

DELIVERING PEACE OF MIND

SUSTAINABILITY REPORT 2023



ROBUR
IHR INDUSTRIESERVICESPEZIALIST

CORPORATE PORTRAIT

We founded ROBUR to make it easy for our clients to stay on top of technological and environmental change. To do more with less whilst protecting the people, society and the planet. The answer lies in technological transformation and human expertise.

With a unique collaborative platform ROBUR delivers peace of mind in challenging times through expertise and technology. This enables our clients to cope with digital and ecological transformation in a special way.

CONTENTS

4 Overall Introduction

7 This is ROBUR

- 7 Our Self Image
- 7 Vision & Mission
- 8 Our Service Sectors
- 9 ROBUR Business Units & Partners
- 12 ROBUR Value Chain
- 14 Our Stakeholders
- 15 ROBUR Worldwide

17 Sustainability at ROBUR

- 18 Materiality Analysis
- 19 Sustainability Strategy
- 20 Sustainability Focus Areas
- 21 Strategic Sustainability Goals



24 Sustainability Performance ROBUR

- 24 Status Quo: Sustainability Objectives 2022
- 25 ► ROBUR Bee Colonies
- 25 Achievements Sustainability Objectives 2022
- 30 ► Carbon Footprint Certification
- 32 ► Proactive health and safety management
- 34 Resource Usage in 2022
- 35 ► Bearing timbers made of recycled plastic
- 37 ► Gas radiator replacement

38 Social Responsibility at ROBUR

- 39 ► Kickoff to life
- 40 ► Inclusion at ROBUR
- 41 ► Apprenticeship with ROBUR
- 42 Corporate Governance at ROBUR
- 42 ► Microscope Peru
- 43 ► Girls Day 2022

45 ROBUR as Sustainability Enabler

- 46 Sustainable Output of the ROBUR partners
- 46 ► Energy saving in manufacturing companies
- 47 ► Energy management for customers
- 48 ► Radioactivity next door
- 49 ► Project: LNG-Terminal

51 Outlook and Objectives

DELIVERING PEACE OF MIND IS TAKING RESPONSIBILITY

Our commitment to the environment went from strength to strength in 2022, as our clients looked to us to help transform their operations to meet ambitious sustainability goals. At the same time, we doubled down on our own efforts towards carbon neutrality.

Our 3rd annual sustainability report transparently reveals our progress and proves that balancing financial targets with social and environmental KPIs can lead to measurable success. It's not always easy to balance growth with sustainability; it requires new ways of thinking, and occasional sacrifices. But if 2022 taught us anything, it's that change is possible, and with many of our initiatives saving us money, we see environmental purpose as a financial positive.

Our staff have embraced every initiative with enthusiasm, always thinking about how to consume less as a business, making sure travel is by train or electric vehicle where possible, and managing our energy use responsibly; switching to LED-lighting and modernizing the heating systems in our workshops.

We have overcome major challenges with our customers, from relocating machines to optimizing supply chains and developing energy management systems for data centers. It's an honor to move together towards a future where industry works with the planet, providing peace of mind to all of us.

We're proud to have met many of the goals we set in 2022 and will work even harder in 2023 to further accelerate the ecological transformation of our operations and those of our clients. ROBUR delivers Peace of Mind showing how environmental targets and growth targets are not at odds. For more detail on our progress, please read our 2023 Sustainability Report.

The ROBUR-Partner



André Panné
CEO RODIAS



Andreas Tatzelt
CEO ROBUR
PROTOTYPING



Andreas Vollmer
CEO CONGIV



Cristóbal López
CEO EREDA



Daniel Beringer
Managing Partner &
Chairman ROBUR



David Corbett
President Americas



David Seelig
CEO ROBUR
INDUSTRIEMONTAGEN



Dennis Mausberg
CEO TEC



Florian Bauer
CFO ROBUR



Florian Kopp
Managing Partner
ROBUR



Dr. Florian König
CEO ROBUR
INDUSTRIEMONTAGEN



Frank Ambos
CEO SAT



Ivan Doutlik
CEO SNG



Jan Doorduyn
CEO SPECTADES



Jan-Jörg Müller-Seiler
Managing Partner &
CEO ROBUR



Javier Amelivia
CEO ROBUR WIND



Jens Cremer
Managing Partner
ROBUR



Justin Jones
CEO HOTWORK



Kai Nepolsky
CEO MLB



Karsten Nowak
CEO GESA, TIG



Kevin Crowley
COO EXCELSIUS



Mark Jansen
COO SPECTADES



Martin Skladal
CEO IMO SERVICE



Matthias Müller
CEO FLUIDSERV & IMO
ANLAGENMONTAGEN



Norbert Pfitzner
CEO FIOS



Norbert Reuter
CEO ROBUR
AUTOMATION



Olaf Becker
CEO ELMOBIS



Reiner Hafen
CEO ESCAD



Roland Schuldt
CEO KOBAY



Rudolf Rauch
CEO ESCAD



Thomas Gröne
CEO GESA



Tobias Gärtner
CMO ROBUR



Tom Graham
CEO HOTWORK



Tommy Füllner
CEO JASCHEK MT, WIR

A photograph of two industrial workers, a man and a woman, walking through a facility. They are wearing dark blue uniforms with reflective silver stripes and yellow hard hats. The woman is holding a handheld device, and the man is holding a tablet. They are walking on a grey metal grating floor. In the foreground, there is a large, out-of-focus yellow industrial valve or pump. The background shows more industrial equipment, pipes, and overhead fluorescent lights.

ROBUR FOCUSES ON SUSTAINABILITY
FOR THEMSELVES AND THEIR CUSTOMERS.

THIS IS ROBUR

More than 3,000 colleagues globally work in various fields and create holistic solutions as expert partners.

From planning to realization, 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 more than 30 companies and around EUR 350 million in sales in 2022, 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 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.

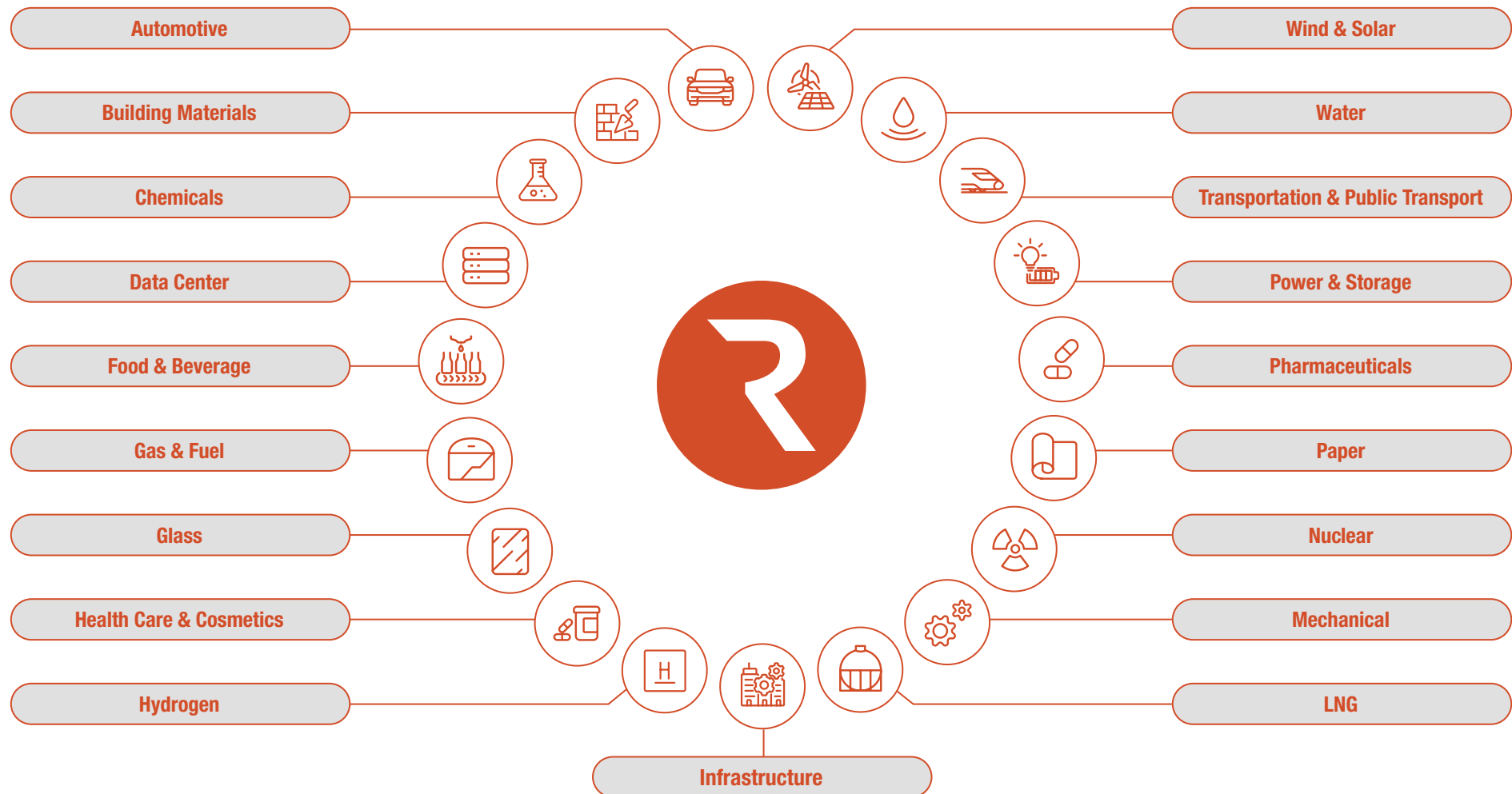
Our Mission

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.

