

SUSTAINABILITY REPORT

2022



The
SUSTAINABILITY
Code
Signatory 2021



SUSTAINABLE INDUSTRY SERVICE –
OUR CONTRIBUTION TO A HOLISTIC APPROACH



RESPONSIBILITY
FOR THE ECOLOGICAL
CHANGE IN INDUSTRY

ROBUR
IHR INDUSTRIESERVICESPEZIALIST



SUSTAINABLE CORPORATE GOVERNANCE
IS THE KEY TO OUR CONTINUING
ECONOMIC SUCCESS.



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RESPONSIBILITY IS A MANAGEMENT TASK

As a continuation of our Sustainability Report that we presented for the first time last year, we have transparently summarized and illustrated the implementation of our measures for the reporting year 2021 in this current Sustainability Report and set new goals for 2022.

In addition to the economic, organizational and strategic challenges, the further development of ROBUR with regard to ecological and social responsibility is an essential building block for us as company management.

In 2021, we had, for the first time, created a measurable, transparent basis for our actions with the Sustainability Report 2021 - as a guideline for the implementation of our targeted goals. And we have learned a lot in this first year - above all, what challenges the ecological transformation of ROBUR brings with it in everyday life. Even though we have made every effort to address and implement last year's targeted goals and measures, we have to note that we have not yet achieved our goals in all areas. However, the result is an incentive to do better next year and to learn from those challenges for the future. In the interests of society, the environment and future generations we are committed to continually improve in this our performance.

We are therefore also pleased that we can learn from other companies through initiatives such as "The Climate Pledge". It is always our aim to make our work and the work we undertake for our customers more sustainable and to be a competent partner for our customers in the digital and ecological transformation.

We have set new goals for ourselves this year and will continue to work on the goals of the past. The Sustainability Report 2022 serves as a transparent documentation and agenda for action, and we hope that you enjoy reading it.

The ROBUR partners



André Panné
CEO RODIAS



Andreas Haars
CEO ROBUR ENERGY



Andreas Tatzelt
CEO ROBUR
PROTOTYPING



Andreas Vollmer
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Rudolf Rauch
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Stefan Birkenstock
CEO PTS



Thomas Gröne
CEO GESA



Tobias Gärtner
CMO ROBUR

INTRODUCTION

ROBUR is a corporate group whose foundation is acting in partnership. The ROBUR partners are firmly convinced that the challenges facing the industry can only be mastered with a contemporary industrial service that recognizes the opportunities of the digital transformation, actively promotes them and has internalized the necessity of ecological change.

ROBUR is a strong group of specialists who have set out to make their contribution. Following the successful implementation of our sustainability strategy in the past reporting year (2021) for all ROBUR partners, we see it as an incentive and obligation to consistently continue along the path we have chosen and thus further fulfill our responsibility for colleagues, partners, customers and society.

We continue to responsibly and with sound judgement, create a balance between economic performance, development and respect for the environment, as well as social and civic commitment. Our overarching goal remains to secure and continuously improve the competitiveness and future viability of our partners through sustainable corporate management that focuses on social and communal aspects.

We are transparently disclosing our sustainability development for the reporting year 2021 in this current Sustainability Report. Following on from our first report in 2021, we present the further development of ROBUR, evaluate what we have achieved so far and continue to update our short, medium and long-term goals.

The ROBUR Sustainability Report 2022 is based on the systematics of the internationally recognized German Sustainability Code (DNK), addresses the applicable indicators of the Global Reporting Initiative (GRI Standard) and uses the systematics of the Greenhouse Gas (GHG) Protocols for the calculation and categorization of the emissions for which ROBUR is responsible.

As a strong group of specialists, we master challenges - as a partner for digital transformation and ecological change

WE ACT IN PARTNERSHIP –
REMAIN CURIOUS AND SHAPE THE FUTURE.



THIS IS ROBUR

ROBUR continues, in this current year, to stand for modern, high-quality industrial services and for solving the associated challenges of digital transformation and ecological change. With approx. EUR 250 million in sales in 2021, we are once again among the top 10 industrial service providers in Germany.

Almost 3,000 colleagues globally work in the wind, water, energy, industrials and process industries and create holistic solutions as expert partners. From planning to implementation, to operation and maintenance, to relocation and decommissioning. Beyond that, we support our customers in the design of the digital transformation with solutions in digitization, automation and data insight solutions.

The challenges of ecological change are our drive for creating efficient, optimized and holistic solutions for the benefit of our customers, the environment and the future generations. Sustainability is a fundamental component of ROBUR's corporate philosophy. We see sustainable corporate management as the key to our continued economic success and focus on the three pillars of sustainability: ecology, economy and social responsibility.

ROBUR's goal is to create values that benefit our customers, our business partners, our colleagues and us as a company. We contribute to society with this for a future that is safe, successful and fulfilling.

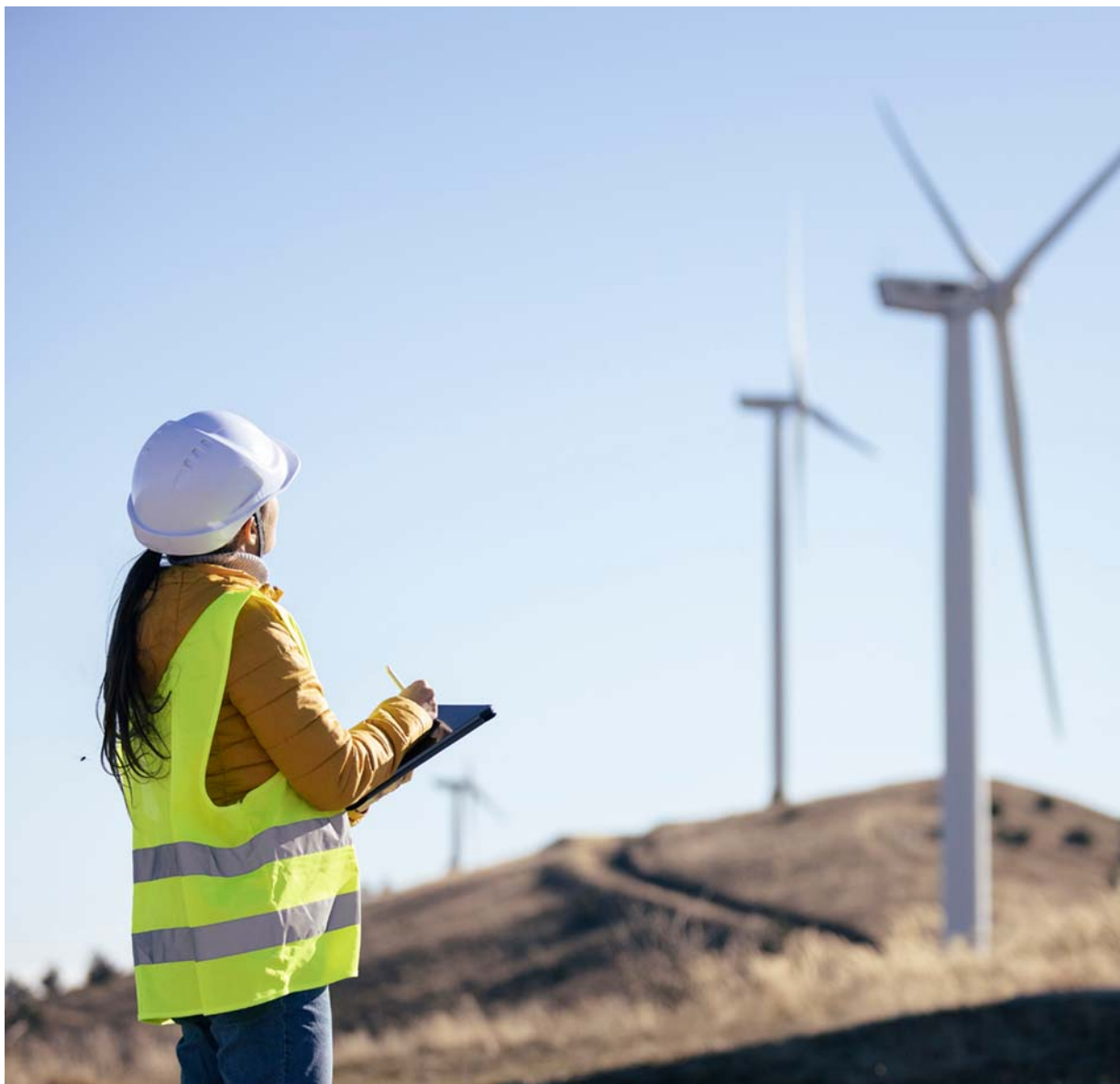
Our Self Image

In 2015, ROBUR set out to redefine industrial services in a changing market environment. ROBUR is the umbrella under which independent companies from a wide range of industrial service areas pool their expertise and grow together.

