

SUSTAINABILITY REPORT 2021



RESPONSIBILITY

**FOR THE ECOLOGICAL
CHANGE IN INDUSTRY.**



ROBUR
IHR INDUSTRIESERVICESPEZIALIST

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





CONTENTS

ROBUR & Sustainability	4
Responsibility is a Management Task	6
This is ROBUR	
Our Self-Image	7
Our Vision & Mission	8
Our Fields of Activity	9
ROBUR Business Units & Partners	10
ROBUR Worldwide	13
Sustainability at ROBUR	
ROBUR Sustainability Strategy	14
Our Stakeholders	16
ROBUR Keeps an Eye on the Essentials	17
Materiality Analysis	19
ROBUR Focus Areas Sustainability	20
ROBUR Value Chain	21
ROBUR Lives up to its Social Responsibility	24
ROBUR Respects and Protects Human Rights	26
ROBUR Uses Resources Responsibly	27
Resource Management at ROBUR	31
ROBUR Sustainability Goals	33

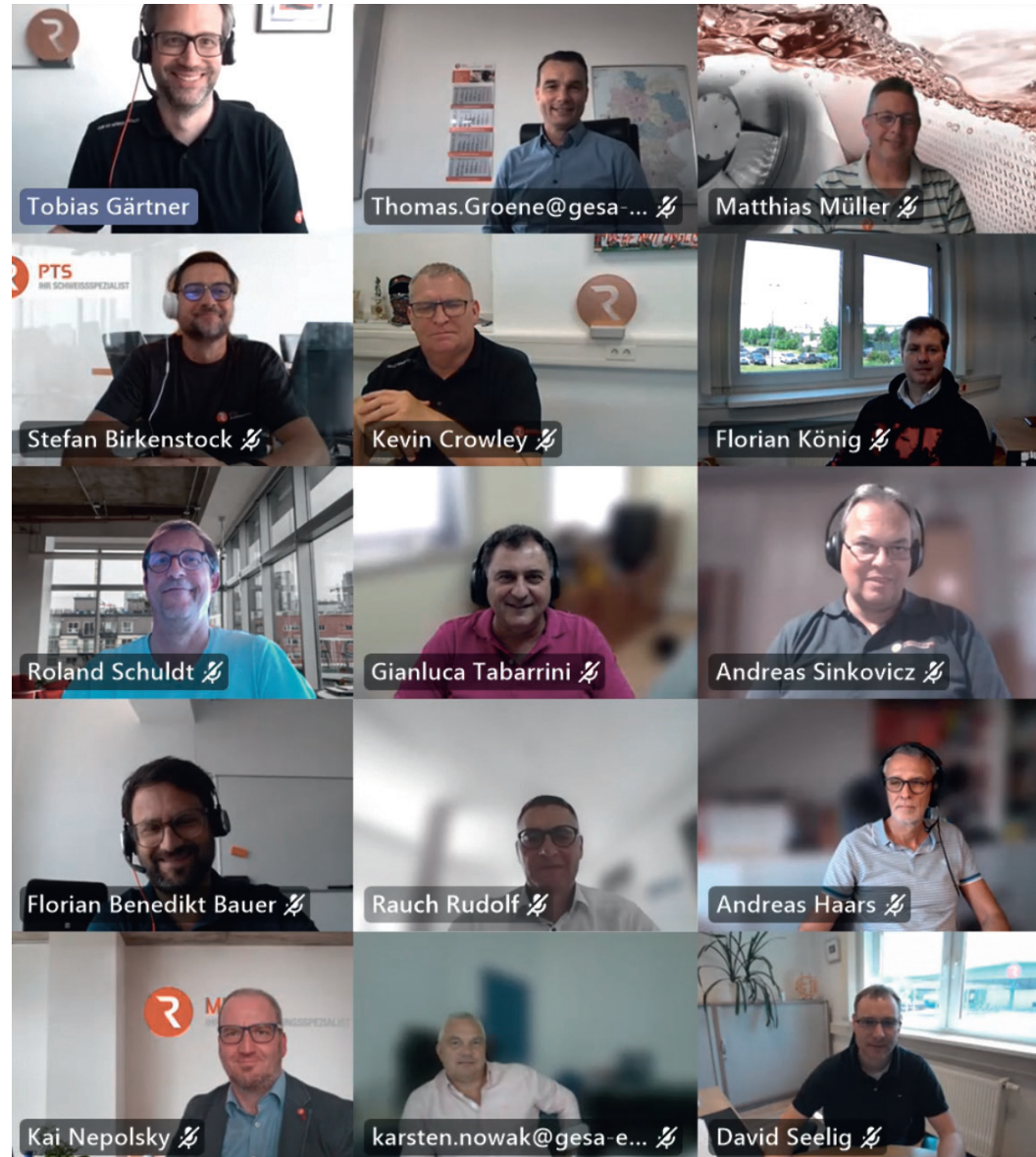
ROBUR & SUSTAINABILITY

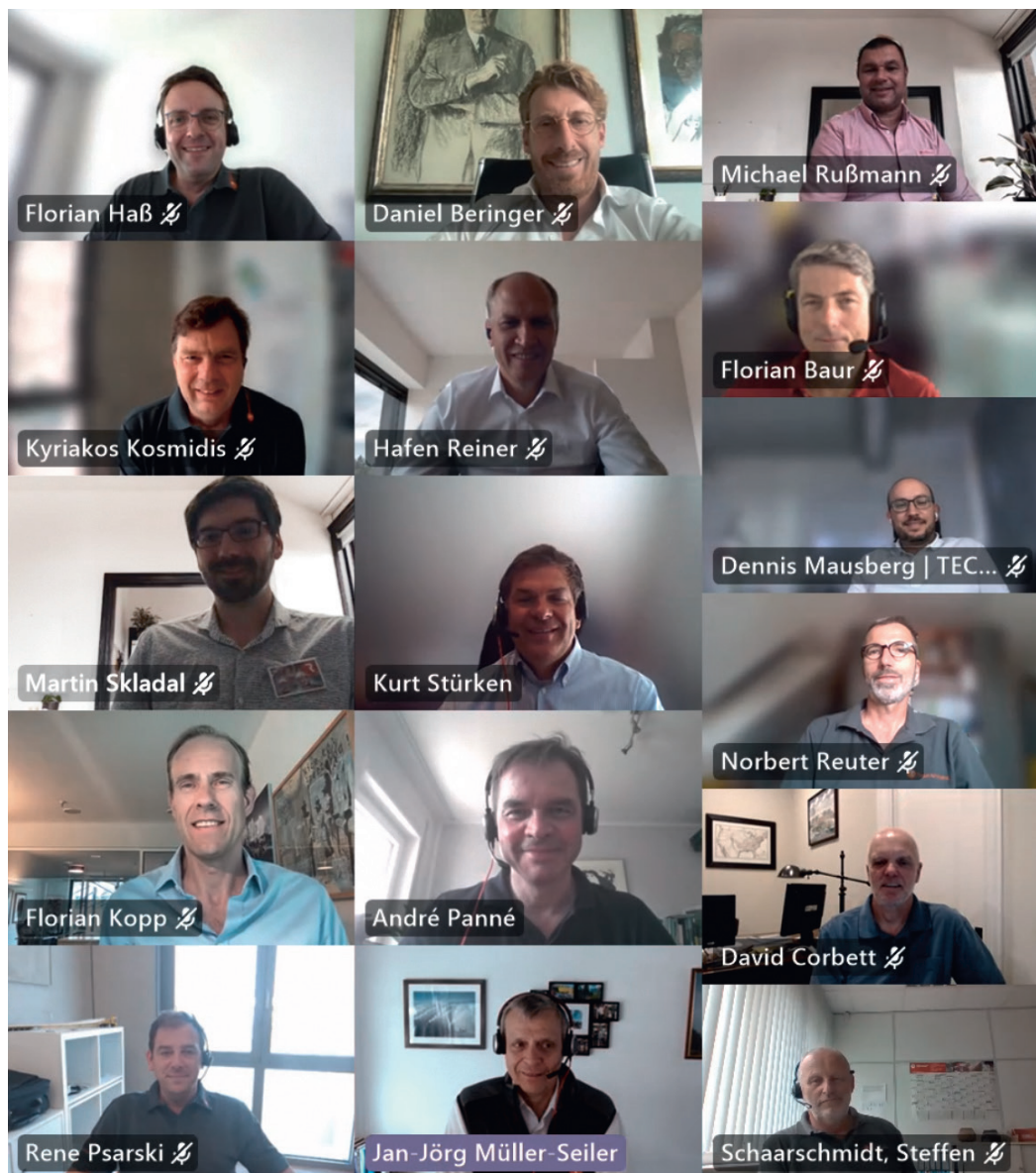
ROBUR is a company based on partnership. We are a part of ROBUR because we are convinced that we can meet the challenges of the industry, a modern industrial service provider, the digital transformation and the ecological change only together in a strong group of specialists. Therefore, we obviously see the development and consistent implementation of our sustainability strategy as a task for all ROBUR partners.

At ROBUR, we take our responsibility to colleagues, partners, customers and society seriously. We are committed to achieve a balance between economic performance, development and fulfillment of people, respect for the environment and social and civic engagement. Our aim is to secure and improve the sustainability, competitiveness and the future-proofness.

With the sustainability report presented for 2020 that is based on our sustainability strategy, we are laying out a first building block for a transparent documentation of our status quo and making ourselves measurable to continuously improve.

The ROBUR partners





Tobias Gärtner, CMO ROBUR
Thomas Gröne, CEO GESA
Matthias Müller, CEO FLUIDSERV & IMO ANLAGENMONTAGEN
Stefan Birkenstock, CEO PTS
Kevin Crowley, CEO EXCELSIUS
Dr. Florian König, CEO ROBUR INDUSTRIEMONTAGEN
Roland Schuldt, CEO KOBau
Gianluca Tabarrini, CEO YNFINITI
Andreas Sinkovicz, CEO ROBUR SHARED SERVICES
Florian Bauer, CFO ROBUR
Rudolf Rauch, CEO ESCAD
Andreas Haars, CEO ROBUR ENERGY
Kai Nepolsky, CEO MLB
Karsten Nowak, CEO GESA
David Seelig, CEO ROBUR INDUSTRIEMONTAGEN
Florian Haß, CFO ROBUR WIND
Daniel Beringer, Managing Partner & Chairman ROBUR
Michael Rußmann, HR ROBUR
Kyriakos Kosmidis, CEO ROBUR WIND
Reiner Hafen, CEO ESCAD
Florian Baur, CEO EMNOS