Our Service Sectors

As an internationally active industrial service provider, ROBUR operates with its partner companies along a broad spectrum of actions under the most diverse framework

conditions. With our service portfolio, our more than 3,000 specialists serve customers in many industries, most of whom are in these sectors:



ROBUR Business Units & Partners



ROBUR ENERGY
IHR KRAFTWERKSSPEZIALIST



KOB AU
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 INDUSTRIAL TRANSFORMATION
IHR INDUSTRIAL TRANSFORMATION SPEZIALIST



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



GES A
IHR PROZESSAUTOMATISIERUNGSSPEZIALIST

The safe control of energy, water and traffic

	JASCHEK MT YOUR INDUSTRIAL RELOCATION SPECIALIST	Production and plant relocations and steel construction	●
	PROTOTYPING IHR PROTOTYPENSPEZIALIST	Development and production of prototypes and special solutions	
	ROBUR AUTOMATION YOUR INDUSTRIAL AUTOMATION SPECIALIST	Automation processes, digitization, IIoT & IND4.0	
	RODIAS YOUR DIGITAL TRANSFORMATION SPECIALIST	Asset management & digital transformation	
	SNG IHR MITTELSPANNUNGSSPEZIALIST	Specialist for customized switching & power supply systems in low and medium voltage	●
	SPECTADES YOUR ASSET MANAGEMENT SPECIALIST	Asset Management	●
	TEC IHR PROJEKTSPEZIALIST	Industrial relocations, installations and engineering service	
	TIG IHR ENERGIE NETZSPEZIALIST	Individual & turnkey solutions in the field of low and medium voltage and industrial grid supply	●
	WIR IHR INDUSTRIEMONTAGESPEZIALIST	Industrial installation	

● not included in the Sustainability Report 2023 – ROBUR continued to grow in 2022. In the recording of our resource utilization and for the evaluation of our annual targets, we have taken into account the partner companies that were part of ROBUR in the entire fiscal year 2022.



ROBUR PROCESS

IHR PROZESSSPEZIALIST



EXCELSIUS

YOUR HOT SERVICES SPECIALIST

Heat-up, drilling and drain of glass furnaces



FIOS

YOUR HOT INSPECTION SPECIALIST

Specialist for endoscopic hot inspections of thermal process equipment and drying of aluminum smelting furnaces



FLUIDSERV

YOUR ENGINEERED PUMP SPECIALIST

Complex and individual pump solutions



HOTWORK

YOUR ONSITE SERVICE SPECIALIST

Refractory drying, heating and furnace dewatering



IMO

IHR ANLAGENSERVICESPEZIALIST

Maintenance, inspection, repair, and piping construction



MLB

IHR INSTANDHALTUNGSSPEZIALIST

Maintenance, inspection, repair and operational improvement



PTS

IHR SCHWEISSSPEZIALIST

Welding



ROBUR INDUSTRIEMONTAGEN

IHR ANLAGENPROJEKTSPEZIALIST

Project management, delivery, assembly and commissioning of industrial pipes



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



Services in wind – On and off-shore

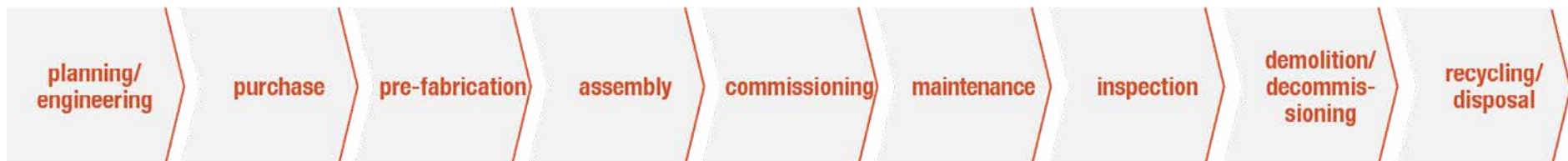
ROBUR Value Chain

ROBUR is the reliable and competent service provider for diverse industries in a wide range of industrial segments. We stand 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 make an important contribution more than ever 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. The ROBUR partners may call in other service providers based on demand. We have systemized our value chain as follows:

VALUE CHAIN



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 other hand, necessary business travel and the associated mobility expenses to our operating locations are the biggest emission drivers within our value chain.

Further resources (e.g., water) as well as other relevant factors (e.g., waste management and recycling) are mainly provided by our customers and clients and are therefore only to a very limited extent under our influence.

For the sustainability-related assessment of our value-adding processes and our sustainable development, these aspects must therefore always be considered in the context of our order volume and the specifics of our customer projects.

For our office and functional buildings, fossil fuels and renewable energies are essential to ensure operation. We use electricity and heating energy responsibly.

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. While reviewing sustainability criteria along our value chain, we focused on procurement processes, for which we are developing strategies, processes, and guidelines as part of our supplier management that allow reliable assessment for sustainability criteria. In addition to high quality, reliable deliveries, and competitive prices all ROBUR partners have the goal to ensure compliance with fundamental environmental and social standards throughout our value chain.



Our services help to increase or extend the efficiency and life cycle of industrial plants, thus actively contributing to emission savings on the part of our customers.

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.



**management/
partner**



colleagues



**works councils/
workers' representatives**



customers



**suppliers/
service providers**



**public/
community**



investors

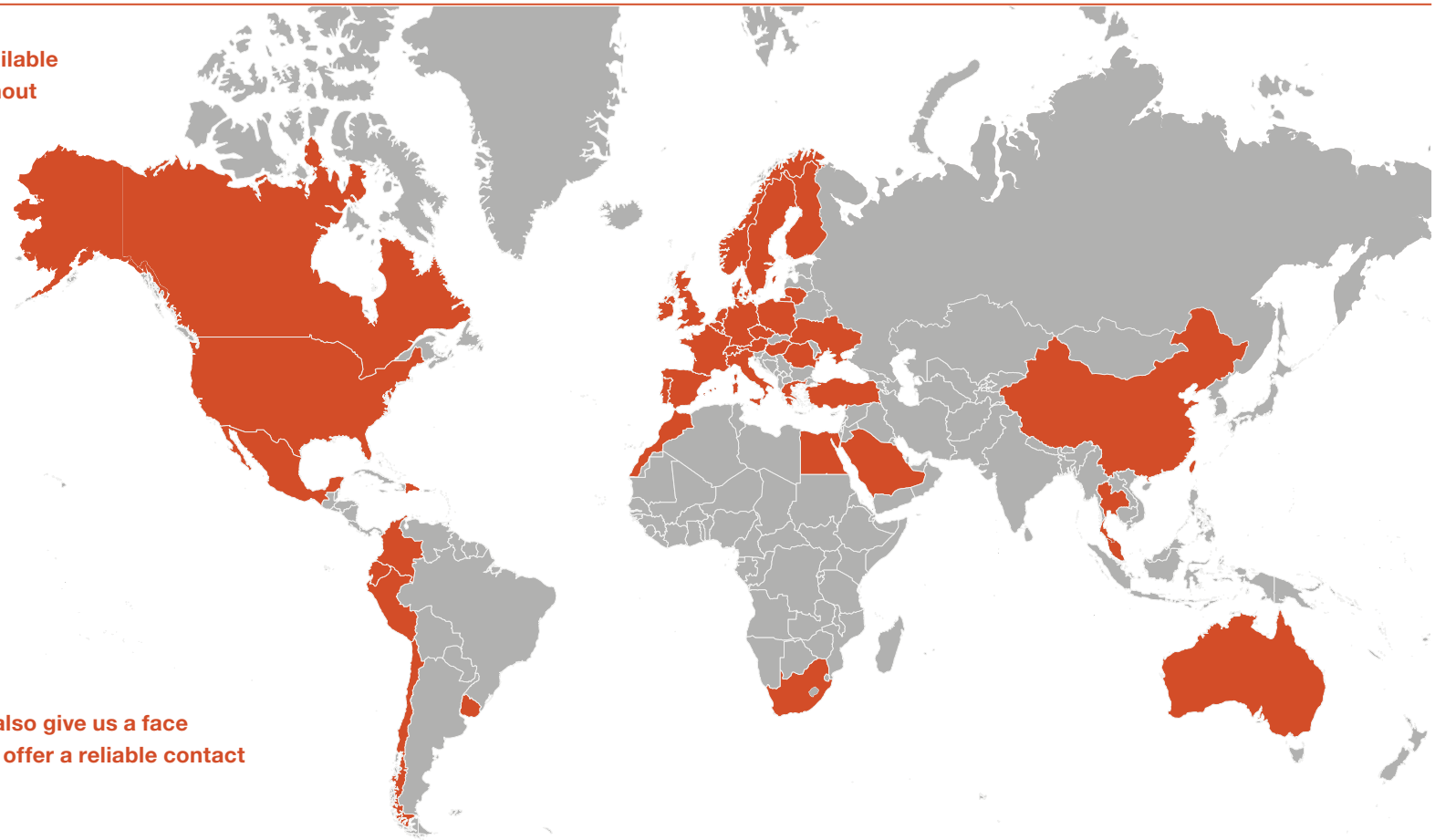


Our goal is to identify and understand the needs, expectations, and positions of our stakeholders and, whenever possible, take them into account in our corporate decisions. At the same time, the dialog with our stakeholders helps create understanding for our goals and actions.

