rosenbauer

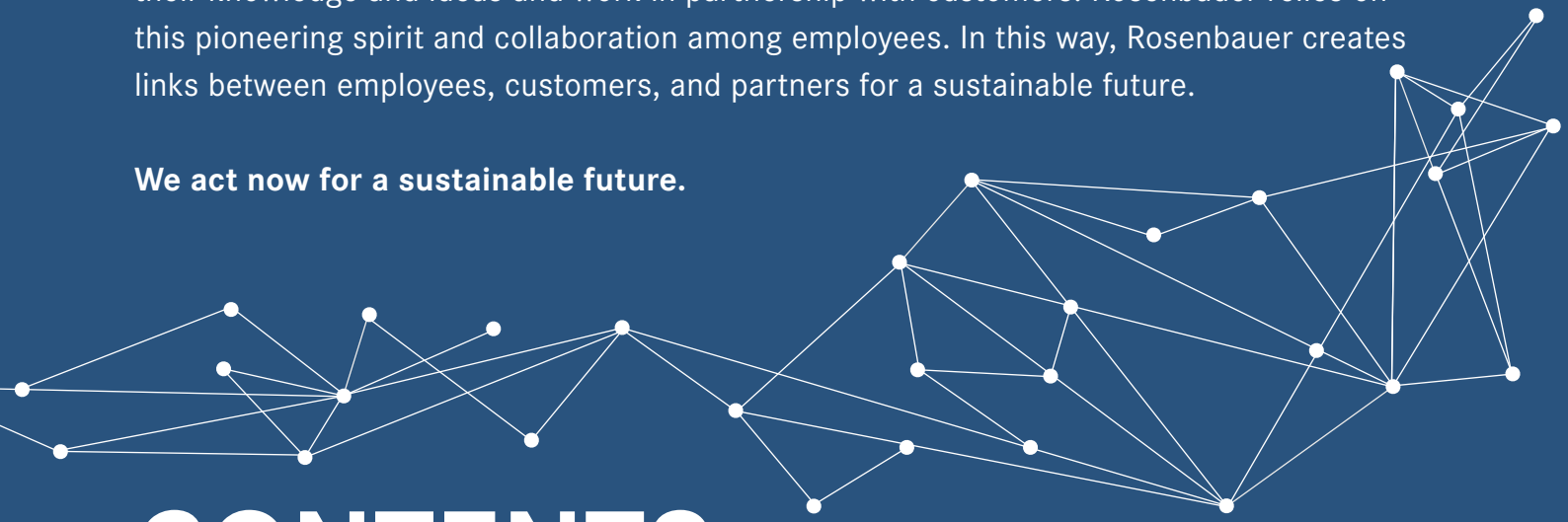
CONNECTED FOR A SUSTAINABLE FUTURE

Sustainability Report
2020

CONNECTED FOR A SUSTAINABLE FUTURE

Since Rosenbauer's founding, the company has been one of the most innovative in the firefighting industry. The family-run company greatly values stable development and responsible business. The key here is the company's employees, who confidently lead the way with their knowledge and ideas and work in partnership with customers. Rosenbauer relies on this pioneering spirit and collaboration among employees. In this way, Rosenbauer creates links between employees, customers, and partners for a sustainable future.

We act now for a sustainable future.



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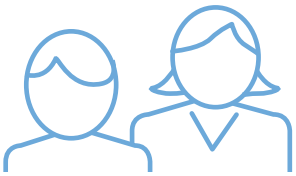
Sustainability at a Glance 2020

Annual net revenues 2020

€1,044 million

Number of employees

3,984



Research and development expenditure:

€19.9 million

Total training hours:

21,815

Vehicles delivered in 2020:

2,238

First municipal vehicle in the world with a fully electric drive system:

Revolutionary Technology (RT)

Increase in the share of green electricity in total electricity consumption to

65.9%

Reduction of total water consumption by around

6.4%

Recyclable water tanks made of

100%

PP (polypropylene) in all types of vehicles

Reduction of total energy consumption by around

6.6%

100%

heavy metal-free and non-water-soluble coatings

67.4%

of employees work at locations with certified occupational health and safety management system

About this Report

With the fourth Sustainability Report, Rosenbauer is again informing stakeholders about the company's non-financial performance. The present report focuses on economic, environmental, and social issues along the entire value chain and the impact on Rosenbauer.

STANDARDS AND REGULATIONS

The Austrian Sustainability and Diversity Improvement Act (NaDiVeG) has been in force in Austria since December 2016. This transposition into national law of EU Directive 2014/95/EU (NFI Directive) has obliged Rosenbauer to include information on the major non-financial aspects of its business activities in its financial reporting since the 2017 fiscal year. This information relates to combating corruption and bribery, respect for human rights, and social, employee and environmental concerns. This report meets the requirements of NaDiVeG.

The present Sustainability Report was prepared in accordance with the Sustainability Reporting Standards (Core option) of the Global Reporting Initiative (GRI). An overview of which GRI Standards are covered by the report and which sections the disclosures can be found in is provided by the GRI Index in the Appendix. ⟶ 102-55

REPORT CONTENT AND BOUNDARIES

The material topics included in the report were determined by including the opinions of internal and external stakeholders. Rosenbauer's materiality analysis was updated in the reporting year and some topics were renamed and combined. (More information is available in the "Material sustainability topics" section on page 18.) This provides the thematic focus for the report on the following action areas: Sustainable products & services, Responsible employer, Environmentally friendly Production, and Business ethics & supply chain. Rosenbauer is expanding its risk management reporting to include disclosure of climate-related opportunities and risks. The basis for this are the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

Two new requirements stipulated by the GRI Standards were integrated into the report: the requirements for reporting on occupational safety GRI 403 (2018) and water GRI 303 (2018).

The material topics in the key action areas and the management approaches, targets, and measures covered by this report apply to Rosenbauer International AG and its subsidiaries (hereinafter "Rosenbauer"). A summary of the indicators for the separate financial statements of Rosenbauer International AG can be found on page 56 et seq. As in the past, environmental KPIs were collected only at production sites, because only there were relevant environmental impacts identified.

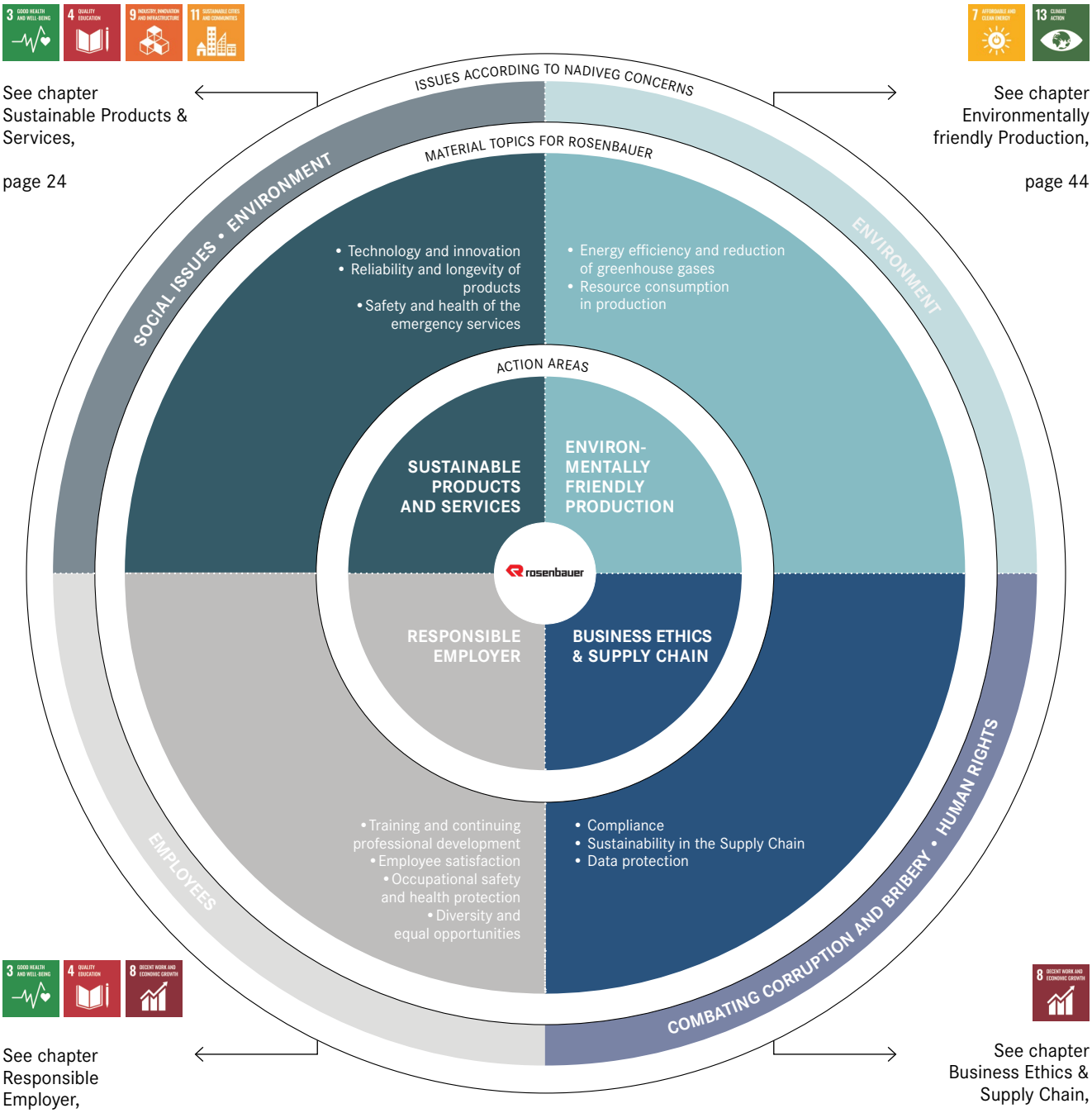
This non-financial report covers the 2020 financial year (January 1 to December 31, 2020). Unless otherwise stated, it includes all fully consolidated units of the Rosenbauer Group that were part of the group as of January 1, 2020. A comprehensive list can be found in the 2020 Annual Report (p. 140 et seq.). The Sustainability Report 2020 was published together with the 2020 Annual Report on April 9, 2020. The Sustainability Report is published on a yearly basis. ⟶ 102-45, 102-50, 102-51, 102-52

The report was reviewed and approved by the Executive Board. The Executive Board provided detailed commentary on the documents in the meeting of April 8, 2020, and answered additional questions from Supervisory Board members. Following its examination, the Supervisory Board had no objections. ⟶ 102-54

Rosenbauer also considers itself committed to the Sustainable Development Goals. In this report, the company presents these in the context of its fields of action and goals.

Our Action Areas

This Sustainability Report combines our action areas with the material topics according to GRI and reference to the Austrian Sustainability and Diversity Improvement Act (NaDiVeG). It also incorporates the Sustainable Development Goals.



See chapter Sustainable Products & Services, page 24

See chapter Environmentally friendly Production, page 44

See chapter Responsible Employer, page 30

See chapter Business Ethics & Supply Chain, page 50

Foreword by the Executive Board

From left: Sebastian Wolf, Dieter Siegel, Daniel Tomaschko, Andreas Zeller

Note: To ensure the health of everybody involved in the photo shoot, the people shown above were photographed individually under applicable hygiene and distancing regulations and only subsequently placed next to each other in post-production.

Dear Readers and Friends of the Company,

with our fourth sustainability report, we look back on a year that posed great challenges to us as a company and personally. A year that was dominated by one topic: the COVID-19 pandemic.

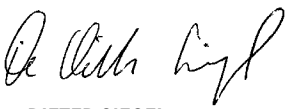
In these times, it is particularly important to reflect on one's values and have a foundation that provides guidance and stability. We see ourselves as a global partner to fire services that provides professional products and services for maximum customer benefit to save lives and protect property. We are curious by nature, and our pioneering approach drives us to research new technologies courageously and in the spirit of experimentation. We confidently tackle challenges and take innovative steps. The question arises: How can we think about sustainability during a pandemic? But in fact, we are sure that this time is precisely when we need to think ahead!

The coronavirus has greatly changed our personal and professional lives. Speed and flexibility is what is needed to respond to employee, customer, and supplier requirements. Our answers to this was, for instance, to introduce a strict health management system in the Group along with new technologies and new forms of collaboration. At the same time, in 2020 we provided impressive evidence of our ability to innovate, such as the launch of the new Revolutionary Technology model series in September, the culmination of eight years of development work, which met with great interest from our customers worldwide. In early December 2020, we used our first virtual trade fair as an opportunity to showcase additional innovations new to the world in a realistic, three-dimensional exhibit space.

In addition to the many changes brought about by the pandemic, it was also an accelerator – especially in terms of digital transformation, which is among the top megatrends relevant to fire services along with demographic shifts and climate change. The future is becoming more complex, so we must also identify the risks and opportunities for the company.

At the center of our sustainability management activities in 2020 was a comprehensive risk analysis of climate-relevant factors. We can see that we will face an increasing number of problems in the future that we can only solve together. This makes networking with our stakeholders more and more important. Despite the pandemic, one of our top priorities was to open up online dialog in early 2021 to discuss the material topics for our company.

This report again provides insight into our sustainable commitment to the environment, society, and business and reports on the goals we have set for the coming years. We consider sustainability a path that we will continue to follow and would like to thank all of our stakeholders who have successfully walked this path with us to date. Please let us know your feedback on this Report and Rosenbauer's results presented herein. → 102-14



DIETER SIEGEL
CEO

ANDREAS ZELLER
CSO

DANIEL TOMASCHKO
CTO

SEBASTIAN WOLF
CFO

About Rosenbauer

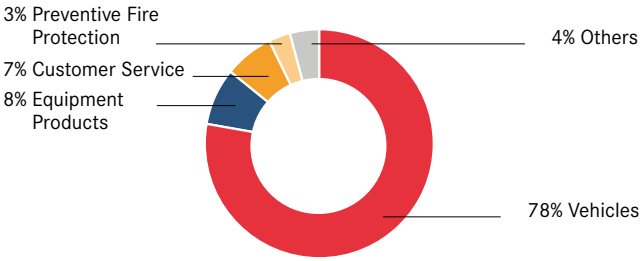
Rosenbauer has been passionate about developing innovative products for fire services for more than 150 years now. Our products are used all over the world to put out fires, save lives, and to redress the effects of natural disasters. In regular dialog with stakeholders, we focus on securing a long-lasting and sustainable development of the company.

BUSINESS MODEL AND STRATEGY

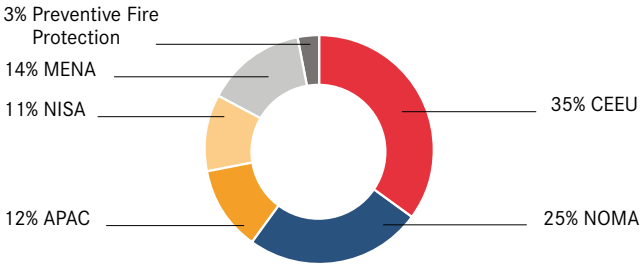
Rosenbauer is the world's leading system provider for preventive firefighting and disaster protection technology. The international group of companies equips fire services with a full range of vehicles, fire extinguishing systems, fire and safety equipment and digital solutions for deployment and fleet management. Preventive Fire Protection, with the installation of stationary fire extinguishing systems, is another of the Group's key areas. With a guaranteed supply of spare parts and individually tailored service agreements, Rosenbauer ensures its products remain fit for use throughout their entire life cycle. Rosenbauer also provides maintenance, customer service and refurbishment through a service network in over 100 countries. → 102-2

With annual net revenues of approximately €1,044 million in the 2020 fiscal year, Rosenbauer is one of the leading producers of equipment for fire services. Detailed disclosures on the Group's revenues and financial position are provided in the 2020 Annual Report (p. 44 et seq.), and other information on the corporate strategy is provided on p. 41. → 102-7

Revenues by product segment in 2020



Revenues by region in 2020



CEEU: Central and Eastern Europe
NOMA: North and Middle America
APAC: Asia-Pacific
NISA: Northern Europe, Iberia, South America and Africa
MENA: Middle East and North Africa

Annual net revenues in the 2020 fiscal year

approximately **€1,044** million

Our Products and Services

Rosenbauer's main strength is major innovations and pioneering technologies in the production of firefighting vehicles and fire extinguishing systems according to European and US standards. As a full-line supplier, the company provides fire services with firefighting vehicles for municipal use, aerial ladders, hydraulic firefighting and rescue platforms, ARFF vehicles and escape ladders, industrial firefighting vehicles, specialty vehicles, extinguishing systems, firefighting systems, stationary fire extinguishing systems, and digital solutions for vehicle and deployment management. → 102-2

EQUIPMENT

PREVENTIVE FIRE PROTECTION

EXTINGUISHING SYSTEMS

DIGITAL SOLUTIONS

VEHICLES

Municipal vehicles,
industrial firefighting vehicles,
ARFF vehicles,
aerial devices

CUSTOMER SERVICE

Global Network

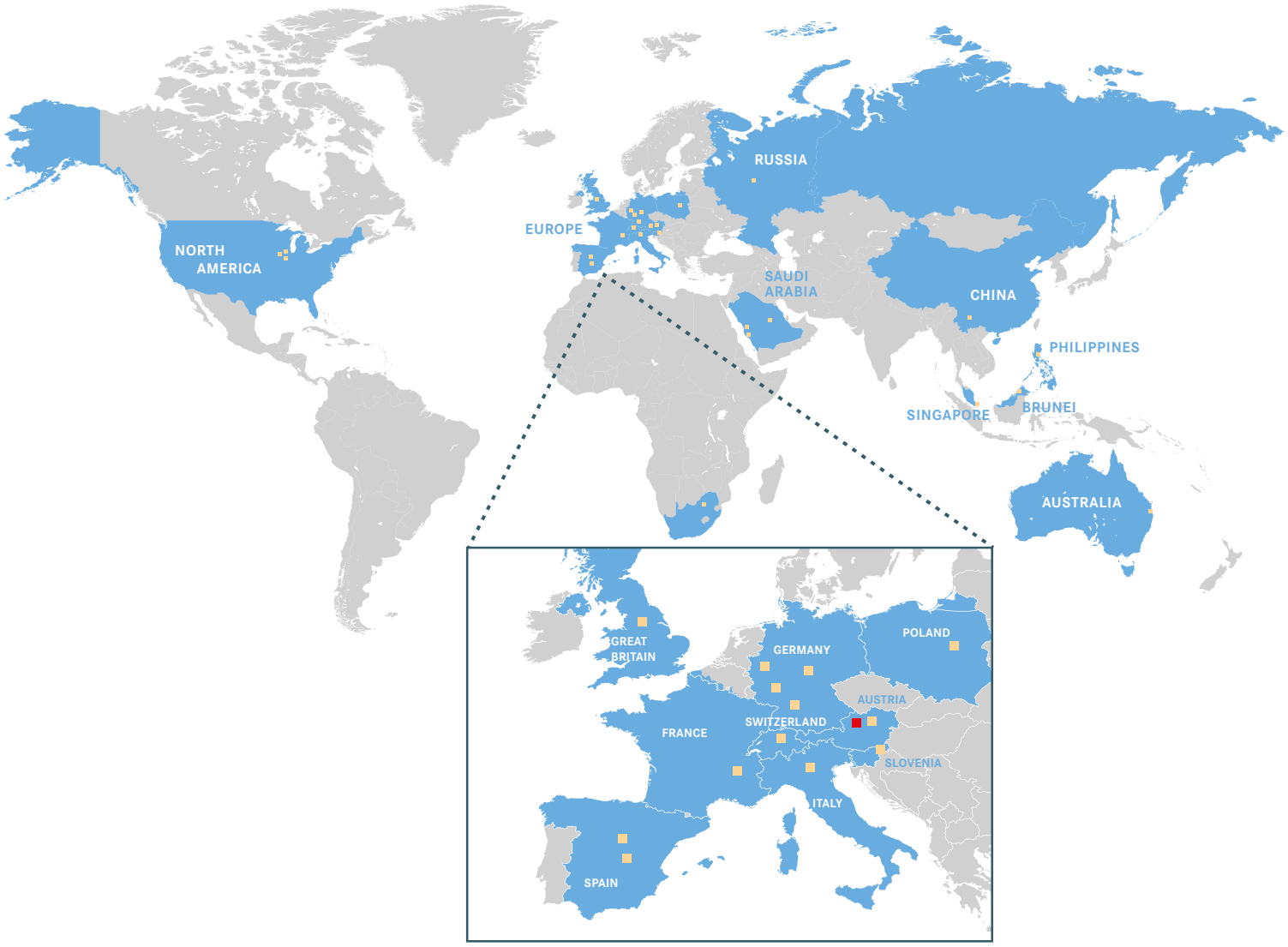
Rosenbauer has authorized agents worldwide, production facilities on three continents, and manufactures its products in accordance with generally accepted safety and quality standards. The Group has a global presence but is never far from its customers with an efficient worldwide sales and service network covering over 120 countries. → 102-2, 102-4, 102-7

Fire services all over the world are among the Group's customers, and include both municipal and professional fire services, from voluntary services to specialist units in industrial firms, to airport fire services. The majority of Rosenbauer's products are supplied to the public-sector institutions. → 102-6

The Rosenbauer Group is divided geographically into five areas. These areas have their own production facilities, and provide customers in their regions with comprehensive support during ongoing operation and with modernizing their products. Preventive Fire Protection activities are presented in a separate segment. → 102-6

A precise description of the respective areas can be found on page 46 et seq. of the 2020 Annual Report.