Martin Skladal, CEO IMO SERVICE
Kurt Stürken, CEO ROBUR RME
Dennis Mausberg, CEO TEC & WIR
Norbert Reuter, CEO ROBUR AUTOMATION
Florian Kopp, Managing Partner ROBUR
André Panné, CEO RODIAS
David Corbett, President Americas
René Psarski, CEO ROBUR WIND
Jan-Jörg Müller-Seiler, Managing Partner & CEO ROBUR
Steffen Schaarschmidt, CEO ROBUR PROTOTYPING
Jens Cremer, Managing Partner ROBUR (Not shown)
Andreas Vollmer, CEO CONGIV (Not shown)
Frank Ambos, CEO SAT (Not shown)

RESPONSIBILITY IS A MANAGEMENT TASK

ROBUR stands for modern, high-quality industrial services and for solutions to the challenges associated with the digital transformation and ecological change. With about EUR 200 Mio. turnover in 2020 we belong to 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-insights.

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 an elementary 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. With this, we make a contribution to society for a future that is safe, successful and worth living in.

The ROBUR Sustainability Report 2021 is ROBUR's first report. It presents the status quo for the reporting year 2020 and is the gateway for the transparent communication and presentation of our implemented measures to optimize our performance regarding a stronger sustainability in our actions and the further development along the core fields of action in sustainability of the group. The report is based on the specifications and requirements of the internationally recognized German Sustainability Code (DNK – Deutscher Nachhaltigkeitskodex) for sustainability reporting. And includes the indicators of the Global Reporting Initiative (GRI-Standard).

In our first sustainability report, we provide an insight into our sustainability strategy, transparently and comprehensively document the sustainability-related performance of ROBUR and define our short-, medium- and long-term sustainability goals as well as measures for their realization.

The reported contents reflect the challenges of sustainable development relevant to our business activities.

Sustainability is firmly anchored in our operating principles and corporate governance. The responsibility for sustainable corporate governance is established at the senior management level. The CEO bears the overall responsibility for driving forward sustainability-related topics and is supported by the CMO and all other senior partners. A network of representatives from the various corporate units and departments provides impulses to support the further development of sustainability activities and the sustainability report.