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

ROBUR Worldwide

Founded in Germany – available
for our customers throughout
Europe and worldwide.



Our national subsidiaries also give us a face
internationally and always offer a reliable contact
to our customers.

 ROBUR BALTIC

 ROBUR EGYPT

 ROBUR MEXICO

 ROBUR USA

 ROBUR CHILE

 ROBUR FRANCE

 ROBUR PERU

 ROBUR COLOMBIA

 ROBUR IBERIA

 ROBUR SOUTH AFRICA

 ROBUR DOMINICAN REPUBLIC

 ROBUR ITALY

 ROBUR TURKEY



ROBUR SHAPES SUSTAINABILITY

FOR THE DIGITAL TRANSFORMATION AND THE
ECOLOGICAL CHANGE OF THE INDUSTRY.

SUSTAINABILITY AT ROBUR

As an internationally operating industrial service provider, ROBUR operates with its partner companies along a broad impact spectrum and under a wide variety of ecological, socio-economic, and political framework conditions. Throughout ROBUR, sustainability is the common core of shared corporate DNA.



At ROBUR, we work as a team consistently and resolutely on the sustainable orientation of our corporate management.

In the past years, sustainability aspects have become even more important and have become an integral part of ROBUR's corporate management and culture as well as our services. Managing partners, senior partners, partners and the ROBUR CSR team work hand in hand on the common goal of continuously developing ROBUR's sustainability management.

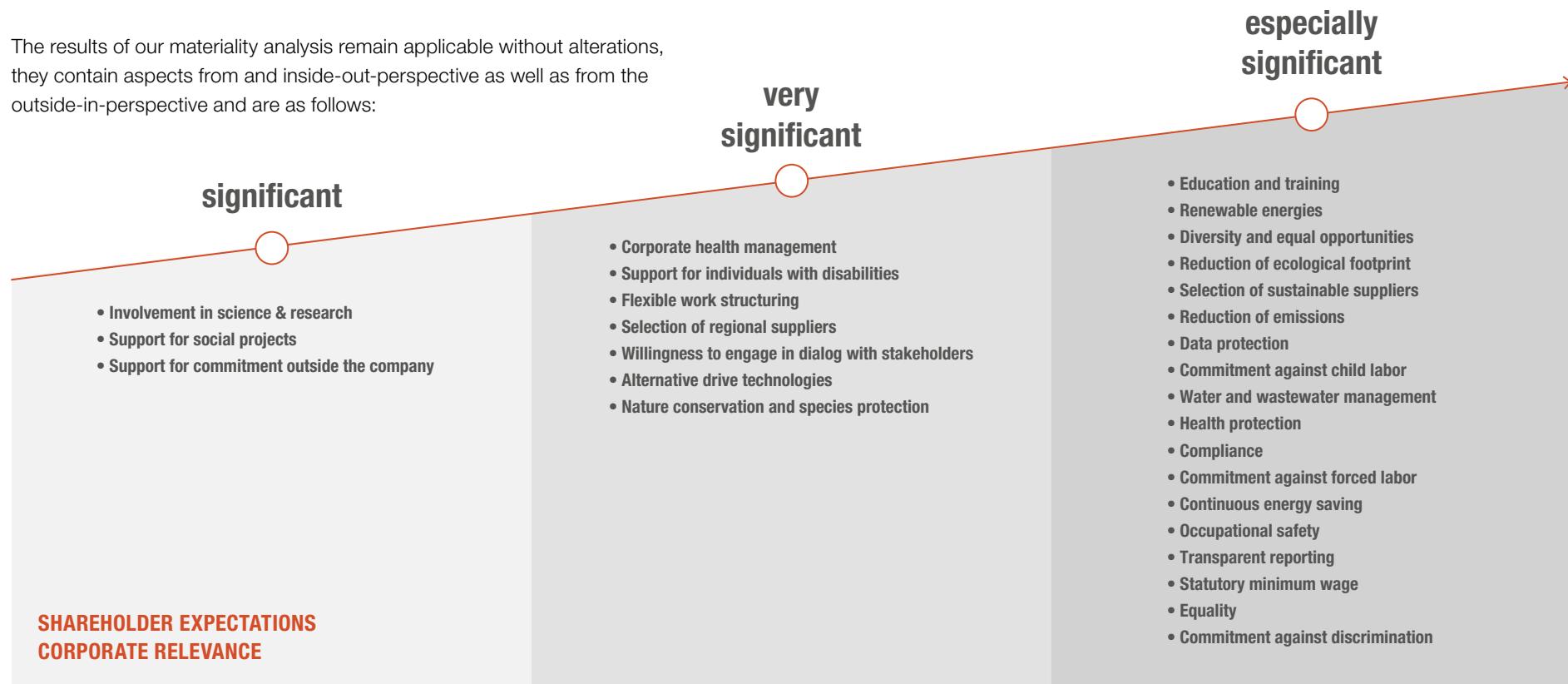
As an industrial service provider, we see ourselves as an enabler of sustainability and a designer of the politically agreed energy transition and we want to contribute our share to the ecological change by:

- 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.

Materiality Analysis

The needs and requirements of our stakeholders are diverse and have a direct influence on our strategic orientation and thus also on ROBUR's sustainability management. Our stakeholders' expectations in this regard provide the necessary structures and priorities for our actions. A clear focus is therefore also important to us when it comes to sustainability. In a materiality analysis in the year 2020, 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 remain applicable without alterations, they contain aspects from and inside-out-perspective as well as from the outside-in-perspective and are as follows:



Continuous stakeholder engagement and the identification of sustainability criteria relevant to ROBUR will continue to be important to us in the future. We therefore regularly review the results of our materiality analysis and update them as needed.

Sustainability Strategy

Based on the results of the stakeholder and materiality analysis the ROBUR sustainability strategy was developed and implemented 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. It is based on the UN Sustainable Development Goals (SDGs) and the sustainability criteria of the German Sustainability Code (DNK).



The ROBUR 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.



[Download
Sustainability Strategy](#)

Periodic reviews take place in the course of the annual update of the ROBUR Sustainability Report.

Sustainability Focus Areas

Based on the results of the materiality analysis carried out in 2020 and our sustainability strategy, we have identified three focus areas for sustainability. They address the prioritized expectations of our stakeholders and are directly related to the SDGs that are relevant for us. The focus areas set the framework for our goals, measures, and activities in the context of sustainability along the three dimensions of environmental, social and governance.

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.



Strategic Sustainability Goals

Ambitious goals are the basis and requirement for a sustainable development. They underline our own aspirations and the commitment of our efforts. And ROBUR is not only concerned with achieving short-term results. Our actions in the context of sustainability can only favor the desired results and effects in the long term – therefore, we consider long term and strategic sustainability goals to be urgently necessary in order to shape our commitment with the required and necessary persistence. To define our strategic sustainability goals, we are guided by the SDGs relevant to us and our three identified focus areas.

Reduction of emissions and responsible use of resources.

We aim to reduce the negative impact of our business activities on the environment. We attach great importance to the responsible use of resources and the reduction of our CO₂ footprint. In the medium and long term, it remains our goal to reduce CO₂ emissions along our entire value chain, to use renewable energies wherever possible, and to use compensation services responsibly to offset unavoidable emissions.

We have set ourselves the following strategic goals with regard to resource use:

1. Further increase in the share of renewable energies at ROBUR sites with the goal of 100% green electricity by 2028.



2. Continuous reduction of our mobility-related emissions with responsible use of compensation measures and reduction of overall emissions with the long-term goal of climate neutrality by 2040.



3. Complete conversion/modernization of the ROBUR vehicle fleet to alternative drive technologies by 2040.



4. Continuously increasing the use of public transport for our business trips and further promote alternative mobility options for colleagues.



Ensuring of a safe and attractive work environment.

The well-being of our colleagues is both a management task and an obligation. In order to become even more attractive as an employer, we focus our attention on all shapeable physical and psychosocial aspects and thereby improve the framework conditions for our colleagues and ensure a further positive development of ROBUR.

Our goals in this context are:

5. Prevention of work-related injuries and occupational accidents with serious consequences.



6. Ensuring the annual training of our colleagues and providing the necessary resources for this.



7. Improvement of employer attractiveness and reduction of employee fluctuation.



Responsible corporate governance and compliance with applicable laws.

Our corporate management aims at a long-term and stable development of ROBUR. This corresponds to our understanding of sustainability and is therefore anchored in ROBUR's corporate DNA. Responsible management is reflected in consistent legal compliance, responsible risk management, fair competition and cooperation in the spirit of partnership.

Our goals in this regard:

8. Ensuring the prohibition of child and forced labor along our entire supply and value chain by 2028.



9. Active collaboration and promotion of initiatives to achieve the Sustainable Development Goals (SDGs).



A man with a beard, wearing a dark shirt, is seated at a desk in a bright, modern office. He is holding a glowing lightbulb in his right hand, which is the central focus of the image. The background is softly blurred, showing large windows with greenery outside and a desk lamp. The overall atmosphere is one of innovation and inspiration.