Locations



Our Mission Statement

By tradition curious, Rosenbauer is tackling all the challenges of modern fire services and moving forward with confidence. As their worldwide partner, we concentrate on developing product and service solutions with the end goal of making the everyday work of emergency service teams easier and, above all, safer.

Applying this vision and shaping our market by setting the tone requires us to have a shared value system. This provides employees and executives alike with a benchmark for their actions and guidance for their decisions.

The Rosenbauer mission statement is binding for all Group employees.

Rosenbauer is a partner that offers its customers the best services and tailors products to their individual requirements. We are able to do this thanks to our capability for innovation, understanding of customer requirements, excellent quality and focus on fire services. Rosenbauer treats its employees with respect as partners and fulfills its duty to act sustainably with regard to society and the environment. ⟶ 102-16

The Rosenbauer Group's mission statement

OUR CLAIM	We are the world's leading system provider for preventive firefighting and disaster protection technology. Our strengths, which comprise customer orientation, innovativeness and reliability, secure this leadership in all our business areas. We also systematically increase the value of our group by means of the efficiency and thrift endemic to our activities.
OUR CUSTOMERS	know us as a reliable partner. We respond to their individual needs and meet their requirements with innovative products and services. Moreover, continuous development within the Rosenbauer Group results in premium quality, the very latest technologies and a high degree of problem-solving competence, which furnish our clientele with clear advantages.
OUR EMPLOYEES	Our workforce is highly motivated and is valued for its commitment. We cultivate a culture of mutual esteem and on all levels treat one another with trust and respect. For us, health and work safety constitute top priorities.
OUR INNOVATIONS	seek to enthuse our customers through unique user technologies and services. Accordingly, the products and service portfolio offered under the Rosenbauer brand name are the object of continual further development using the latest production plants and innovative know-how.
OUR QUALITY	is our distinguishing feature and forms the foundation of our market leadership. We regularly evaluate our management systems, leadership principles and organizational structure, and undertake systematic investments in the further training of both our management and staff.
OUR COMMITMENT TO SUSTAINABILITY	In the spirit of a family-owned enterprise, we actively fulfill our responsibilities with regard to the securing of a successful long-term future. Therefore, for us a conservationist approach to natural resources, which incorporates the employment of new technologies, as well as adherence to all legal statutes represent a matter of course. Our Code of Conduct defines basic principles of behavior, which are binding upon all Rosenbauer Group personnel. Furthermore, it is our intention to achieve a balance between the interests of all other stakeholder groups and the environment.

Sustainability at Rosenbauer

Ever since its foundation in 1866, Rosenbauer has been one of the most innovative companies in the firefighting industry. The family business has always considered stable growth and responsible, sustainable practices to be a high priority.

OUR SUSTAINABILITY MANAGEMENT

Social and environmental responsibilities have always played an important role in the more than 150-year company history of Rosenbauer. The Executive Board fundamentally rejects short-term thinking about quarterly results in favor of management decisions with a long-term perspective, which ensure lasting positive growth for the Group.

Sustainability at Rosenbauer is the responsibility of the Executive Board. A sustainability management system was established in 2016 to embed these principles into the organization in a centralized way. The system is assigned to the Investor Relations division, which reports to the Executive Board. This is where measures taken to date are consolidated and systematically incorporated into goal-setting processes, and new initiatives are launched. Equally important is reflecting current trends and new topics of interest and gauging these for relevance to the sustainability program and the company's business success.

SUSTAINABLE GOVERNANCE

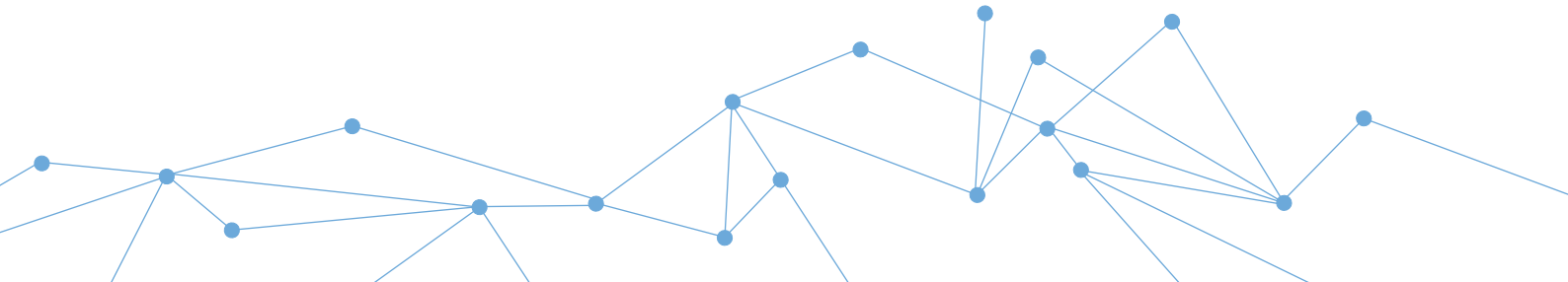
Rosenbauer considers itself a partner. Our cooperation with customers is above all professional and conscientious, and follows internationally accepted guidelines and principles. The sustainable management of our business is built on good corporate governance.

Both the Executive Board and Supervisory Board base corporate governance and supervision on Austrian and internationally recognized principles, and are committed to upholding the Austrian Code of Corporate Governance (ÖCGK). The company satisfies the relevant provisions (see p. 25 et seq. of the 2020 Annual Report). → 102-16

In accordance with the law, the Articles of Association and the Rules of Procedure approved by the Supervisory Board, the Executive Board of Rosenbauer International AG manages the company on its own responsibility. It performs its management duties as required for the good of the company, taking into account the interests of all internal and external stakeholders, in particular those of the owners and employees. At regular meetings it discusses current business performance and makes the necessary decisions and resolutions. A constant and open exchange of information between the members of the Executive Board, management and all employees is one of Rosenbauer's key management principles. The Executive Board reports to the Supervisory Board regularly and exhaustively on all relevant issues relating to business development, including risk exposure and risk management in the Group. Furthermore, the Chairman of the Supervisory Board maintains regular contact with the CEO, with whom he discusses strategy and ongoing business development. → 102-18

As well as monitoring the Executive Board, the Supervisory Board also sees it as its duty to support the Executive Board in its management of the company, particularly in decisions of fundamental significance. All members of the Supervisory Board attended more than half of the meetings of the Supervisory Board in the reporting period. → 102-18

Further information on the composition and working methods of the Executive Board and Supervisory Board, and on Rosenbauer's diversity policy can be found on page 26 et seq. of the 2020 Annual Report.



»WE ACT INTELLIGENTLY FOR A SUSTAINABLE FUTURE. WITH OUR GOALS, WE STEER **OUR COMPANY** ALONG THE ENTIRE VALUE CHAIN.«

DIETER SIEGEL, CEO

RISK AND OPPORTUNITY MANAGEMENT

Comprehensive risk and opportunity management is a vital pillar of responsible corporate governance. Rosenbauer takes care to include all business units and corporate divisions in this system. Responsibility for risk policy is borne by the Executive Board. The ongoing identification, assessment and management of risks are an integral part of the management, planning, and controlling process.

During compilation of the annual Sustainability Report, social and environmental risks and opportunities are identified and their impact assessed. None of the sustainability risks were deemed to be of significance. → 102-11, 102-15

Risks and opportunities	Impact on Rosenbauer	Impact on NaDiVeG concerns
International rules and standards lead to tougher product requirements	Comply with international regulations and modify products/activities accordingly	Stricter rules can be an opportunity for the environment, employees, and human rights
Legislation on foam concentrate becomes more stringent	Products must be modified	Opportunity for environment and social aspects
Demographic change is altering how products are used by the emergency services	Products can no longer meet the requirements of the emergency services and must be modified	Difficulty of use could have a negative impact on social aspects, but it is also an opportunity if products support diversity among the emergency services
Travel to countries with travel warnings endangers employee health and safety	Increase employees' safety in jeopardized regions or issue travel bans for risk countries. The work environment must be modified in the case of relevant travel warnings	Travel to unsafe regions can have a negative impact on employee issues
Compliance infringements	Exclusion from invitations to tender, financial penalties and damage to reputation	Negative impact on combating corruption
Use of hazardous substances in Production	Ensure the safety of paint shop employees	Paint constituents can have negative impacts on employees' health
Climate risks (For more details, see "Management of climate risks," p. 13)	Rising raw material and energy prices, water scarcity, market opportunities created by increasing demand for fire protection and climate-friendly products, preference for tenders based on sustainability management	Increasingly extreme weather conditions can have a negative impact on working conditions. Energy and carbon reduction goals can reduce the impact of business activities on the climate, and a carbon tax can affect business activities.

Further information on risks, opportunities and the impact of Rosenbauer's business activities can be found in the risk report section in the 2020 Annual Report starting on pages 57 and 128 et seq.

MANAGEMENT OF CLIMATE RISKS

In 2020, a third-party consultant helped conduct an analysis of climate-related risks and opportunities for Rosenbauer. The recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD) were applied in this process.

Taskforce on Climate-related Financial Disclosures

The Taskforce on Climate-related Financial Disclosures (TCFD) is a working group set up by the Financial Stability Board (FSB) that studies the risks and opportunities of climate change for the global economic and financial system. It was formed to develop uniform voluntary disclosures on climate-related financial risks. These are suitable for use by industrial companies as well as companies in the financial business and have become the international standard for corporate reporting on climate risk management. Rosenbauer is a supporter of the TCFD.

The first step was to identify climate-related risks and opportunities that could potentially be financially relevant to Rosenbauer. These were determined by analyzing publicly available information from peer companies, climate science reports, and other relevant sources. In addition, interviews were conducted with relevant departments in the company such as Risk Management, Purchasing, and Innovation to learn the perspectives and experiences of a diverse group of internal stakeholders.

TCFD distinguishes between risks and opportunities from the social, technological, and political transition to a decarbonized economy (transition risks/opportunities) and those resulting from physical changes in the climate system (physical risks/opportunities). Physical risks and opportunities are additionally broken down into acute and chronic categories.

The following table presents the identified climate-related risks and opportunities for Rosenbauer:

Climate-related risks and opportunities for Rosenbauer

	Risk/ opportunity	Status quo and measures
TRANSITION RISK	Rising costs	In the longer term, Rosenbauer could see costs rise due to climate change. Although this is not currently the case, climate-related costs such as energy and commodity prices and insurance premiums are regularly reviewed for developments caused by climate-related factors. The development of carbon prices, such as in the EU's emissions trading system, are monitored, because this could lead to higher prices in the future for materials relevant for Rosenbauer such as aluminum.
PHYSICAL RISK	Water scarcity at sites	Advancing climate change results in heightened water scarcity in many regions around the world, including in those where Rosenbauer does business. Rosenbauer requires water primarily for product testing. To this end, various actions were taken to reduce water usage, close the water loop, and gain independence from the external water supply.
	Impact on Production	Acute and chronic climate changes can negatively impact Rosenbauer's locations. Acute effects include mainly increasingly extreme weather, which can lead to floods, for example. Chronic climate changes are felt by Rosenbauer chiefly in the form of rising temperatures in the summer months. The summer heat can become a problem not only for employees in the production and assembly facilities but can also cause technical malfunctions in certain systems, such as painting equipment. Rosenbauer invests in air conditioning for the existing buildings to provide employees with a safe and pleasant workplace. The company is well aware that every extra degree of summer heat can result in considerable labor productivity losses and reduced employee satisfaction, and aims to prevent that. Moreover, an increasing number of existing plants are being retrofitted with additional cooling systems to ensure the technical functionality of these plants under future climate conditions. A TCFD scenario analysis was conducted to determine the possible effects of future climate changes on Rosenbauer. More information on the approach taken and the results is provided on the next page.
TRANSITION OPPORTUNITY	Advantages of climate-friendly products and companies	Sustainability and climate-friendliness are trends making rapid inroads into every industry. Customers are also increasingly interested in the sustainability impact of products, for instance the carbon emissions of vehicles. Furthermore, the financial markets, especially in Europe, are very interested in the sustainability (ESG) and climate performance of companies. This unlocks opportunities for companies that can position themselves in the market as the sustainable option. As a sustainable and climate-friendly business, Rosenbauer has identified the opportunity to generate market advantages as a result. New products such as the RT underscore that Rosenbauer is serious about its commitment. Rosenbauer is setting the standard with the "fire truck of the future", the first fully electric firefighting vehicle in the world in series production.
	Use of simulators	Firefighting vehicles are not only driven in case of emergencies. Emergency services use them for training to prepare for deployments. Rosenbauer offers special simulators for specific applications, such as airport fire services. With the help of these systems, deployments can be simulated without actually having to set firefighting vehicles in motion. The use of simulators not only makes training fire departments easier, but it also prevents carbon emissions. Apart from the electricity they use, simulators do not generate any pollution harmful to the climate.
PHYSICAL OPPORTUNITY	Water supply solutions	Climate change makes finding an adequate supply of water more difficult in many parts of the world. Droughts and extreme heat amplify the competition for water. Rosenbauer offers several solutions to this problem from alternative water-conserving extinguishing systems for firefighting vehicles to products for transporting water.
	Increasing demand for fire protection products	The connection between climate change and the risk of fires, especially forest fires, is not just scientific fact, many communities around the world are already painfully feeling its effects. Rosenbauer's broad product range includes various vehicles for fighting forest fires. However, the company also actively works to prevent forest fires. Rosenbauer is working on early warning systems for forest fires.

The identified climate-related risks and opportunities were subjected to an analysis of the financial effects on Rosenbauer and the likelihood of occurrence. This analysis was designed and performed in close cooperation with Risk Management at Rosenbauer to ensure the feasibility of the process and results. The plan is to incorporate the identification and analysis of climate-related risks and opportunities into the annual risk management process.
The physical risks to Rosenbauer's production and assembly locations were identified as the material climate-related risk. The most important climate-related opportunity is the generally increasing need for fire protection products and the opportunities for new Rosenbauer products and services. A TCFD scenario analysis was conducted to determine the possible effects of future climate changes on Rosenbauer.

Scenario analysis

Climate scenarios drawn from climate science were used here and placed in the context of the company. The focus of the scenario analysis at Rosenbauer was on the physical risks to the company's locations.
In order to better understand how future climate change could impact Rosenbauer's sites, two different climate scenarios were chosen from the series of scenarios developed by the Intergovernmental Panel on Climate Change (IPCC).

IPCC climate scenarios

The Intergovernmental Panel on Climate Change (IPCC) collects and analyzes current scientific knowledge on climate change. To enable forecasts of future climate developments, the IPCC has developed climate scenarios that work on various assumptions to show possible future climate situations. These scenarios are grouped into different scenario families, the Representative Concentration Pathways (RCPs).

The TCFD recommends using at least two of these IPCC climate scenarios for a scenario analysis. Rosenbauer chose RCP 2.6 and RCP 8.5 for the analysis.

- RCP 2.6 includes strict climate policies resulting in rapid and sharp reductions in global greenhouse gas emissions and therefore the likely limitation of global warming to 2 °C by 2100.
- RCP 8.5 is seen as the worst case scenario, because it assumes an unbroken increase in global greenhouse gas emissions and therefore enables a sharp rise in global warming to 4 °C by 2100.

Because the summer heat is already a risk for Rosenbauer's sites, the focus of the analysis was on the question of how summer temperatures in regions in which Rosenbauer does business might develop under the two climate scenarios.

A moderate increase in hot summer days (over 30 °C) was seen in RCP 2.6 and a sharp increase in the same was determined in RCP 8.5 at all of the locations studied. It is therefore expected that the current financial effects (investment costs for new air conditioning/cooling systems for plants and increased electricity consumption) will be amplified in future. Depending on how extreme climate change and global warming turn out to be, this will be relevant for individual sites or even for all Rosenbauer locations.

Rosenbauer is exchanging information with suppliers to the affected facilities, particularly paint shops, to evaluate how to best prepare for future climate developments to increase their resilience.

TCFD scenario analysis for Rosenbauer

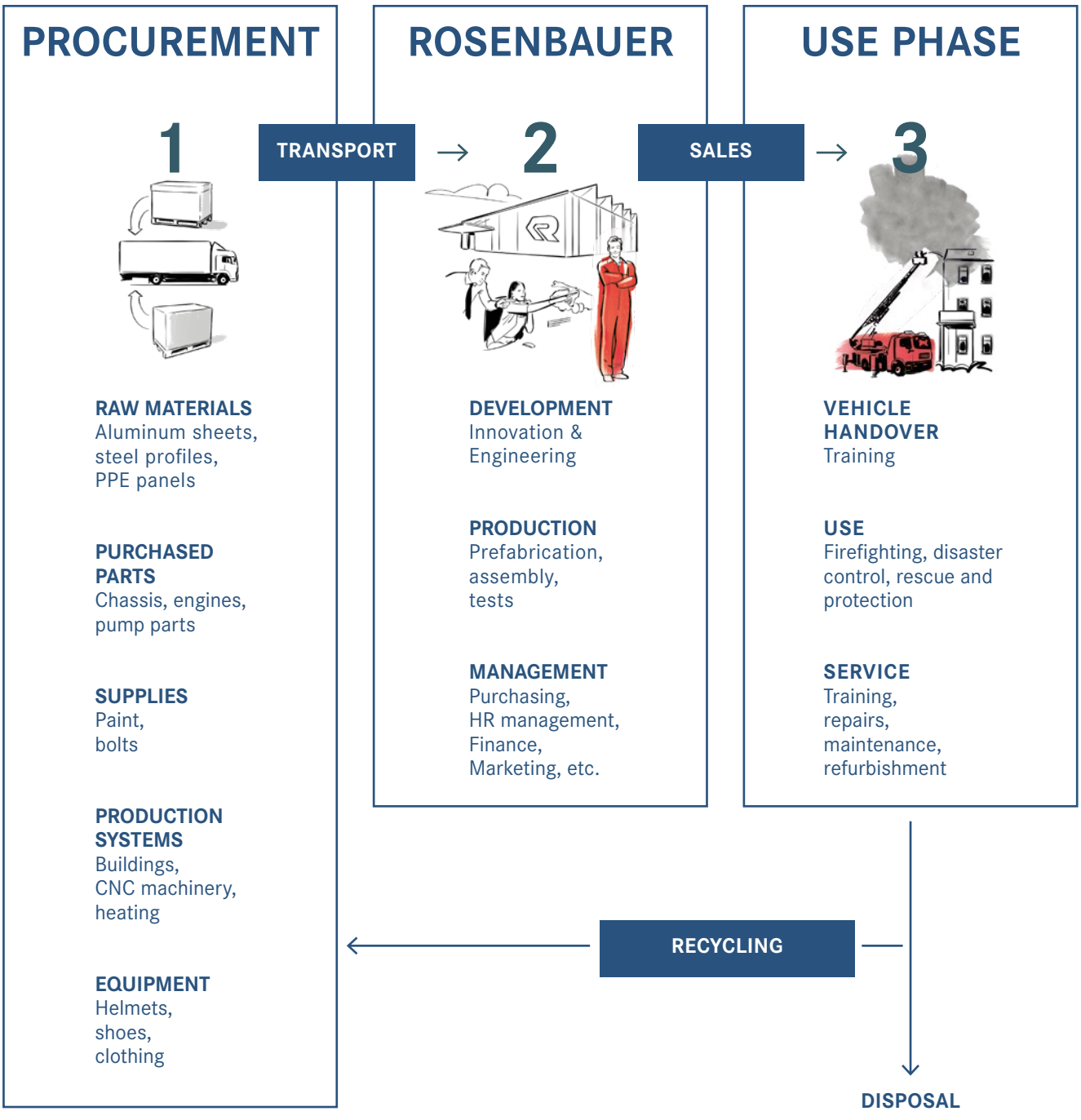
Identified physical climate risks		Impact on Rosenbauer (Status quo)		Scenario analysis		Impact on Rosenbauer (2040)
Summer heat	>	(CAPEX) investments & electricity cost for air conditioning	>	Decarbonization scenario IPCC RCP 2.6	>	(CAPEX) investments & electricity cost for air conditioning
			>	Worst-case scenario IPCC RCP 8.5		

ROSENBAUER'S VALUE CHAIN

In order to live up to its responsibilities in the field of firefighting and disaster control, Rosenbauer incorporates sustainability issues into every aspect of its strategy. The focus is on the areas which the company can be instrumental in shaping.

