

# WE TAKE RESPONSIBILITY

Sustainability Report 2021

ROSENBAUER CITY  2030

DISCOVER OUR EXPEDITION INTO A RESPONSIBLE DECADE





# WE TAKE RESPONSIBILITY

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.

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# Sustainability at a Glance 2021

Annual net revenues in the 2021 financial year

**€975.1** million

Number of employees

**4,130**

Research and development expenditure

**€24.3** million

Total training hours

**32,675**

Vehicles delivered in 2021

**2,000**

**Electric aerial  
ladder L32A-XS**

The world's first aerial ladder on a Volvo chassis with a fully electric drive system

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

**64.8%**

Reduction of total water consumption by around

**4.2%**

Recyclable water tanks made of

**100%**

PP (polypropylene) in all types of vehicles

Reduction of total energy consumption by  
around

**5.2%**

**100%**

heavy metal-free and non-water-soluble coatings

# About this Report

With the fifth 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 obligated Rosenbauer to include information on the major non-financial aspects of its business activities in its financial reporting since the 2017 financial year. These include the areas of combating corruption and bribery, respect for human rights, employee and issues and social and environmental issues. 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 in which sections the disclosures can be found is provided by the GRI Index in the Appendix on pages 58. → 102-54

## 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 not changed in the reporting year. 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. The climate risk reports are prepared in accordance with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). GRI Standard 403-9 on occupational safety was supplemented.

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. However, two additional sites were added in the reporting year. The first is the plant in Pichling where Rosenbauer helmets are produced, and the second is the plant in Asten where a new expanded service location for Austria was opened, as well as a warehouse.

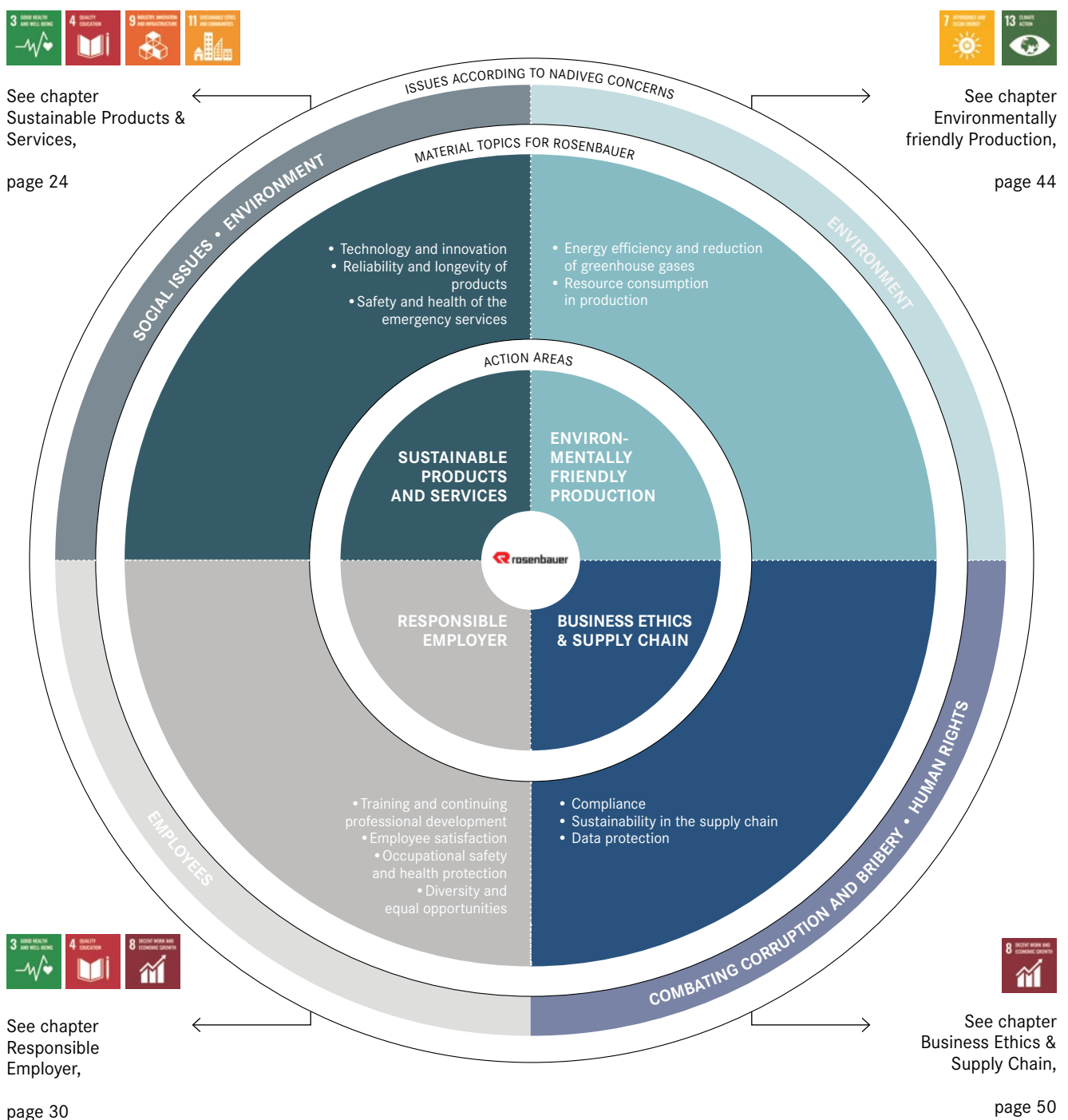
This non-financial report covers the 2021 financial year (January 1 to December 31, 2021). Unless otherwise stated, it includes all fully consolidated units of the Rosenbauer Group that were part of the group as of January 1, 2021. A comprehensive list can be found in the 2021 Annual Report (page 140 et seq.). The Sustainability Report 2021 was published together with the 2021 Annual Report on April 8, 2022. 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 7, 2022, and answered additional questions from Supervisory Board members. Following its examination, the Supervisory Board had no objections.