ROBUR UNDERSTANDS SUSTAINABILITY
AS THE KEY TO ENTREPRENEURIAL SUCCESS
AND HEALTHY GROWTH.

SUSTAINABILITY PERFORMANCE IN THE REPORTING YEAR 2022

ROBUR continues to stand for innovative and high-quality industrial services.

As an enabler for sustainability, ROBUR develops solutions for the digital transformation of industry and ecological change.

ROBUR's partners firmly believe that the challenges facing the industry can only be met with a contemporary industrial service that recognizes and actively drives the opportunities of digital transformation and has internalized the need for ecological change.

As a strong group of specialists, the ROBUR partners were again able to make their contribution in the 2022 reporting year. ROBUR discloses its sustainability performance in the third year now and reports transparently on the achievement of objectives, current developments, and challenges in the context of sustainable development in this Sustainability Report.

The positive response of our stakeholders to our achievements in the context of sustainability so far is an incentive and obligation for the ROBUR partners to consistently continue the path we have chosen and to further fulfill our responsibility for colleagues, partners, customers, and society.

We continue to create a responsible balance between economic performance, development and respect for the environment, and social and civic engagement. Our overriding objective remains to secure and continuously improve the competitiveness and future viability of our partners through sustainable corporate management focused on social and public aspects.

The Sustainability Report 2023 builds on our established reporting principles and has been connected even more closely to the Sustainable Development Goals (SDGs). It regards to the requirements of the German Sustainability Code (DNK) and the relevant indicators of the Global Reporting Initiative (GRI) and uses the Greenhouse Gas (GHG) Protocol system for the inventory of emissions for which ROBUR is responsible. The completeness and quality of the data collected by our partners could be increased further in this reporting period and leads to more reliable results. The validity of the data collection methodology and calculation of ROBUR's carbon footprint were also verified in the 2022 reporting year by a certification from TÜV NORD based on DIN EN ISO 14064-3:2020.

We were able to achieve our self-imposed sustainability targets in the reporting year to a large extent and even exceeded them in selected objective categories. For us, this remains both an incentive and an obligation to systematically continue along the path we have chosen and to further expand our pioneering role in the industrial services segment.

Our sustainability goals defined for the reporting year 2022 are cornerstones of our sustainable actions and reflect the strategic relevance of sustainability across the entire group. Derived from our three focus areas and our strategic sustainability goals, they demonstrate the prominent importance of sustainability for our corporate philosophy and illustrate our sustainable development.

BIODIVERSITY NEXT TO THE WORKPLACE

The ROBUR flower meadow with fruit trees

We have created a flower meadow including fruit trees on an approximately 300 square meter plot of land on the company premises, for the more than 1,000 colleagues of the ROBUR INDUSTRIEMONTAGEN beehive (we already reported on this in detail in the last ESG report). This does not only look beautiful – but has also been created as a special source of food for the bees from the local hives, which are housed on the same premises.

This creates an ideal habitat for the bees and helps to strengthen the local bee population. The sowing and cultivation of the flower meadow and fruit trees was entrusted to a professional horticulturist and landscaper to ensure that the planting is optimally adapted to the needs of the busy bee colleagues.



The flower meadow is an ideal habitat for the bees and helps to strengthen the local bee population.



Goal Achievement in the Reporting Year 2022

After the expiration of most of the restrictions imposed by COVID-19, the reporting year 2022 was characterized by a resurgence in operating business. However, the ongoing as well as new crises and challenges resulting from the pandemic did not leave ROBUR's partner companies unscathed. The effects were not only challenging from an economic

point of view, but also had an impact on our partners and colleagues on various levels. We consistently pursued our ambitious sustainability targets despite all adversities and are able to look back on satisfactory results overall.

Our goal achievement for the reporting year 2022 is as follows:

100 % compensation of our flight-related mobility expenses.



Implementation of further charging infrastructure for electric vehicles at at least 4 additional ROBUR locations.



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



Development of a ROBUR-wide vehicle/fleet policy.



Increase the use of public transport and alternative mobility options.



Reduction of non-recyclable waste and hazardous waste.



Review and certification of the methodology used to collect and calculate our carbon footprint.



Reduce the total number of work-related injuries and completely prevent occupational accidents with serious consequences.



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



Increase the average training time of our colleagues to 20 hours per year.



100 % completion rate of the annual ROBUR Compliance Training Program.



Increase the share of suppliers and service providers audited for sustainability criteria.

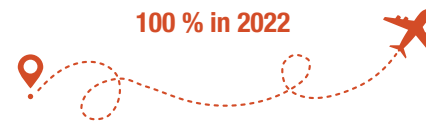


100 % compensation of our flight-related mobility expenses.

As in the previous year's period, 100% of the flight-related emissions were offset through various compensations. Voluntarily, our partners also compensated further mobility-related emissions (e.g., for train journeys or via DKV fuel cards). Overall, ROBUR was able to offset just under 10% of its total emissions.

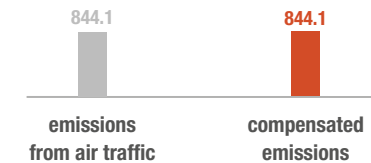
COMPENSATION FLIGHT-RELATED EMISSIONS

in %



COMPENSATION FLIGHT-RELATED EMISSIONS

in t CO₂e



Implementation of further charging infrastructure for electric vehicles at at least 4 additional ROBUR locations.

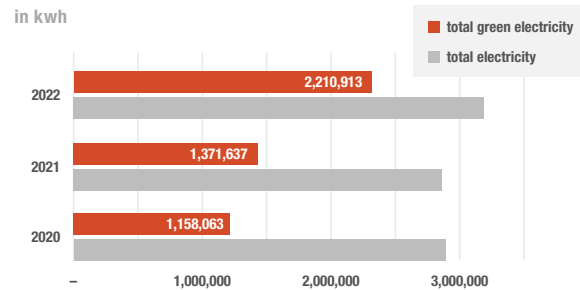
In the reporting year, we were able to create an additional 10 charging points for our company vehicles as well as the vehicles of our colleagues at 3 other ROBUR locations. However, the limited availability of service providers and material prevented the complete achievement of the target here.



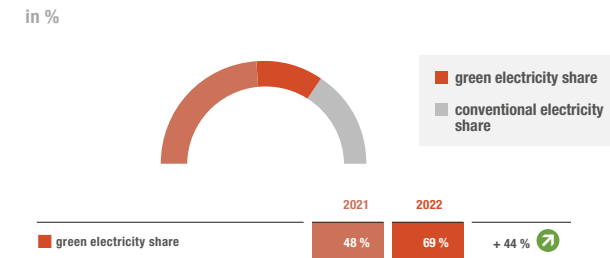
Increase the share of green electricity at all ROBUR sites to at least 50 %.

We were able to increase the share of green electricity used at all ROBUR locations to a total of 69%. The target of 50% for the reporting year 2022 therefore could be clearly exceeded. This corresponds to an increase of 44% in comparison with the previous year's period. In comparison with the 2020 reporting year the green electricity share could be increased by 77%.

POWER CONSUMPTION - GREEN ELECTRICITY SHARE



DEVELOPMENT GREEN ELECTRICITY SHARE



Development of a ROBUR-wide vehicle/fleet policy.

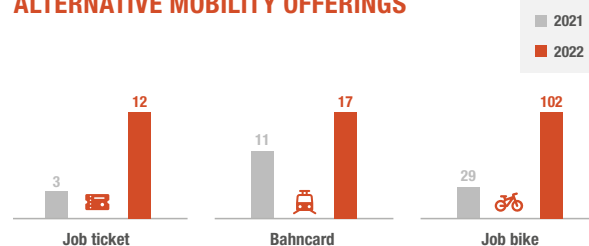
Across all business units we have agreed on firmly defined vehicle categories, specifications and manufacturers. These standards will be successively implemented in the future as part of new acquisitions and the modernization of our vehicle fleet. An increase in leasing rate budgets for electric vehicles will also help make alternatively powered vehicles more attractive.



Increase the use of public transport and alternative mobility options.

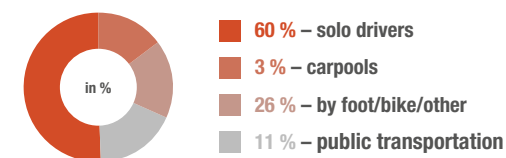
The Robur partners recorded a lively response for all alternative mobility offers and were able to further increase acceptance and their use. In the context of our business travel, the use of rail transport is slightly increasing.

ALTERNATIVE MOBILITY OFFERINGS



MOBILITY ON THE WAY TO WORK

Commuting volume of our colleagues



Reduction of non-recyclable waste and hazardous waste.

The total waste volume increased by 273.33t to 1,422.77t in the reporting year. However, in relation to our sales result, the total amount of waste per €1million in sales decreased from 4.26t/million to 4.10t/million. This corresponds to a saving of 0.16t per million sales compared to 2021.

The total amount of hazardous waste has decreased from 386t in 2021 to 62.2t in 2022.

Review and certification of the methodology used to collect and calculate our carbon footprint.