The life cycle of a firefighting vehicle begins with the production of the primary raw materials, steel and aluminum, and extends from in-house production to use by firefighters and recycling of obsolete materials. → 102-9

Value chain



Procurement and Outsourcing ⟶ 102-9

By assembling firefighting vehicles that are delivered direct to customers, Rosenbauer is situated at the top of an international supply chain. The company purchases production materials, prefabricated parts, and ready-to-install components from selected long-standing partners.

The Group‘s procurement volume, which also includes commodities, amounts to 60% of revenues on average, most of which goes into purchasing chassis. The suppliers are continuously assessed and involved in optimizing the logistics chain, the environmental impact and product recyclability. Rosenbauer prioritizes building long-term relationships with suppliers, and creating close ties with key partners (see also p. 20 and 43).

Production at Rosenbauer

Production activities relate primarily to final product assembly. In addition, pump and turret parts and vehicle body components are manufactured in the company’s own machine centers, such as those for painting, welding or sheet metal working. During this work, heating and process energy, electricity and water consumption, fuels and waste are all relevant environmental factors. Employees‘ innovativeness and expertise, as well as their health and safety are issues of paramount importance.

Use Phase

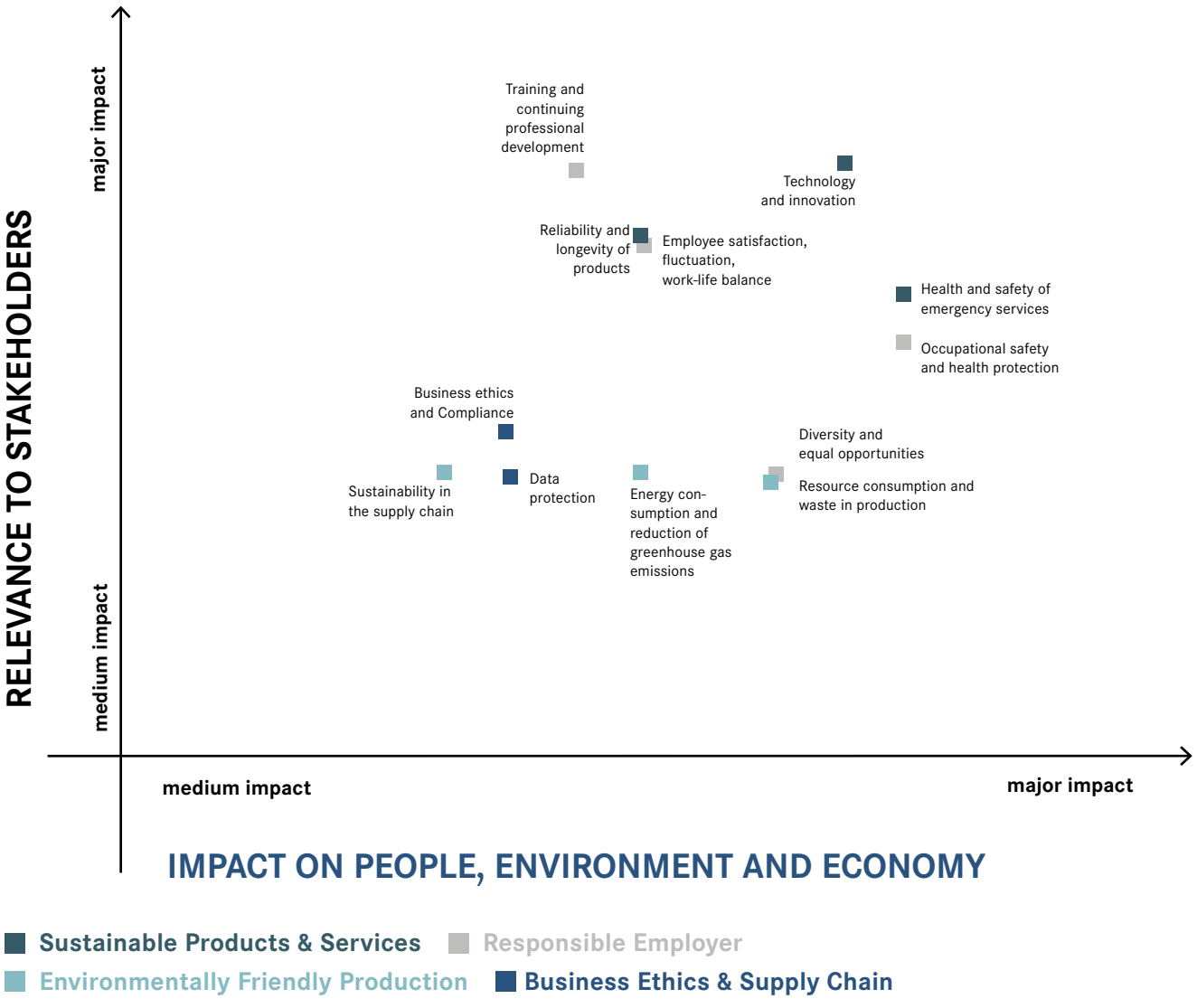
Rosenbauer‘s global customer service organization enables it to be permanently at its customers‘ side. No vehicle is handed over without prior training, and tailored service and maintenance packages are offered for every product. Aging vehicles can be refurbished and restored to state-of-the-art condition at Rosenbauer. Disused vehicles are suitable for recycling due to the materials used. Rosenbauer‘s principal focus is on the safe and ergonomic use of its products, and therefore on support for fire services all over the world. Customers are involved in the development process at an early stage in order to have optimum solutions down the line.

MATERIAL SUSTAINABILITY TOPICS

In an analysis of the value chain, Rosenbauer has identified numerous topics in which social and/or environmental impacts stem from the company. This materiality analysis was updated in 2020. In order to weight the sustainability topics in the value chain, the stakeholder groups who have a connection to Rosenbauer were invited to complete an online survey in the reporting period. These included customers, suppliers, employees, management, and investors. The materiality matrix provides a summary of the survey results. The material sustainability topics are those with the greatest importance for stakeholders and the largest impact on people, the environment, and the economy. This Report provides qualitative and quantitative disclosures according to the GRI Standards on all of these topics.

Due to the update, the material sustainability topics have changed compared to 2019. Some topics were renamed, consolidated, or newly included. A major change occurred in the former COMPLIANCE action area. This was renamed BUSINESS ETHICS & SUPPLY CHAIN and now includes the material topics of Compliance, Sustainability in the supply chain (formerly: environmental management at suppliers), and Data protection. ENVIRONMENT & RESOURCES was renamed Environmentally Friendly PRODUCTION, which covers Energy efficiency & reduction of greenhouse gas emissions and Resource consumption in production. The EMPLOYEES and PRODUCTS AND SOCIETY action areas were renamed RESPONSIBLE EMPLOYER and SUSTAINABLE PRODUCTS & SERVICES. ⟶ 102-46

Materiality matrix



Sustainable Products & Services Responsible Employer

Environmentally Friendly Production Business Ethics & Supply Chain

Compared to the prior year, the analysis also resulted in changes in the weighting of topics by stakeholders. The topics of greatest importance for all respondents and with the greatest impact are Technology & innovation and Training and continuing professional development, followed by Product reliability and longevity and Employee satisfaction. Stakeholders also consider Health and safety of emergency services and Occupational health & safety protection to be very important. ⟶ 102-44

DIALOG WITH OUR STAKEHOLDERS

Rosenbauer is in continual contact with stakeholders. The company considers open communication and mutual dialog among partners to be the prerequisite for developing products and services that have their finger on the pulse and for remaining an innovation leader.

Among the most important stakeholder groups around the world are customers, fire services and firefighter associations, employees, suppliers, and sales partners. Other important partners include the owning family, banks, shareholders, and investors. Rosenbauer values collaboration with regional partners, and therefore also counts local communities and residents as relevant stakeholders. ⟶ 102-40, 102-42

The company's communication channels with stakeholders are as varied as our stakeholders themselves. Employees are actively informed about ongoing activities in the sustainability process by way of presentations, workshops, training, and an in-house employee magazine. Regular board talks are held to exchange information with the Group's executive board. This enables employees to ask questions directly in the chat function.

Shareholders and investors are included in this process during conferences, roadshows, and company presentations. Regular press releases and quarterly financial reporting supply additional data. The company holds in-depth discussions with customers and suppliers regarding the development of new products. Rosenbauer is also a member of several firefighter associations, industry clusters, and corporate platforms, and maintains an active dialogue with educational institutions such as universities and colleges. ⟶ 102-13, 102-43

Second Rosenbauer Stakeholder Dialog

The materiality analysis along with the direct exchange of information with stakeholders are the central pillars of a comprehensive sustainability management system. The in-person dialog planned for fall 2020 with representatives of various stakeholder groups was delayed to early 2021 due to a new COVID-19-related lockdown. An online dialog was held to provide a platform for discussion among participants of stakeholder groups comprising employees, customers, suppliers, investors, and banks. The Group's Management Board with all Executive Board members of Rosenbauer participated along with the sustainability management team. The goal of this event was to discuss defined sustainability topics with the help of a moderator and then to identify the most important issues for Rosenbauer. After a thorough introduction to sustainability at Rosenbauer and an overview of the current status of the company's goals, the participants were divided into the four focus groups (Employees, Customers, Suppliers and Investors/banks) to discuss various issues.

Rosenbauer stakeholder groups

The overall results indicate that a comprehensive commitment to sustainability increases the company's attractiveness as an employer, and a holistic sustainability strategy is becoming increasingly important in public tenders. Moreover, the use of renewable energy and recycled materials was identified as a key starting point for further sustainable development in discussion with suppliers. From the point of view of investors and banks, the way companies deal with climate risks and opportunities is becoming increasingly important. ESG (Environment, Social, Governance) indicators are also becoming more significant in obtaining credit, and investors increasingly want to hear about the corresponding ratings. All the results of the dialog were analyzed so that targets and action items can be derived to refine sustainability management (see also p. 22, Sustainability goals).

First Virtual Rosenbauer Trade Fair

The COVID-19 pandemic affected planned product trade fairs, which were postponed to an undetermined time or canceled. Rosenbauer held Online Product Days in early December 2020 featuring its first virtual trade fair and thereby took the opportunity to showcase its innovative new products to the world in a realistic, three-dimensional exhibition space. Virtual trade fair booths were staffed by avatars of Rosenbauer product experts who were available for live chats. Information material was available for download, and webinars were also held on the new products. The online trade fair was attended by around 11,400 participants. During 781 live chats, Rosenbauer's experts were able to present detailed product information. In addition, visitors attended webinars and viewed product videos 9,800 times.

Reception hall of the first virtual Rosenbauer trade fair

Presentation of the AT (Advanced Technology) at the virtual fair

CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS

Rosenbauer supports the UN Sustainable Development Goals (SDGs) approved by the member states in 2015 as part of Agenda 2030. The following section summarizes the SDGs Rosenbauer focuses on and the material topics that contribute to meeting the SDGs.

Contribution to the Sustainable Development Goals

Good health and well-being – Rosenbauer manufactures firefighting and disaster control technology, as well as systems for preventive firefighting. The company therefore creates products that help to combat hazards for the population, such as house, forest and bush fires, or prevent them from arising in the first place. The focus here is on the health and safety of firefighters during and after deployment. In addition, the company highly prioritizes promoting the health and well-being of its employees.
Areas in which we contribute to achieving the goal: Responsible employer, Sustainable products & services

Quality education – Rosenbauer promotes employee development and invests in their potential by offering customized training and continuing professional development programs. In addition, the company offers comprehensive apprenticeships and is strongly committed to training young people. Customers can also take advantage of a wide range of training programs to guarantee safe operation and maintenance of products.
Areas in which we contribute to achieving the goal: Responsible employer, Sustainable products & services

Affordable and clean energy – This goal is supported by Rosenbauer by the increased use of renewable energies. Roofs are being reviewed at locations worldwide to determine where it is possible to install photovoltaic systems. Electricity contracts are also being reviewed and switched to green electricity. In addition, district heating is being introduced at some sites.
Areas in which we contribute to achieving the goal: Environmentally Friendly Production

Decent work and economic growth – Compliance with ethical guidelines such as the OECD Guidelines for multinational companies and the United Nations' Universal Declaration of Human Rights is a matter of course for Rosenbauer both internally and externally through its Code of Conduct. Furthermore, the company is committed to corporate diversity and a gender-neutral pay scale. The security culture at Rosenbauer also plays a special role, as Rosenbauer offers programs and training to all locations in order to promote security awareness and the professional development of its employees.
Areas in which we contribute to achieving the goal: Business ethics & supply chain, Responsible employer

Industry, innovation and infrastructure – As world market leader, Rosenbauer plays a special role in innovation. The equipment of fire services represents an integral part of urban and rural infrastructure. Rosenbauer contributes substantially to this goal by developing innovative products, such as the latest aerial ladders, which can bend the ladder hinge, to enable use in narrow streets and across roof ridges. ARFF vehicles ensure that international traffic runs smoothly. Aviation hubs represent a particularly important factor for economic growth in developing countries.
Areas in which we contribute to achieving the goal: Sustainable products & services

Sustainable cities and communities – Rosenbauer considers it its corporate mission to equip cities and municipalities all over the world with the best vehicles and products for fire services' broad range of applications. The Revolutionary Technology (RT) truck has actually been adapted to the needs of modern cities. The implications of pioneering megatrends were taken into account during development.
Areas in which we contribute to achieving the goal: Sustainable products & services

Climate action – The development of the Revolutionary Technology (RT) enables Rosenbauer to contribute at global level to the switch to electric vehicles. At the same time, emergency vehicles are extinguishing fires quickly and efficiently, reducing their CO_2 emissions in the process. Climate action is a major concern within the company as well. Rosenbauer supports this SDG by promoting the use of renewable energy, improving the environmental impact of products, and introducing a ride sharing app for employees.
Areas in which we contribute to achieving the goal: Sustainable products & services, Environmentally friendly production

OUR SUSTAINABILITY STRATEGY

Sustainability at Rosenbauer is the responsibility of the Executive Board as part of the corporate strategy. That means clear responsibilities and resources have been defined, and sustainability has been integrated into all core processes. The Sustainability Strategy is implemented and evaluated by CSR management in accordance with the goals and measures determined annually.

Rosenbauer's sustainability strategy is based on the existing Mission Statement and values in conjunction with the corporate strategy. Opportunities and risks arising from societal megatrends are important elements that were also considered. The analysis of the value chain and identification of material topics in terms of the impact on people, the environment, and the economy were the most important factors for defining the sustainability strategy.

Sustainability goals and measures

Area of activity	Sustainable Products & Services	Responsible Employer
Guiding Principle	As an innovation and technology leader, we offer our customers safe, ergonomic, and durable products for protecting lives and property.	As a responsible employer, we promote the health and safety of our employees. The continual professional development of all employees is a key ingredient in our collective success as a company.
Goals	• Offer at least one electric vehicle per vehicle category by 2023 • Offer technological opportunities for using fluorine-free foam concentrates for all vehicle segments and Preventive Fire Protection by 2023 • Establish Rosenbauer as a partner to emergency services to improve hygiene during deployments and ensure the health and safety of emergency services	• Reduce accidents to 30 per one million working hours by 2025 (baseline: 2018) • Promote diversity and increase the percentage of women by 25% by 2023 (baseline: 2018)
Measures	• Research into energy-efficient drive architectures • Investigation of alternative energy sources • Development of hygiene concepts for developments	• Implementation of safety campaigns • Mandatory safety briefings • Increased bonus for safety tips and ideas to prevent accidents, • Certification of three additional sites to ISO 45001 by 2023 • From 2020, every newly opened site will be certified to ISO 45001 • Introduction of a technician trainee program • Implementation of employer branding measures • Strengthening • Improving female recruitment • Introduction of a women's network at Rosenbauer
SDGs		

Based on this foundation, 2017 was set as the starting point for Rosenbauer‘s Sustainability Strategy. Working with all members of the Executive Board and operational managers, the relevant areas of activity were defined and corresponding guiding principles developed. In 2020, the sustainability goals and measures were completely revised and updated.

Clear KPIs guarantee measurability and a way to review and manage processes. The inclusion of all operational managers and in-depth discussions of the topics enabled a broad consensus on the direction Rosenbauer‘s strategic sustainability efforts should take in the coming years.

Sustainability goals and measures

Environmentally friendly Production

We are aware of our environmental responsibility. We prioritize climate action and make sure we use resources efficiently.

- Develop a comprehensive climate strategy in 2021 based on the Science Based Targets initiative (SBTi)
- First report to the Carbon Disclosure Project (CDP) in 2021. Strive to achieve an A rating by 2025
- Expand the percentage of total electricity consumption accounted for by green electricity to 75% by 2021
- Generate green electricity at Rosenbauer locations totaling 5% of total requirement

- Analyze status quo
- Corporate Carbon Footprint according to GHG Protocol
- Survey of emissions in the value chain (Scope 3)
- Potential analysis for emission reduction

Business Ethics & Supply Chain

We have zero tolerance for compliance and business ethics infringements.

- Initial certification of anti-corruption management system according to ISO 37001 by the end of 2021
- 100% in-person compliance training for all new employees at RBI, RBÖ, and RBB
- Complete e-learning on antitrust law and corruption for 90% of focus group by 2022

- Conduct mandatory training for all compliance-relevant employees.
- Due diligence for sales partners prior to the conclusion of any cooperation agreement as well as extended and continuous review of existing partners to ensure that the audit results are up to date and valid.

Sustainable Products and Services

Rosenbauer offers its customers sustainable fire-fighting products that combine safety and longevity. In doing so, the company relies on environmentally friendly materials and conserves resources by reducing its consumption of materials, energy and water.

Innovative and Safe Products

Technology and innovation, product reliability and longevity, and health and safety of emergency services are the most important aspects for Rosenbauer in the development and manufacture of products. The company studies social megatrends in detail along with their implications as regards future requirements for emergency services. For example, demographic change and increasing digitalization will have an impact on the way fire services are structured and the technology they use. In addition, Rosenbauer is transitioning more and more into a system provider to fire services; this is why customer service is playing an increasingly important role in the company. One strategic goal is to equip fire services with fascinating, state-of-the-art products. Rosenbauer plays a large part in defining these as it is the firefighting industry's technology and innovation leader. So for the company, research and development are a top priority. The same applies to ongoing product development with regard to environmental impact and ergonomics. The quality management system and regular audits guarantee continual improvement. → 103-1, 103-2, 103-3

Close cooperation with all suppliers and partners is a critical factor for Rosenbauer's success. They are selected according to strict criteria and regularly assessed. In general, business relationships with key suppliers to the major production facilities are longstanding. Value is created locally through partnerships with mostly regional suppliers. Additional information on the topic of supplier management is provided in the Business ethics & supply chain section.