With now 27 companies and around EUR 250 million in sales in 2021, ROBUR has further consolidated and expanded its position within the top 10 industrial service providers in Germany.

As a community of independent partner companies with common values, management principles and service guidelines, ROBUR establishes and lives partnership-based management and strengthens the flexibility and entrepreneurial agility of its partner companies with the associated services, synergies and constant investment in the group's technological progress.

All ROBUR partners bear equal and undivided responsibility for creating a safe, future-oriented and responsible working environment for the benefit of our colleagues, the environment, our customers and business partners and future generations.



Our Vision

ROBUR is the leading holistic service provider in terms of quality and innovation for trend-setting industrial and energy companies and shapes their digital transformation and ecological change.

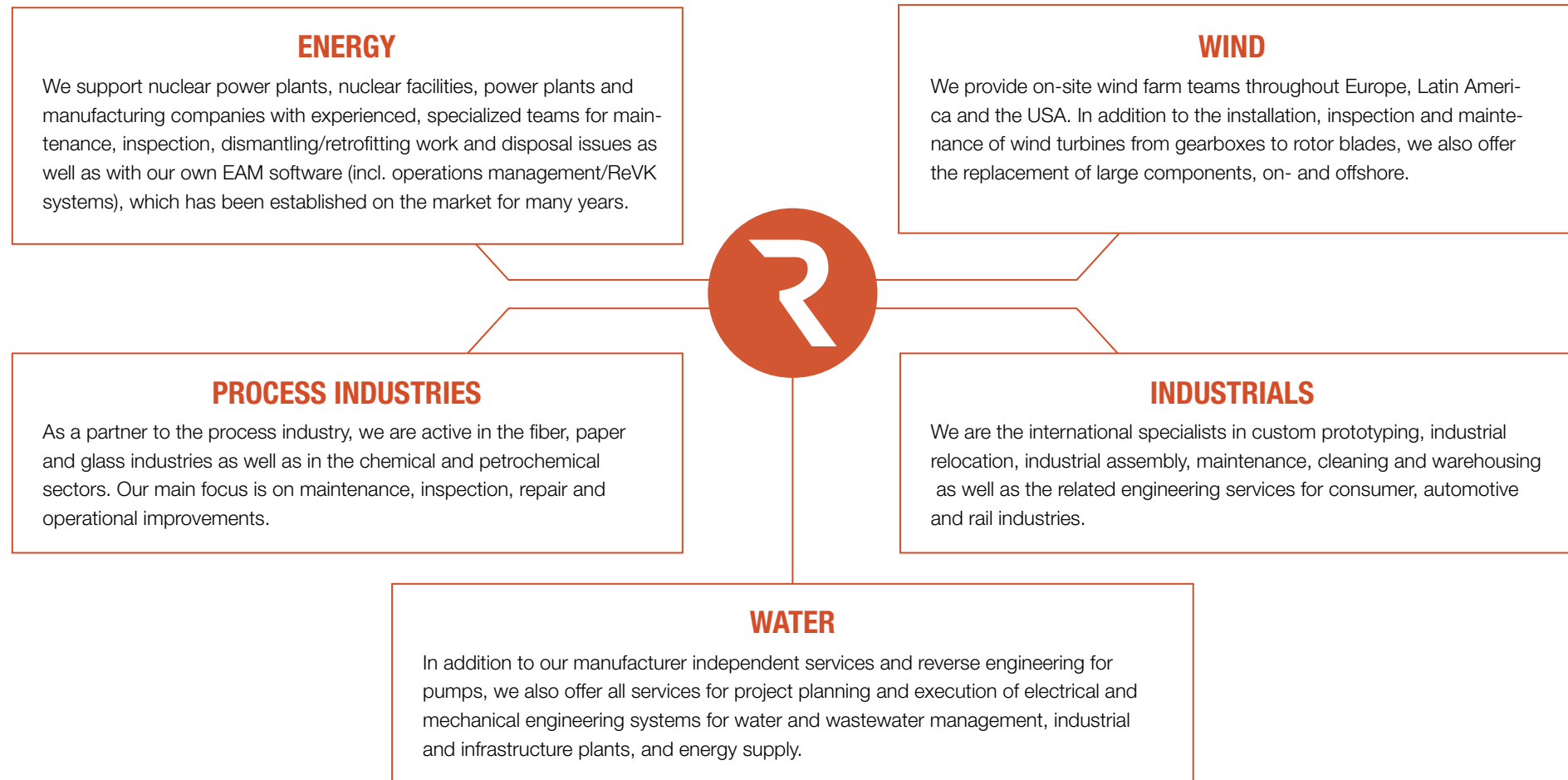
Our Mission

From planning and realization through operation and maintenance to relocation and decommissioning of industrial plants, we are the competent partner for our customers and help them to optimally design the life cycle of their plants and to master the challenges of digital transformation and ecological change.








We are driven by the challenges of ecological change for the benefit of our customers, the environment and future generations.

Our Fields of Activity

As an internationally active industrial service provider, ROBUR operates with its partner companies along a broad spectrum of actions and under the most diverse framework conditions. ROBUR's service portfolio is divided into five industry segments.



ROBUR Business Units & Partners

 ROBUR DIGITAL PROCESS IHR DIGITALISIERUNGS- & PROZESSSPEZIALIST	 CONGIV YOUR E2E NETWORK SPECIALIST	Data Center and end-to-end network infrastructure
	 ELMOBIS YOUR CHARGING INFRASTRUCTURE SPECIALIST	Consulting, planning, installation, service and maintenance of charging infrastructure in the field of electromobility
	 ESCAD IHR AUTOMATISIERUNGS- & ROBOTIKSPEZIALIST	automation, robotic and intralogistics
	 GESA IHR PROZESSAUTOMATISIERUNGSSPEZIALIST	the safe control of energy, water and traffic
	 ROBUR AUTOMATION YOUR INDUSTRIAL AUTOMATION SPECIALIST	automation processes, digitization, IIoT & IND4.0
	 RODIAS YOUR DIGITAL TRANSFORMATION SPECIALIST	asset management & digital transformation
	 SNG IHR MITTELSPANNUNGSSPEZIALIST	Customized switching & power supply systems in low and medium voltage*

* not included in the Sustainability Report 2022.

 **ROBUR ENERGY**
IHR KRAFTWERKSSPEZIALIST

 **KOBAU**
IHR KRAFTWERKSSERVICESPEZIALIST

nuclear power plant, power plant and industrial services as well as the decommissioning of nuclear installations

 **SAT**
IHR KERntechnikSpezialist

decommissioning and waste management in nuclear facilities

 **ROBUR PROCESS**
IHR PROZESSPEZIALIST

 **EXCELSIUS**
YOUR HOT SERVICES SPECIALIST

heat-up, drilling and drain of glass furnaces

 **FLUIDSERV**
YOUR ENGINEERED PUMP SPECIALIST

complex and individual pump solutions

 **IMO**
IHR ANLAGENSERVICESPEZIALIST

maintenance, inspection, repair and piping construction

 **MLB**
IHR INSTANDHALTUNGSSPEZIALIST

maintenance, inspection, repair and operational improvement

 **PTS**
IHR SCHWEISSPEZIALIST

welding

 **ROBUR INDUSTRIEMONTAGEN**
IHR ANLAGENPROJEKTSPEZIALIST

project management, delivery, assembly and commissioning of industrial pipes



ROBUR INDUSTRIALS
IHR MASCHINEN- & ANLAGENSPEZIALIST



PROTOTYPING
IHR PROTOTYPENSPEZIALIST

the development and manufacture of prototypes



TEC
IHR PROJEKTSPEZIALIST

industrial relocations, installations and engineering service



WIR
IHR INDUSTRIEMONTAGESPEZIALIST

industrial installation, cleaning and warehousing



ROBUR WIND
IHR WINDSERVICESPEZIALIST



EREDA
YOUR RENEWABLE ENGINEERING SPECIALIST

consultancy and engineering services along the complete life cycle of renewable assets



ROBUR WIND
YOUR WIND SERVICE SPECIALIST

services in wind - on and off-shore

 **ROBUR BALTIC**

 **ROBUR CHILE**

 **ROBUR COLOMBIA**

 **ROBUR DOMINICAN REPUBLIC**

 **ROBUR EGYPT**

 **ROBUR IBERIA**

 **ROBUR ITALY**

 **ROBUR MEXICO**

 **ROBUR PERU**

 **ROBUR SOUTH AFRICA**

 **ROBUR TURKEY**

 **ROBUR USA**

The ROBUR Value Chain

ROBUR continues to work in the industry segments of wind, water, energy, industrials and process industry and stands for holistic solutions from planning and realization via installation, operation and maintenance to relocation and decommissioning.