The certification of the ROBUR Carbon Footprint by TÜV Nord, was successfully completed with the issuance of the certificate on October 25, 2022.

CERTIFIED AND APPROVED

TÜV-Nord confirms ROBUR's emission data collection methodology.

To verify and confirm the accuracy, reliability and validity of our emissions data and the applied collection methodology, we subjected our carbon footprint inventory in the reporting year to a certification by TÜV Nord. The review and audit were carried out on the basis of DIN EN ISO 14064-3:2020 and is based on the Greenhouse Gas (GHG) Protocol.

In the course of the external validation, we were able to further complete our data base, once again increase data quality and achieve a significant overall leap in quality. The review of our data collection methodology by independent auditors also increases the credibility of our results and ensures comparability with those of our competitors.

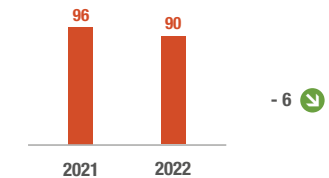
This also further increases the confidence of our stakeholders in the quality of our reporting and data and as a result ROBUR already meets requirements that will be mandatory in the future due to increasing regulatory initiatives.



Reduce the total number of work-related injuries and completely prevent occupational accidents with serious consequences.

The physical integrity of our colleagues is our top priority. Reducing the number of occupational accidents and work-related injuries with serious consequences in the reporting year is both an incentive and an obligation. We will continue to do everything we can to further reduce work-related injuries in the future.

WORK-RELATED INJURIES



INJURIES WITH SERIOUS CONSEQUENCES



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

The training concepts at the level of our business units (BUs) again proved effective in reporting year 2022. The basic voluntary commitment to comply with statutory training and development requirements and the needs-based and target-oriented individual training and development of our colleagues were consistently applied in the reporting year.



THE TIME OUT-SYSTEM


Proactive occupational safety management

OCCUPATIONAL SAFETY is spelled in capital letters at ROBUR – it is our top priority. Therefore, the colleagues of ROBUR INDUSTRIEMONTAGEN have implemented an effective occupational health and safety tool and HSEQ tool “Time Out” as a pilot solution. With the “Time Out System”, colleagues can report critical situations, any misconduct and potential hazards on construction sites very easily and quickly. Topics of these reports range from quality defects to dangerous situations and can be made either via e-mail or the Time Out reporting block.

The aim of this system is to identify potential hazards in good time, eliminate causes at an early stage and thus prevent incidents. 110 colleagues each produced four reports in 2022, which corresponds to a total of around 30 to 35 reports per month. The entire team is increasingly sensitized to safety issues, particularly regarding accident prevention on construction sites.

The reports are stored in a database and evaluated monthly. As an incentive to participate, the three best reports are awarded a cash prize. The “best” report is the one with the highest possible impact on occupational safety. The evaluation is done by the HSEQ team of ROBUR INDUSTRIEMONTAGEN and the evaluation and announcement of the solutions is done by name, which underlines the recognition and appreciation for the efforts of the participants.

One of the system’s important elements is the review, in which all collected reports are checked and evaluated in detail. These audits provide an excellent opportunity for communication with the management, which is informed about the reports from the construction sites and is thus provided with comprehensive and, above all, structured information about the situation and the ongoing improvements.



Time Out

☐ Positive Beobachtung
 ☐ Verbesserungsvorschlag

☐ Qualitätsmangel
 ☐ Gefährliche Situation

☐ Energiemanagement

Name des Melders:
 Datum:

Abteilung:
 Baustelle:

Beschreibe die Situation, die du beobachtet hast. (gefährliche Situation / Handlung)

Was wurde oder kann unternommen werden? Hast du eventuell noch Erwartungen, Ideen bzw Verbesserungsvorschlag?

Besprochen mit:

 Name: Funktion: Firma:

Bitte Meldung an Vorgesetzten bzw. HSE Abteilung

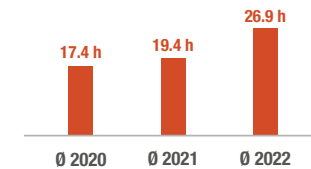
Increase the average training time of our colleagues to 20 hours per year.



We again increased the average training and development time of our colleagues in the reporting year. At 26.9 hours, the target set was clearly exceeded.

TIME FOR TRAINING AND FURTHER EDUCATION

Average in h



100 % completion rate of the annual ROBUR Compliance Training Program.

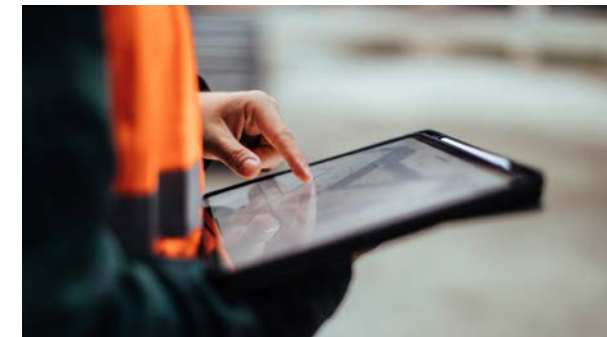


The ROBUR-standardized compliance training is mandatory for every colleague on an annual basis. 100% compliance rate was repeatedly achieved in the reporting year.

Increase the share of suppliers and service providers audited for sustainability criteria.



The development of our central supplier/procurement policy as the basis for an effective review of our supply chains is currently taking place as planned and will be completed by December 31, 2023.



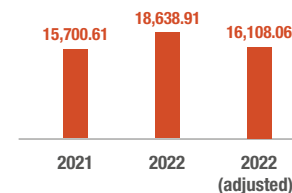
Use of Resources in the Reporting year 2022

Among the most important strategic guidelines regarding ROBUR's sustainability management is the responsible use of resources and the reduction of our carbon footprint.

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

CO₂ EMISSIONS ROBUR 2020-2022

in t CO₂e



* incl. technical gases reported for the first time in 2022

30,174,871 kWh total energy use	22,860,132 kWh fuels/e-mobility	4,030,029 kWh fossil energy sources	3,258,256 kWh electricity energy	8,839,620 liters water use
5,544.37/8,347.72* t CO₂e GHG* Scope 1 emissions	1,049.61 t CO₂e GHG* Scope 2 emissions	9,241.58 t CO₂e GHG** Scope 3 emissions	62 tons hazardous waste	1,360 tons non-hazardous waste

* GHG: Greenhouse Gas Protocol ** incl. technical gases reported for the first time in 2022

SOMETIMES SYNTHETICS ARE SIMPLY BETTER

Joists made of recycled plastic at ROBUR INDUSTRIEMONTAGEN

The natural material wood is not always suitable for all solutions. Especially because the colleagues at ROBUR INDUSTRIEMONTAGEN were particularly concerned with the issue of sustainability and resource-saving this year, they switched from wood to plastic in this case. Recycled plastic, to be precise.



Recycled plastic is not only a durable and robust material, but also has a lifespan of at least 30 years.

In this specific case, it was about the storage of the many meters (and tons) of pipelines on the storage space of the prefabrication area of ROBUR INDUSTRIEMONTAGEN on the company premises in Leipzig. Until now, the pipelines were held and supported by some 2,400 wooden joists measuring 300x12x12 cm. Due to wear and tear and the fact that the warehouse is an open area, the wooden joists had to be replaced once a year.

Due to the use on an industrial site, the now unusable wood can unfortunately not simply be deposited or burned but must be disposed of properly. Therefore, to reduce costs and dependence on wood, the colleagues have begun this year to rely on joists made from recycled plastic.

Recycled plastic is not only a durable and robust material, but also has a lifespan of at least 30 years. This results in significant savings in maintenance and replacement costs, while reducing the environmental impact of regular disposal of worn wooden joists.

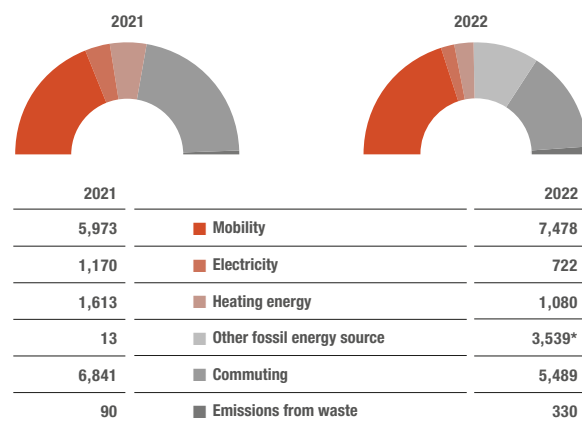


In the context of our services, we generate emissions largely only due to the mobility that is absolutely necessary for our global services.

We want to continue to reduce the negative impact of our business activities on the environment and society and successively reduce CO₂ emissions in the areas we are able to influence. In the medium and long term, our goal remains to reduce CO₂ emissions attributable to our driving and mobility services.