TECHNOLOGY AND INNOVATION

The focus on technology and innovation enables Rosenbauer to equip fire services with fascinating products. Research into future developments and trends serves as the foundation for Rosenbauer's innovation efforts which are always focused on the long term. For years now, the company has been analyzing the megatrends identified by Zukunftsinstitut and other research institutions studying trends. In 2013, the first fire service trend map was prepared, and its fourth version was released in fall 2020. This trend map draws connections between the major megatrends and fire services and serves as a source for inspiration. Employees who bring their field experience gained from participation in voluntary fire services to bear on processes and product development at Rosenbauer make a major contribution to the company's innovativeness. To leverage expertise, the company works with educational institutions and centers of excellence, and actively participates in national and international research programs.

This includes factoring in environmental issues at a very early stage of development through materials analysis, taking account of material workability, and recyclability. Rosenbauer is increasingly focusing on prevention, particularly in its innovation activities. This will prevent damage situations from having to be mitigated in the first place; instead they will be prevented as early as possible. The early spotting of fires and especially forest fires has been a key area of emphasis in research in this regard since 2019.

Its position as an innovation and technology leader in the firefighting industry is possible only with an in-depth understanding of future fire service requirements, the expertise of long-serving employees and continuous R&D activity. Equally, customers and users are involved in most of its developments. In the reporting year, Rosenbauer invested €19,9 million in research and development.

Early spotting of forest fires

Forests cover around 27 million km² of the earth, and around 26% of these are threatened by forest fires. According to forest fire statistics from the European Commission's Joint Research Center, more than 50,000 forest fires broke out per year from 1980 to 2005 in Portugal, Spain, France, Italy, and Greece. Each year, an average of 5,000 km² of forest, bush, and grassland is destroyed. The connection between climate change and the risk of fires, especially forest fires, is not just scientific fact, many communities around the world are already painfully feeling its effects. For this reason, Rosenbauer is very active in forest fire de-escalation and offers a number of products for this purpose, such as forest fire vehicles and resource-efficient extinguishing systems and equipment. In 2020, the company focused strongly on early identification systems designed to help conserve resources.

Extinguishing systems for battery fires in electric vehicles

Changes in the way we get around are bringing an increasing number of electric vehicles onto the roads. This poses a new challenge for fire departments. Although electric vehicles are no more prone to fires than conventional ones, the potential hazards of high-voltage batteries that catch fire cannot be underestimated. Battery fires occur differently than forest fires, which can be described as growing in intensity. As long as fuel is available, the fire continues to intensify. Batteries, however, have individual modules, which cause the fire to develop in waves rather than exponentially. Extinguishing efficiency is definitely the priority here. Rosenbauer has been researching high-volt battery fires since 2018, and in 2020 announced a special extinguishing system for this purpose. It differs fundamentally from all other approaches known to date. The extinguishing system is activated remotely and always from a safe distance from the vehicle. The development of this product and the market launch planned in 2021 again underscore Rosenbauer's innovative leadership.

Reducing the Environmental Impact of Products

Rosenbauer takes sustainability into account over the entire life cycle of its products. For instance, in the design phase, all environmental impacts are considered as are the greatest possible reduction of waste and the efficient use of resources. The superstructures of Rosenbauer firefighting vehicles are largely made of aluminum, as it is significantly lighter and less susceptible to corrosion than steel. The design of the Advanced Technology (AT) firefighting truck allows maximum utilization of the body, higher payloads compared to vehicles with steel superstructures, and

superior handling. It also makes the AT municipal flagship easy to recycle at the end of its life.

Revolutionary Technology (RT) - the first municipal vehicle with a fully electric drive system

In 2020, Rosenbauer presented the RT (Revolutionary Technology), the most cutting-edge firefighting vehicle in the world with a fully electric drive system. The entire design and construction of the vehicle was revamped to meet the future needs of fire departments. Sales of this innovative municipal firefighting vehicle began worldwide in 2020. The RT concept by Rosenbauer met with great interest on all continents. The cities participating in the C40 Cities Climate Leadership Group are particularly notable for their common fight against climate change. For many of these cities, Rosenbauer offers an innovative solution for reducing the impact on the urban environment, particularly carbon emissions by city traffic. The RT is not just a vehicle, but an end-to-end concept with which Rosenbauer is revolutionizing the everyday work of firefighters. It offers a complete digital transformation of firefighting from resource planning through operational command to documentation and evaluations. More than 3,200 firefighting vehicles with comparable technology are expected to be in use across the globe by 2030.

The Revolutionary Technology (RT)

Closed-loop material cycle for water tanks

Extinguishing agent tanks are a feature of almost every firefighting vehicle. The standards for these components are high: The tanks must be as stable as possible, while also being lightweight and resisting corrosion. During deployments, they must be well positioned for turns to enable superior vehicle handling and not end up as hazardous waste at the end of the product's life cycle. Rosenbauer meets precisely these needs with the production of a water tank made of PP (polypropylene). Previously, all water tanks were made of steel or glass-fiber reinforced plastic (GRP). However, when GRP is processed, this can release fine glass particles which are hazardous to human health. In addition, this material can only be incinerated as residual waste. The product itself as well as its production process were developed by Rosenbauer. A robot programmed for this purpose has been used at Rosenbauer since 2015 for welding and grinding work. Around 700 units with a capacity of 500 to 18,000 liters are manufactured annually in Radgona, Slovenia.

From 2020, the water tanks in all PANTHER ARFF vehicle types will be made of PP following a final switch. These environmentally friendly tanks are also used across the board in all other vehicle types. GRP tanks are only used in exceptional cases and upon customer request. If a vehicle with a PP tank is scrapped, it can be returned to the material cycle, even after a long period of service. And when it is disposed of correctly, a new extinguishing agent tank can be produced for Rosenbauer vehicles. This change in production allows Rosenbauer to improve the environmental footprint of its products as well as to contribute significantly to maintaining employee health in the workplace.

Only environmentally friendly PP tanks are used in Rosenbauer vehicles

Toward a fluorine-free future – Proportioning systems for fluorine-free extinguishing agents

Extinguishing foam is among the most important products for fighting fires in solid materials and liquids. Some foam concentrates contain substances that fall into the category of PFCs, or perfluorinated chemicals. In addition to their great advantages in firefighting, the adverse impact of these perfluorinated chemicals on the environment cannot be ignored. After a deployment, they enter the soil along with extinguishing water and cannot be broken down naturally. With time, their concentration can increase, and they can enter the food chain with toxic effect. An alternative is fluorine-free foam concentrates that are fully biodegradable. The higher viscosity of these fluorine-free compounds also increases the demands on the pressurized foam proportioning systems, however. In order to resolve these many requirements and technical challenges, Rosenbauer has developed a new system, the RFC Admix Variomatic. In addition to producing foam proportioning systems, the company helps customers minimize the use of foam concentrates, recommends the use of fluorine-free foam concentrates, and therefore keeps the environmental impact to a minimum. → 303-2

Innovative pressurized foam proportioning system Variomatic for fluorine-free extinguishing agents

PRODUCT RELIABILITY AND LONGEVITY

Since firefighting technology has to operate immediately, reliably and flawlessly in the toughest conditions, quality is the primary factor in all products and processes and in Production. The associated reliability and longevity are extremely important, not least because most fire services are publicly funded. In addition to the quality management system, this is guaranteed by Rosenbauer with the use of high-quality materials and components, and continual improvement of product safety and customer service, which ensures safe operation. → 103-1, 103-2, 103-3

Quality is number one at Rosenbauer – Rosenbauer's quality management system

The conditions firefighting technology must be able to withstand are stipulated in strict standards. Rosenbauer meets the highest standards worldwide. The company guarantees quality along the entire value chain with experienced professionals and an ISO 9001:2015-certified quality management system, which is also used to steer and optimize processes. The best possible quality to customers is ensured by numerous quality tests conducted as early as the production stage. For example, a truck-mounted fire pump is put through its paces several times during production: initially after production of the body, after the assembly of other components and attachments and ultimately at the end of production. After installation in a vehicle, all the pump functions are rechecked during the final quality inspection.

All the regulations and documents required for operating processes are available online. The system is reviewed and updated by way of regular internal and external audits and customer audits. → 103-1, 103-2, 103-3

Focus on usability

In case of a fire, everything has to run quickly and safely. Every move must be exactly right. Equipment with a user-friendly interface of course helps immeasurably. In cooperation with Hagenberg University of Applied Sciences, Rosenbauer worked for three years researching human-machine communication. The objective of the project was to research and optimize Rosenbauer's user concept. Based on eye-tracking technology, the concept was redesigned and standardized in 2020 with user-friendliness always the most important goal.

Old becomes new again – Sustainability thanks to the refurbishment program

Product reliability and longevity along with high quality are the most important requirements in production at Rosenbauer. Thanks to the refurbishment program, Rosenbauer is lengthening the life of its products sustainably and bringing every aging vehicle up to the state of the art in technology, while incorporating the most recent innovations. Overhauling vehicles, equipment, or key components to make them like new is an extensive process using the skills of highly qualified technicians at Rosenbauer that requires strict quality controls. The goal is to refurbish a vehicle back to an excellent standard of quality, regardless of vehicle type. In the reporting period, eight vehicles were refurbished as part of this program. Furthermore, Rosenbauer also completed 26 projects in which individual components (e.g. lighting) was brought up to date.

Rosenbauer offers refurbishment services for vehicles

Efficient fire-extinguishing technology thanks to high-pressure pumps

Rosenbauer pumps are in use 24/7 the world over in emergency vehicles, both as truck-mounted fire pumps in ARFF, industrial, or municipal fire trucks or as firefighting pumps in stationary applications. Rosenbauer's smallest standard pressure pump, the N10, has a delivery rate of up to 1,800 l/min. Our most powerful unit, the new N130, delivers over 13,000 l/min at 10 bar. Rosenbauer also offers truck-mounted fire pumps with an integrated high-pressure stage. These operate at four times the pressure (40 bar) of standard pressure pumps, finely atomizing the extinguishing water and greatly increasing the surface area of the water. This means it can penetrate deeply into the burning material, which in turn optimizes its extinguishing effect. The high-pressure pumps are efficient at fighting fires. They also minimize consequential damage caused by firefighting operations, because there is less contaminated water that can damage the fabric of the building. In 2020, 37% of all the pumps Rosenbauer produced were supplied with a high or ultra-high pressure option.

Number of production locations certified to ISO 9001

17

HEALTH AND SAFETY OF EMERGENCY SERVICES

The health and safety of firefighters is Rosenbauer's top priority and is always the focus in the use of our products. In addition, product ergonomics and safety devices are being continuously improved. These must provide the fire services with the best possible support and protection as they go about their daily work. Rosenbauer offers comprehensive customer training courses. These range from operator and technical training on vehicles and extinguishing systems, through special tactical training, to simulated deployments. Rosenbauer measures the outcome of these actions based on the number of training sessions attended and simulators sold, and by comparing the user-friendliness. ⟶ 103-1, 103-2, 103-3, 403-7

"Be clean & stay healthy" – Hygiene campaign

Rosenbauer sees itself as a partner to fire departments. For this reason, the company considers it a societal duty to focus its research activities on topics that promote the health and safety of emergency services. Firefighters literally "walk through fire" when they are deployed. They are subject to various risks, such as smoke inhalation. In 2020, Rosenbauer worked very intensively on hygiene during deployments. At the start of the year, an expert workshop was held, and concepts were developed subsequently with the help of various research institutions. A global campaign is planned for 2021 to raise and increase awareness of hygiene during fire service deployments. This issue is gaining importance in Northern Europe, the United States, and Australia.

Customer service – Customers are the focus at Rosenbauer

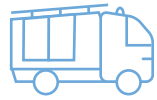
An important component of vehicle longevity and safe use is customer service. This ensures that Rosenbauer products can be operated safely by users and remain operational throughout their entire life cycle. The global service organization consists of around 200 service technicians, 25 Rosenbauer service workshops and 150 regional service partners with their own infrastructure. No vehicle is handed over to a customer without prior training. In addition, training4fire offers a comprehensive range of training for fire services, from operator and repair training, to specialist programs for engineers and equipment maintenance personnel, through tactical, operational and driver safety training. Rosenbauer provides a guaranteed supply of spare parts delivered quickly to ensure its products are always ready for operation. To provide the best

possible customer care, Rosenbauer invests in a comprehensive, intensive service training program: all service technicians attend a multi-phase training program, which mainly comprises various e-learning modules and in-person training sessions on proper repair and maintenance of all Rosenbauer products.

Expanding the simulator range

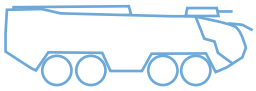
Rosenbauer's goal for simulators is to facilitate training for emergency services and to ensure their preparedness for unusual situations in an emergency. The company has met these requirements since 2014 with a range of various simulators. In 2020, Rosenbauer grew the range and launched another simulator on the market with which the use of turntable ladders can be practiced. Especially the correct positioning and optimal handling of the ladder basket requires a lot of skills and tactical knowledge from the emergency services. Training in a simulator is cost-effective and possible at any time, not to mention it avoids putting firefighters in dangerous situations unnecessarily. In addition, it is environmentally friendly due to the reduction in fuel, water, and foam concentrate used.

Status Goal Variety of training simulators



Drive simulator

Aerial ladder simulator



PANTHER simulator

Rosenbauer Virtual Reality Aerial ladder simulator

Rosenbauer RTE ROBOT

Robots for many applications – All-purpose "helpers"

The digital transformation of fire services is becoming increasingly noticeable. Of all of the advantages this brings, the primary ones are occupational health and safety for fire departments. This is also a major concern for Rosenbauer during the new product development process. In 2020, the company launched a new product to meet precisely these needs: the RTE ROBOT. This is an innovation by Rosenbauer that involved the development of an electric track vehicle used for reducing to a minimum potential hazards operational teams might face. From transporting heavy equipment to various recovery operations and even reconnaissance with the help of cameras, the robot handles particularly difficult and dangerous tasks to assist the humans deployed. The many possible uses for this device are a unique feature. This is another product created by Rosenbauer to support safe deployment of emergency services while keeping people out of the danger zone.

Responsible Employer

Rosenbauer has 3,984 employees worldwide, men and women who make a difference with their diversity and ideas. The company provides an environment in which every employee can contribute their talent and efforts. As an employer, Rosenbauer takes the health of employees very seriously and places the highest priority on occupational safety.

Diversity and Occupational Safety

Current social and technical developments are changing the environment in which Rosenbauer and firefighting technology operate. As a result, employees' needs and requirements are changing. The COVID-19 pandemic in the 2020 reporting year also had a significant impact on the working world. Digital networks and communications became considerably more important during that time.

In organizational terms, HR management is the ultimate responsibility of the CEO and is coordinated globally by the Human Resource Management department at Group headquarters in Leonding (Upper Austria). At larger company locations, HR departments operate under local conditions. The departments actively exchange information to ensure the provision of training and professional development opportunities. One of HR management's most important duties is to create a corporate culture and work environment in which employees can evolve and gladly contribute to our mutual success.

Global HR Management is tasked with monitoring success in the four material areas of activity (Training and continuing professional development, Employee satisfaction, Occupational health and safety and Diversity and equal opportunity) and reviewing performance using corresponding indicators from the locations. → 103-1, 103-2, 103-3

Management of the Covid-19 Pandemic

At the start of the COVID-19 pandemic, Rosenbauer set up a global crisis management team at Group headquarters. This coordinating committee, composed of HR Management representatives, executives, and the entire Executive Board was tasked with global pandemic management. Action plans were developed and modified daily to comply with national government directives, translated into various languages, and made available to all Group companies. Effective and regular communication to employees and support from executives was crucial to ensure successful implementation.

Working conditions at the Rosenbauer sites were modified extensively to minimize the risk of infection. In addition to offering office staff the option of working remotely and from home, shifts and work plans in Production were changed to ensure necessary physical distancing. The well-being of employees was always the top priority. When cases of infection could reasonably be suspected, employees were asked to quarantine early, even when the costs of this were not reimbursed. This approach also contributed to keeping cases low at the Rosenbauer locations. Many areas of the company were reorganized so that distancing rules could be observed. In addition, hand sanitizer and masks were made available to employees.

Rosenbauer values volunteering by employees in emergency services and fire departments. The company supported the active participation of employee volunteers at coronavirus mass-testing sites by providing them with paid time off for this service. Despite the rampant pandemic, the Group spent a total of €750 thousand on training and continuing professional development in 2020 (2019: €1.0 million). Training was provided in hybrid or virtual formats, which increased the number of international participants while also cutting costs. → 403-5

Employment Structure → 102-7, 102-8

In fiscal year 2020, Rosenbauer had 3,984 employees worldwide – an increase of around 4% over the previous year. Of these, 60.8% are blue-collar workers who mainly work in production, assembly and repair, and 39.2% are white-collar workers who work in administration, development, and sales. In the Group as a whole, only 5.1% of Rosenbauer's employees work part-time, and more white-collar workers do so (8.4%) than blue-collar workers (2.9%). Rosenbauer supports flexible working hours, and in addition to part-time options, also offers flextime models.

In order to be able to satisfy demand for employees in Production at all times, Rosenbauer also employs temporary workers. They have equal rights to Rosenbauer's own employees and generally have the opportunity to join its permanent workforce. In the 2020 reporting period, the Group had 244 temporary employees (222 in Austria, the others in the rest of Europe). 58.9% of all Rosenbauer employees are subject to collective labor agreements. → 102-41

Employees of Rosenbauer Group by region (headcount) → 102-8	All employees			Blue-collar workers			White-collar workers		
	2020	2019	2018	2020	2019	2018	2020	2019	2018
Austria	1,621	1,558	1,442	905	891	823	716	667	619
Germany	979	963	906	631	626	585	348	337	321
Rest of Europe	294	302	256	156	164	143	138	138	113
USA	911	829	841	638	597	600	273	232	241
Rest of World	179	176	166	94	116	102	85	60	64

Part-time rate at Rosenbauer Group (in % and headcount) → 102-8	2020	2019	2018
Total	202	193	170
Total in %	5.1%	5.0%	4.7%
Women	110	100	80
Women in %	21.7%	21.1%	18.6%
Men	92	93	90
Men in %	2.6%	2.8%	2.8%
Blue-collar workers			
Total	71	79	78
Total in %	2.9%	3.3%	3.5%
Women	20	16	13
Women in %	16.7%	14.7%	14.4%
Men	51	63	65
Men in %	2.2%	2.8%	3.0%
White-collar workers			
Total	131	114	92
Total in %	8.4%	8.0%	6.8%
Women	90	84	67
Women in %	23.3%	23.1%	19.7%
Men	41	30	25
Men in %	3.5%	2.8%	2.5%

The age structure of employees at Rosenbauer is relatively balanced, with employees between 30 and 50 years old making up the largest group at nearly 51 %. In Austria there is a dedicated promotion scheme for employees aged 56 and over, aimed at keeping older people fit for work and adapting the work process to the needs of the employees.