We also support our customers in the design of the digital transformation with digital, automation and data insights solutions. Our services also make a direct contribution to the politically agreed energy transition.

The diversity of our services is also reflected in the depth of our value chain. Various stages of the value chain are applied in the different companies of our business units. We call in other service providers and suppliers based on demand.

We have systemized our value chain as follows. (see figure below)

We provide our services individually according to customer requirements and primarily on site at our customers' premises. Depending on the customer's orders and the needed services, the respective stages of the value chain are applied based on demand.

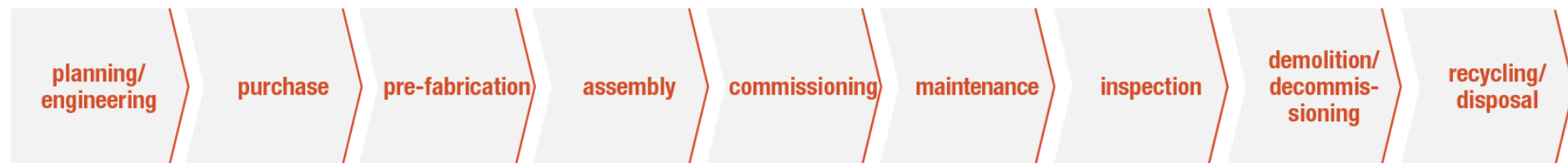
Sustainability aspects can be found in all stages of our value chain in varying degrees. Generally, we ascribe great importance to all sustainability aspects identified in our materiality analysis for our value adding process: especially because a significant portion of our services help increase and extend the efficiency and life cycle of industrial plants and reduce their emissions.

On the environmental sustainability side, travel and mobility services to and from the place where we provide our services are still of particular importance.

Since the resources (e.g. water) as well as certain services (e.g. waste management) are mainly provided by our customers and clients we are currently not able to actively shape this: resource usage therefore has only a subordinate role in our sustainability related analysis of our value adding processes.

The use of electricity and heating energy for the infrastructure of our own offices and functional buildings are the most relevant parameters in the context of our resource usage.

VALUE CHAIN



Aspects of occupational health and safety, education and training of our colleagues as well as Compliance compliant behavior are of particular relevance for our direct service provision. Additionally, the enforcement of labor and social standards is of considerable importance to us and our suppliers.

When reviewing sustainability criteria, we initially focus on the purchasing department for which we develop appropriate strategies, processes and guidelines as a part of the further development of our supplier management and implement them throughout ROBUR. In addition to high quality, reliable deliveries and competitive prices, we want to ensure compliance with fundamental environmental and social standards throughout our value chain.

If there are doubts about the reliability of our suppliers or violations of the requirements defined by us, our partner companies actively get in touch with the relevant contact persons and jointly work out possible solutions and improvements. If the measures are unsuccessful, our partners are empowered to terminate business relationships.



Holistic solutions from planning and realization through installation, operation and maintenance to relocation and decommissioning - along the life cycle of our customer's plants.

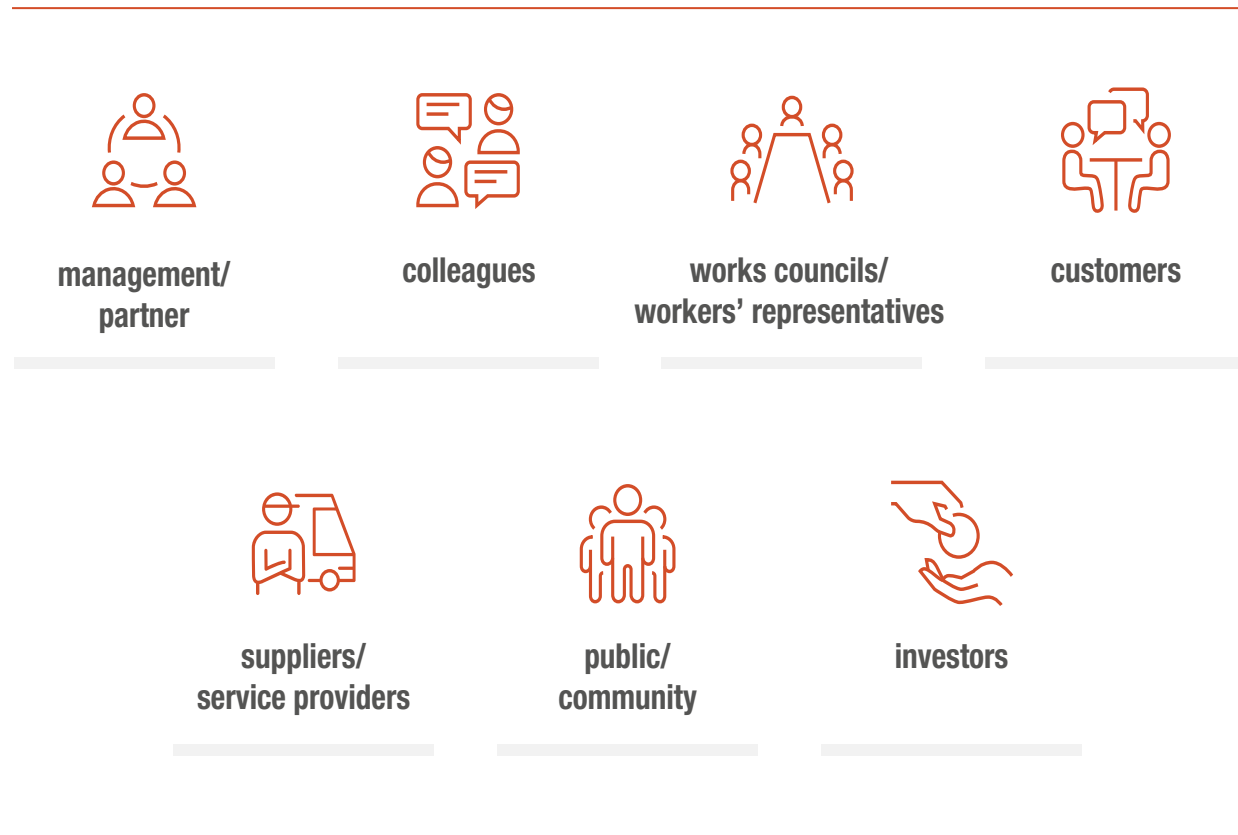
Our Stakeholders

We consider our customers, colleagues, investors, suppliers and service providers, workers' representation, management as well as the general public, to be the most important stakeholder groups.

We cultivate a regular and primarily personal exchange with our stakeholders.

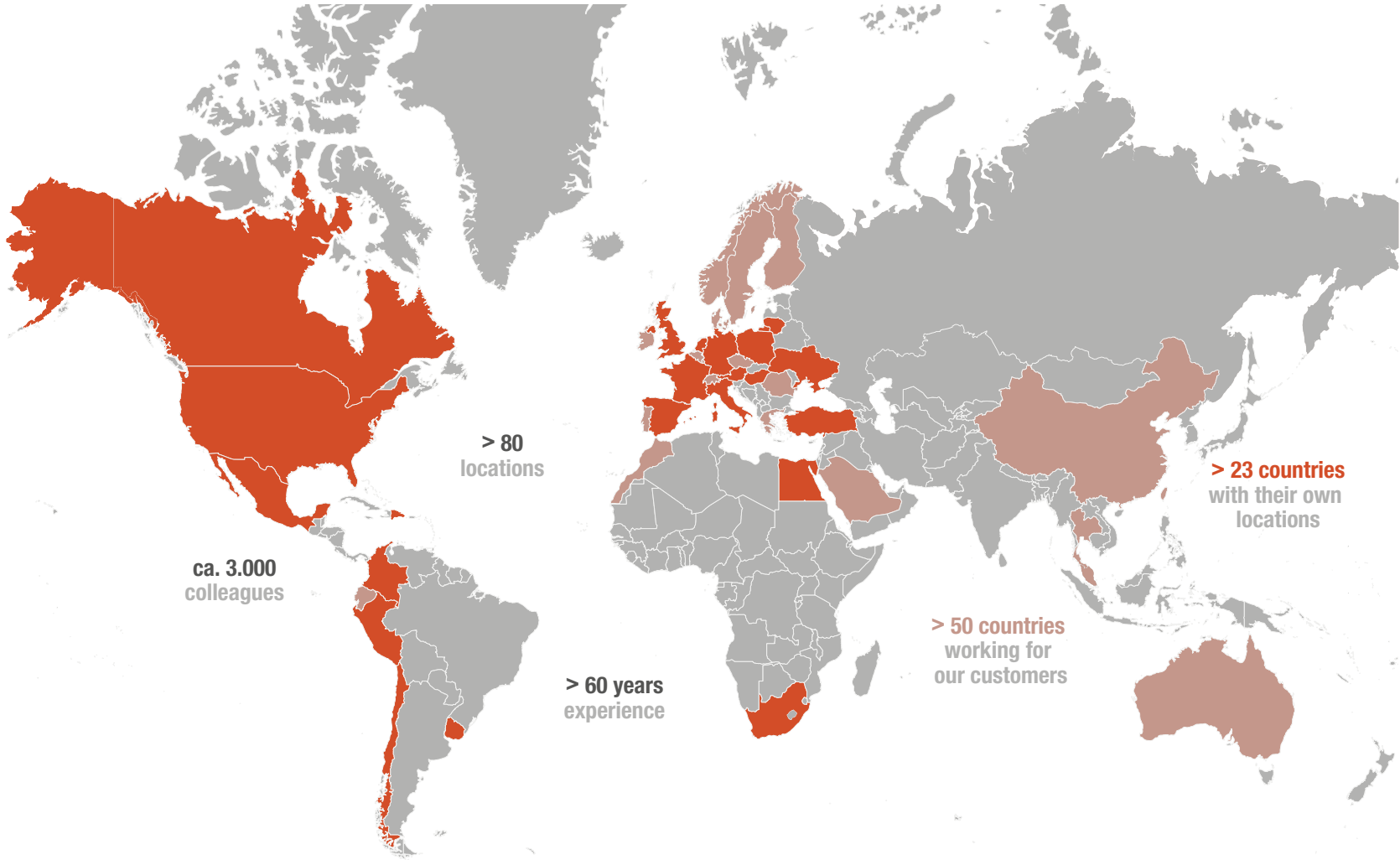
Our goal is to identify and understand the needs, expectations and positions of our stakeholders and, whenever possible, take them into account in our corporate decisions.