We voluntarily update our sustainability report annually, will continue to report on the further development of our sustainability effort in the future and measure the achievement of the sustainability goals we have set for us. A sustainability certification we are striving for, will further emphasize the special importance of ROBUR's sustainability efforts in the future.

THIS IS ROBUR

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

Our Understanding

ROBUR is now with meanwhile 26 companies and approx. EUR 200 Mio. turnover one of the top 10 industrial service providers in Germany.

As a community of independent partner companies with common values, guiding principles and service guidelines, ROBUR establishes and lives collaborative leadership and strengthens the flexibility and entrepreneurial agility of its partner companies with the associated services, synergies and continuous investments in the group's technological progress. All ROBUR partners bear the equal and undivided responsibility for creating a safe, future-oriented and responsible working environment for the benefit of our colleagues, the environments, our customers and business partners and the future generations.

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



**WE ACT COLLABORATIVE –
REMAIN CURIOUS AND SHAPE
THE FUTURE.**

Our Vision

ROBUR is the leading integrated service provider of quality and innovation for trend-setting industrial and energy companies driving digital transformation and ecological change.

Our Mission

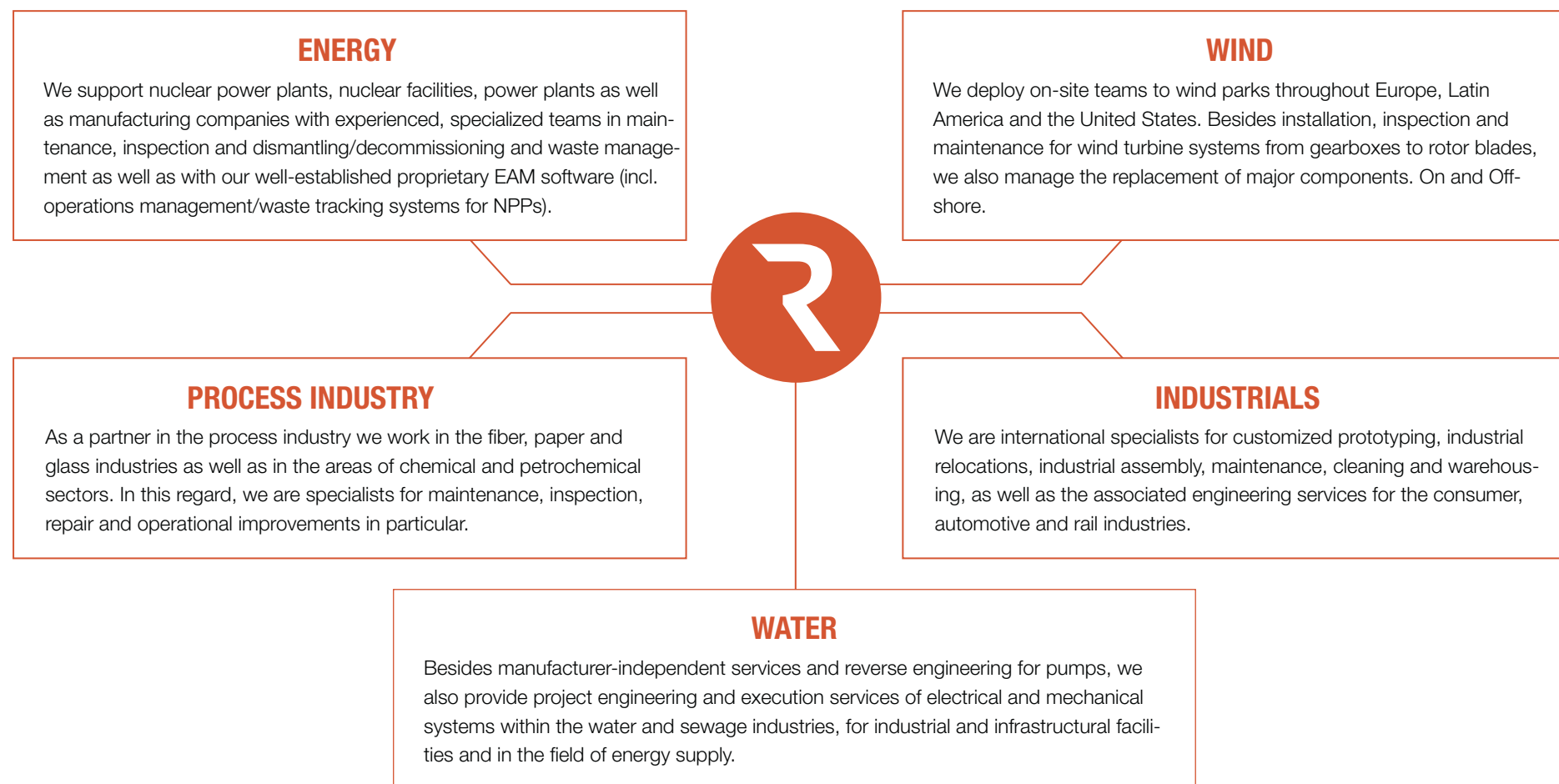
From planning and realization to maintenance and operation to relocation and decommissioning of industrial plants, we are your expert partner. We assist you in optimizing the life cycle for your plants, driving the challenges of digital transformation and ecological change.

WE MASTER CHALLENGES –
AS A PARTNER FOR DIGITAL TRANSFORMATION
AND ECOLOGICAL CHANGE.



Our Fields of Activity

As an internationally active industrial service provider, ROBUR, together with its partners, operates along a broad action spectrum and under various 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*



Analytics and data insights in the digital transformation and industry 4.0*



Automation, robotics and intralogistics*



GESA
IHR PROZESSAUTOMATISIERUNGSSPEZIALIST

The safe control of energy, water and traffic



ROBUR AUTOMATION
YOUR INDUSTRIAL AUTOMATION SPECIALIST

Automation processes, digitization, IIoT and IND4.0



RODIAS
YOUR DIGITAL TRANSFORMATION SPECIALIST

Asset management and digital transformation

* Not considered in the 2020 Sustainability Report.