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.



# 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,

With our fifth sustainability report, we are looking to the future. Climate change, social change, digitalization, and shifts in the global markets are changing the world fundamentally. They mean that our firefighting industry also has to change. For us, that presents challenges and opportunities. We are addressing both – while taking great care with and responsibility for the environment, society, employees, and our industry.

Last year, we scrutinized our actions and refined our strategic direction. The result of this work is our “corporate strategy 2030”, which we have centered on the topics of responsibility and sustainable success. We want to change the world of firefighting sustainably, in line with the interests and the justifiable demands of society and our planet. In 2022, we are going to refine our previous sustainability strategy and, based on this, derive a climate strategy.

As with the previous year, 2021 was overshadowed by the COVID-19 pandemic. The safety of our workforce of around 4,000 is our top priority. That is why we continued to apply our safety management measures particularly diligently. Regardless of that, we pay great attention to our employees. It is only with their contribution that we can achieve our mutually defined goals and make our vision – “We change the world of firefighting” – a reality. That is why we nurture a working environment in which they can develop as fully as possible – by further improving the capabilities for mobile collaboration, for example. We also foster diversity: in this connection, we want to increase the share of women in the overall workforce as well as in the management team and the levels of management to 15% in the foreseeable future. With our women’s initiative [women@rosenbauer](mailto:women@rosenbauer), we are pursuing these goals and contributing to gender equality.

In 2021, we embarked on our journey to make this a decade of responsibility. To that end, we want to drive the electric transformation forward in particular. The first fleet order for our electric firefighting vehicle of the future, the “Revolutionary Technology” (RT), shows that we are on the right path. Our short-term plan is to be able to offer a vehicle with an alternative drive in every product category in 2023. We expect that almost half of all vehicles that we deliver in 2030 will be electrified. With that, we are contributing to sustainable change in the world of firefighting.

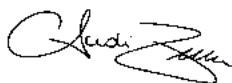
With the initial creation of an EU taxonomy, last year we took the next step toward considering the topic of sustainability in a more comprehensive way at our company. That is also something that our stakeholders encouraged us to do in a digital dialog held in early 2021. Our key topic is firefighting. But preventive fire protection and fighting forest fires will also be fundamental for us in future. For these areas, we offer innovative products that we want to further improve sustainably.