At the same time, the dialog with our stakeholders helps to create understanding for our goals and actions.



ROBUR Worldwide

Based in Germany – Working for our customers throughout the World





ROBUR UNDERSTANDS SUSTAINABILITY

AS A HOLISTIC PROCESS THAT IS ANCHORED AT THE
HIGHEST MANAGEMENT LEVEL.

ROBUR & SUSTAINABILITY

In the course of the reporting year 2021, sustainability aspects have become an even stronger component of our corporate management and culture. The active leadership of senior management and the establishment of cross-partner processes and operations led to a further improvement in our sustainability management and a noticeable increase in acceptance among colleagues at all partner companies.

The overall responsibility for all sustainability issues remains at senior management level. The CEO, as the person with overall responsibility, receives significant support from the CMO, all other senior partners and the CSR team.

During the reporting year, colleagues in our partner companies were identified and appointed to help drive forward the further development of sustainability management and the updating of our Sustainability Report.

The ROBUR Sustainability Report will continue to be updated annually on a voluntary basis and will be the central sustainability information medium for our stakeholders.

ROBUR Keeps an Eye on the Essentials

As an internationally active industrial service provider, ROBUR, together with its partners, operates along a broad action spectrum and under various ecological, socio-economic and political framework conditions.

Throughout ROBUR, sustainability is the common core of our corporate DNA. As an industrial service provider, we see ourselves as one of the designers of the politically agreed energy transition and we want to contribute our share to the ecological change.

Our contribution to ecological change:

- shaping the ecologically oriented industrial transformation,
- expansion and further development of digitization and industry 4.0,
- increase in efficiency of industrial machines and plants,
- lifetime optimization of industrial plants,
- emission reduction in the industrial sector,
- (further) development of resource saving production processes,
- safe demolition of energy production facilities.

The resulting expectations and requirements of our stakeholders are diverse and have a direct influence on our strategic orientation and ROBUR's sustainability management.

ROBUR Sustainability Strategy

With development and implementation of the sustainability strategy in 2020, ROBUR has declared sustainability to be the central field of action for its own business activities and the further development of the company.

ROBUR continues to consider sustainability as a holistic process that must remain anchored at the highest management level regarding its prominent strategic importance.

The entire senior management has set itself the task to actively shape the sustainability strategy and to advocate acceptance and implementation in partner companies, to inspire and support colleagues in this regard and consistently enforce the contents.

Our sustainability strategy in the version dated April 2021 applies unchanged. It is based on the UN Sustainable Development Goals (SDGs) and the sustainability criteria of the German Sustainability Code (DNK).



[Download
Sustainability Strategy](#)

Periodic reviews will also take place in the future in the course of preparing the ROBUR Sustainability Report.

Social Responsibility in Action

Flood of the Century in 2021

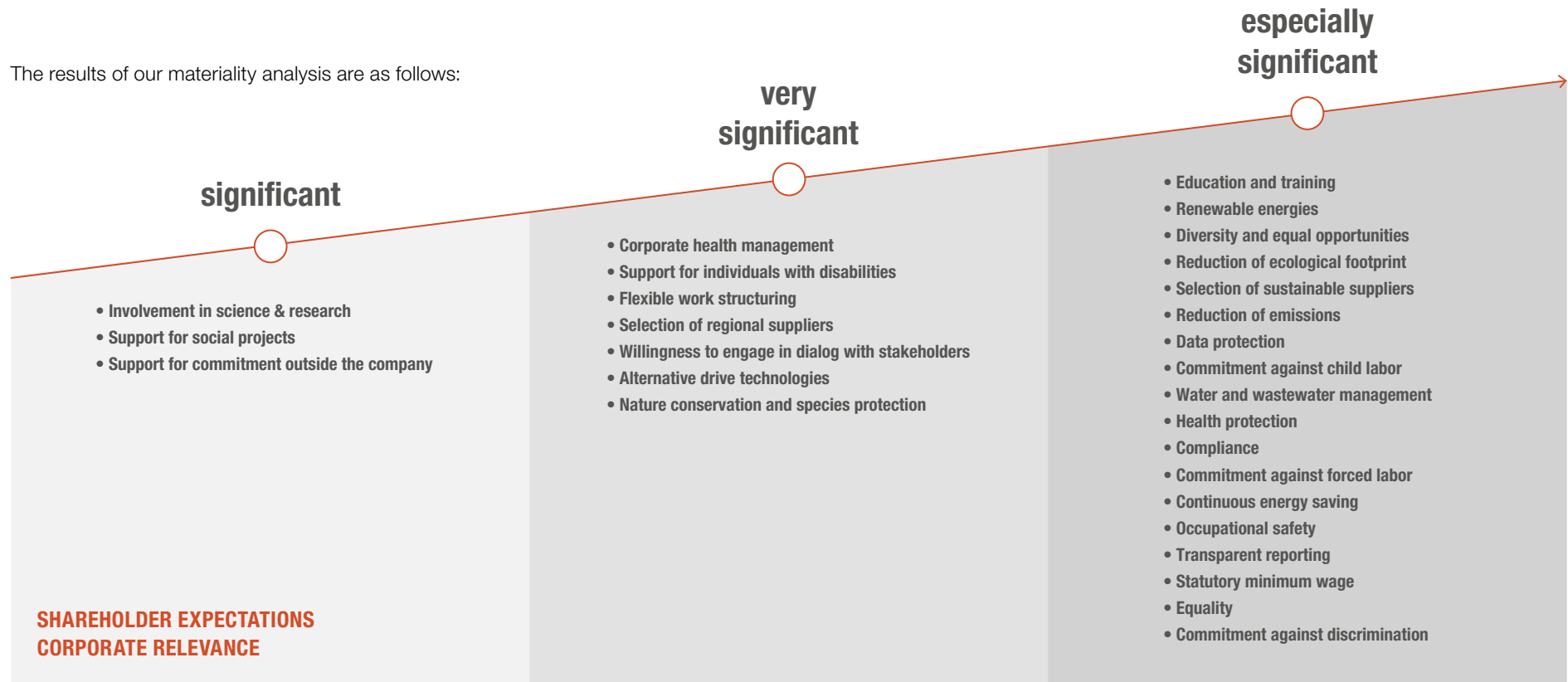
While some colleagues at ROBUR were enjoying the beginning of summer, other colleagues in North Rhine-Westphalia and Rhineland-Palatinate, but also in eastern Germany, were hit by extreme storms in mid-July, which went down in the history books as the “Flood of the Century in 2021” and in which more than 180 people died. Colleagues at ROBUR were also directly and indirectly affected by these events, even though fortunately there was “only” material damage. We as ROBUR paid a quick, unbureaucratic financial contribution directly to those affected and enabled colleagues to participate in clean-up work and relief operations (among others THW). ROBUR tried in this way to play our part in overcoming this community challenge.