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



Decommissioning and waste management in nuclear facilities



Heat-up, drilling and drain of glass furnaces



Complex and individual pump solutions



Maintenance, inspection, repair and piping construction



Maintenance, inspection, repair and operational improvement



Welding



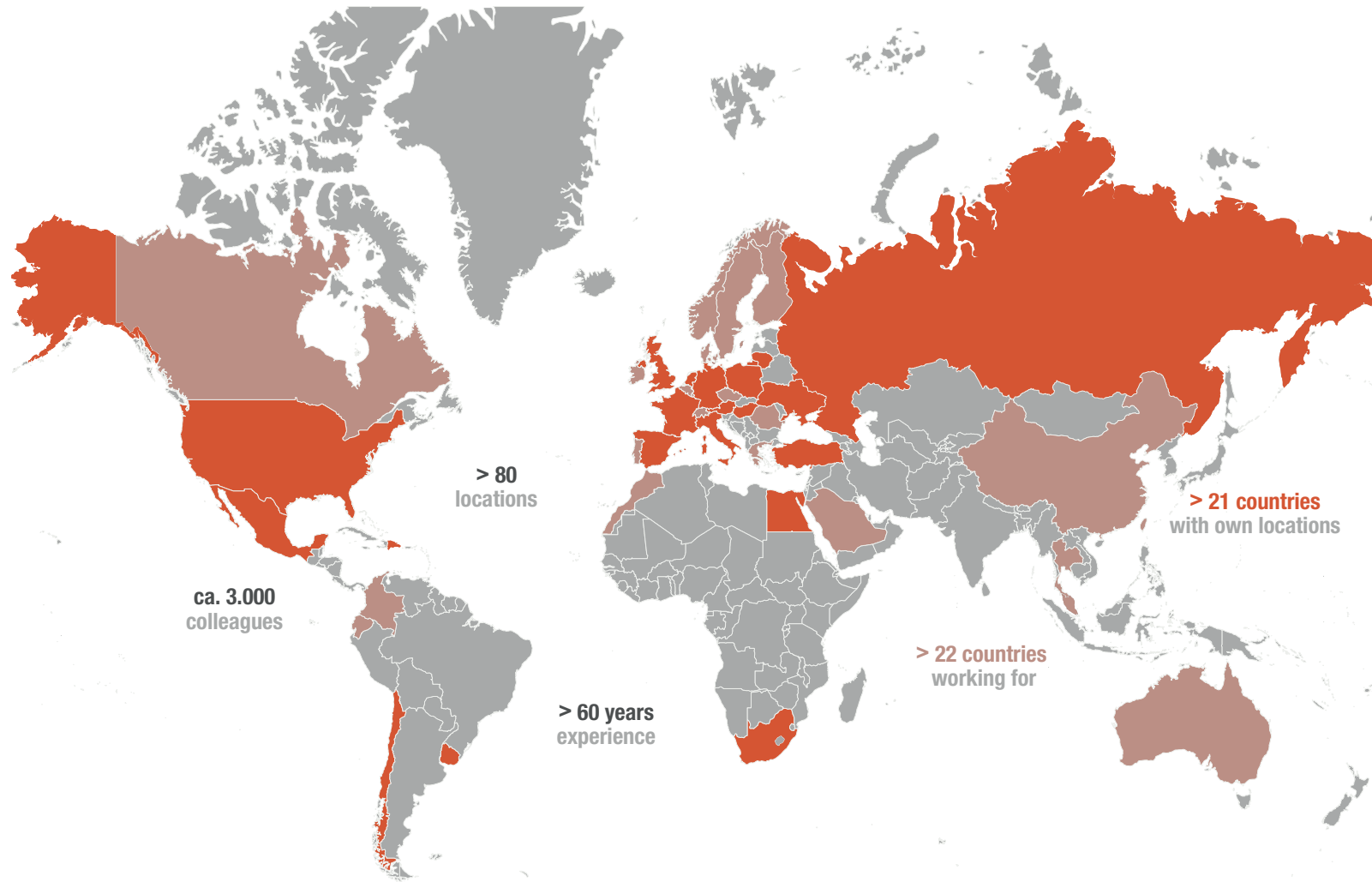
Project management, delivery, assembly and commissioning of industrial pipes*

* Not considered in the 2020 Sustainability Report.

 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	Maintenance, industrial installations, cleaning and warehousing
 ROBUR WIND IHR WINDSERVICESPEZIALIST	 EREDA ROBUR INDUSTRY SERVICE GROUP	Consultancy and engineering services along the complete life cycle of renewable assets
	 ROBUR RME YOUR RENEWABLE MANAGEMENT SPECIALIST	Asset optimization for renewable energies
	 ROSCH IHR WINDSERVICESPEZIALIST	Professional service around wind. On- and off-shore
	 ROBUR WIND YOUR WIND SERVICE SPECIALIST	Services in wind – on and off-shore
	 YNFINITI YOUR WIND SERVICE SPECIALIST	Maintenance, repair and commissioning in the onshore wind service

ROBUR worldwide

Based in Germany – Working for our customers throughout Europe and the World



ROBUR SUSTAINABILITY STRATEGY

ROBUR has defined sustainability as a central field of action for its own business activities and the further development of the company. ROBUR understands sustainability as a holistic process that is anchored at the highest management level in line with its prominent strategic importance. ROBUR's sustainability management is therefore under the direct control of the CEO. It is actively promoted by the entire senior management, distributed to the partner companies and actively lived and followed by all partners.

ROBUR's sustainability strategy is based on the UN Sustainable Development Goals (SADGs) and the sustainability criteria of the German Sustainability Code (DNK).

**ROBUR UNDERSTANDS SUSTAINABILITY
AS HOLISTIC PROCESS,
ANCHORED AT THE HIGHEST MANAGEMENT LEVEL.**



In the course of the preparation of the first Sustainability Report in accordance with the German Sustainability Code (DNK), ROBUR has developed a sustainability strategy that emphasizes this special importance.

ROBUR's sustainability strategy is based on the UN Sustainable Development Goals (SDGs) and the sustainability criteria of the German Sustainability Code (DNK).

The ROBUR Sustainability Strategy takes up the existing contents of the ROBUR corporate policy, the ROBUR HSEQ principles (health, safety, environment, quality) and the ROBUR compliance policy and was complimented by the ESG criteria (environment, social, governance).

The ROBUR sustainability strategy was put into effect on April 1st 2021. The strategy is communicated internally and was publicized on the ROBUR website for external interested parties. The ROBUR sustainability strategy is reviewed annually as a part of the update of the ROBUR Sustainability Report and is updated if necessary.