Employees of Rosenbauer Group by age group (in %)
→ 405-1

	2020	2019	2018
All employees			
< 30 years	25.6%	26.1%	27.1%
30–50 years	51.5%	49.4%	49.2%
> 50 years	22.9%	24.5%	23.7%
Blue-collar workers			
< 30 years	28.4%	29.4%	29.6%
30–50 years	48.5%	46.1%	46.3%
> 50 years	23.1%	24.5%	24.1%
White-collar workers			
< 30 years	20.5%	21.0%	21.4%
30–50 years	55.1%	55.3%	55.6%
> 50 years	24.4%	23.7%	23.0%

Turnover

The turnover rate of 9,8 % was down slightly year over year and underscores Rosenbauer's image as an attractive employer. Of the women and men who left the company, 1 % went into retirement, at an average age of 59.9. Not including those who were taken on as the result of acquisitions or start-ups in the reporting period, 13.7% of employees joined the Group in 2020. → 401-1

Suspended or reactivated employment contracts are not included in the key figures for entries and departures, which is why slight discrepancies can occur in comparison with the total headcount. → 102-8

Total number and rate of new employees in the Rosenbauer Group → 401-1

		2020		2019		2018
Total	13.7%	546	18.2%	696	18.8%	678
Women	17.8%	90	19.7%	93	17.9%	77
Men	13.1%	456	18.0%	603	18.9%	601
< 30 years	24.7%	251	31.9%	319	36.9%	361
30–50 years	10.9%	224	14.8%	279	14.9%	265
> 50 years	7.8%	71	10.4%	98	6.1%	52
Austria	9.4%	153	13.8%	215	14.9%	215
Germany	11.1%	109	12.6%	121	13.6%	123
Rest of Europe	17.7%	52	29.8%	90	24.6%	63
USA	22.2%	202	28.7%	238	26.3%	221
Rest of World	16.8%	30	18.2%	32	34.3%	56

Total number and rate of employee turnover in the Rosenbauer Group
→ 401-1

		2020		2019		2018
Total	9.8%	390	12.8%	491	13.0%	469
Women	13.2%	67	12.5%	59	13.9%	60
Men	9.3%	323	12.9%	432	12.9%	409
< 30 years	10.6%	108	20.4%	204	17.7%	173
30–50 years	8.7%	178	9.4%	178	10.9%	193
> 50 years	11.4%	104	11.6%	109	12.0%	103
Austria	5.6%	90	6.5%	101	8.1%	117
Germany	9.5%	93	6.6%	64	7.7%	70
Rest of Europe	20.4%	60	17.9%	54	18.4%	47
USA	13.2%	120	30.2%	250	24.7%	208
Rest of World	15.1%	27	12.5%	22	16.3%	27

EDUCATION AND TRAINING

Rosenbauer invests in its employees by offering customized training and continued professional development programs and helps them realize their full potential and contribute their skills and expertise to the company. As a result of the COVID-19 pandemic, training and professional development was converted to hybrid or virtual formats to protect employee health. This led to cost savings on the one hand and to greater international participation on the other hand. Measures in this area include:

- a range of digital courses for all larger locations,
- continued professional development programs individually adapted to the challenges of individual locations,
- extensive training of apprentices, and
- the introduction of a standardized record of professional development hours.

Rosenbauer monitors the success of these measures based on the number of continued professional development hours in each employee category. ⟶ 103-1, 103-2, 103-3

Training Concepts for Apprentices

Rosenbauer is heavily committed to training young people and offers apprenticeships in over ten different professions. These range from the traditional office and industry-based management assistant to the metal or mechatronics engineer. Demand for specialists is satisfied in part by apprentices trained in the company. Young people are familiarized with numerous areas of responsibility and departments during their apprenticeships. Apprentices are taught manual skills and prepared for a job in Production by experienced instructors in a dedicated teaching workshop in Leonding and at specialized schools in other locations. Training is also available in diverse subjects such as business etiquette, social skills and handling money, in order to teach young people skills that will benefit them outside the workplace, too. Sustainability issues are integrated into the training apprentices receive.

In 2020, a total of 157 young people in Austria, Germany, Switzerland and Slovenia served an apprenticeship with Rosenbauer, with around 75.2% studying technical and industrial professions and 24.8% administrative and commercial occupations. Three people with refugee status apprenticed with Rosenbauer in 2020. Apprentices account for 3.9% of all employees; in countries with statutory training and education for apprentices, this figure rises to 7%. The two largest US locations in Wyoming (Minnesota) operate a separate training program for young employees. This provides the opportunity to receive technical training since apprenticeships are not common in the United States.

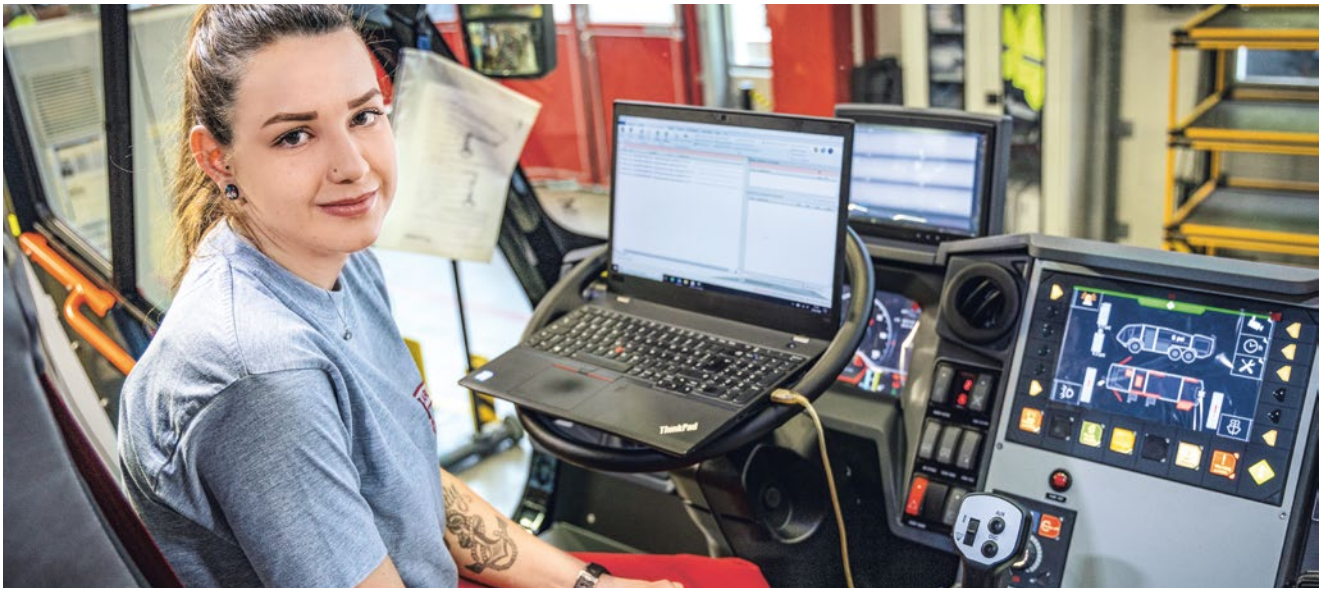
Rosenbauer also trains young people with special needs in cooperation with charitable organizations. The aim here is to integrate them into the workplace and the social structure to the greatest possible extent.

Number of apprentices at Rosenbauer 2020

157

75.2%
technical and industrial professions

24.8%
administrative and commercial occupations



Kerstin Karl at her workplace at the production site in Leonding

A new start with Rosenbauer

Interview by Isabella Hollerer, Sustainability Manager at Rosenbauer, with Samad Eskandari, Apprentice Production Technician with a Swiss federal vocational diploma, and Notburga Hahn, Head of Finance and Human Resources Rosenbauer (both employees of Rosenbauer Switzerland in Oberglatt) on the topic of achieving success as an apprentice with an immigrant background.

Samad, please tell us something about yourself.
S. Eskandari: My name is Samad, and I came to Switzerland in 2015. I am a refugee from Tehran, Iran, and came to Switzerland by bus, boat, and airplane. I learned German at an education institute for adults in Zurich.

What was your career path in Switzerland, and how did you come up with the idea of beginning an apprenticeship?
S. Eskandari: In the early days in Zurich, I focused on learning German. In 2017 and 2018, I worked as a mover, gardener, and cleaner as part of an employment and integration program in the town of Bülach. My counselor from the refugee organization helped me to find a job. Starting in May 2019, I was then offered the opportunity of an apprenticeship at Rosenbauer, and in August began my training as a Production Technician. Of course, I jumped at the chance!

How many apprentices does Rosenbauer Switzerland have currently?
N. Hahn: Right now, we have three apprentices. At the time, we chose Samad because we noticed during his internship, that he was a very curious and motivated worker. Ultimately, we also believed we could help Samad with social and vocational integration.

Was there a language barrier at first and how did you handle it?
N. Hahn: Of course, communication was difficult at first, but with the help of the refugee organization, Samad was able to attend a German class, and he learned German quickly.

What do you like most about the apprenticeship and your work at Rosenbauer?
S. Eskandari: I feel at home here now. My coworkers are like brothers and sisters to me. Everyone is very friendly and willing to help. I have the opportunity and time to do my work carefully here. Producing new parts makes me happy, and I generally like

Samad Eskandari, apprentice at Rosenbauer Switzerland

to work with machines. It's similar to the work I did back in Iran. I studied to be a civil engineer there and also worked with presses.
N. Hahn: From the beginning, Samad was respectfully welcomed into the team. I am pleased that he has settled in so well, feels comfortable here, and does his work with great joy and energy every single day.

How long will your apprenticeship last, and do you have plans for after you finish?
S. Eskandari: The apprenticeship lasts three years in total, and I will complete it in August 2022. I would really like to stay at Rosenbauer.
N. Hahn: Samad is so beloved as an apprentice that there have already been discussions about which department he should work in for the next six months. We hope that we will be able to continue to employ Samad at Rosenbauer Switzerland after he successfully completes his final apprenticeship examination.

Continued Professional Development

Rosenbauer continually invests in both professional and personal development, with the aim of preserving and fostering its employees' qualifications and motivation. In-house and external experts offer tailored training and continuing professional development programs adapted to the working environment. At the Austrian, German and Swiss locations, courses can be booked on the company portal, which will be rolled out to other locations. Regular professional development reviews help to determine employees' needs and development goals. In Austria, Germany and Switzerland, employees have the opportunity to take educational leave or participate in work-based part-time education models. In 2020, 31 employees made use of these options.

In the reporting year, each employee had an average of 5.5 hours of traditional continued professional development, with white-collar workers spending approximately 13.2 hours in training and blue-collar workers 5.9 hours. However, these statistics do not take account of learning on the job, which is typical in the area of Production. Not all locations record statistics on continued professional development hours. → 404-1

EMPLOYEE SATISFACTION

Employee satisfaction encompasses many issues that intersect and interact. Rosenbauer regularly conducts annual employee development reviews and uses these as a basis for determining actions to take to motivate employees for the long term. These measures are intended to address the requirements of Rosenbauer as an employer, while also meeting the needs of blue-collar and white-collar workers. These include

- increased communication with employees,
- targeted career planning,
- binding employment contracts, and
- benefits above and beyond regular salary.

Rosenbauer is perceived as an attractive employer, which is underscored, for example, by its employees' long periods of employment with Rosenbauer. The success of these measures is measured according to the annual turnover rate as well as employee surveys conducted at regular intervals. → 103-1, 103-2, 103-3

Long period of employment at Rosenbauer

A long period of service with the company underscores a high degree of employee satisfaction and identification with Rosenbauer. More than 37% of employees at the locations in Austria have worked at Rosenbauer for more than ten years, while nearly 16% have been with the company for at least 20 years.

Evaluation of Psychological stressors at Work

In Austria, we are legally obligated to evaluate sources of stress in the workplace. This effort began in 2014 at Rosenbauer and was completed at all locations in Austria as part of a multi-stage process. The Kurzfragebogen zur Arbeitsanalyse (KFZA, or Questionnaire for Workplace Analysis) was used at very comparable workplaces and received a highly satisfactory response rate of 87%. Information about workplaces not fitting into this category and smaller units was collected in group and individual interviews. In 2020, a monitoring process was launched in which agreed measures were discussed in terms of their effectiveness and possible new measures were defined. In some business units, implementation has already begun.

Dialog and Information Exchange with Employees

Regular performance reviews are part of responsible corporate culture at Rosenbauer and are conducted in the spirit of open and respectful dialog. Based on a discussion guide, these are held regularly between employees and their direct supervisors on a mandatory basis. In the course of these meetings the past year, performance, skills and qualifications are discussed with employees along with professional development opportunities. These discussions with employees were held at all levels at Rosenbauer again in 2020.

Promotion of Work-Life Balance

As a responsible employer, Rosenbauer aspires to offer its employees an optimal work-life balance. This includes improving the compatibility of work and family life. Since 2015, Rosenbauer has operated an in-house daycare center for employees' children adjacent to the Group's headquarters in Leonding. For older children of employees, Rosenbauer offers a summer camp during school holidays that is financially supported by the company. Rosenbauer supports flexible working hours and offers both part-time and flextime work, or work-from-home days. Across the Group, 5.1% of employees work part-time, with more of them in white-collar (8.4%) than blue-collar jobs (2.9%). → 102-8

In Europe, a dedicated family program allows men to also take parental leave. At the headquarters in Leonding, 22 men took this opportunity in the year under review.

Healthy Food in the Company Cafeteria

A total of 17 employees work in the company cafeteria at the Group's headquarters in Leonding, providing meals to the head office, the three plants in Upper Austria, two warehouses, and the daycare center. The kitchen managers' top priority is regional procurement of food products, daily fresh preparation, and the responsible handling of food to avoid waste as much as possible.

A lifelong career with Rosenbauer

Maximilian Wartinger describes his time at Rosenbauer from apprenticeship to retirement. Maximilian Wartinger is currently Head of Rosenbauer's production facility in Neidling, Austria. This plant produces vehicles from 3.5t to 13t gross weight, brackets and body components (gallery profiles, roof boxes, crew compartment doors, ladder drops, tailgates and roller shutters). After 51 years, Maximilian Wartinger looks back on the company's many successes.

"My history at Rosenbauer is truly a very long one, beginning on September 1, 1970. At that time, I wanted to enter a profession, like all of my classmates. I decided on an apprenticeship as a machinist and after passing my exam, started working in Service (then called Repairs) at Rosenbauer. After two years, I switched to pump engineering, first in assembly and then after a short while installing pumps in vehicles. While there, I was involved in installing the largest RSB pump at the time, the R600, as a midship pump in the first larger ARFF vehicle (Buffalo and Simba). At the same time, the production floor in the main location in Leonding was doubled. That was the start of Rosenbauer's rise to becoming the top fire-fighting equipment manufacturer.

In the early 1980s, Rosenbauer landed its largest order in the company's history up to that date from Saudi Arabia. That required a series of changes in the production process to be able to produce the required number of units. I was also on-site at the handover with my own team – that was quite an experience, because the working conditions were harsh at 40 °C to 50 °C. In 1984, we received another larger order from Egypt for ARFF vehicles. A suggestion on my part – prefabricating larger pre-assembled components and then installing these on the vehicles on an assembly line – caused a great deal of discussion at the time. The idea was ultimately implemented and was successful. From 1985 to 1988, I was in South Africa setting up a local production facility. At that time, a very successful product was a bush fire vehicle, the Lion Hunter. An ingenious project, designed for the conditions in Africa. The major challenge was finding suitably trained technicians. I worked closely with headquarters in Leonding and quickly began to train employees on-site. In 1988, I returned to Leonding and a completely different situation. Due to a lack of orders, the number of employees had been reduced from over 800 to about 500. The largest department at that time – vehicle engineering – was converted to a profit center, and I was given the task of managing it.

Maximilian Wartinger in South Africa in the mid-1980s

In early 1990, Rosenbauer decided to spin off production of small-scale vehicles, and was looking at a production facility in Lower Austria for this purpose. In August 1990, Rosenbauer acquired this business in Neidling with 17 employees. It was always important for me to grow along with the changes and that marked a new phase of my career as head of this site.

After a short time, we developed a completely new concept for small-scale firefighting vehicles. Major innovations were a roof structure with integrated flashing blue lights and spotlights, a cabin with molded parts, and pull-out storage at the rear of the vehicle, which allowed all of the equipment to be taken out easily. The successful sales surprised us all. Back then, the decision came down that we would also train apprentices to build a long-term pipeline of qualified personnel. From 1990 to today, we have trained around 100 apprentices in Neidling.

A new phase began for the Neidling plant when the Executive Board decided in 2003 to make Neidling a center of excellence for stowage and equipment components. The production floor was doubled in 2004 and in 2008, and the headcount rose to over 200. Subsequently, a new paint shop was completed, the product range extended further, and logistics reorganized. That was important, because it's how we stayed competitive! The Neidling facility today is now larger than the original Leonding plant was when I started my career at Rosenbauer. I am very proud of these successes over the last 51 years and thankful for the opportunity to always contribute my professional expertise to the Group and play an important role in its success."

"After such a long time, the attachment to the company and employees is very strong," says Maximilian Wartinger about his time at Rosenbauer.

OCCUPATIONAL HEALTH AND SAFETY

Rosenbauer attaches great importance, both in Production and Administration, to providing employees with a working environment that maintains and ensures their health and well-being. Optimally protecting employees from risks and dangers during their work is a matter of particular importance to us. In this context, Rosenbauer takes the following measures:

- Preventive measures to avoid mental stress,
- safety campaigns,
- providing protective work clothing,
- mandatory safety training,
- increased bonus for safety tips and ideas on accident prevention, and
- ISO 45001 certification.

Occupational accidents at Rosenbauer Group → 403-9	**2020**	**2019**	**2018**
Total number of accidents			
Total	267	275	221
Austria	102	84	104
Germany	124	167*	60
Rest of Europe	16	8	11
USA	24	15	42
Rest of World	1	1	4
Occupational accidents with up to 3 days absence			
Total	153	169	137
Austria	62	37	60
Germany	83	123*	34
Rest of Europe	4	1	0
USA	4	7	39
Rest of World	0	1	4
Occupational accidents with more than 3 days absence			
Total	114	106	84
Austria	40	47	44
Germany	41	44	26
Rest of Europe	12	7	11
USA	20	8	3
Rest of World	1	0	0
Occupational accidents per 1 million working hours			
Total	64.6	63.2	54.6
Austria	66.4	50.7	70
Germany	182.1	235.4*	83.2
Rest of Europe	60,8*	31.8	48.1
USA	25*	9.4	27.9
Rest of World	8.8	7.4	37.2
Lost hours rate**			
Total	0.3%	0.3%	0.3%
Austria	0.3%	0.2%	0.2%
Germany	0.6%	0.7%	0.4%
Rest of Europe	0.4%	0.5%	0.7%
USA	0.2%	0.2%	0.2%
Rest of World	0.0%	0.0%	0.0%

* Sharp increase due to stricter recording

** Lost hours related to total working time in hours, without road accidents to and from work, incl. minor injuries without medical treatment

Health checkups, vaccination drives, and safety and protective gear are just as standard as regular workstation evaluations. Rosenbauer is taking additional steps to promote employee health with management of reintegration into the company and the “Enable me 50+” project to provide support for employees returning from long illnesses, for example in adapting their workstations.

Key indicators in this area are the number of occupational accidents, the number of lost working days, and of sick days per employee. → 103-1, 103-2, 103-3

Prevention at the Fore

Many occupational safety measures are aimed at prevention, and thus at reducing the number of accidents. Raising awareness among employees about potential hazards, and identifying and eliminating possible sources of hazards are important measures in this regard carried out at all locations worldwide. The issue of occupational safety is regularly discussed in team meetings. In early 2020, an extensive safety campaign targeting 955 employees in Production and Logistics and their managers was held at all production facilities in Austria. The objective was to raise employee awareness for occupational safety. The campaign concentrated on measures to prevent cuts, because this is the most common type of occupational injury.

Occupational safety training on the subject of cut occupational accidents

In 2020, Rosenbauer America hired its own environmental and health coordinator, who works on developing safety training programs for employees, improving safety orientation for new employees, and conducting evaluations of personal safety equipment to determine what equipment is required throughout the site. In addition, reporting of accidents to the entire management team began. The aim here was to improve awareness of incidents. → 403-3

Exoskeletons Supporting Physical Activities – Enable me 50+

As technical supports, exoskeletons are a good tool for making physical work more comfortable and protecting employee health. In the course of a three-year research project called Enable me 50+, exoskeletons were used at Rosenbauer for the first time on a test basis. At the original plant in Leonding, 45 Production and Logistics employees were equipped with various types of exoskeletons and used these when doing their jobs over a period of 37 work hours. The results of the project were positive. They indicated that using technical support aids is primarily useful to protect employees’ backs in areas where they have to bend and lift. Individuals reported a nearly one-third reduction in perceived exertion. Rosenbauer is taking these results as an opportunity to test the practical application of these devices in other potential areas in the coming years.