ROBUR Materiality Analysis

A clear focus is also important to us when it comes to sustainability. Our stakeholder’s expectations in this regard provide us with the necessary structures and priorities for our actions. In the course of a materiality analysis, we have identified the relevant sustainability aspects of the ROBUR stakeholders and evaluated them with regard to their impact on ROBUR’s business activities.

The results of our materiality analysis are as follows:



We prioritized the sustainability focus areas that are most important to us, based on these results.

ROBUR SUSTAINABILITY FOCUS AREAS

The following overarching categories were identified as central fields of action in the materiality analysis conducted in 2020. They apply unchanged and are the starting point for all our measures and activities in the context of sustainability.



Reduction of emissions and sensible use of resources.

- Use of renewable energies,
- reduction of the ecological footprint,
- reduction of emissions,
- continuous energy savings,
- responsible water, wastewater and waste management.

Ensuring of a safe and attractive work environment.

- Compliance with and continuous development of occupational health and safety,
- ensuring the best possible working conditions for our colleagues,
- promoting education and training,
- active commitment against discrimination,
- active commitment for diversity, equal opportunities and equality,
- compliance with the legal requirements of data protection and information security.

Responsible corporate governance and compliance with applicable laws.

- Commitment against child and forced labor along the entire supply and value chain,
- observance of compliance regulations,
- compliance with the statutory minimum wage,
- consideration of sustainability criteria in the selection of suppliers, service providers and subcontractors as well as in the procurement of products and services.

Sustainability in Action

Tree Planting Campaign

In the course of the sustainability week, the colleagues of IMO in Merseburg have added greenery to the factory in Frankleben by planting various trees. In addition to the tree planting campaign, the IMO trainees also started a large waste collection campaign on the site and in the vicinity of the factory and disposed of it properly. At the same time, the colleagues of FLUIDSERV in Ludwigshafen transformed the entrance area of the administration from a “stone desert” into a “green oasis” with the help of a landscape gardener. Both campaigns were documented on video and can be viewed here: <https://youtube/8Tve3l6b72s>



Resource Management at ROBUR

Among the most important strategic guidelines with regard to ROBUR's sustainability management is the responsible use of resources and the reduction of our carbon footprint. We still want to further reduce the negative impact of our business activities on the environment and society and especially successively reduce CO₂ emissions in the areas that are in our control. Our goal to reduce CO₂ emissions attributable to our driving and mobility services in the medium and long term remains.

We were able to further expand our database on the actual use of resources and the resulting CO₂ emissions in the reporting years. In addition to the SCOPE1 and SCOPE2 emissions we already reported in the previous year (reference to GHG Protocol), we have also developed a method to approach our first SCOPE3 emissions and continue to successively expand our CO₂ inventory. By collecting even more comprehensive data, we want to be in a position in the medium to long term to provide all relevant key figures on energy and emissions for all individual companies of the ROBUR family and to effectively control measures for reduction, saving and, where necessary, compensation.

All ROBUR partners promote initiatives at all levels to minimize the use of resources and to meet the special challenges with regard to our environment. This applies both to our own processes and in the context of supporting our customers in achieving their own sustainability efforts.

Sustainability in Action

Cardboard Press

At ESCAD in Pfullendorf, all packaging waste in the form of cardboard and cartons has been pressed into compact cubes in a specially purchased cardboard press since the end of 2021. The cardboard press is located directly in the workshop, so that team-members avoid long disposal routes to bulky rental containers, which previously stood in precious storage space for a long time. The packaging press achieves a volume reduction of approx. 90%, so that the cartons can be stored for much longer in a space-saving manner and frequent disposal and the associated many kilometers driven are significantly reduced. Intra-logistics at ESCAD saves time and the disposal company only has to make one collection per year.



ROBUR Lives Up to its Social Responsibility

As an internationally active group of companies with a diverse range of services, we place reliance on team members who bring different experiences, qualifications and perspectives to the table and who support us with their individual skills to help us grow further.

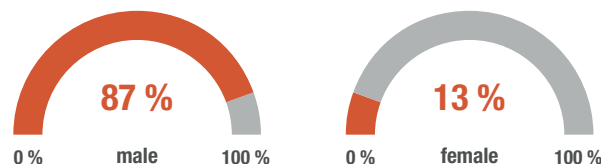
Maintaining equal opportunities and diversity among colleagues is therefore a central concern of HR policy, management and all partners (see figure below).

During the course of the Corona pandemic we have succeeded in maintaining our workforce and continuing to offer colleagues a secure and inviting workplace.

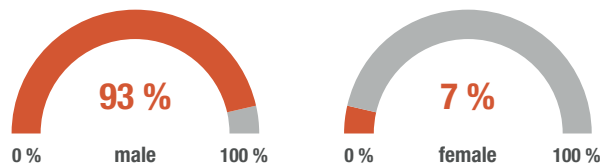
“ It is skills and people, not the machines, that are behind the buoyancy of ROBUR. We have created a home for specialists - and they didn't leave during COVID. We did not lay off colleagues in order to achieve a certain cost cutting ratio because we all agreed that the pandemic would be over one day and that we would eventually need good colleagues and good specialists to continue our mission.”

Jan-Jörg Müller-Seiler
CEO ROBUR

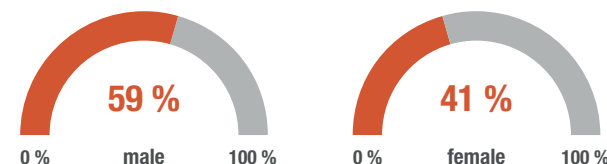
PERSONNEL DISTRIBUTION ROBUR TOTAL 2021



DISTRIBUTION NON-OPERATIONAL PERSONNEL 2021



DISTRIBUTION OPERATIONAL PERSONNEL 2021



Our team members are ROBUR's top priority. We develop their skills, encourage their motivation and are particularly committed to the principles of respectful, fair and loyal treatment.

We have firmly established our responsibilities towards our colleagues in our corporate policy and our ROBUR 4x4. Our guidelines are based particularly on the pillars of participation, appreciation, trust and transparency.

Compliance with the legal framework is the responsibility of the management bodies of our independent ROBUR partners and is subject to the respective national legislation.

We also offer a safe and attractive working environment to our colleagues with physical disabilities and ensure their professional participation and personal development.

In 2021, 57 colleagues with physical disabilities were employed at ROBUR.

PERSONNEL WITH PHYSICAL DISABILITIES



15 individuals
non operational



42 individuals
operational

ROBUR Respects and Protects Human Rights

It is our goal to ensure compliance with human rights in accordance with the Global Compact Principles in our partner companies and along our entire value chain at all times.

We will develop a standardized procurement guideline for the ROBUR Group and will also require our suppliers and business partners to observe human rights to ensure protection and compliance with our economic, social and ecological minimum requirements throughout the entire supply and value chain.

We also expect integrity, compliance with legal and regulatory requirements, and ethical behavior from our suppliers in accordance with the principles of the Global Compact Initiative. This includes especially the fight against corruption, prohibited agreements, illegal employment, child and illicit employment as well as respect for basic rights and the environment. Additionally, we require that our suppliers require compliance from their suppliers.

Social Responsibility in Action

Company Fitness

ROBUR has joined the company fitness program of qualitrain and thereby offers employees access to a Germany-nationwide network of currently more than 5,000 sports, fitness and wellness facilities to ensure that more and more colleagues maintain an active lifestyle and live healthily. Another advantage of this initiative is that membership is not tied to a studio, so that even those who have varying job sites are always able to find a nearby training facility. In addition, the digital offering focusing on exercise, nutrition and mediation is constantly being expanded and can be used via app regardless of location.



A group of professionals in a meeting, with one person holding a tablet and another holding a hard hat. The scene is set in a modern office or meeting room with large windows in the background. The text is overlaid on the bottom right of the image.

WE ACT ETHICALLY & SOCIALLY
IN RECOGNITION OF INTERNATIONAL
CONVENTIONS AND STANDARDS.

THE CLIMATE PLEDGE (TCP)

Ecological Change of Industrial Service: ROBUR is a Signatory of the Climate Pledge.