Download
sustainability strategy

Sustainability in Action

Gardens

Green spaces are an attractive retreat for colleagues. An option that is gladly used (as at ROBUR WIND) and additionally provides shelter for bees and other insects. The colleagues at ROBUR WIND in Italy also use their garden as a vegetable garden with its own irrigation system using collected rainwater. The grown vegetables taste all the better at team lunches.



OUR STAKEHOLDERS

We consider our customers, our colleagues, our investors, our suppliers and service providers, our workers' representation, our 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 FOCUSSES ON THE ESSENTIALS

As an internationally acting industrial service provider, ROBUR, together with its partners, operates along a broad action spectrum and under various ecological, socioeconomic and political framework conditions. Throughout ROBUR, sustainability is the common core of our corporate DNA.

As an industrial service provider, we see ourselves as a participant 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 digitalization and Industry 4.0,
- increase in efficacy 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.



KEEPING AN EYE ON IT –
OUR CONTRIBUTION TO ECOLOGICAL CHANGE.

Sustainability in Action

ROBUR Bee Colonies

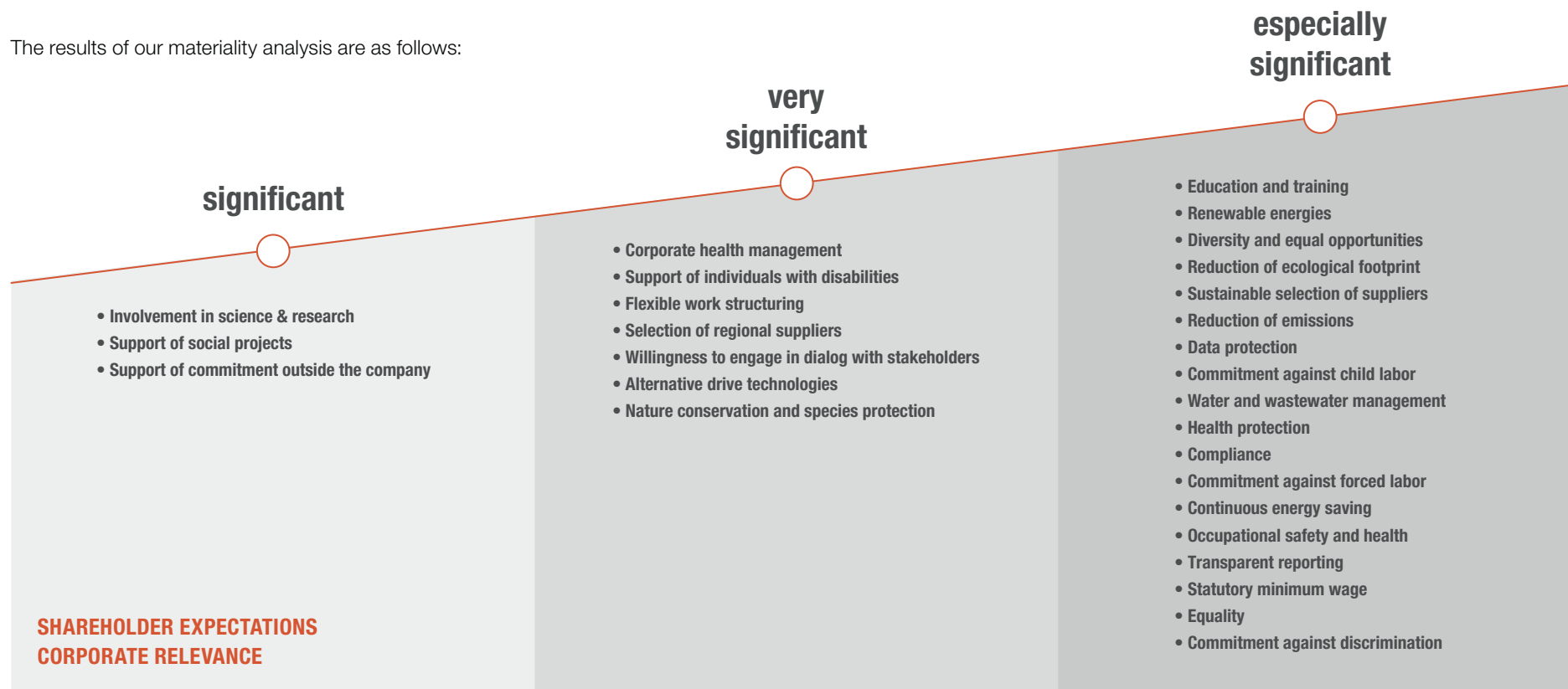
On the factory premises of ROBUR INDUSTRIE-MONTAGEN and MLB we use the area and the existing natural areas and currently have 4 bee colonies “on duty”. Maintained by ROBUR colleagues, these team members make a valuable contribution to the protection of nature. The produced honey is gladly accepted at the sites. Additionally, a large number of colleagues have private bee colonies distributed throughout Germany.



MATERIALITY ANALYSIS

A clear focus is also important to us when it comes to sustainability. Our stakeholders' 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

The following overarching categories were identified as central fields of action in the materiality analysis.
The ROBUR Sustainability strategy is created based on those categories.



Reduction of emissions and responsible 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 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.

ROBUR SUPPLY CHAIN

ROBUR works in the industrial segments wind, water, energy, industrials and process industry and stands for holistic solutions from planning and realization via installation, operation and maintenance to relocation and demolition.

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 cooperate with service providers and suppliers based on demand.

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

We provide our services individually according to customer requirements and primarily on site at our customers' premises. Depending on the customer's order 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 proportion of our services help to increase or extend the efficiency and life cycle of industrial plants and to reduce their emissions.

Holistic solutions along the life cycle of our customers plants.

With regard to ecological aspects of sustainability travel and mobility services to and from locations where we provide our services are of particular importance.

Since energy, water and waste management are generally provided by our customers and clients (and we are currently unable to actively shape this), they only have a subordinate role in our sustainability-related analysis of our value-adding processes.

VALUE CHAIN





EVERYTHING UNDER CONTROL –
CUSTOMERS, SAFETY, SUSTAINABILITY.

For the infrastructure of our own office and functional buildings, the use of electricity and heating energy are the most relevant parameters in the context of our resource usage.

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 for us and our suppliers.

When reviewing sustainability criteria, we therefore 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. Additionally, 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 reserve the right to terminate business relationships and enforce this.