Occupational Safety – ISO 45001 Certification

Due to its importance, occupational safety at Rosenbauer is firmly embedded in its organization and procedures: locations in Austria (Leonding Plant I and Plant II, Neidling, Graz, Telfs), Germany (Karlsruhe, Luckenwalde), Rosenbauer Brandschutz, and Slovenia (Radgona) are certified to ISO 45001. This means that 67.4% of Rosenbauer’s employees work at locations with certified occupational safety management systems and 39.2% operate at sites with additional internal audits. The other locations either only became part of the Group recently or are smaller locations for which the effort and expense of introducing a certified management system would be disproportionately high. Nonetheless, the company aims to certify at least three other locations by 2023, and from 2020 onward to additionally certify each new production facility according to ISO 45001. → 403-1, 403-8

As a rule, the Rosenbauer OHS organization consists of an occupational health service, safety experts, safety representatives, first-aiders, fire prevention officers, and workforce representatives. Safety teams are also present at all production locations. Clear responsibilities and regular discussions guarantee a lively exchange. Each country complies with the statutory safety regulations. → 403-3

Accident Statistics

In 2020, Rosenbauer had a total of 267 occupational accidents, of which 114 resulted in more than three days’ sick leave per employee. The company set itself the goal in 2018 of reducing the accident rate to a maximum of 30 accidents per one million working hours by 2023. At 64.6 accidents per one million working hours, the accident rate in the year under review rose slightly year over year. Accident figures rose sharply year-on-year due to the significantly improved recording of minor accidents at several locations. Accompanied by greater awareness among the employees, this should be seen as a success. A permanent reduction of occupational accidents can only be successful once all occupational accidents are recorded with no gaps.

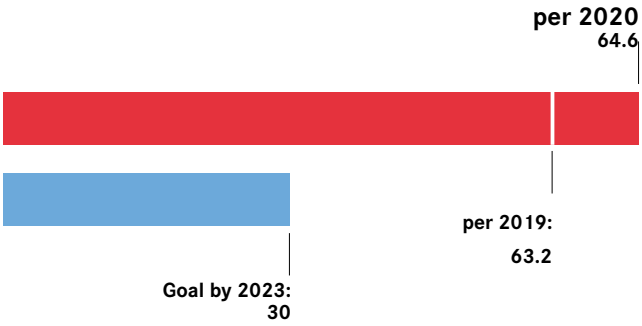
As a percentage of all hours worked, those lost due to accidents amounted to 0.3% remaining stable compared with the previous year. These occupational accidents were mainly cuts, bruises, lacerations and similar injuries when handling tools and workpieces. There were no fatal accidents in the reporting year. Accidents involving temporary workers are included in the statistics, but not the associated lost hours. The definition of an occupational accident was streamlined and the recording of near-miss accidents introduced at all locations.

At the locations in Austria, ongoing workplace evaluations will be carried out with employees to identify and eliminate potential occupational safety risks. All employees can report information about occupational safety risks to safety representatives or executives, either in face-to-face meetings or via digital platforms. ⟶ 403-2, 403-4

In addition, the reward for reporting occupational safety risks and ideas on accident prevention was increased significantly. In 2020, 67 of these were submitted in Leonding alone. Employees are informed and made aware before starting their activities – and at regular intervals thereafter – by workplace inspections, and instruction and training on safety risks and potential hazards. In 2020, 41 near-miss accidents were reported throughout the Group, with recording still being improved at some locations. In addition, wherever production areas are reorganized and modernized, Rosenbauer considers short routes, optimal equipment support, ergonomic access to materials, mobile tool trays and energy sources. Regular measurement promotes noise containment measures. For example, loud, high-vibration compressed air screwdrivers are being replaced with modern, quiet electric screwdrivers. Order and cleanliness in workplaces prevent tripping, bumping into something, or slipping.

A new type of cut-resistant assembly glove was introduced at all Austrian locations several years ago. Reviews are conducted on an ongoing basis as part of SOS audits and safety walk-throughs. Physical and psychological stress factors are identified and appropriate measures are developed to combat them. The two production locations in Wyoming, Minnesota (USA) also launched extensive preventive measures: Safety signage in Production was improved, fall protection and cut-resistant gloves were introduced, and training on the safe use of tools and particularly eye protection was held. If occupational accidents do occur despite all precautions, they are recorded in a reporting system based on standardized specifications. The internal indicators are hours lost as a result of occupational accidents, the number of accidents itself and sick leave. Occupational accidents are reviewed with the relevant executive and safety representative. Building on this, we develop measures ranging from training to changes in workflows to prevent this type of accident in the future. ⟶ 403-2

Status Goal Workplace accidents per 1 million working hours



Slight increase in the accident rate compared with the previous year, partly due to improved recording

Occupational Health

As part of health protection and health promotion, Rosenbauer offers its employees various preventive measures. In Austria, an in-house sports association helps the workforce stay fit and covers the costs of taking part in sports events. Health programs at various locations motivate employees to choose a healthy lifestyle. Customized hearing protection was procured for Production employees which is more comfortable to wear, thereby increasing the frequency with which it is worn. Safety shoes that meet the employees' individual needs are also made available.

Key roles in Rosenbauer's occupational medicine efforts are played by the occupational physicians, psychologists and physical therapists. Office hours are regularly offered at headquarters and successfully attended by employees.

Throughout the Group, the average sick days in the reporting year stood at 9.6, remaining stable year over year. In Austria and Germany, employees returning from long-term sick leave are supported by a company reintegration management system taken advantage of by a majority of the affected employees. This helped six employees in Leonding in 2020, for example. → 403-2

The US locations offer a "Frequent Fitness Program" aimed at promoting employee health. In addition, Rosenbauer offers healthy meals and quit-smoking programs. In addition, health checks are financed and the use of drugs and alcohol is addressed for purposes of raising awareness and protecting employees. A comprehensive fitness program for the workforce is also offered in Slovenia. This covers topics such as exercise, nutrition, tobacco and drug use, and general occupational safety issues. → 403-6

Average sick days at Rosenbauer Group	2020	2019	2018
Total	9.6	9.5	10.5
Women	7.4	8.2	9.3
Men	10	9.7	10.6
Blue-collar workers	11.7	11.5	12.3
White-collar workers	6.5	6.2	7.4
Austria	9.8	9.1	12.6
Germany	14.3	17.2	15.5
Rest of Europe	11.5	10.5	8.3
USA	0.2	2.5	3.3
Rest of World	3.9	2.0	3.9

No Hazardous Substances in Production

Due to the overwhelming amount of assembly work, none of Rosenbauer's occupational activities represent a serious health risk. Increased safety requirements exist only at those production facilities where parts are glued or painted. Naturally, all statutory regulations are complied with at these locations. Moreover, Rosenbauer has used only non-water-based paints free of heavy metals since 2018. → 403-7

DIVERSITY AND EQUAL OPPORTUNITIES

Rosenbauer believes that a respectful and open corporate culture promotes and advances diversity. It is therefore committed to a work environment that is free from prejudice and discrimination of any kind. Employees are treated with the same respect and tolerance regardless of their gender, age, sexual orientation and identity, nationality, ethnic origin, religion and ideology. In order to make this absolutely clear to the wider world as well, the company signed the "Diversity Charter" in 2017, which provides a platform for dialog and promoting diversity in the company. → 102-12

Rosenbauer sees diversity as an opportunity and leverages the different perspectives, mindsets, experiences, and opinions of its employees with diverse cultural and social backgrounds, enabling the company to take an individual approach to dealing with customers. In the interest of increasing diversity and equal opportunity, Rosenbauer targets the following measures:

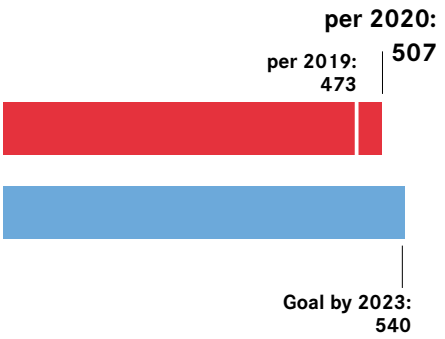
- Implementation of a technician trainee program for women
- Implementation of employer branding measures
- Strengthening of female recruiting
- Implementation of a women's network

The success of these efforts is measured by the company based on the age structure, percentage of female employees, and number of female apprentices and executives. → 102-1, 103-1, 103-2, 103-3

Rosenbauer resolutely opposes any form of discrimination. Unequal treatment or discrimination can be reported to the Compliance Officer at any time. Works Councils at several locations play an intermediary role when employees are affected by these issues. In the reporting period, two allegations of discrimination became known in the USA. Rosenbauer is endeavoring to clarify these allegations in a targeted and rapid manner. → 406-1

People with disabilities make up 3.8% of the workforce worldwide. Rosenbauer works with social psychologists on their employment. What is more, several locations work with sheltered workshops. For instance, one of the most important suppliers in Luckenwalde, Germany, is a sheltered workshop (Elster Werke), which employs around 160 individuals, of whom 100 are people with disabilities. Around half of them work directly for Rosenbauer's parts production. As an immediate neighbor, the workshop supplies the production site with aluminum parts and panels for the construction of the AT municipal vehicle. Information is actively exchanged with employees of Rosenbauer, and the more than 20-year partnership between the two companies proves that this project is a great success. → 405-1

Status Goal Proportion of Women

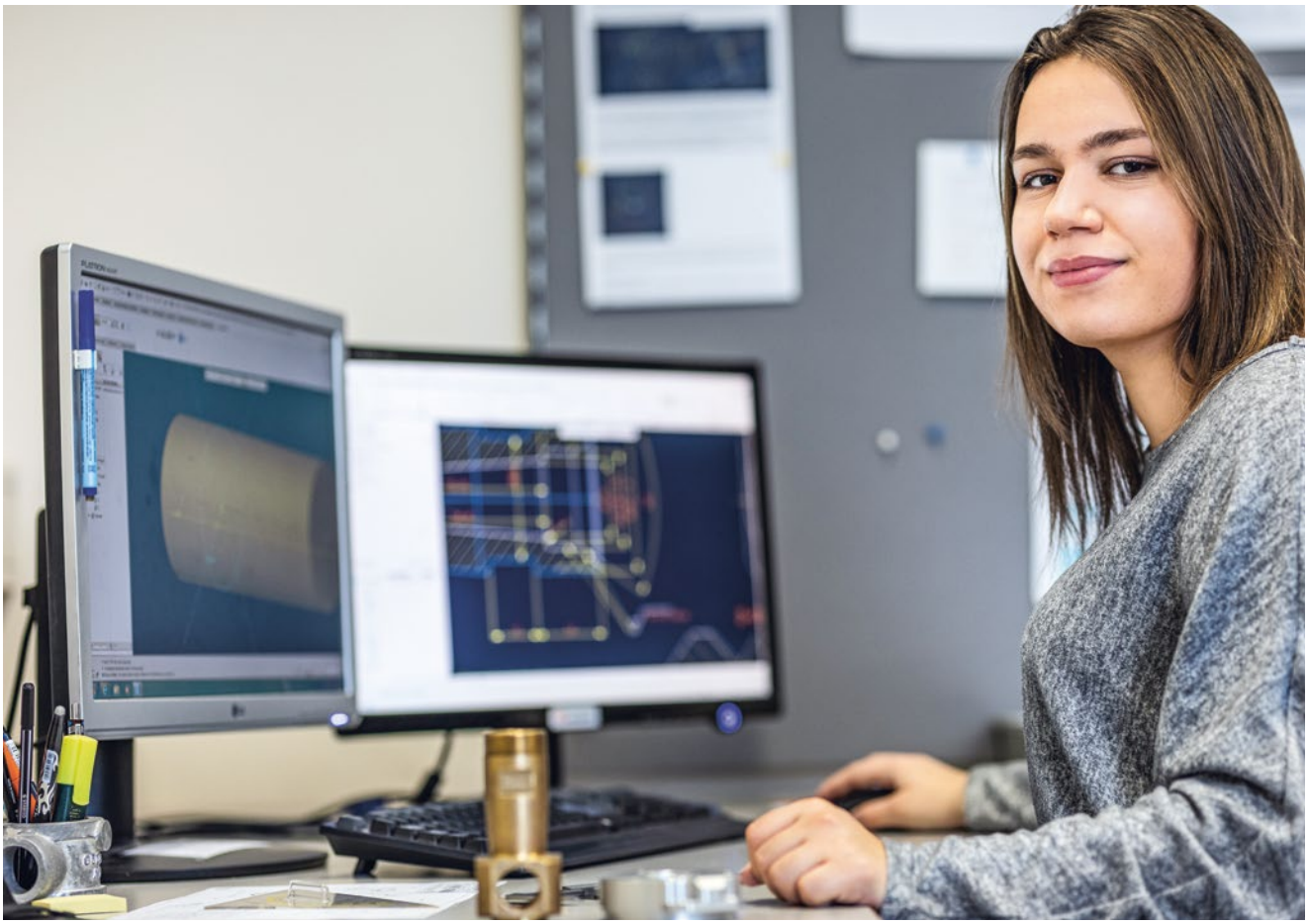


Promotion of Women in Technical Professions

In the recruitment process, care is taken to treat male and female applicants equally. The total percentage of women in the Group is 12.7% and remained stable compared to the previous year. → 405-1

The share of female executives decreased slightly, from 12.1% in 2019 to 10.8% in 2020. These statistics are based on the most senior level of management at the individual locations. As a manufacturer that takes on apprentices, Rosenbauer's stated objective is to encourage girls to follow a technical career path. The percentage of young women doing an apprenticeship was 19.8% in 2020. Female apprentices in Production accounted for a share of 7%. → 405-1

In 2018, Rosenbauer set itself the goal of increasing the total number of women in the company by at least 25% by 2023. By the same year, the proportion of female industrial apprentices is expected to increase to 10%. A greater focus is therefore placed on recruiting female employees.



Rosenbauer promotes women in technical professions. Melike Serin training to be a design engineer at Rosenbauer.

Employees of Rosenbauer Group by gender (in % and headcount) → 405-1	2020	2019	2018
All employees			
Women	507	473	432
Women in %	12.7%	12.4%	11.9%
Men	3,477	3,355	3,179
Men in %	87.3%	87.6%	88.1%
Blue-collar workers			
Women	120	109	90
Women in %	5.0%	4.6%	4.0%
Men	2,304	2,285	2,163
Men in %	95.0%	95.4%	96.0%
White-collar workers			
Women	387	364	342
Women in %	24.8%	25.4%	25.1%
Men	1,173	1,070	1,016
Men in %	75.2%	74.6%	74.9%

COMMITMENT TO PRODUCTION LOCATIONS

Rosenbauer takes sponsorships in areas closely relating to its business, such as for firefighting, sports and youth training. For many years, the company has also been supporting children's and youth facilities. In cases of natural disasters or other emergencies, Rosenbauer donates products to fire services. Rosenbauer above all supports social projects near its production locations. In South Africa, the company has been working for years with an NGO to improve living conditions in a slum area in Cape Town.

Another example of social commitment includes the cooperation with SOS Children's Village. For years now, Rosenbauer has sponsored two programs at the Altmünster Children's Village in Upper Austria. We also support the Caritas-operated St. Isidor Children's Village near our Group headquarters every year. At the Nebraska location in the United States, employees can donate to the United Way directly from their paychecks. This effort supports projects in local communities there. In Slovenia, we provide assistance to the "Mirno Morje" sailing camp for children with disabilities each year.

Moreover, all locations support local fire services with donations of products and money. In this context, the company concentrates on regions particularly exposed to natural disasters, such as the location in Australia.

Environmentally friendly Production

Rosenbauer takes responsibility for its products and the environment. That starts in Production. The company pays particular attention to using green electricity, reducing heat, fuel and water consumption, replacing energy-intensive equipment with energy-efficient alternatives, and preventing waste.

Energy and Resource Efficiency

Rosenbauer's production activities primarily involve machinery and specialty vehicle assembly, and/or metal and plastics processing. It is a priority for Rosenbauer to take action in these areas, particularly in the material topics of Energy efficiency and reduction of greenhouse gas emissions and Resource consumption in production.

Responsibility for these issues lies with Production managers. There are dedicated environmental managers at the individual Production locations who monitor energy and water usage, waste and other environmental matters. Rosenbauer structures management of these issues with an environmental management system certified to ISO 14001 and an ISO 50001-compliant energy management system at some locations. The existing goals and measures are evaluated at regular intervals. → 103-1, 103-2, 103-3

ENERGY EFFICIENCY AND REDUCTION OF GREENHOUSE GAS EMISSIONS

To continuously optimize its energy footprint, Rosenbauer analyzes and estimates all relevant workflows, machinery, buildings, and processes according to their energy efficiency and develops corresponding measures to increase it.

Total Energy Consumption

The Rosenbauer Group's energy requirement in the reporting year totaled 62,980.6 MWh (19 kWh per productive hour) and therefore decreased slightly in relation to 2019. Generally, production sites with paint shops use the most process and heating energy. Sales, assembly, and customer service operations account for most of our fuel consumption. Locations where the buildings and factory spaces require year-round cooling consume relatively high levels of electricity.

Renewable sources supply 65.9% of the electrical energy, while 6.9% of that is from the in-house cogeneration plant in Leonding and the photovoltaic systems in Mogendorf, Neidling and Leonding. District heating, which is largely generated from waste heat, in turn provides 24.6% of the process and heating energy used. Diesel accounts for 90.9% of the fuel used. → 302-1

Climate Action and Reduction of Greenhouse Gas Emissions

The calculation of greenhouse gas emissions (Scope 1 and Scope 2) indicates that these figures decreased by around 12% compared with the previous year. Rosenbauer's direct and indirect emissions totaled 14,003 t CO_2eq. → 305-1

To reduce its overall energy consumption, Rosenbauer uses waste heat from production to heat its paint shops. These facilities are continually modernized. Leonding plant I in turn uses the waste heat from the paint shop to heat the office buildings. Leonding plant II has used district heating since 2016, and Leonding plant I was connected to district heating in 2020. The Karlsruhe location has also been heated with district heating since 2016.

All renovations and conversions include thermal insulation for buildings and factory spaces, and offices are equipped with modern daylight and heating controls. LED lighting is gradually being introduced in factory spaces, and energy-saving tools such as speed-controlled air compressors with consumption control are used as well. When the Radgona, Slovenia, location was retrofitted, heat exchangers were installed to blow warm air near factory ceilings back downward, thereby considerably reducing the need for heating. Efficient production logistics with just-in-sequence supply also cuts carbon emissions.

In Production, the majority of our European firefighting vehicles are already built on chassis with a Euro 6 drivetrain, which means their NOX and particulate emissions are respectively around 80% and 66% lower than those of Euro 5 vehicles.

Rosenbauer has set itself the goal of drawing up a comprehensive climate strategy based on the requirements of the Science Based Targets Initiative. To this end, it is necessary to analyze current greenhouse gas emissions and identify reduction potential. In addition, the company also wants to address emissions from the value chain, so-called Scope 3 emissions. In order to increase the transparency of its climate commitment to stakeholders, Rosenbauer intends to report to CDP Climate Change for the first time and is aiming for the top grade "A" by 2025.