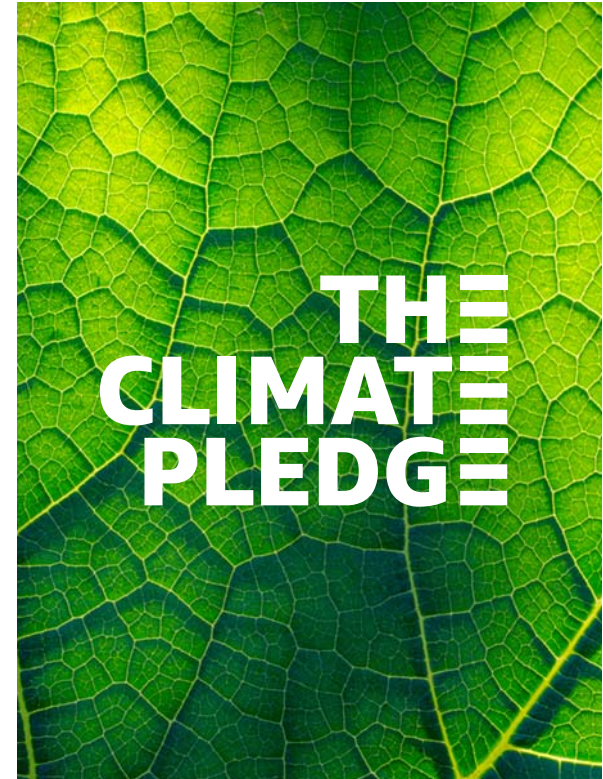
ROBUR was founded in 2015 to meet the changing requirements of industrial service and to actively support companies in the digital transformation and the challenges of the ecological change of industry. Always driven by the quest for efficient and holistic solutions for the benefit of customers, the environment and future generations.

As the first industrial service provider in the Lünendonk ranking, ROBUR has now joined “The Climate Pledge Initiative”, together with over 300 global companies from a wide range of industries to become CO₂-neutral by 2040 at the latest.

At the same time, ROBUR is living up to its role as an industrial service provider, actively supporting its customers in their challenges of ecological change.

The step to become part of “The Climate Pledge” initiative is a natural consequence of ROBUR’s founding ideas as well as the ESD measures the Group has started in recent years. The goal of “The Climate Pledge” and its now more than 300 signatories worldwide is to be CO₂ neutral by 2040 at the latest - 10 years ahead of the Paris Agreement’s target. In addition to periodic report of greenhouse gas emissions, signatories commit to reducing their own CO₂ emissions by decarbonization strategies such as innovations or changes to business processes as well as establishing reliable and sustainable CO₂ compensatory measures.

An additional benefit of the initiative is the constant exchange of information among supporters. This transfer of knowledge, experience and inspiration will be an elementary building block in protecting our planet from the consequences of climate change and reversing developments that have already occurred as far as possible.



ROBUR SUSTAINABILITY GOALS 2021 – WHAT WE ACHIEVED

Our sustainability goals, specified quantitatively and qualitatively in the previous year's report, still serve to further consolidate sustainability as a cornerstone of our strategic orientation across the entire group and further strengthen the awareness of the extraordinary relevance of this topic.

As in 2020, the reporting year 2021 continued to be dominated by the effects of the Corona pandemic. Despite unchanged difficult general conditions, the

operating business could be stabilized and selectively expanded in almost all ROBUR partner companies.

As a service provider in the industrial services sector, we ourselves continue to use natural resources only to a very limited extent. The consumption of energy, in particular electricity, heating energy and water, continues to be limited to our office and functional building infrastructure.

We only generate few emissions of our own and only a small amount of waste in the context of our services. In 2021, the CO₂ emissions for which we are responsible will therefore continue to result largely from vehicle-related fuel consumption and air travel as part of our business-related travel activities. (see figure below)

OVERVIEW RESOURCE USAGE 2021

31,923,702 kWh total energy use	22,487,802 kWh fuels/e-mobility	5,977,836 kWh fossil energy sources	3,458,065 kWh electricity energy	9,122,196 liters water use
3,988.23 t CO₂e GHG* Scope 1 emissions	1,810.04 t CO₂e GHG* Scope 2 emissions	9,047.03 t CO₂e GHG* Scope 3 emissions	368 tons hazardous waste	821 tons non-hazardous waste

**44% of ROBUR-partners
are DIN ISO 14001 certified**

* GHG: Greenhouse Gas Protocol

There were slight increases in our use of resources and the resulting emissions, particularly in the areas of mobility and the use of fossil fuels. We have continued to grow as a Group and were now able to include 25 partner companies in the analysis and consideration of our use of resources as well as other sustainability-related topics (social and corporate governance) in the Sustainability Report 2022.

The reported figures should therefore be assessed in this context. There continues to be a strong correlation between our order situation and the travel activities of our colleagues.

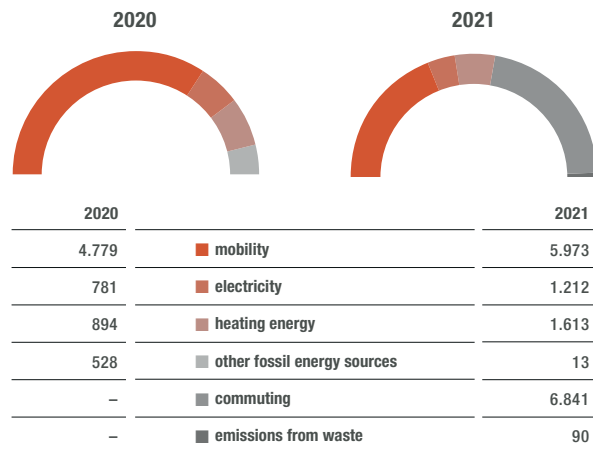
Within the mobility categories relevant to us, there were order-related dynamic developments in the reporting year resulting from the nature and scope of our order situation. For example, the increase of business at BU Wind in 2021 has resulted in an increase in mobility in the field of rental car use.

In the future our resource-related results will also always have to be assessed against the background of our order volume and any further acquisitions.

To ensure a transparent presentation of our development, we therefore report not only the complete data and figures for the reporting year, but also the data adjusted to our acquisitions in the reporting year. In the future, we plan to report our sustainability performance in relation to our business performance.

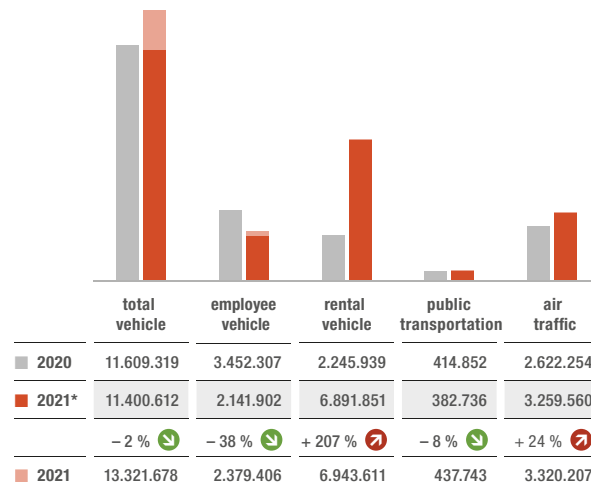
CO₂-EMISSIONS RESOURCE USAGE

in t CO₂



TOTAL MOBILITY IN CATEGORIES

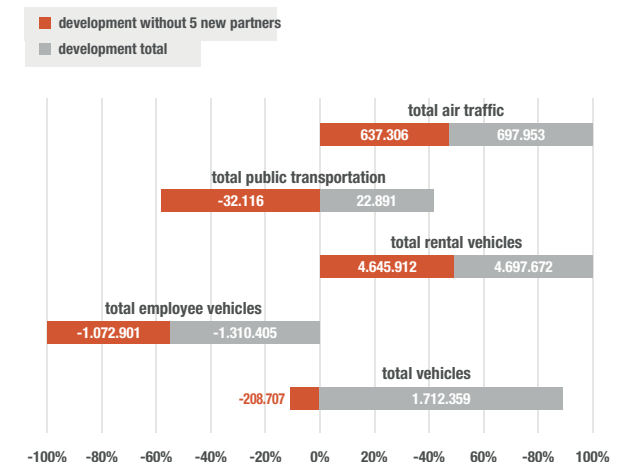
in km



* adjusted figures without company acquisitions 2021

TOTAL MOBILITY IN TYPES OF MOBILITY

2020 vs 2021 in km



Sustainability in Action

Wall boxes /e-charging stations

We are clearly focusing on e-mobility at ROBUR and the first wall boxes have already been installed on the EXCELSIUS, MLB and TEC sites. For our own colleagues, but of course also for guests. With our partner company ELMOBIS as a service provider for charging station infrastructure, planning for the next installations of wall boxes / e-charging stations is already in full swing. This year, for example, installations of double and single chargers will be carried out at further locations at IMO, ESCAD, ROBUR INDUSTRIEMONTAGEN, GESA and the range at TEC and EXCELSIUS will be extended.



Overview – Status of Goal Achievement 2021

In our Sustainability Report 2021, we defined sustainability targets for the first time based on the results of a materiality analysis, our sustainability strategy and along the 3 identified focus areas.

The status of our goal achievement at the time of preparation of our Sustainability Report 2022 is as follows:

100 % compensation of our flight-related mobility services.



Increase the share of green electricity at all ROBUR sites to at least 50%.