Sustainability in Action

Mobility by Bike

We have been using company bikes for a long time. This enables us to transport colleagues and material quickly across our premises, that are in quite large in some cases. Additionally, we offer our colleagues at many sites the possibility to opt for a “JobRad” (company bike leasing). Sustainable mobility and personal health in one. An offer that is very popular.



ROBUR LIVES UP TO ITS SOCIAL RESPONSIBILITY

We are 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 to grow further.

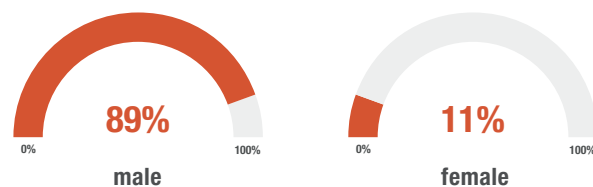
Maintaining equal opportunities and diversity among colleagues is therefore a central concern of the Human Ressource Policy, management and all partners. (Figure below)

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.

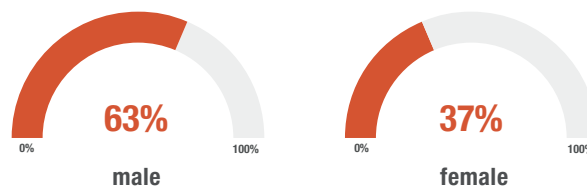
We have firmly established our responsibilities towards our colleagues in our corporate policy and our ROBUR 4x4. Our guidelines are based particularly on the pillars of participation, appreciation, trust and transparency. Compliance with the legal framework is the responsibility of the management bodies of our independent ROBUR partners and is subject to the respective national legislation.

Managers, colleagues and, where available, employee representatives maintain an intensive and regular dialog and are involved in personnel decisions and economic matters.

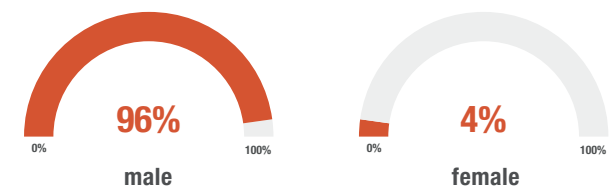
PERSONNEL DISTRIBUTION ROBUR TOTAL



DISTRIBUTION NON-OPERATIONAL PERSONELL



DISTRIBUTION OPERATIONAL PERSONELL



Our goal is to provide our colleagues with the best possible opportunities for their qualification and development. In addition to the training required by law to ensure the safety of our colleagues, ROBUR offers support for planning of individual qualification and training.



We see active health management as a protection of our colleagues' health. We support them in maintaining a sensible work-life balance through appropriate training and offers in the companies. These include company sports groups, fitness studio promotion, "JobRad"-offers and fruit baskets in the companies.

These measures vary from company to company and reflect the diversity in the group and its locations – however, we strive to provide a basic offer at all locations.

We also offer a safe and attractive working environment to our colleagues with physical disabilities and ensure their professional participation and personal development. In 2020, 45 colleagues with physical disabilities were employed at ROBUR.

The distribution in operational and non-operational is depicted in the following figure:

PERSONELL WITH PHYSICAL DISABILITIES



27 individuals
non-operational



18 individuals
operational

Sustainability in Action

Fruits Help You Grow

We provide "fruit baskets" as a healthy snack for our colleagues from various local suppliers at more and more locations. This is not only healthy for colleagues, but also good for the environment. With our fruit consumption in our location in Munich, for example, we have helped to reforest over 150 fruit trees in Malawi.



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 chain.

We also expect integrity, law-abidance and ethical behavior from our suppliers in accordance with the principles of the Global Compact Initiative. This especially includes the fight against corruption, prohibited agreements, illegal employment, child and illicit

employments as well as the respect for the basic rights and the environment.

Additionally, we require from our suppliers to demand that their suppliers also comply with the corresponding principles.

**PROTECTION & COMPLIANCE –
ALONG THE ENTIRE SUPPLY CHAIN.**



ROBUR USES RESOURCES RESPONSIBLY

Resource usage overview

23.261.519 kWh total energy use	4.778,72 t CO₂ GHG* Scope 1 emissions	3.124.398 kWh heating energy	235 tons hazardous waste
15.252.820 kWh fuels	2.202,56 t CO₂ GHG* Scope 2 emissions	2.877.445 kWh electricity energy	6.788.943 liter water use

44% of the ROBUR-Partners
are ISO 14001 certified

* GHG: Greenhouse Gas Protocol

As a service provider in the industrial services sector, we use natural resources only to a very limited extend. The use of energy, in particular electricity, heating energy and water, is primarily limited to our offices and functional buildings. Within the scope of our services, we generate only a small amount of own emissions and waste. The CO₂ emissions that we are responsible for result mainly from vehicle fuel consumption and air traffic in connection with our business-related travel activities.

We do not make any direct impact on soils, land or biodiversity with our service provision.

Our reporting year 2020 was significantly marked by the effects of the Corona pandemic. We continued our business operations to the greatest possible extent but ROBUR also experienced declines in orders and workload.

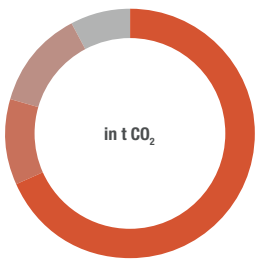
With regard to our use of resources and the emissions we cause, it is therefore important to bear in mind that particularly our travel activities must be assessed against the background of our order volume and any additional purchases. In order to be able to assess future developments appropriately, we will develop a methodology that compares our resource consumption and our CO₂ emissions in relation to our business performance.