In the following statements, we will now tell you about the progress that we have made in the aspects of sustainability. You will gain an insight into our sustainable commitment to the environment, society, and business, and you can read about the goals we have set ourselves for coming years in more detail.

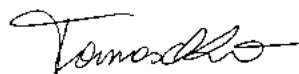
We would like to thank all our stakeholders who have accompanied us on our journey so far. Please feel free to contact us with any feedback you may have regarding our report and the explanations. We look forward to entering into dialog with you. → [102-14](#)



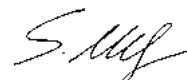
DIETER SIEGEL  
CEO



ANDREAS ZELLER  
CSO



DANIEL TOMASCHKO  
CTO



SEBASTIAN WOLF  
CFO

# About Rosenbauer

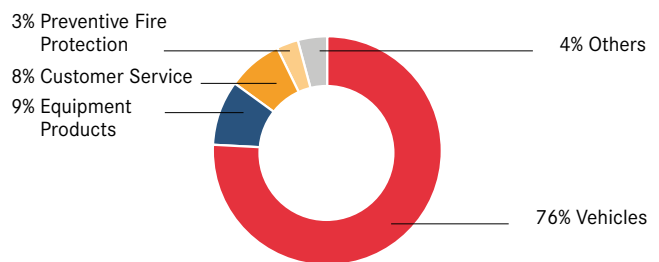
Rosenbauer has been passionate about developing innovative products for fire services for more than 155 years now. Our products are used all over the world to put out fires, save lives, and to redress the effects of natural disasters. In regular dialog with stakeholders, we focus on securing a long-lasting and sustainable development of the company.

## BUSINESS MODEL AND STRATEGY

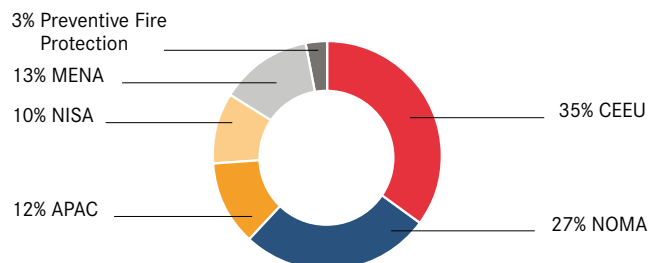
Rosenbauer is the world's leading system provider for preventive firefighting and disaster protection technology. The international group of companies equips fire services with a full range of vehicles, fire extinguishing systems, fire and safety equipment and digital solutions for deployment and fleet 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 around 120 countries. → 102-2

With annual net revenues of approximately € 975.1 million in the 2021 financial 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 2021 Annual Report (page 43 et seq.), and other information on the corporate strategy is provided on page 40 et seq. → 102-7

## Revenues by product segment in 2021



## Revenues by region in 2021



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 2021 financial year

approximately **€ 975.1** 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

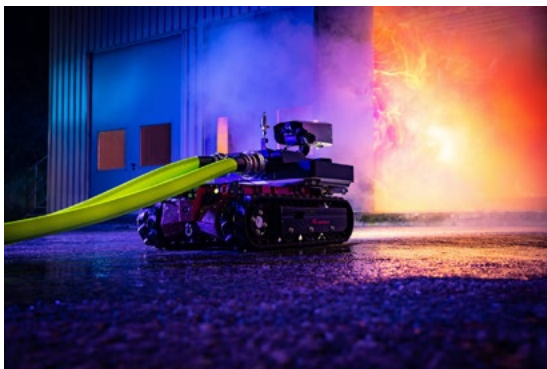
firefighting and rescue platforms, ARFF vehicles and escape ladders, industrial firefighting vehicles, specialty vehicles, extinguishing systems, firefighting systems, stationary fire extinguishing systems and digital solutions for vehicle and deployment management. → 102-2