Implementation testing for electric charging infrastructure at our sites and operating facilities.



Development of a ROBUR-wide vehicle/fleet policy.



Increasing the share of public transport usage.



Development of a waste and disposal concept incl. methodology for quantitative recording.



Reduction of work-related injuries.



Reduction of occupational accidents with serious consequences to 0.



Development/implementation of a ROBUR uniform concept for training and further education.



100 % fulfillment rate of the annual ROBUR compliance training program.



Increase in the suppliers and service providers with verified sustainability criteria.



100 % compensation for our flight-related mobility services

Timeframe: from October 1st 2021

Our partner companies have already fully compensated all flight-related emissions in the reporting year 2021. We have therefore significantly exceeded our goal of full compensation beginning with the fourth quarter of 2021. In total, 896.5t CO₂ equivalents were compensated.

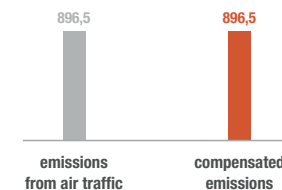
COMPENSATION FLIGHT-RELATED EMISSIONS

in %



COMPENSATION FLIGHT-RELATED EMISSIONS

in t CO₂e



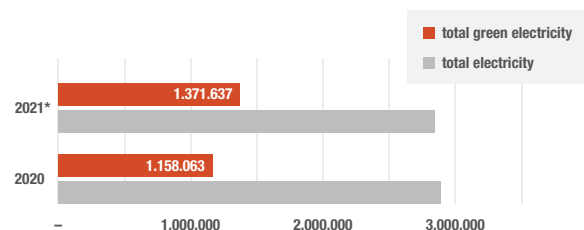
Increasing the share of green electricity at all ROBUR sites to at least 50%.

Timeframe: until December 31st 2021

We were able to increase the proportion of green electricity used at all office locations and production sites from 40% to 48%. Therefore, we just fell short of our goal of 50% sustainable electricity, but our new ROBUR partner companies will follow suit as soon as their supply contracts allow a change.

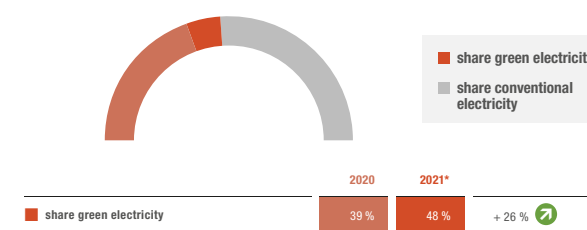
POWER CONSUMPTION - GREEN ELECTRICITY SHARE

in kwh



DEVELOPMENT GREEN ELECTRICITY SHARE

in %



* Adjusted figures without company acquisitions 2021

Implementation testing for electric charging infrastructure at our sites and operating facilities.

Timeframe: until December 31st 2021



ELMOBIS became part of ROBUR in July 1st 2021. This means that we now have a reliable and efficient partner within ROBUR for the planning and realization of charging infrastructure for our colleagues. We make use of this expertise and we were already able to put 6 charging stations into operation at 3 partner companies in 2021. More are being planned and have already been commissioned.

Development of a ROBUR-wide vehicle/fleet policy.

Timeframe: until December 31st 2022



The development of the ROBUR-wide guideline for vehicle/fleet is currently being carried out at the level of our business units with the aim of achieving the greatest possible harmonization while maintaining the scope of action for all partners. As planned, it will be completed and put into force by the end of 2022.

Increasing the share of public transport usage.

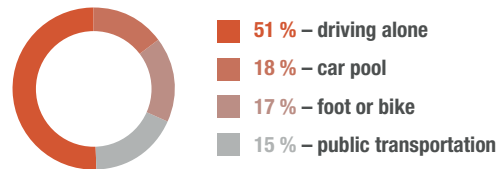
Timeframe: continuous



Our partners already offer alternative options (job bike, railcard, job ticket) at 14 of 21 possible locations. The demand does not yet meet our expectations and aspirations. We will therefore continue to promote the use of these services by our colleagues in the future.

MOBILITY ON THE WAY TO WORK

Commuting volume of our colleagues



THE WAY TO THE WORKPLACE

Average distance



Development of a waste and disposal concept incl. methodology for quantitative recording.
 Timeframe: until June 30th 2022

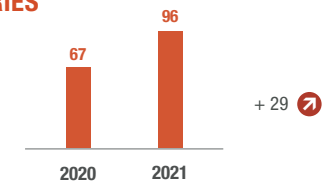
We have developed a ROBUR-wide system for recording waste for a more comprehensive monitoring of the waste generated at ROBUR sites. It is strictly oriented to the German waste rules (Abfallverzeichnisordnung AVV). In the future, we will thus be able to monitor our waste volume in terms of its development on the basis of standardized data and to develop effective measures to reduce it.



Reduction of work-related injuries.
 Timeframe: continuous

The increased order situation in 2021 led to a slight increase in work-related injuries compared to the prior reporting period, which was characterized by the effects following the onset of the Corona pandemic. Serious consequences due to occupational accidents were fortunately reduced and there were also no fatal accidents.

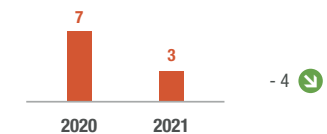
WORK-RELATED INJURIES



Reduction of occupational accidents with serious consequences to 0.
 Timeframe: continuous

The physical integrity of our colleagues is our top priority. The number of work-related injuries with serious consequences in the reporting year 2021 is declining, but not satisfactory for us.

INJURIES WITH SERIOUS CONSEQUENCES



Development/implementation of a ROBUR uniform concept for training and further education.

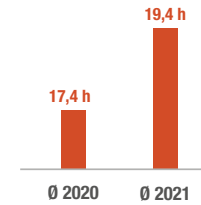
Timeframe: continuous



Our goal is to provide our colleagues with the best possible training and development opportunities for them. In addition to the training required by law to ensure the safety of our colleagues, ROBUR offers individual qualification and further training planning. The result for the reporting year 2021 shows that we have increased the average training time of our colleagues and that we have almost reached our target of 20 hours per year and colleague. In the future, we need to further increase this mark and once again confirm the positive development.

TIME FOR TRAINING AND FURTHER EDUCATION

Average in h



100 % fulfillment rate of the annual ROBUR compliance training program.

Timeframe: December 31st 2021



It is mandatory for each colleague to annually complete our Compliance training. We are able to confirm its effectiveness again in 2021.

Increase in the suppliers and service providers with verified sustainability criteria.

Timeframe: June 30st 2022



The tense market situation and the increased challenges in the supply chains have also left their mark on ROBUR. We have continued to pursue our goal of reviewing and evaluating our suppliers based on sustainable and responsible corporate governance and were able to improve further.



Social Responsibility in Action

ROBUR Compliance Training

Impeccable ethical conduct in business is essential for creating and maintaining an environment of trust and fairness. We all benefit from this - colleagues, customers and partners alike - and therefore society overall. Once a year all colleagues are instructed on ROBUR's compliance guidelines by means of a digital solution or during "toolbox meetings". In addition, we encourage all colleagues to contact their supervisor or the ROBUR Compliance Manager directly if they have any questions - anonymously if they wish. We ensure in this way that we always adhere to fair and compliant conduct with each other as well as with customers and partners.



ROBUR 4x4

- **Values**
we act as entrepreneurs, collaborative conduct, security and development, quality
- **Partnermanifesto**
mutual support, sovereign, solution-oriented, respectfully
- **Management principles**
participation, appreciation, trust, transparency
- **Service principles**
customer oriented, sustainable, ethical, future oriented

Sustainability in Action

Data Waste Disposal

Before every move, you should clean out. The colleagues at ROBUR WIND and the group headquarters in Munich took this wisdom from "analog" life to heart and disposed of duplicate files, old versions and other junk data from the file servers before migrating the company data to a new system. About 500 GB of storage space was cleared in this way, which no longer needed to be migrated and which will no longer take up space in the cloud storage.





OUR SUSTAINABILITY GOALS –
SPECIFIC & BINDING FOR
CONTINUOUS IMPROVEMENT.

ROBUR SUSTAINABILITY GOALS 2022 – SAVING AND DEVELOPING WHAT HAS BEEN ACHIEVED

We see the progress we have made so far as both an incentive and a corrected demand on ourselves. We see ourselves at the beginning of a continuous and sustainable process by also allowing for setbacks. We are therefore consistently pursuing our chosen path and setting the next short-, medium- and long-term goals for ourselves.

We will continue to focus on our three priority action areas and pursue scheduled goals backed up by specific measures.

Reduction of Emissions and Sensible Handling of Resources.