CO₂-EMISSIONS RESOURCE USAGE

in t CO₂

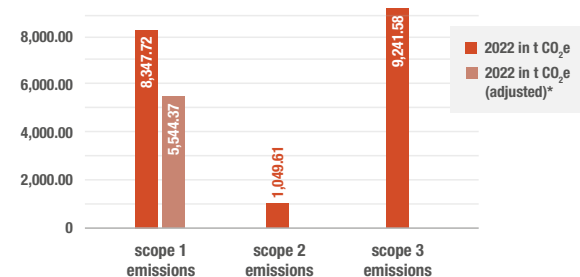


* incl. technical gases reported for the first time in 2022

We were able to expand our database on the use of resources and the resulting CO₂ emissions again this year. In addition to the SCOPE1 and SCOPE2 emissions (in accordance with the GHG Protocol) already reported in the previous year, we were able to further consolidate the data on SCOPE3 emissions. This year we recorded emissions attributable to the use of technical gases as part of our services for the first time. We will continue to successively expand our CO₂ inventory in the future in order to obtain an even more comprehensive picture of the emissions for which we are responsible.

CO₂ EMISSIONEN ACCORDING TO SCOPES

in t CO₂



* incl. technical gases reported for the first time in 2022

All ROBUR partners promote initiatives at all levels to minimize the use of resources and to meet the special challenges regarding our environment. There were slight increases in our use of resources and the resulting emissions due to orders, in particular in mobility.

There continues to be a significant correlation between the type and scope of our order situation, the travel activities of our colleagues required as a result, and thus also emissions. Our use of resources will therefore also have to be assessed in the future against the background of our order volume and the further growth of ROBUR. In order to present our performance and results in a transparent manner, we therefore evaluate the use of resources attributable to ROBUR in relation to our corporate performance wherever possible and reasonable.

We use compensatory measures and offsets responsibly and manage them effectively. In addition to the full compensation of the emissions caused by us from flight-related mobility services, the ROBUR partners have voluntarily made further compensations within the framework of their respective prevailing circumstances.

VOLUNTARILY CONTRIBUTED COMPENSATIONS



10% of total emissions compensated

ENERGY OPTIMIZATION

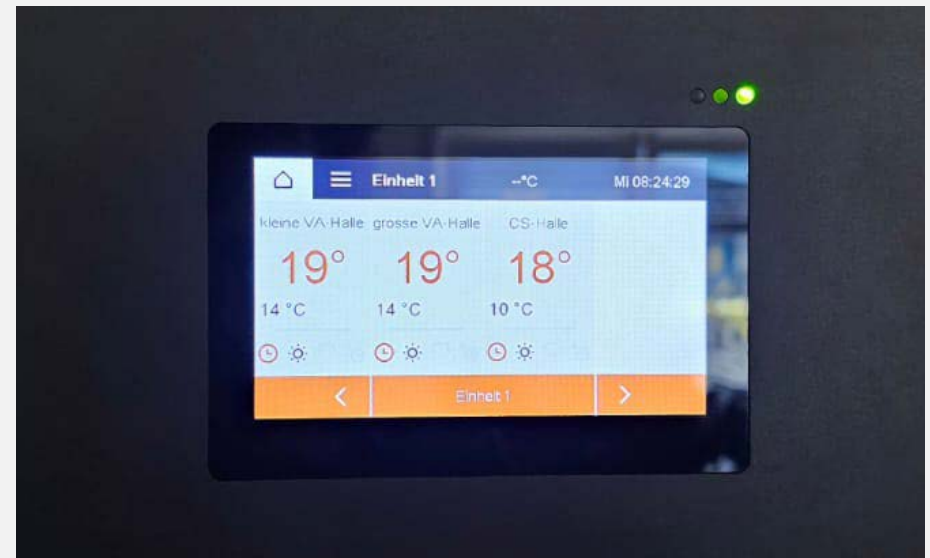
Replacement of the gas radiators in the prefabrication hall of ROBUR INDUSTRIEMONTAGEN

During an environmental and efficiency initiative the colleagues at ROBUR INDUSTRIEMONTAGEN have replaced their gas radiators with a new heating system. This replacement was carried out during ongoing operations and is expected to reduce energy consumption by at least 50%, equivalent to an annual saving of around 25,000 cubic meters of gas.

The practical feature of the new radiant heaters is their modulating mode of operation. Unlike conventional systems, which operate continuously at full power, these new

radiators dynamically adjust their heat output to the current demand. This enables the group to actively contribute to climate protection and significantly reduce our carbon footprint without changing the safety and “amenities” of the workplaces at the expense of our colleagues.

The replacement was carried out by the company's own assemblers, which ensured continuity of the production process and thus allowed operations to continue seamlessly throughout the modernization work.



Social Responsibility at ROBUR

As an internationally active group of companies with a diverse range of services, we place reliance on colleagues 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.

Our colleagues 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 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 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. Even beyond the Corona pandemic, we have succeeded in maintaining our staff and continuing to offer our colleagues a secure and attractive workplace. For the future, we are working hard to attract future ROBUR colleagues.

In 2020, 53 colleagues with physical impairments were employed at ROBUR.

PERSONNEL WITH PHYSICAL DISABILITIES



10 individuals

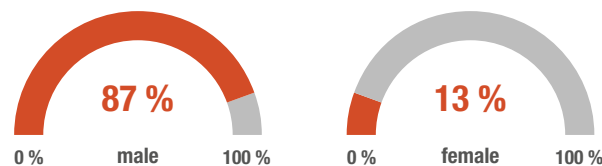
non operational



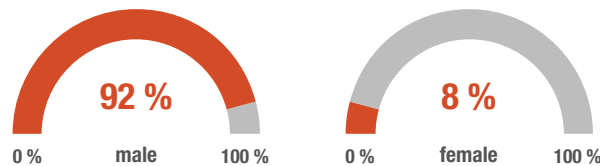
43 individuals

operational

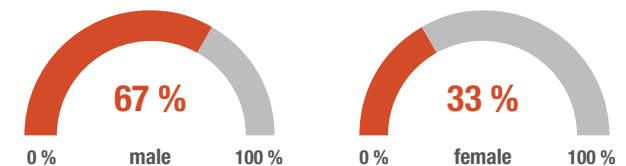
PERSONNEL DISTRIBUTION ROBUR TOTAL 2022



DISTRIBUTION OPERATIONAL PERSONNEL 2022



DISTRIBUTION NON-OPERATIONAL PERSONNEL 2022



KICKOFF TO LIFE

RODIAS, becoming official partner of „Kickoff to life“.

The colleagues at RODIAS are proud to be an official partner of “Anpfliff ins Leben” since this year. The 360° concept is particularly convincing, as it offers sustainable support for young people in the areas of sports and school, as well as social issues and careers. As supporters of career guidance, they want to help develop personalities and prepare young people in the region for their professional future. This job partnership is approached on a long-term basis. The RODIAS is for example available as a provider of internships but also for a coaching talk by the managing director. For that, job applications for apprenticeships positions or integrated degree programs are published in the career counseling and orientation section of “Anpfliff ins Leben”. Young people who are interested in IT are referred to the opportunities at RODIAS.

Parallel to its commitment as a job partner, RODIAS supports a project in the field of environmental protection every year. Currently and in 2022 this was the project “Elsenzreinigung”.

At almost 30 degrees Celsius, the under-14-team of the „Anpfliff ins Leben” partner club TSG Hoffenheim took advantage of one of the last days of vacation to take on an important social task at the “Mühle Kolb” adventure center in Zuzenhausen. The project is called “Elsenzreinigung”. Various Hoffenheim youth teams have been

out and about for years in two-person kayaks on the Elsenz River to collect trash. Before the actual start, the team was educated on environmental protection, especially the pollution of the oceans by thousands of tons



At the „Elsenzreinigung“ Hoffenheim youth teams have been out in two-person kayaks to collect trash.

of plastic waste. This was conveyed very clearly by the operator of the adventure center. The boys listened very attentively. The cleanup campaign is primarily intended to make the players aware of how important it is to treat nature with care and that everyone can contribute to protecting the environment.

The colleagues at RODIAS were happy to support this project. It fits wonderfully with them as a provider and implementer of IT solutions that contribute to the sustainable operation of technical systems.



MORE THAN INTEGRATION

ROBUR's commitment to inclusion at work

[Click here for
the project film!](#)



At ROBUR we do not only focus on excellent performance, but also on living inclusion at work. We firmly believe that inclusion is a fundamental principle that should offer everyone the same opportunities and possibilities, regardless of individual differences.

Inclusion refers to creating a work environment in which every person, regardless of ethnicity, gender, disability, sexual orientation, or other characteristics, is respected, valued, and treated equally. It is about removing obstacles and enabling full participation for all colleagues.

Inclusion is critical in today's labor market. A diverse and inclusive workforce not only helps create a positive corporate culture, but also promotes innovation, creativity, and competitiveness. Access to different perspectives and experiences enables us to develop innovative solutions that give us an edge in a dynamic market environment.

At ROBUR, we are actively committed to creating an inclusive work environment. We promote equal opportunities through targeted measures such as a barrier-free access, appropriate support systems and training for our colleagues. We value and respect the diversity of our workforce and are committed to creating an atmosphere of understanding and collaboration. Our commitment to inclusion goes beyond mere integration. We want to ensure that every colleague feels valued, can develop their full potential, and has equal career opportunities. Through our inclusive practices, we create a work environment where everyone can contribute their strengths and work together to contribute to the success of the company.