Energy consumption of Rosenbauer Group → 302-1	**2020**	**2019**	**2018**
Total*			
MWh	62,980.6	67,485.1	63,024.1
kWh per prod. hour	19.0	19.3	19.5
Electricity consumption			
MWh	16,011.2	16,530.0	15,541.9
kWh per prod. hour	4.8	4.7	4.8
Heating and process energy consumption			
MWh	31,310.1	34,099.3	30,524.6
kWh per prod. hour	9.5	9.8	9.5
Fuels consumption			
MWh	15,659.3	16,855.9	16,957.6
kWh per prod. hour	4.7	4.8	5.2

* Sources of conversion factors: Austrian Federal Ministry for Agriculture, Regions and Tourism (Energy Efficiency Act) and Austrian Federal Environmental Agency (GEMIS 4.94)

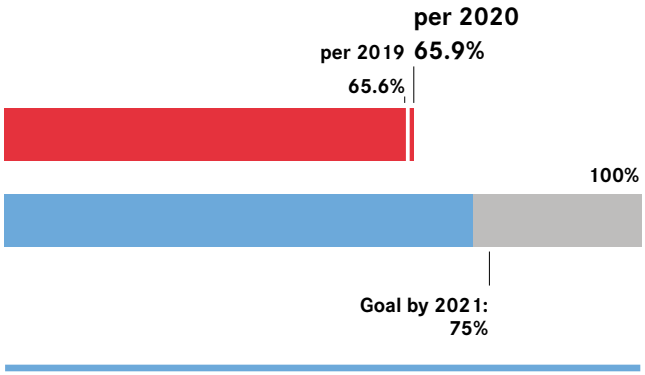
Greenhouse gas emissions of Rosenbauer Group (in t CO_2eq)* → 305-1, 305-2	Market-based			Country-based		
	2020	2019	2018	2020	2019	2018
Total Scope 1 + Scope 2	14,003	15,951	14,782	17,335	19,017	17,717
Direct greenhouse gas emissions (Scope 1)	8,776	10,260	9,430	8,776	10,260	9,430
Indirect energy-related emissions (Scope 2 resulting from the use of district heating and electricity)	5,227	5,691	5,352	8,559	8,758	8,287

* Data in CO_2 equivalents in accordance with the GHG Protocol Corporate Standard, taking into account the following greenhouse gases: CO_2, CH_4, N_2O, SF_6, HSCs, PFCs, NF_3; without consideration of biogenic greenhouse gases.
Rosenbauer uses emission factors from the Environment Agency Austrian and the ecoinvent 3.6 database to calculate greenhouse gas emissions. The values for global warming potential are based on the IPCC Fifth Assessment Report (2013).

Increase in Green Electricity and Electricity Generated by the Company

The share of green electricity has already been increased to 65.9%. The large production locations in Austria and Germany in particular have been operated using 100% green electricity since 2019.

Status Goal Share of green electricity



The goal of covering 5% of total electricity needs with photovoltaic systems by 2021 is expected to include both self-generated energy and electricity from systems on rooftops that are rented by Rosenbauer. The output of the existing photovoltaic systems at the Leonding, Neidling, and Mogendorf locations already covers 4.2% of the Group's total electricity requirements. It is planned to check further sites for their suitability for photovoltaic systems in the coming years.

Employee Mobility

Rosenbauer's commitment to the environment includes providing alternative and sustainable forms of transportation for employees. As early as 2019, the Carployee ride sharing app was introduced at the locations in Upper Austria. This enables employees to ride together to and from work, thereby saving money. And it is an environmentally friendly way to commute. Rosenbauer promotes this initiative by providing benefits to active users. Since the project's introduction, employees have traveled more than 800,000 km fewer on the roads, which corresponds to around 106 metric tons of carbon emissions. The number of users has increased by nearly 51% overall. During the COVID-19 pandemic, especially during the months of lockdown, active use of the app declined.

Carployee
ride with impact

RESOURCE CONSUMPTION IN PRODUCTION

As a producer of firefighting vehicles, Rosenbauer needs aluminum and steel as primary raw materials. Both materials are easy to recycle but manufacturing them consumes a great deal of energy. Rosenbauer minimizes surface treatments so that the materials can be recycled as far as possible without slags. Other important raw materials come from the plastics industry. Chassis and manufacturing material make up the largest share of the Group's procurement volumes; everything else is materials required in Assembly. Rosenbauer buys almost exclusively prefabricated, mostly ready-to-install parts: for vehicle superstructures these are primarily aluminum sandwich panels, aluminum sheets and profiles, and for vehicle trims and design fairings, preformed parts made of plastic, the raw materials for which are often precolored by the supplier in the vehicle color. Aluminum, stainless steel or gunmetal housing is used for firefighting pumps. The pump shaft and other pump units are procured as steel blanks and finished in-house.

Rosenbauer supplies a wide range of extinguishing systems as well as high and ultra-high pressure pumps for efficient extinguishing with less water. Considerable amounts of water are used over the course of numerous quality tests during the manufacture of firefighting pumps. For this reason, one of Rosenbauer's chief concerns is to ensure the careful use of this resource, for instance by refurbishing pump test stands to make resource use more efficient. ⟶ 102-9, 303-1,

In 2018, Rosenbauer began using only non-water-based paints free of heavy metals in production. This both reduces environmental pollution and preserves employee health.

Total Water Consumption in Production

Leonding plant I has the highest water requirement of any location in the Group. This is where Rosenbauer produces all pumps and extinguishing systems that must be tested with water as part of quality assurance. Water is also required for vehicle deliveries to demonstrate the extinguishing functions for customers. This is the case at most Rosenbauer production locations worldwide. On the pump test stands, where every unit from the smallest portable pump to the highest-volume truck-mounted fire pump is subject to a one-hour endurance test, the required water is recirculated. Depending on the pump capacity, this saves between 30 and 780 m^3 of fresh water in each test cycle. Since around 3,000 units are tested per year, this saves an enormous volume of water. The water used by Rosenbauer contains only very minimal contaminants. At all locations, waste water is of sufficient quality and is therefore released into the public sewer system. In addition, water purification facilities, such as mineral oil separators, are installed at several locations. This keeps the environmental impact of waste water as low as possible. ⟶ 303-2

The availability of water in a region depends on the available water resources on the one hand and on the amount of water extracted on the other hand. If the volume extracted exceeds a certain percentage of the resources available, this is defined as water stress. Good stewardship of water as a resource is particularly important in regions experiencing water stress. Use of the WWF Water Risk Filter determined that Rosenbauer's plants in Saudi Arabia, Spain, Wyoming (Minnesota, USA), Luckenwalde (Germany), and Moscow (Russia) are located in regions experiencing water stress. In the future, additional measures will be taken to further reduce water consumption at these locations and to raise awareness among employees of this issue. ⟶ 303-3

In the reporting period, the Rosenbauer Group's total water consumption amounted to 84,497.1 m^3, which is equal to specific water consumption of 25.5 liters per productive hour. 46.7% of the water consumed came from Rosenbauer's own wells, the rest from the municipal supply. Compared with the previous year, total water consumption decreased by around 6%. ⟶ 303-3

Water consumption of Rosenbauer Group (m^3) → 303-3	2020	2019	2018
Municipal water	45,060.1	42,944.9	37.989,7*
thereof in water-stressed areas	19.5%	25.9%	
Liters per prod. hour	13.6	12.3	11.8
Well water	39,437.0	47,341.0	39,848.0
thereof in water-stressed areas	3.4%	2.7%	
Liters per prod. hour	11.9	13.5	12.3
Total water consumption	**84,497.1**	**90,285.9**	**77,837.7**
thereof in water-stressed areas	12.0%	13.8%	
Liters per prod. hour	25.5	25.8	24.1

*Water consumption in 2018 was reduced retrospectively because the amounts charged to sub-tenants at one location were not deducted.

New Test Stand for High-Performance Pumps

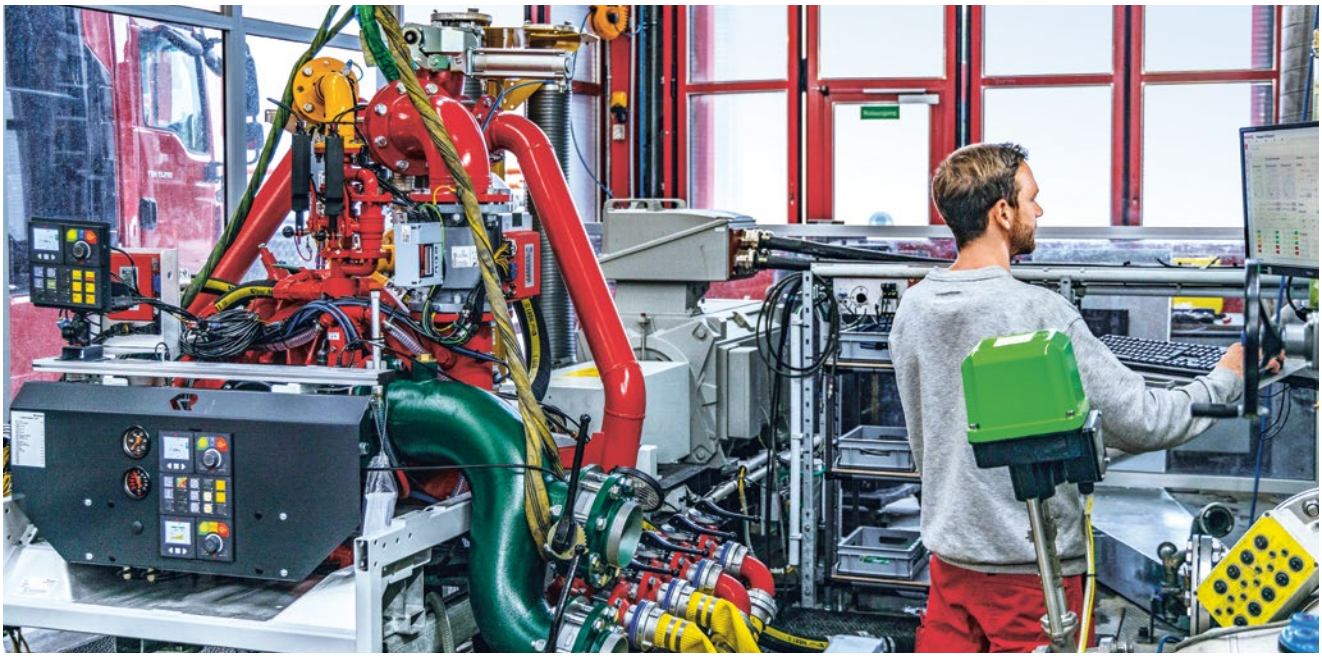
The original Leonding plant has three pump test stands. Only one of these is designed to test larger pumps and pumping systems. It was showing its age, so it was rebuilt in 2020. Now the units' drive systems are tested using an environmentally friendly and quiet electric motor, as in the case of the other pump test stands. A number of steps were taken to increase safety for the testing team and to make the testing process more efficient. For instance, high-performance monitors were installed to display power usage and issue an automatic warning when it gets too high. If this happens, the power drawn is automatically limited or the output is no longer increased. This helps to avoid expensive peak current. The water for the pump tests is pulled from a supply tank, routed through a separate catch basin and then put into circulation.

Reduction of Plastic used in Helmet Production

In helmet production, Rosenbauer has conserved 100,000 m^2 of plastic film each year starting in 2019. This was enabled by the switch to reusable packaging in the production process. In addition, most of the helmet shells are now painted by robots. This also reduces "overspray", or the paint that misses the helmet and must be disposed of.

Reduction of Noise Emissions in Production

An important stakeholder group for Rosenbauer is the neighbors living around the production facilities. To protect them from noise, new buildings and conversions are equipped with noise barriers, and noisy tests are performed in enclosed, soundproofed factory spaces. At production locations with direct neighbors, it is determined systematically how and to what extent they are disturbed by noise at Rosenbauer. There were no complaints in the reporting year. Rosenbauer has maintained regular contact with neighbors in Leonding for decades.



New environmentally friendly pump test stand

Total Volume of Waste

The volume of waste produced by the Rosenbauer Group in 2020 was around 3,917 t (1.2 kg per productive hour). Around 6% of the waste was hazardous, such as paints, solvents, batteries and used oils. Residual waste for disposal accounted for 6% of the total. All other used materials and waste were recycled. Specifically, this included aluminum, steel, recyclable plastics and cable residues, wood, glass, cardboard and paper. The figures are partly based on estimates, as not all locations keep detailed records. For waste disposal, Rosenbauer recycles as a matter of course and relies on local conditions and suppliers at all locations. → 306-2

Waste collection islands are distributed over the entire site at every location and enable accurate separation of the waste and residual materials accumulating in each area. Final disposal is carried out by authorized specialists. Regular training is conducted to promote and increase awareness among employees. The motto here is “avoidance before separation, separation before recycling, recycling before disposal”. A specific measure implemented at the service location in France and a production location in Germany, for example, was replacing disposable cloths for cleaning oil residue with reusable cloths washed by a cleaning service. → 306-2

Waste of Rosenbauer Group → 306-2	**2020**	**2019**	**2018**
Total			
t	3,917.1	3,450.0	3,668.1
kg per prod. hour	1.2	1.0	1.1
Hazardous waste			
t	233.3	178.3	160.2
kg per prod. hour	0.1	0.1	0.1
Recyclable waste*			
t	3,452.5	2,966.9	3,197.8
kg per prod. hour	1.0	0.9	1.0
Residual waste			
t	231.3	304.8	310.0
kg per prod. hour	0.1	0.1	0.1

* Used material, non-hazardous waste without residual waste

Business Ethics & Supply Chain

Compliance with internationally applicable rules and fair dealings with all stakeholders are among Rosenbauer's most important principles. In addition to the statutory provisions, internal regulations as well as voluntary commitments and ethical principles are components of corporate policy.

8 DECENT WORK AND ECONOMIC GROWTH

Compliance and Sustainable Supply Chain

Rosenbauer delivers the majority of its products to public institutions and authorities. This results in increased responsibility that is characterized by efforts to avoid corruption and bribery. The applicable laws and guidelines, as well as self-imposed standards, form the statutory framework here. These apply equally to in-house employees and external sales partners who are in contact with officials and state or local authority representatives.

Moreover, Rosenbauer is convinced that economic success can endure only if it is achieved in compliance with all the applicable laws, regulations and rules of fair competition. At the same time, it is committed to more than just statutory provisions. Internal regulations, voluntary obligations and ethical standards are of equal significance. ⟶ 103-1, 103-2, 103-3

Rosenbauer Code of Conduct

The Code of Conduct governs the internal ethical guidelines for doing business. Its cornerstones are compliance with the law, fair competition, and the rejection of corruption and bribery. All rules governing international trade and the capital market must always be complied with and conflicts of interest avoided. Furthermore, Rosenbauer's intellectual property, material assets and employees' and customers' personal data must be protected at all times, and people and the environment protected from danger. The Code of Conduct is applicable to all of the Group's employees and sales partners worldwide.

RESPONSIBILITY – TRUST – RESPECT

1	We abide by the law and act in accordance with fundamental ethical principles.
2	We stand up for free and fair competition.
3	We reject corruption and bribery.
4	We avoid conflicts of interest.
5	We treat each other with respect.
6	We protect the company's intellectual property.
7	We view sustainability as a constant companion.
8	We comply with capital market regulations.

COMPLIANCE

To ensure lawful and ethically sound conduct, Rosenbauer established a compliance organization in the company, which supports management in fulfilling this responsibility and is subject to continuous improvements. The compliance organization includes a reporting system for suspected compliance infringements. A central component is the company's own Code of Conduct, which is not only binding for all employees of the Group – but also for suppliers and sales partners (see p. 19).

In order to raise and maintain awareness of the relevance of compliance in the course of day-to-day business operations among employees and sales partners, the following measures were established and have been constantly expanded and improved since compliance management was introduced:

- holding mandatory training courses for employees in positions relevant to compliance,
- business partner due diligence before signing every cooperation agreement, and
- expanded and continuous vetting of existing partners to ensure that the audit results are up to date and valid.

The success of these measures is monitored based on the number of trained employees, and potential and existing partners vetted. ⟶ 103-1, 103-2, 103-3

Compliance Organization

It goes without saying that Rosenbauer complies with all legal provisions to combat corruption and with anti-trust and competition law. Illegal conduct and behavior that could negatively impact on the company's reputation are not tolerated. The Group Compliance Officer reports directly to the Executive Board and provides the Supervisory Board with information on compliance activities and any relevant incidents.

To enable any misconduct to be flagged and pursued, the company introduced its own whistle-blower system (compliance@rosenbauer.com) in 2014. It can be used by employees and outsiders to the company alike – anonymously, if they wish. Currently, a new whistle-blower system is being implemented in accordance with future European Union standards. There are disciplinary consequences in place, depending on the severity of proven infringements; these range from a warning to immediate dismissal. In 2020, no compliance violation reports were submitted to Group Compliance. Three potential new sales partners were excluded from doing business with Rosenbauer based on compliance-relevant information in 2020. ⟶ 419-1

Compliance Training for Employees

All employees and sales partners are handed the Code of Conduct when they start working with us. They have to sign it. Employees in positions relevant to compliance receive regular training as needed. These courses are also available throughout the Group on the company's intranet. This ensures that the information is available to all employees for reference purposes at all times, not just during courses. In spring 2020, an online anti-corruption and anti-trust course was established which is available throughout the Group and can also be made available to sales partners. Course participants can successfully complete the training by passing a test, after which they receive a certificate. Since the start of online learning, nearly 400 employees (particularly executives) have completed both training courses.

Rosenbauer employees who attended a compliance training in 2020

102

Basic course: 70 **Intermediate course: 32**

Combating Bribery and Corruption

The main task and feature of Rosenbauer's compliance organization is the continuous effort to ensure the correct and lawful action of all parties involved. With the goal of preventing corruption in the first place, the focus is on identifying risks early on and taking suitable action to eliminate them.

All sales partners are subject to a specific risk-oriented integrity review to identify potential corruption risks. This is done web-based using an online tool specializing in integrity checking. Potential new partners are subject to reviews before the start of collaboration, while existing partners are checked at regular intervals. In addition, the compliance organization carries out a case-specific plausibility checks of individual sales projects. Along with Internal Audit, on-site check or audits are conducted at sales partners with heightened risk. A total of 137 business partners were assessed in our integrity reviews in 2020; a total of three business partners were rejected as a result. There were no known cases of corruption in 2020. → 205-3

Respect for Human Rights

As an international company operating in countries with very different human rights situations, respect for human rights is a matter of particular importance to Rosenbauer. Treating employees and all partners with fairness and appreciation is a core element of our corporate culture. Rosenbauer is committed to not discriminating against anyone due to ethnic origin, skin color, religion, gender, sexual orientation, or any other traits. The principles of the Charter of the United Nations and the European Convention for the Protection of Human Rights and Fundamental Freedoms are respected and regarded as fundamental values. → 102-12

Regardless of the location in the various countries, Rosenbauer takes particular care to treat its employees fairly. For example, at the production facilities in King Abdullah Economic City (KAEC, Saudi Arabia) care is therefore taken to ensure that every employee is in fact able to take annual leave. This is particularly important for migrant workers, who are otherwise able to travel to their home country only every two years. Treating different hierarchies, religions and nationalities with respect is also a matter of course at this location and all other locations.

Rosenbauer's Code of Conduct applies to all employees throughout the Group and to all sales partners worldwide.

SUSTAINABILITY IN THE SUPPLY CHAIN

As a global enterprise, Rosenbauer leverages the opportunities afforded by global procurement while also meeting its social responsibilities. This includes complying with the applicable laws and respecting fundamental ethical values everywhere and at all times in addition to acting sustainably. In line with this strategy, Rosenbauer also expects responsible conduct from its suppliers and partners, and their employees. Close cooperation with all suppliers and partners is a critical factor for Rosenbauer's success. They are selected according to strict criteria and regularly assessed. In general, business relationships with key suppliers to the major production facilities are longstanding. With production on three continents, Rosenbauer generates regional added value around the world. The goal of working with local suppliers and partners is to safeguard jobs in the regions concerned and to promote local economic development through wages, investment, purchases and taxes. Where core products for equipment – such as protective clothing and shoes – are concerned, Rosenbauer consciously works with manufacturers in Europe in order to better monitor quality and working conditions at the production facilities. All helmet production takes place in Austria. ⟶ 102-9

The programs for promoting a sustainable supply chain at Rosenbauer include the following:

- inspections of the production facilities manufacturing the core products for equipment,
- regular evaluations and supplier visits, and
- close cooperation and exchange of information among suppliers and among purchasing departments throughout the Group.

Suppliers' Environmental Management

Rosenbauer also includes its suppliers in its environmental management. In this regard, the focus is on reducing packaging material and waste, for example with reusable transport racks instead of disposable cardboard boxes.