- We will increase the total percentage of green electricity at all ROBUR sites to at least 50% by December 31st, 2022.
- We compensate 100% of our flight-related mobility emissions.
- We will develop a ROBUR-wide vehicle/fleet guideline to reduce emissions from our mobility services by modernizing our vehicle fleet by the end of 2022.
- We will provide for further charging infrastructure for e-vehicles on at least 4 more ROBUR sites by December 31st, 2022.

- We still support the usage and demand for alternative mobility options (Bahncards, job tickets and job bikes) by our employees and increase the share of public transportation on our business trips.
- We aim to reduce the total amount of waste, non-recyclable waste and hazardous waste by December 31st 2022, taking into account the changing influencing factors (e.g. order situation, sales and order specifics)
- We will undergo an intensive review of the methodology used to collect the data and calculate our carbon footprint by a recognized certifier and aim to achieve recognized certification of our CO₂ emissions.

Ensuring of a Safe and Attractive Work Environment.

- We continuously reduce the total number of documented work-related injuries compared to the current reporting period (2021).
- We will reduce the number of work-related accidents with serious consequences to 0.
- We will further develop our training and education concept on the level of our BUs and implement these in all partner companies by December 31st 2022.

- We maintain the level achieved (100%) with regard to legally required annual training and continuing education of our colleagues in 2022 (reporting date December 31st 2022) and increase the average further education or training time of our team members to 20 hours per year. (Reporting date December 31st 2022)

Responsible Corporate Governance and Observance of Applicable Law.

- Again, 100% of our colleagues to successfully complete our ROBUR Compliance training by December 31st 2022.
- We will further increase the share of suppliers, service providers and subcontractors reviewed for sustainability criteria and develop a central supplier and procurement guideline including a procedure for evaluating individual stages of our suppliers and service providers for sustainability criteria by December 31st 2023.

270.000 EUR AND MANY HELPING HANDS

February 24th 2022 was a day that we in Europe had never expected to see again: We woke up, and there was war on our doorstep. In the face of the human and humanitarian catastrophe that was taking place a few 100 km from our offices, ROBUR's intent to help was established from the first day.

From personal commitment, the provision of material or transport vehicles to financial support. In addition to major aid organizations such as Aktion Deutschland Hilft and Doctors Without Borders, organizations such as First Aid, First Hand e.V oder NAVIS e.V. were also supported, as well as local activities by local associations, some of which were founded spontaneously.

In line with the ROBUR philosophy, the decision as to which project or aid organization to support was an individual and local decision made by the partner companies. In total, ROBUR, as a group, donated an amount of EUR 270,000.

In addition, colleagues at local partner companies have supported a wide range of projects in their spare time, shopping for, collecting and donating clothing, toys and other urgently needed supplies, or providing rooms in their apartments and houses as temporary emergency shelters.

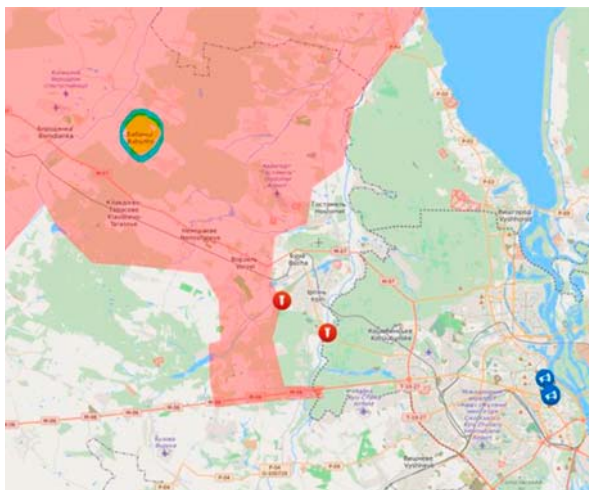
We would like to thank all our partner companies and the many colleagues for their active helpfulness and would like to pick out a few of the wide range of projects and present them here as examples. They show, that we as ROBUR, of course, live up to our social responsibility even in times of crisis.



Escape from the war zone

The families of two ROBUR colleagues from the partner company EXCELSIUS were stranded in Ukraine at the beginning of the war. Therefore, the team at the headquarters of EXCELSIUS in Lohr am Main was quickly turned into a crisis intervention team and the office was converted into a crisis coordination center from which all rescue measures were controlled.

To make matters worse, one of the colleagues was on a job in Africa at the time and was therefore only able to coordinate his family's escape by telephone. Fortunately, a team-mate was able to pick up the family a short time later at the Polish border and bring them safely to Lohr am Main.



Family members in captured territories.

Teamwork paid off here, too our employee in Africa could rest a little easier.

A greater challenge was the escape of Sehiil's family. The place where the family lived was very quickly captured by Russian troops and escape was practically impossible. Several attempts failed and the family could not pass the checkpoints and had to return.

Only after many more attempts, all of which were not without danger - we all still remember the pictures of shot-up private cars - did we finally make the breakthrough and the travel to Lviv. From there we took the train to Poland and Sehiil was able to meet his family in Poland and take them to Lohr am Main. In the meantime, both families have settled in and were able to quickly procure the necessary essentials, also thanks to the financial and personal support of the ROBUR family.



Finally together.

Shooters help

The colleagues of TEC and other partners of ROBUR (ROBUR AUTOMATION, YNFINITI, WIR and PROTOTYPING) supported the measures of the Dormagen Shooters through the network of the European Shooting Association. In addition to German courses, clothing collections and everyday care, the more than 250 volunteers had to organize accommodations for more than 600 people in the first phase of the war. Not in mass accommodation, but in specially prepared rooms, that offered some privacy.



Additionally, collected materials (including medical products) were transported weekly in trucks and coaches to the Polish border, where they were handled by the partner network and distributed throughout the Ukraine via secret paths. Or they were handed over to the partners in Poland, who were more than grateful for any help in providing for the many refugees on the ground. If necessary, families were taken along on the way back to Rhineland. They were cared for and looked after by helpers in Germany as well.



Help for the Deaf

The colleagues of FLUIDSERV focused their help on the school for deaf in Frankenthal. There, hearing-impaired children and their families were taken in and cared for according to their special needs.

Since many families had arrived in Germany from the war zone with nothing more than a bag, it was necessary to organize the provision of the most basic necessities before the help could be organized from the municipal side. In addition to the schooling and care for the hearing-impaired children on site and the care of their siblings in regular schools, efforts are also being made to help the partner school in Uzghorod.

Financing of Transports and Local Help

The support of the local campaign “Merseburg Hilft” was the focus of the donations of the two ROBUR companies IMO Service and IMO Anlagenmontagen. As IMO has been closely connected to the city of Merseburg for more than 70 years, this was a natural step. With the contribution, the transport of initially of food and clothes and later medicine, could be financed. The urgent need for medical aid was especially a financial challenge for the local organization.

In addition, there was help for the refugee families who had settled in Merseburg - whether it was setting up apartments, assistance with official matters or leisure activities.



A Base in Weinheim

The donations of the colleagues of RODIAS to the local organization “That’s Whynheim” as well as to the city of Weinheim made it possible, among other things, to support a former youth hostel, which was reopened with the active support of local craftsmen.

The youth hostel now serves as a new home away from home for almost 100 orphans and their chaperones. At the same time, it is the basis for language lessons, activities and material support for the families and their children who are accommodated with host families in the Weinheim area.



Further Measures:

ROBUR WIND colleagues purchased and collected baby food, groceries and other necessities and distributed them to first aid facilities in Poland through ROBUR WIND colleagues in Poland.



RODIAS colleagues translated the careers page and suitable jobs into Ukrainian and English and shared them accordingly on social media and local networks.



The colleagues of ROBUR INDUSTRIEMONTAGEN have financially supported a longstanding partner in Poland in reopening a hotel to accommodate 13 families.

A project manager of ELMOBIS accompanied an aid transport of several vehicles of the Protestant church Feldkirchen Altwied to Romania and up to the border to Ukraine, which was supported by ELMOBIS financially and with material donations (including powerbanks). On the way back, he took refugees and their animals to Germany in his van.



Through the donations of the colleagues of EREDA, together with other companies of the wind industry and thanks to the coordination of Wind Europe via the organization "Gromadyany Foundation", medical equipment was purchased and delivered to various hospitals and stations in Ukraine.

A close-up photograph of a person's hand gently touching the surface of a body of water. The scene is set during sunset or sunrise, with the sun low on the horizon, creating a warm, golden glow. The water is calm, with small ripples emanating from the point of contact. The hand is positioned on the right side of the frame, reaching towards the center. The background is a soft, hazy expanse of water and sky, with the sun's light creating a gradient from deep blue to bright yellow.

SUSTAINABLE INDUSTRY SERVICE –
OUR CONTRIBUTION FOR HOLISTIC
RETHINKING.



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