Resource usage actual situation 2020

The following figures show the actual situation at ROBUR and its partner companies in the reporting year 2020:

CO₂-EMISSIONS RESOURCE USAGE

values in t CO₂



- 4.779 – mobility
- 781 – electricity
- 894 – heating energy
- 528 – other fossil energies

The mobility sector, with 4,779 t CO₂ emissions can be broken down further into the various types of mobility:

CO₂-EMISSIONS TYPES OF MOBILITY

values in t CO₂

21 – public transportation

525 – rental vehicles

708 – air traffic

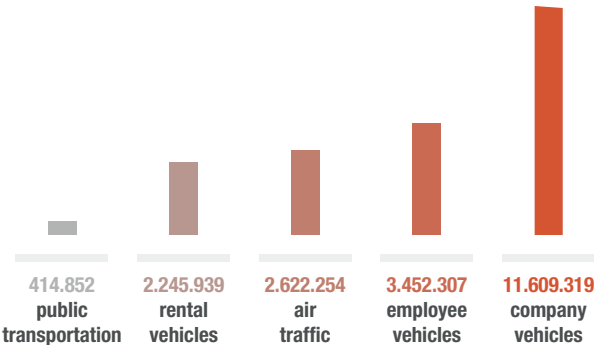
808 – employee vehicles

2.717 – company vehicles

In this context, the following figure provides an overview of the traveled kilometers with the different types of mobility:

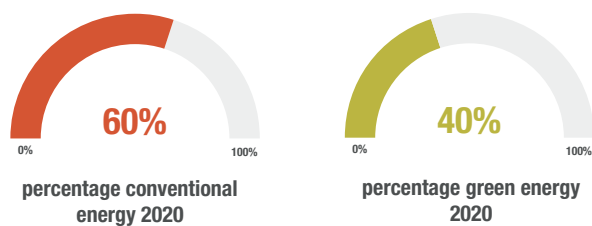
MOBILITY VOLUME

values in km



Renewable energies already account for 40% of the total electricity consumption at all ROBUR sites.

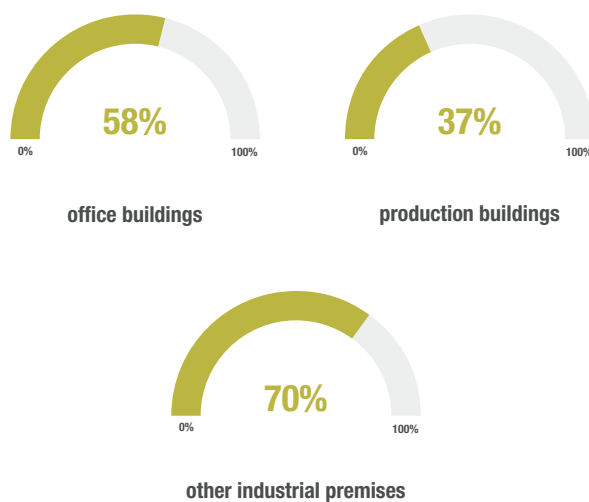
ELECTRICITY USAGE/PERCENTAGE GREEN ENERGY



But this is not enough. We will increase our green energy percentage step-by-step.

The chart below shows the percentage of green electricity usage in different building types:

PERCENTAGE GREEN ENERGY BUILDING TYPES



Sustainability in Action

Sunny Roofs

At the IMO, ROBUR AUTOMATION, ESCAD and GESA sites, we use solar power and solar thermal solutions to generate electricity or hot water. For our own needs but we are also feeding into the grid. Existing sealed areas can hereby be enabled to a sustainable secondary use.



RESOURCE MANAGEMENT AT ROBUR

Among the most important strategic guidelines with regard to ROBUR's sustainability management are the responsible use of resources and the reduction of our carbon footprint.

We 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. We have already defined effective measures that can be implemented in the short term.



Effective short-term measures

- Increase the ROBUR-wide percentage of green electricity at our premises to more than 50% by the end of 2021 by converting existing supply contracts.
- Greatest possible increase in the ROBUR-wide percentage of green electricity at all premises by the end of 2022 via the realization of a framework agreement for all ROBUR sites at which this can come into force.
- Complete compensation of CO₂ emissions resulting from air traffic that is required for our business activities by the end of 2021 via the addition of binding regulations in our ROBUR travel policy.

In the medium and long term, we are aiming to reduce CO₂ emissions attributable to our driving and mobility services.

Medium- and long-term measures

- Development of a ROBUR-wide vehicle/fleet guideline to reduce vehicle-related emissions, which include modernization of our vehicle fleets and conversion to alternative drive technologies whenever economically and technically reasonable.
- Review of the possibilities for the implementation and creation of a charging infrastructure for electric vehicles at all ROBUR locations and operating sites to increase the attractiveness of alternative drive technologies for the private vehicles of colleagues.

With regard to our use of resources and the emissions we cause, it is therefore important to bear in mind that particularly our travel activities must be assessed against the background of our order volume and any additional purchases.

In order to be able to assess future developments appropriately, we will develop a methodology that compares our resource consumption and our CO₂ emissions in relation to our business performance.

We plan to further expand the already very extensive data collection of our resource-related CO₂ emissions by the next update of our sustainability report (planned for 2022). By collecting even more comprehensive data, we want to be able to report all relevant key figures on energy and emissions for all individual companies of the ROBUR family.

The recording of the hazardous waste will be complemented by recording detailed information on non-hazardous waste at all ROBUR locations.

In the coming years, we will gradually expand the extents and quality of our data and establish suitable procedures for measuring and documenting all relevant data as part of our sustainability management.

The responsible use of resources is a top priority for ROBUR. Our goal is the economical and efficient use of material - also and especially in the context of our service provision.

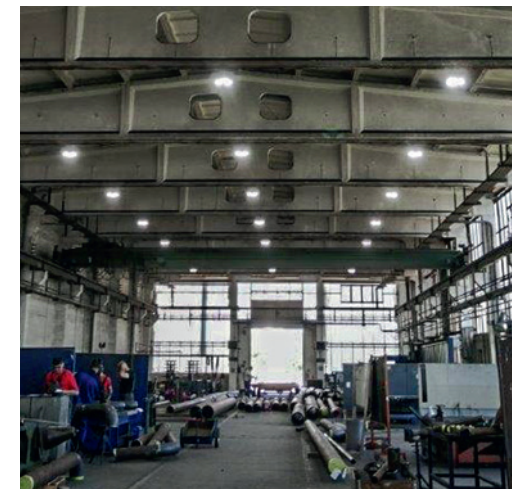
As part of our planned ROBUR procurement guideline, which especially takes sustainability aspects into account, we will also examine our suppliers and business partners more closely for sustainability criteria and commit them to the principles that are most important to us. Additionally, we will pay attention, whenever possible, to regional aspects in our procurement processes. Whenever realizable, we will develop alternatives for implementation, solutions and material in partnership with our customers that have the most compatible impact on people and the environment.

All ROBUR Partners promote at all levels initiatives to minimize the use of resources and to meet special challenges with regard to our environment. This applies to our own processes as well as to the support we provide to our customers in achieving their own sustainability goals.