**Equipment**



**Preventive Fire Protection**



**Extinguishing Systems**



**Customer Solutions**



**Digital Solutions**



**Vehicles**

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

# 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

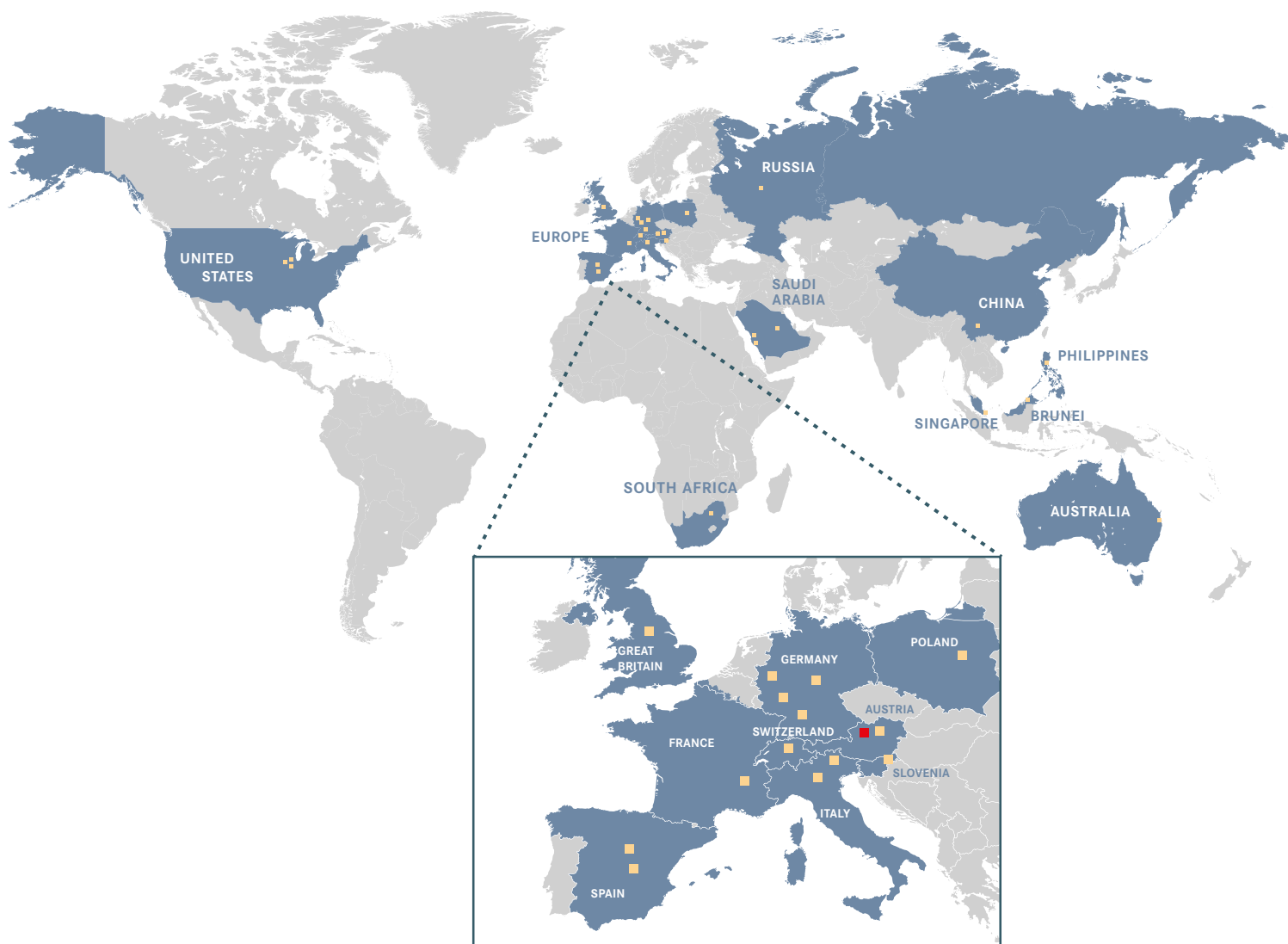
Fire services all over the world are among the Group's customers, and include both municipal and professional fire services, from voluntary services to specialist units in industrial firms, to airport fire services. The majority of Rosenbauer's products are supplied to the public-sector institutions. → 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 detailed description of the respective areas can be found on page 45 et seq. of the 2021 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 requirements, excellent quality and focus on fire services. Rosenbauer treats its employees with respect as partners and fulfills its duty to act sustainably toward 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 a company geared towards innovation 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, taking environmental, social, and governance considerations into account, 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 companies satisfies the relevant provisions (see page 23 et seq. of the 2021 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 23 et seq. of the 2021 Annual Report.



