-Scheppach**
- **SV Scheppach e.V.**
- **Mittelschwäbischer Luftsportverein**
- **Jugendverkehrsschule**
- **Grundschule Burgau** (Pferde für unsere Kinder e.V.)
- **SpVgg Glöttweng-Landensberg**
- **Schwäbische Chorgemeinschaft Ichenhausen e.V.**
- **Tierschutzverein Günzburg**
- **Krippenfreunde Burgau**
- **Stiftung Lebenshilfe**
- **Feuerwehr Burgau**
- **AMC Burgau** (Purchase of electric go-karts)
- **Reitverein Jettingen**
- **Kinderhaus Wurzelzwerge**
- **Mukoviszidose e.V.**
- **7 Sommets pour des Enfants**
- **St. Nikolaus Förderungseinrichtung** Dürrlauingen
- **TV Gundelfingen Handball**
- **Lions Club**
- **ESV Burgau**
- **TSV Burgau** (Reconstruction of the tennis hall)
- **VfR Jettingen**
- **FC Gundelfingen Jugendfußball**
- **Kultursommer Burgau**
- **Rotary Club**
- **Markgrafen Realschule Burgau**
- **SV Röfingen Jugendabteilung**
- etc.

Did you know?
The bottlenose dolphin sleeps in a unique way: while one hemisphere of the brain is at rest, the other remains active so that it can breathe and monitor its surroundings. This adaptation, known as unihemispheric sleep, ensures that the dolphin remains constantly alert despite periods of rest – an important survival skill in the open sea.

7. IT Security and Data Protection

7.1 Personal Data Protection

For us, protecting privacy when processing personal data is paramount in our business processes.

We process personal data in compliance with the provisions of data protection law. We also inform about this in the data protection notices on our website. These provide detailed information about our handling of customer data.

Information about us or our business partners is always treated with the utmost confidentiality. It may not be disclosed to unauthorized third parties. This confidentiality also extends beyond the termination of the employment or business relationship. The use of confidential information for personal gain is not permitted. We regularly invest in our IT infrastructure to maintain the functionality and security of our IT systems.

For the reporting period and the period before, we can confirm that we have not received any substantiated complaints regarding the handling of data from customers or other business partners.

GRI 418-1

7.2 Network and Information Security – NIS2

We take our responsibility for the security of information and data in our company and thus for our stakeholders extremely seriously. A functioning information and IT security management system is a key building block for economic success.

The new EU NIS2 Directive (Network and Information Security), which came into force on 16 January 2023, is a further underlining of the importance of structured information security management. As a company that falls within the scope of NIS2, we are systematically preparing for the implementation of these requirements.

Preparation for NIS2 requirements

EU member states are required to transpose the NIS2 directive into national law. robatherm is already proactively addressing the requirements. A key component of implementing this is the development and execution of an information security management system (ISMS). The first step was to conduct a comprehensive internal audit, which we used to develop specific measures. This systematic approach ensures that we not only comply with legal requirements, but also create real added value for our stakeholders.

The advantages of an ISMS

A functioning ISMS offers numerous advantages that go beyond mere compliance:

- Gain in trust: Stakeholders such as customers, partners and employees increasingly value the protection of personal data and sensitive business information. An ISMS provides this assurance on a lasting basis.
- Risk mitigation: we reduce the risk of security incidents such as data leaks or cyber attacks and protect sensitive information from theft and unauthorised access by taking specific measures.
- Proactive risk management: The ISMS helps us to systematically identify, assess and address information security risks, making our business processes more resilient.
- Protection of innovations: Intellectual property and corporate data are protected from external threats, giving us a clear advantage in the global market.

robatherm is bolstering its information security by implementing the NIS2 requirements and establishing an ISMS.

7.3 Responsible use of AI

We are open to the topic of artificial intelligence (AI) and are committed to the responsible, safe and ethical use of AI technologies in accordance with the provisions of the European AI Act.

Artificial Intelligence Act
This EU Regulation governs the development, provision and use of AI systems with the aim of promoting innovation, mitigating risks and protecting fundamental rights.

Risk analysis at robatherm
As part of our risk analyses, we identify and assess potential risks that may arise from the use of AI systems. In this context, we focus on ensuring transparency, non-discrimination, traceability of decision-making processes and the protection of personal data.

Measures for working with AI
Our internal guidelines require strict compliance with the provisions of the AI Act and our own corporate standards for ethics, integrity and sustainable innovation. When working with third-party providers, we ensure that their AI systems meet the requirements for security and credibility. We also provide training for our employees to increase their awareness and skills in dealing with AI. These measures are designed to ensure that the use of AI not only meets legal and technical standards, but also adds value for our customers.

GRI-Index

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GRI 102-3	Location of headquarters	27
GRI 102-4	Location of operations	27
GRI 102-5	Ownership and legal form	27
GRI 102-6	Markets served	27
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Do you have any questions?
Sustainability is a topic that concerns us all. Several employees have submitted their contributions to the Sustainability Report. For any questions concerning the Sustainability Report, please feel free to contact the following person:

Robert Sauter
Head of Marketing
robert.sauter@robatherm.com

robatherm
John-F.-Kennedy-Str. 1
89343 Jettingen-Scheppach

T +49 8222 999 - 0
info@robatherm.com
www.robatherm.com

robatherm
the air handling company