Sustainability in Action

LED-Lighting

Good lighting in the working environment is an essential component for a safe workplace. As part of maintenance measures in our factory buildings, for example at IMO in Frankleben, we are gradually replacing the existing fluorescent tubes with LED solutions. More light and less power consumption at the same time. Additionally, LED solutions also have a longer life cycle. A sustainable solution in many aspects.



ROBUR SUSTAINABILITY GOALS

The topic of sustainability will continue to gain importance for ROBUR in the coming years. With the development of our sustainability strategy, the identification of sustainability aspects most important to us and the definition of specific sustainability goals and binding measures for implementation, ROBUR is committed to the resulting requirements and to continuous improvement in the fields of environment, social affairs and responsible corporate governance.

Our goals are specified quantitatively and qualitatively and are binding for all partner companies of the ROBUR family. They help to further consolidate sustainability as a cornerstone of our strategic orientation across the entire group and further strengthen the awareness of the special relevance of this topic. Our sustainability efforts are managed and monitored at senior-partner-level, who also act as the top management bodies of our business units. In accordance with the criteria of the German Sustainability Code we report our further development publicly and transparently each year.

ROBUR has set the following sustainability goals:



**OUR SUSTAINABILITY GOALS –
SPECIFIC AND BINDING
FOR A CONTINUOUS IMPROVEMENT.**

Reduction of emissions and responsible handling of resources.

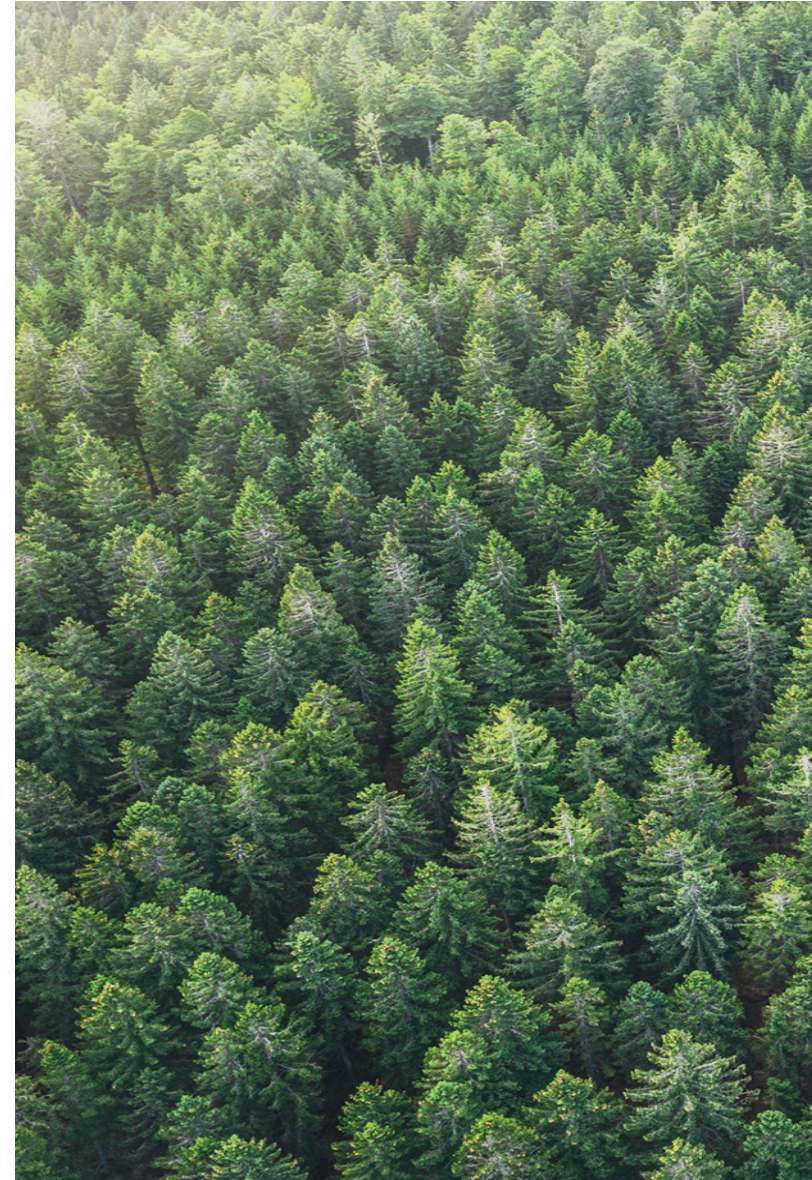
- By the end of the IV. quarter 2021 we will increase the total percentage of green electricity at all ROBUR sites to at least 50%
- From the III. quarter of 2021 we will compensate 100% of our flight related mobility emissions.
- By the end of 2022, we will develop a ROBUR-wide vehicle/fleet guideline to reduce emissions from our mobility services by modernizing our vehicle fleet.
- By the end of the IV. quarter of 2021, we will review the implementation options for the creation of a charging infrastructure for electric vehicles at all ROBUR locations and operating sites and implement these wherever possible.
- By providing „Bahncards“ and „JobTickets“, we promote the use of local and long-distance public transport to our colleagues and increase the percentage of public transport used on business trips.
- By the end of the II. Quarter of 2022, we will have provided a waste and disposal concept and developed a procedure for quantitatively recording all generated waste.

Ensuring safe and attractive working environment.

- We will reduce the total number of documented work-related injuries compared to the current reporting period (2020)
- We will reduce the number of work-related accidents with serious consequences to 0.
- We continue our efforts to develop and implement a standardized education and training concept.
- We ensure and document that 100% of our colleagues complete the legally required annual education and training.
- Our colleagues spend an average of 20 hours per year on additional training and education measures.

Responsible corporate governance and observance of applicable law.

- 100% of our colleagues successfully complete our ROBUR Compliance training program every year.
- By the II. quarter of 2022, we will increase the percentage of suppliers, service providers and subcontractors with reviewed sustainability criteria.
- By the II. quarter of 2022, we will have developed a procedure for reviewing individual stages of our value chain for sustainability criteria.





STRONG PARTNERS –
FOR A SUSTAINABLE FUTURE.



ROBUR INDUSTRY SERVICE GROUP GMBH

Theresienhöhe 12 | 80339 Munich
eMail: info@robur-industry-service.com
Phone: +49 89 54843970

robur-industry-service.com