ROBUR is proud to be committed to inclusion in the workplace. Together with our colleagues Jan Piekenbrock and Tobias Gärtner we have documented our contribution to inclusion in the workplace on film for the first time in 2022. A measure that we will repeat in the future every year on the World Day of People with Disabilities on December

3rd and include new stories. We are firmly convinced that inclusive companies not only act in a socially responsible manner but are also more successful economically. By promoting inclusion, we create positive change not only for our colleagues, but also for society as a whole.



EDUCATION WITH HEART AND SOUL

ROBUR's Investment in the Future of Industrial Services

Well-trained specialists are the future of a successful industrial service. That is why we see great importance in training new specialists. In 2022, we had a total of 73 apprentices into our group, covering a wide range of occupational fields. From plant mechanics for pipe technology to electronics technicians and industrial management assistant to IT specialists and technical system designer (to name just a few job profiles), we offer a wide range of training opportunities for talented young people. We are particularly proud that we were able to welcome two women to our apprenticeship "Plant mechanic – specializing in pipeline construction" for the first time. These two dedicated women have proven that traditionally male-dominated fields such as welding can also be attractive and accessible to women. At ROBUR, we recognize the importance of diversity and equality in professional training and are actively committed to promoting women in technical professions. The presence of female trainees in a male-dominated field of training is a clear sign of our progress and commitment to gender equality.



Training new skilled workers is a high priority for us at ROBUR, as it enables us to build a qualified team and be successful in the long-term. Through training in various professional fields, we enable young people to acquire specialist knowledge and develop their skills. We see great importance in offering our trainees first-class training and preparing them for a promising professional future. Our commitment to training new professionals reflects our long-term ambition for sustainable growth and social responsibility. We are proud to offer young people career opportunities while helping to promote diversity and gender equality in technical professions.



Corporate Governance at ROBUR

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 without 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. Whenever possible, we strongly advocate these basic principles of respectful coexistence and cooperation.

A DIFFERENT KIND OF RELOCATION

Experiment kits and microscopes from Dormagen to Peru

The colleagues of TEC from Dormagen are experts in the relocation of technical equipment across borders and continents. And they have been supporting local aid projects with the transport of donated technical equipment for many years.

This year, they transported experiment kits for to better understand chemistry, physics and biology, which had to be sent to the children's village Munaychay in the region of Cusco in Peru. This also included a whole range of discarded microscopes which, fully refurbished, are now finding their long-awaited use for training and further education in the Peruvian highlands.

The TEC specialists were able to help in three ways: With their experience in the transport and export of technical equipment, in the sustainable use of material and in the training of young people for a shared, better future. A win-win-win operation!

Discarded microscopes, fully refurbished, are brought to the highlands of Peru for training and education.



GIRLS FUTURE DAY

Girls Day 2022 at RODIAS



In April 2022, RODIAS participated in the nationwide “Girl’s Day” action day for the first time. Shortly after the announcement on the platform, the three places were taken. Unfortunately, one girl had to cancel at short notice due to Corona. The girls were welcomed in the morning by the RODIAS working student in HR, Larissa, and looked after throughout the day.

First, there was a kind of tour of the premises in the morning. This included a short “meet & greet” with the managing director. The girls also visited all project offices, where they received a brief explanation of the specific tasks of one of the colleagues in the project. The schedule of the day included assembling a Lego robot and in a further step, programming it with Scratch (with the help of an exercise book based on the MINT program used in schools). The girls were supported and accompanied by the two trainees Nadja and Timo.

This was also a learning task for the two trainees to slip into the role of the “teacher” for a change and support the younger ones. During these programming exercises, the girls were able to get creative and develop their own figures (animals, cartoon characters, etc.). These figures could then be “programmed” with movement sequences, which the girls accompanied with music. This task caused general amusement. For example, Maya programmed a deep-sea diver who is terrified when he encountered a shark at the bottom of the sea. Together with a colleague from IT, a computer was disassembled to explore the inner workings of such a box. During the lunch break, everyone had pizza and then a round of table tennis in the foyer. In the afternoon, the two girls, thrilled by the day, left RODIAS with a big bag of giveaways. One day later, the colleagues received very nice thank-you emails because the girls had had so much fun.

A man with a beard and glasses, wearing a white hard hat and a high-visibility yellow safety jacket, is shown in profile. He is holding a black walkie-talkie to his mouth with his right hand and a silver laptop with his left. He is looking upwards and to the right. The background is an industrial setting with various pipes, valves, and structures, slightly out of focus. The lighting suggests it might be dusk or dawn.

ROBUR IS A PIONEER

IN DIGITAL AND ECOLOGICAL TRANSFORMATION
FOR TREND-SETTING ENERGY
AND INDUSTRIAL COMPANIES.

ROBUR AS SUSTAINABILITY ENABLER

Diverse projects for the future of future generations!

Supporting companies in meeting the challenges of ecological change is firmly anchored in ROBUR's DNA and drives our daily activities. Our specialists help our customers to master these challenges. Be it the maintenance of wind turbines onshore and offshore or the construction and maintenance of solar parks.

But this also includes relocations to optimize supply chains or production processes or the implementation of energy efficiency measures in production facilities or data centers. But we are also a competent partner for our customers in the production of hydrogen and electrolysis plants as well as battery solutions.

And finally, we ensure individual mobility solutions through the creation, maintenance and certification of electric charging infrastructure and make new mobility solutions "tangible" in the context of our mock-ups for international public transport. ROBUR makes the ecological change of the industry possible!



ROBUR accompanies companies in the challenges of ecological change in multiple areas:

-  Wind power and wind farms, onshore and offshore
-  Solar farms
- H2**  Hydrogen production
-  Electrolysis plants
-  New solutions for public transport
-  Electric mobility concepts
-  Battery and storage solutions
-  Savings in the operation of production facilities

Sustainable Output of the ROBUR partners

Diversity in our services as well: We support the ecological transformation of our customers and Germany, Europe and the world.

The diversity and high specialization of our partners is also reflected in our customer projects.

Proudly, we highlight selected customer projects of our partners in 2022. They give an impression of our diverse portfolio of services and products, which are both rewarding and challenging for us.

ENERGY SAVING IN PRODUCTION COMPANIES

TEC as a competent partner for the consumer industry

In 2022, TEC again successfully implemented many energy-saving projects for its customers in the consumer products sector. Due to the many years of expertise in process engineering, TEC's engineers were able to provide their customers with a sound basis for decision-making, consisting of flow diagrams, design reviews, measurements, documentation, calculations, option analyses and final reports on the energy improvement of the production facilities.

A key approach was to save energy in fans by optimizing balancing and minimizing pressure losses in piping. Other projects included, for example, using the exhaust air from vacuum pumps to simultaneously heat production halls and optimizing the heat and moisture output from dryers in interaction with the installed air conditioning systems of production facilities.

In each case, both process engineering and construction measures were taken into account. With the TEC "Construction" department and in close cooperation with the partner companies in ROBUR in the control technology sector, the necessary conversion measures were also always supplied "from a single source" to the satisfaction of the customers. And of course, in the interest of the environment.



MODERN ENERGY MANAGEMENT

CONGIV supplies latest energy management system for Audi's data center

According to industry association Bitkom, German data centers consumed 16 billion kilowatt hours in 2020. This is significantly more than the electricity consumption of the city of Berlin in the same period. Energy management systems are therefore attracting a great deal of attention, especially with regard to increasing industrial energy efficiency. It has been shown that companies can reduce their energy consumption by up to 10% in the first few years with the help of energy management systems. This leads to decreasing monthly energy costs, so that these systems are worthwhile not only in ecological but also in economic terms.

Modern energy management enables the complete recording of energy flows and forms the basis for a continuous improvement process. And that saves energy and costs. At Audi's data center on the IN Campus, CONGIV's Energy Management System (EMS) ensures reliable recording, consolidation, visualization, and evaluation of all energy-related values. The system offers the user clear monitoring, systematic analysis, and business intelligence. For this purpose, all relevant energy values and KPIs are recorded and displayed in the form of an auto cockpit on both a micro and macro level, independent of the manufacturer. The recorded values are the enabler for targeted and sustainable action to reduce the carbon footprint at Audi. The system provides evidence of the use of renewable energy (REF)

as well as the use of waste heat (ERF). It is also an indicator of the efficiency level of the overall system (electricity consumption IT to total electricity) and provides information on the efficiency of cooling generation and distribution.

Companies that want to plan, build, operate and ultimately certify their data center on the basis of DIN EN 50600 can no longer avoid using an energy management system, because DIN EN 50600 Part 4 requires that energy efficiency is monitored, and that the entire technical system (climate, electricity) can be controlled. The experience gained is now also being implemented by CONGIV in other data centers of the VW Group, therefore actively contributing to reducing the production-related carbon footprint – and, of course, to saving costs.



RADIOACTIVITY IN THE NEIGHBORHOOD

SAT disposes of the “unpleasant legacy” of the Swiss watch industry

Until the 1960s, luminous paint containing radium was used in the production of watches in Switzerland. This made it possible to read the hands even in the dark. It was not until 1963 that this form of production was banned, because the toxic and carcinogenic effect of the radioactive substance had been recognized. Radium has a half-life period of around 1,600 years and residues of the old paint can be found at over 700 former production sites in Switzerland, according to an investigation by the Swiss “Bundesamt für Gesundheit” (Federal Office of Public Health) as part of the “Aktionsplan Radium” (Radium Action Plan). At 200 of these, the contamination is so high that an urgent need for remediation has been identified. The surprisingly high number of contaminated sites is due to the fact that, at the time, many production steps were carried out at home, where the paint was used.