Many of the environmental impacts of Rosenbauer's business activities stem from the upstream supply chain processes, such as the mining of raw materials and their processing in the metal and plastics industries. Consequently, Rosenbauer examined all its key suppliers for how they ensure environmental protection and embed this in their organizations. On the one hand, this insight into its suppliers' manufacturing facilities provides Rosenbauer with an understanding of environmental impact in its supply chain and, on the other hand, initiates an awareness-raising process on this very topic. ⟶ 308-1

Supplier Screening

Rosenbauer has maintained close business relationships with some of its suppliers for decades. Key suppliers, i.e. those with a purchasing volume over €100,000 in 2020, are screened annually against environmental and social criteria to ensure that certain minimum standards are maintained.

In addition, new and existing suppliers are regularly requested to submit information on their certified management systems, if any, and other quality standards established at their companies.

Rosenbauer aims to give sustainability even more weight when selecting new and managing existing suppliers. The company plans to automatically include sustainability-specific questions when adding new suppliers to the database system.

New strategic suppliers that were screened using sustainability criteria

New strategic suppliers that were screened using environmental criteria	38.8%
New strategic suppliers that were screened using social criteria	77.8%

Suppliers of Rosenbauer group with certificates (in %)

⟶ 308-1, 414-1

	2020	2019	2018
Suppliers with Code of Conduct	72	71.7	66.3
Suppliers ISO 9001	59.2	58.9	57.8
Suppliers ISO 14001	20.6	20.6	20.1
Suppliers ISO 50001	7.1	7.0	7.3
Suppliers ISO 45001	7	7.1	7.5

Avoidance of Child and Forced Labor

Rosenbauer vehemently rejects child labor and forced labor. This is actively checked among key suppliers. None of these suppliers manufactures any products whose manufacture involves an above average risk of child labor or forced labor. To guarantee respect for human rights, all suppliers with a procurement volume of over €100,000 are asked to submit a declaration on the avoidance of child labor and forced labor. In this declaration, business partners recognize human rights and confirm that no child labor according to the definition of the ILO Convention is involved in the manufacture of their products, and that people do not work against their will. Of the suppliers surveyed, 72% signed the declaration, or subscribe to even higher human rights standards, such as those of the UN Global Compact. ⟶ 102-9, 414-1

Percentage of suppliers who signed a declaration on the avoidance of child labor and forced labor

72%

DATA PROTECTION

In the course of the introduction of the EU General Data Protection Regulation, Rosenbauer worked more intensively on the topic of data protection and implemented processes to guarantee their realization. An in-house coordinator was appointed for data protection, coordinating information on all processes relevant to data protection, including the necessary security precautions and types of data involved. In 2020, there were no substantiated complaints concerning data protection violations of customer or employee privacy, or the loss of personal data. ⟶ 418-1

The outbreak of the COVID-19 pandemic did not necessitate stricter security measures at Rosenbauer for the purpose of data protection. The company has been working on putting in place a robust and scalable IT system to ensure performance and security for years now. In the coming year, Rosenbauer plans to introduce a Data Protection Management Forum comprising Executive Board representatives, the Data Protection Coordinator, the Group Compliance Officer, the Head of Human Resources, and other members as required. The forum is tasked with maintaining, monitoring and continually improving the data protection management process in the organization.

Appendix

Certification	Location/plant
ISO 9001	Rosenbauer International (Leonding plants I and II, Neidling plant), Rosenbauer Austria (Leonding location, Neidling, Graz and Telfs branches), Rosenbauer Karlsruhe (Karlsruhe plant), Rosenbauer Germany (Luckenwalde plant), Rosenbauer Slovenia (Radgona plant), Rosenbauer Brandschutz (plant), G&S Brandschutztechnik (Mogendorf plant, SIC Gladbeck plant), Rosenbauer Rovereto (Rovereto plant), Rosenbauer Minnesota (Wyoming plant I, MN), Rosenbauer South Dakota (Lyons plant, SD), Rosenbauer Española (Madrid location), S.K. Rosenbauer (Singapore plant), Rosenbauer Saudi Arabia Ltd. (KAEC plant), Rosenbauer UK Ltd.
ISO 14001	Rosenbauer International (Leonding plants I and II, Neidling plant), Rosenbauer Austria (Leonding location, Neidling, Graz and Telfs branches), Rosenbauer Karlsruhe (Karlsruhe plant), Rosenbauer Germany (Luckenwalde plant), Rosenbauer Slovenia (Radgona plant), Rosenbauer Brandschutz (plant), Rosenbauer UK Ltd.
ISO 50001	Rosenbauer International (Leonding plants I and II, Neidling plant), Rosenbauer Austria (Leonding location, Neidling, Graz and Telfs branches), Rosenbauer Karlsruhe (Karlsruhe plant), Rosenbauer Germany (Luckenwalde plant), Rosenbauer Brandschutz (plant)
ISO 45001	Rosenbauer International (Leonding plants I and II, Neidling plant), Rosenbauer Austria (Leonding location, Neidling, Graz and Telfs branches), Rosenbauer Karlsruhe (Karlsruhe plant), Rosenbauer Germany (Luckenwalde plant), Rosenbauer Slovenia (Radgona plant), Rosenbauer Brandschutz (plant)

Key sustainability figures of Rosenbauer International AG

Total employment by gender (headcount) → 102-8	All employees	Blue-collar workers	White-collar workers
Women	213	50	163
Men	1,278	820	458

Employees by contract → 102-8	
Employees with collective labor agreements	1,491
Temporary employees (headcount)	222

Turnover of employees (in % and headcount) → 401-1	New employees		Departures	
Total	9.3%	138	5.2%	77
Women	15.0%	32	9.9%	21
Men	8.3%	106	4.4%	56
< 30 years	16.8%	76	6.8%	31
30–50 years	7.0%	51	4.4%	32
> 50 years	3.6%	11	4.5%	14

Part-time employees (in % and headcount) → 102-8	All employees		Blue-collar workers		White-collar workers	
Total	8.4%	125	5.5%	48	12.4%	77
Women	35.7%	76	32.0%	16	36.8%	60
Men	3.8%	49	3.9%	32	3.7%	17

Employees by age group (headcount) → 405-1	All employees	Blue-collar workers	White-collar workers
< 30 years	453	288	165
30–50 years	729	381	348
> 50 years	309	201	108

Hours of training per headcount → 404-1	All employees	Women	Men	Blue-collar workers	White-collar workers
	10	11.0	9.8	5.4	16.3

Occupational accidents → 403-9	Total	Number of occupational accidents with up to 3 days absence	Number of occupational accidents with more than 3 days absence	Occupational accidents per 1 million working hours	Lost hours rate*
	95	58	37	63.6	0.3%

* Lost hours related to total working time in hours, without road accidents to and from work, incl. minor injuries without medical treatment

Average sick days	All employees	Women	Men	Blue-collar workers	White-collar workers
	12.1	10	12.5	15.7	7

Energy consumption → 302-1	Total*	Electricity consumption	Heating and process energy consumption	Fuels consumption
MWh	22,608.90	6,983.60	11,153.20	4,472.10
kWh per prod. hour	20.7	6.4	10.2	4.1

*Sources of conversion factors: Austrian Federal Ministry for Agriculture, Regions and Tourism (Energy Efficiency Act) and Austrian Federal Environmental Agency (GEMIS 4.94)

Greenhouse gas emissions (in t CO_2eq)* → 305-1, 305-2	Market-based	Country-based
Total Scope 1 + Scope 2	2,941	4,854
Direct greenhouse gas emissions (Scope 1)	2,605	2,605
Indirect energy-related emissions (Scope 2 resulting from the use of district heating and electricity)	336	2,249

* Data in CO_2 equivalents in accordance with the GHG Protocol Corporate Standard, taking into account the following greenhouse gases: CO_2, CH_4, N_2O, SF_6, HSCs, PFCs, NF_3; without consideration of biogenic greenhouse gases.
Rosenbauer uses emission factors from the Environment Agency Austrian and the ecoinvent 3.6 database to calculate greenhouse gas emissions. The values for global warming potential are based on the IPCC Fifth Assessment Report (2013).

Water consumption* → 303-3	Total	Municipal water	Well water
m^3	52,547.7	14,460.7	38,087.0
Liters per prod. hour	47.9	13.2	34.7

* Water consumption according to meter reading and billing

Waste → 306-2	Total	Hazardous waste	Recyclable waste*	Residual waste
t	1,683.10	116	1,410.00	157.1
kg per prod. hour	1.5	0.1	1.3	0.1

* Used material, non-hazardous waste without residual waste

Suppliers with certificates (in %) → 308-1, 414-1	
Suppliers with Code of Conduct	71.4
Suppliers ISO 9001	61.7
Suppliers ISO 14001	25.9
Suppliers ISO 50001	9.7
Suppliers ISO 45001	7.3

Complaints of residents	
Complaints because of noise	0

Financial data see 2020 Annual Financial Report page 144 et seq.

GRI Content Index

→ 102-55

This report is based on the GRI Standards.

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 101: Foundation 2016					
GRI 102: General Disclosures 2016					
Organizational profile					
GRI 102	General Disclosures	102-1	Name of the organization	6 et seq	
GRI 102	General Disclosures	102-2	Activities, brands, products, and services	6 et seq	
GRI 102	General Disclosures	102-3	Location of headquarters	36	
GRI 102	General Disclosures	102-4	Location of operations	8, Annual Report 2020 p. 140 et seq.	
GRI 102	General Disclosures	102-5	Ownership and legal form	Annual Report 2020 p. 34, 84	
GRI 102	General Disclosures	102-6	Markets served	6	
GRI 102	General Disclosures	102-7	Scale of the organization	1, 6, 8, 32	
GRI 102	General Disclosures	102-8	Information on employees and other workers	32 et seq., 36	Most of Rosenbauer‘s contracts are permanent employment contracts.
GRI 102	General Disclosures	102-9	Supply chain	16 et seq, 53	
GRI 102	General Disclosures	102-10	Significant changes to the organization and its supply chain		There were no significant changes during the reporting period.
GRI 102	General Disclosures	102-11	Precautionary Principle or approach	10, Annual Report 2020 p. 57 et seq., 128 et seq.	As part of our ISO 14001 environmental management system certification we are committed to preventive environmental protection. www.klimabuendnis.at/rosenbauer-international-ag-standort-leonding
GRI 102	General Disclosures	102-12	External initiatives	13, 21	
GRI 102	General Disclosures	102-13	Membership of associations	13, 19	
Strategy					
GRI 102	General Disclosures	102-14	Statement from senior decision-maker	5	
GRI 102	General Disclosures	102-15	Key impacts, risks, and opportunities	12 et seq., Annual Report 2020 p. 57 et seq., 128 et seq.	

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
Ethics and integrity					
GRI 102	General Disclosures	102-16	Ethics: values, principles, standards, and norms of behavior	9 et seq., 51	
Corporate Governance					
GRI 102	General Disclosures	102-18	Governance structure	10, Annual Report 2020 p. 22 et seq.	The Executive Board is responsible for corporate sustainability management and was heavily involved in developing the materiality analysis and sustainability strategy. It also provides resources to implement these Group-wide. Other management representatives were also involved in both. In line with its statutory obligations (Austrian Sustainability and Diversity Improvement Act), the Supervisory Board is responsible for approving Rosenbauer's non-financial report and providing progress reports on sustainable development at Rosenbauer at the Annual General Meeting.
Stakeholder Engagement					
GRI 102	General Disclosures	102-40	List of stakeholder groups	19	
GRI 102	General Disclosures	102-41	Collective bargaining agreements	31	
GRI 102	General Disclosures	102-42	Identifying and selecting stakeholders	18 et seq.	
GRI 102	General Disclosures	102-43	Approach to stakeholder engagement	18 et seq.	
GRI 102	General Disclosures	102-44	Key topics and concerns raised	18	
Reporting Practice					
GRI 102	General Disclosures	102-45	Entities included in the consolidated financial statements	2	
GRI 102	General Disclosures	102-46	Defining report content and topic Boundaries	2, 3, 18 et seq.	
GRI 102	General Disclosures	102-47	List of material topics	18	
GRI 102	General Disclosures	102-48	Restatements of information	–	None
GRI 102	General Disclosures	102-49	Changes in reporting	2	
GRI 102	General Disclosures	102-50	Reporting period	2	
GRI 102	General Disclosures	102-51	Date of most recent report	2	
GRI 102	General Disclosures	102-52	Reporting cycle	2	

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 102	General Disclosures	102-53	Contact point for questions regarding the report	68	
GRI 102	General Disclosures	102-54	Claims of reporting in accordance with the GRI Standards	2	
GRI 102	General Disclosures	102-55	GRI content index	58 et seq.	
GRI 102	General Disclosures	102-56	External assurance		No external audit

Material Topics 2019

GRI 205: Anti-corruption 2016

GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	51	
GRI 103	Management Approach	103-2	The management approach and its components	51 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	51 et seq.	
GRI 205	Anti-corruption	205-3	Confirmed incidents of corruption and actions taken	52	

GRI 301: Materials 2016

GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	27, 46	
GRI 103	Management Approach	103-2	The management approach and its components	27	
GRI 103	Management Approach	103-3	Evaluation of the management approach	27	
GRI 301	Materials	301-1	Materials used by weight or volume	46	No weights or volumes and not split into renewables and non-renewables as the figures do not currently exist in this form. Completion up to 2022 reporting year.

GRI 302: Energy 2016

GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	45	
GRI 103	Management Approach	103-2	The management approach and its components	45	
GRI 103	Management Approach	103-3	Evaluation of the management approach	45	
GRI 302	Energy	302-1	Energy consumption within the organization	45, 57	

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 303: Water and Effluents 2018					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	45, 47	
GRI 103	Management Approach	103-2	The management approach and its components	47	
GRI 103	Management Approach	103-3	Evaluation of the management approach	47	
GRI 303	Water	303-1	Water withdrawal by source	47	
GRI 303	Water	303-2	Management of water discharge-related impacts	27, 47	
GRI 303	Water	303-3	Water withdrawal	48, 57	
GRI 305: Emissions 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	45	
GRI 103	Management Approach	103-2	The management approach and its components	45 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	45 et seq.	
GRI 305	Emissions	305-1	Direct (Scope 1) GHG emissions	46, 57	
GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	46, 57	
GRI 306: Effluents and Waste 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	45, 48	
GRI 103	Management Approach	103-2	The management approach and its components	49	
GRI 103	Management Approach	103-3	Evaluation of the management approach	49	
GRI 306	Effluents and Waste	306-2	Waste by type and disposal method	49, 57	Split hazardous/non-hazardous waste by disposal method; completion up to 2020 reporting year.
GRI 307: Environmental Compliance 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	51	
GRI 103	Management Approach	103-2	The management approach and its components	51 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	51 et seq.	
GRI 307	Environmental Compliance	307-1	Non-compliance with environmental laws and regulations		We are not aware of any incidences of non-compliance with environmental laws and regulations in the reporting year.

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 308: Supplier Environmental Assessment 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	53	
GRI 103	Management Approach	103-2	The management approach and its components	53 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	53 et seq.	
GRI 308	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	53, 57	New material suppliers were evaluated.
GRI 401: Employment 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	31	
GRI 103	Management Approach	103-2	The management approach and its components	31 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	31 et seq.	
GRI 401	Employment	401-1	New employee hires and employee turnover	33, 56	
GRI 403: Occupational Health and Safety 2018					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	38	
GRI 103	Management Approach	103-2	The management approach and its components	38 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	38 et seq.	
GRI 403	Occupational Health and Safety	403-1	Occupational health and safety management system	39	
GRI 403	Occupational Health and Safety	403-2	Hazard identification, risk assessment, and incident investigation	39 et seq.	
GRI 403	Occupational Health and Safety	403-3	Occupational health services	39	
GRI 403	Occupational Health and Safety	403-4	Worker participation, consultation, and communication on occupational health and safety	39 et seq.	
GRI 403	Occupational Health and Safety	403-5	Worker training on occupational health and safety	31, 39	
GRI 403	Occupational Health and Safety	403-6	Promotion of worker health	41	

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 403	Occupational Health and Safety	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	28, 41	
GRI 403	Occupational Health and Safety	403-8	Workers covered by an occupational health and safety management system	39	
GRI 403	Occupational Health and Safety	403-9	Work-related injuries	38	The key figures of Rosenbauer‘s accident statistics do not fully comply with the GRI requirements. In 2021 it will be evaluated how occupational accidents caused by employees of third-party companies at Rosenbauer sites can be registered and reported.
GRI 404: Training and Education 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	34	
GRI 103	Management Approach	103-2	The management approach and its components	34 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	34 et seq.	
GRI 404	Training and Education	404-1	Average hours of training per year per employee	34, 56	
GRI 405: Diversity and Equal Opportunity 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	31	
GRI 103	Management Approach	103-2	The management approach and its components	31 et seq., 41	
GRI 103	Management Approach	103-3	Evaluation of the management approach	31 et seq., 41	
GRI 405	Diversity and Equal opportunity	405-1	Diversity of governance bodies and employees	32, 41 et seq., 56, Annual Report 2020 p. 29	
GRI 406: Non-discrimination 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	41	
GRI 103	Management Approach	103-2	The management approach and its components	41 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	41 et seq.	
GRI 406	Non-discrimination	406-1	Incidents of discrimination and corrective actions taken	41	

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 408: Child Labor 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	53 et seq.	
GRI 103	Management Approach	103-2	The management approach and its components	53 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	53 et seq.	
GRI 408	Child Labor	408-1	Operations and suppliers at significant risk for incidents of child labor		Rosenbauer currently has no operations or suppliers at significant risk for incidents of child labor.
GRI 409: Forced or Compulsory Labor 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	53 et seq.	
GRI 103	Management Approach	103-2	The management approach and its components	53 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	53 et seq.	
GRI 409	Forced or Compulsory Labor	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Rosenbauer currently has no operations or suppliers at significant risk for incidents of forced or compulsory labor.
GRI 414: Supplier Social Assessment 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	53	
GRI 103	Management Approach	103-2	The management approach and its components	53 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	53 et seq.	
GRI 414	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	53, 57	New suppliers were evaluated.
GRI 416: Customer Health and Safety 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	28	
GRI 103	Management Approach	103-2	The management approach and its components	28 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	28 et seq.	
GRI 416	Customer Health and Safety	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		We are not aware of any incidents of non-compliance during the reporting period.

GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
GRI 418: Customer Privacy 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	54	
GRI 103	Management Approach	103-2	The management approach and its components	54	
GRI 103	Management Approach	103-3	Evaluation of the management approach	54	
GRI 418	Customer Privacy	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	54	
GRI 419: Socioeconomic Compliance 2016					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	51	
GRI 103	Management Approach	103-2	The management approach and its components	51 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	51 et seq.	
GRI 419	Socioeconomic Compliance	419-1	Non-compliance with laws and regulations in the social and economic area	51	No relevant penalties in 2020.
Not covered by GRI: Technology and innovation					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	25	
GRI 103	Management Approach	103-2	The management approach and its components	25 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	25 et seq.	
Not covered by GRI: Vehicle reliability and longevity					
GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	27	
GRI 103	Management Approach	103-2	The management approach and its components	27 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	27 et seq.	

TCFD Index

TCFD Index

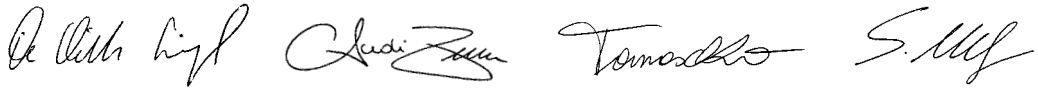
	Recommendation	Reference in Report
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	page 12
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	page 15
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	pages 13,14
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	pages 13, 14, 15
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario.	page 15
Risk management	a) Describe the organization's processes for identifying and assessing climate-related risks.	pages 13, 15
	b) Describe the organization's processes for managing climate-related risks.	page 15
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	page 15
Metrics and targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	pages 15, 46
	b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	page 46
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	page 23

Statement of all Legal Representatives

We confirm to the best of our knowledge that the consolidated financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the group as required by the applicable accounting standards and that the group management report gives a true and fair view of the development and performance of the business and the position of the group, together with a description of the principal risks and uncertainties the group faces.

We confirm to the best of our knowledge that the separate financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the parent company as required by the applicable accounting standards and that the management report gives a true and fair view of the development and performance of the business and the position of the company, together with a description of the principal risks and uncertainties the company faces.

Leonding, March 24, 2021



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