The fire truck of the future, “Revolutionary Technology”, runs on electric power

### 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 2021 Annual Report starting on pages 57 and 138 et seq.

## MANAGEMENT OF CLIMATE RISKS

In 2020, an analysis of climate-related risks and opportunities for Rosenbauer was conducted. The recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD)<sup>1</sup> were applied. 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. Opportunities and risks from the transition to a decarbonized economy were identified, as were physical opportunities and risks, as shown in the following table:

<sup>1</sup> The Taskforce on Climate-related Financial Disclosures (TCFD) is a working group established by the International Financial Stability Board (FSB) to address risks and opportunities from climate change to the global economic and financial system. It was established to develop voluntary, standardized disclosures on climate-related financial risks.



## Climate-related risks and opportunities for Rosenbauer

	Risk / opportunity	Status quo and measures
<b>TRANSITION RISK</b>	Rising costs	In the longer term, Rosenbauer could see costs rise due to climate change. Rising carbon prices in the EU's emissions trading system and national carbon taxes are exacerbating the already high costs in energy and materials purchasing.
	Water scarcity at locations	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.
<b>PHYSICAL RISK</b>	Impact on Production	<p>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 not only become a problem for employees in the production and assembly facilities but also cause technical malfunctions in certain systems such as painting equipment.</p> <p>Rosenbauer invests in air conditioning for the existing buildings to provide employees with a safe and pleasant workplace. Furthermore, existing plants are increasingly being retrofitted with additional cooling systems.</p>
<b>TRANSITION OPPORTUNITY</b>	Advantages of climate friendly products and companies	Customers are also increasingly interested in the sustainability impact of products. Furthermore, the financial markets, especially in Europe, are very interested in the sustainability and climate performance of companies (ESG). This unlocks opportunities for companies that can position themselves in the market as the sustainable option. New products such as the RT underscore that Rosenbauer is serious about its commitment. Rosenbauer is setting the standard with the world's first fully electric firefighting vehicle 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, operations can be simulated without the use of vehicles, which helps to save CO <sub>2</sub> .
<b>PHYSICAL OPPORTUNITY</b>	Water supply solutions	Climate change makes finding an adequate supply of water more difficult in many parts of the world. 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 – has been scientifically proven and is already being felt in many parts of the world. 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. The climate-related opportunities and risks were integrated in 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.

#### Scenario analysis

Climate scenarios from climate science were used for this purpose and placed in context with the company. The focus of the scenario analysis at Rosenbauer was on the physical risks for Rosenbauer locations. Rosenbauer considered two different climate scenarios from the scenario family of the Intergovernmental Panel on Climate Change (IPCC)<sup>2</sup>.

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.

Since the summer heat is already a risk for Rosenbauer, 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 summer days (>25 °C) was seen in RCP 2.6 and a sharp increase in desert days (>35 °C) was determined in RCP 8.5 at all 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 the 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	

<sup>2</sup> The Intergovernmental Panel on Climate Change (IPCC) is the global committee of climate science that collects and analyzes the current state of knowledge on climate change. In order to be able to make statements about future climate developments, the IPCC has developed climate scenarios that show possible future climate states under various assumptions. These climate scenarios are grouped into different scenario families, the Representative Concentration Pathways (RCPs).

## EU TAXONOMY

Redirecting capital flows to sustainable investments is a key objective of the EU Action Plan for Financing Sustainable Growth. Against this background, the EU Taxonomy Regulation is a uniform and binding classification system for economic activities in terms of their environmental sustainability. Companies are required to report annually on the results of this classification.

Article 9 of the EU Taxonomy Regulation identifies the following six environmental objectives:

- 1) Climate change mitigation;
- 2) Climate change adaptation;
- 3) The sustainable use and protection of water and marine resources;
- 4) The transition to a circular economy;
- 5) Pollution prevention and control;
- 6) The protection and restoration of biodiversity and ecosystems.