The decontamination work was carried out by the ROBUR partner SAT KERntechnik on behalf of the Federal Office of Public Health. For this purpose, the paint residues are measured radiologically, made visible by UV light, among other things, and then professionally removed and safely prepared for landfilling or disposal.

The effort for the SAT teams, each consisting of two people, was considerably high. The reason for this was that the paint was distributed over a wide area in the various, often private, properties, so that remains were regularly found in a great variety of places. From radiators to door handles, in drains and of course in the floors of rooms or the gardens of the houses. The radium had spread over a large area. Therefore, the cleanup of each of the former “private” production sites typically took between 2 and 4 weeks.

Another complicating matter was the fact that the sites were spread over virtually the whole of Switzerland, requiring a high degree of mobility of the materials and the operation teams. Of course, not only were the rooms and floors decontaminated, but the Federal Office of Public Health had also arranged for all employees involved in the

cleanup to be closely examined and checked to determine whether they might be at risk from incorporation during the work. Therefore, the permanent presence of a radiation expert was obligatory, protective suits and masks were mandatory for all those involved, as was the wearing of a dosimeter with which the radiation was measured.

Thanks to the experience of the colleagues at SAT KERntechnik as a specialist for dismantling and waste management in nuclear facilities this was a well known situation of course. As a result, the decontamination work has already been successfully completed in large parts of Switzerland and the residents have been able to return to their homes with peace of mind and continue to live there without worries.



TEAMWORK FOR GERMANY

ROBUR secures the Republic's energy supply

[Click here for
the project film!](#)



In a joint project, the ROBUR partners IMO, GESA and SNG successfully implemented a lighthouse project for securing the energy supply in Germany in 2022 and 2023 and took an important step for the implementation of natural gas as the technology to bridge the gap until safely creating a clean and sustainable energy future.

Over 80 colleagues were on site for several months during the LNG project for the new port “Elbhafen” in Brunsbüttel. The target was to prepare for the unloading of the first official tanker to provide LNG supply for Germany, which should dock in Brunsbüttel in February 2023. This new infrastructure will help to ensure that gas, which is urgently needed for Germany as an industrial location and which plays a key role in today's world and the current challenges of the general energy strategy, is available in sufficient quantities. The entire team was involved in the process of laying the piping and mounting of the facilities. In addition to the piping and further steel construction, this also included the entire control electronics and energy supply for these.

This LNG project is an example of ROBUR's potential to offer holistic solutions from several specialists in addition to the services of individual companies, and thus to meet the growing challenges as well as the increased complexity of orders in a comprehensive manner.



A female scientist with dark hair tied back, wearing a white lab coat and clear safety goggles, is working in a laboratory. She is holding a test tube containing a red liquid. In the foreground, there is a clipboard with a pen. The background shows laboratory equipment, including a fume hood and various glassware like beakers and flasks. The lighting is bright and blue-toned.

SUSTAINABILITY REMAINS A MANAGEMENT TASK.
WE ARE THEREFORE FOLLOWING THE COURSE
WE HAVE EMBARKED UPON CONSISTENTLY.

CONFIRMING SUCCESS – SHAPING THE FUTURE

Our sustainable development, along with the progress we have made over the past 3 years and the positive response from our stakeholders encourage us in our activities. However, we still see ourselves only at the beginning of a continuous and sustainable process in which we must also learn to manage setbacks. Nonetheless, we will continue to pursue our chosen path.

Sustainability targets 2023

With the additionally defined strategic sustainability goals, we have further substantiated our ROBUR sustainability strategy with medium- and long-term goals. We are convinced that this will help us to increase the imperative acceptance for our further sustainable development and to strengthen the trust in us as a trend-setting industrial service provider.

Explicit sustainability targets on an annual level create the necessary framework for visible and measurable success. At the same time, they provide us with the necessary room for maneuvering to follow a dynamic process and make corrections or adjustments to our strategic alignment whenever necessary.

Derived from our areas of action and harmonized with the strategic sustainability goals, we have set ourselves the following targets for 2023:

Reduction of emissions and responsible use of resources.

1. Further increase the share of green electricity across the group to 75%.
2. Offset 100% of flight-related emissions.
3. Offset 20% of ROBUR's total emissions.
4. Maintain our carbon footprint certification.
5. Further expand the charging infrastructure for electric vehicles at ROBUR locations within the limits of availability of material and products and local feasibility.
6. Increase the share of vehicles with alternative power technologies in the context of refurbishment and modernization of the vehicle fleet.

Ensuring of a safe and attractive work environment.

7. Further increase the number of job ticket, job bike and BahnCard users to 7% of all colleagues.
8. Reduce the frequency of total reportable occupational accidents per million hours worked (TRIF) to 2.7.
9. Complete avoidance of work-related injuries with severe consequences
10. Achieve an average annual training invest per colleague of 25 hours per year.
11. Reduce unwanted staff turnover to below 16% overall on a group level.
12. Reduce unwanted staff turnover among operational colleagues to below 20%.
13. Reduce unwanted staff turnover among non-operational colleagues to below 5%.

Responsible corporate governance and compliance with applicable laws.

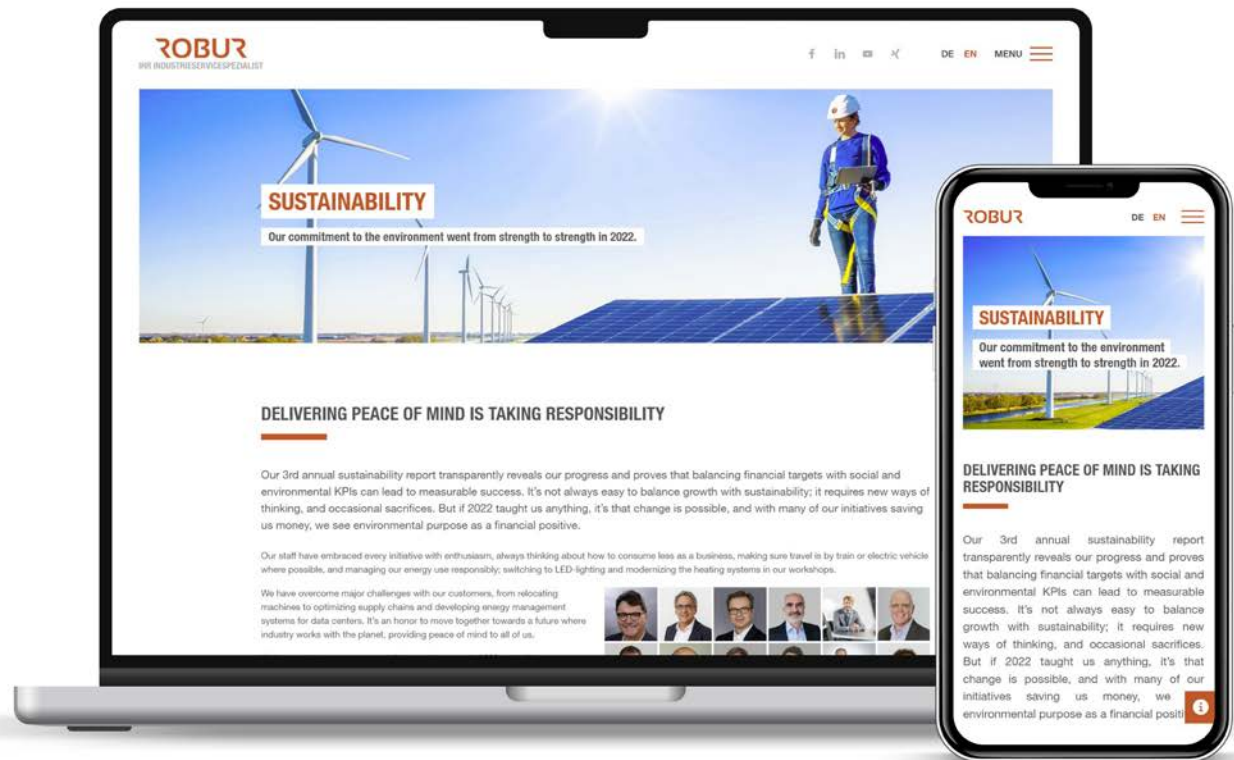
14. Develop and implement of a coherent ROBUR supplier guideline to verify our suppliers and service providers according to sustainability criteria.
15. Expand and deepen cooperation with companies within the framework of „The Climate Pledge” program and examine participation in further initiatives and networks on the Partner level.

Our ROBUR Sustainability Report remains the central information medium for reporting our sustainability performance. In the future, it will continuously be updated voluntarily on an annual basis and will be made available online.



[Online-Version
ROBUR Sustainability](#)

ROBUR's Senior Partners continue to advocate acceptance of and participation in ROBUR's sustainable development on the Partner level. In doing so, we discuss controversially, argue critically and are open for impulses that help us as a group of specialists to meet the responsibility towards our society, our planet and future generations.





ROBUR INDUSTRY SERVICE GROUP GMBH

Ganghoferstraße 70 | 80339 Munich
E-Mail: info@robur-industry-service.com
Phone: +49 89 54843970

robur-industry-service.com