Currently, specific targets (technical criteria) for environmental sustainability are available for the first two environmental objectives (Delegated Regulation (EU) 2021/2139). The annexes of this delegated regulation include the description of the economic activities covered together with the associated criteria. The EU taxonomy does not currently cover all economic activities, but only those explicitly described in these annexes. The concrete specifications for the further environmental objectives will be published in 2022.

In principle, the systematics of the EU taxonomy require a distinction between taxonomy eligibility and taxonomy alignment. In a first step, it must be determined whether a company's economic activity is described in the aforementioned annexes (taxonomy-eligible). The second step is to determine whether the criteria provided for this economic activity are met (taxonomy-aligned). For the 2021 reporting year, only the share of taxonomy-eligible and taxonomy non-eligible economic activities in revenues, capital expenditures (CapEx) and operating expenses (OpEx) is to be disclosed.

Rosenbauer creates its reports in accordance with the principles of the International Financial Reporting Standards (IFRS) as adopted by the EU. The additional requirements of Section 245a (1) of the Austrian Commercial Code (UGB) are also met. The key figures for revenues, CapEx and OpEx reported in accordance with the requirements of the EU Taxonomy Regulation are based on the figures in the consolidated financial statements.

With the support of an external consultant, Rosenbauer identified the following economic activities as taxonomy-eligible for the 2021 reporting year:

### Environmental objective: Climate change mitigation in accordance with Annex I of the EU Taxonomy Regulation

#### ■ 3.3 Manufacture of low carbon technologies for transport

By manufacturing, repairing, maintaining and retrofitting firefighting vehicles, Rosenbauer meets the description of activities in section 3.3 of the EU taxonomy "Manufacture of low carbon technologies for transport". With regard to the underlying technical screening criteria of the economic activity, only those vehicles were included that follow the European classification system (specifically, vehicles in vehicle classes N2 and N3). No explicit technical screening criteria are currently available for vehicles not included in the European classification system. Rosenbauer therefore bases its description of activities on a narrower understanding with regard to the technical screening criteria that may be applicable to a limited extent. As a result, certain vehicles (such as vehicles for the American market) were not taken into account.

#### ■ 8.2 Data-driven solutions for GHG emissions reductions

Rosenbauer offers different simulators for various applications. These include simulators for ARFF vehicles, for turntable ladders and for deployments in general (municipal vehicles). These simulators enable fire services to train safely without producing any emissions. Hence, Rosenbauer develops ICT solutions for storing, modeling, and using data that directly bring about a reduction or saving in greenhouse gas emissions through the possibility of emission-free training drives.

For the 2021 reporting year, no activities related to the environmental objective "Climate change adaptation" (Annex II) have been identified (however, there are several connecting factors, see Outlook below).

With regard to the Draft Commission Notice dated February 2, 2022, it is noted that the technical evaluation criteria for determining taxonomy eligibility have not been reviewed.

### Revenues

The revenues KPI represents the ratio of revenues from taxonomy-eligible economic activities to total revenues. Total revenues can be taken from the income statement and form the denominator. Rosenbauer's total revenues were analyzed to determine whether they are associated with taxonomy-eligible economic activities. The sum of the correspondingly identified revenues forms the numerator. The revenues KPI comprises activities 3.3 and 8.2 in accordance with the EU Taxonomy Regulation. Both activities represent enabling activities.

Rosenbauer's taxonomy-eligible revenues amount to € 511 million out of total revenues of € 975 million. The share of



taxonomy-eligible revenues in total revenues is therefore 52.4%. It follows that € 464 million or 47.6% are not taxonomy-eligible.

#### CapEx

The CapEx KPI represents the share of capital expenditure that is related to a taxonomy-eligible economic activity, is part of a plan to expand an environmentally sustainable activity (CapEx plan) or relates to the purchase of products or services from taxonomy-eligible economic activities through which the target activities are performed in a low-carbon manner or reduce greenhouse gas emissions. Total capital expenditures record additions to property, plant and equipment and intangible assets as defined in Annex 1 of Commission Delegated Regulation (EU) 2021/2178. Based on the existing description of the additions, an allocation to the respective CapEx categories was made. The sum of the capital expenditures identified accordingly forms the numerator.

The CapEx KPI includes activity 3.3 in accordance with the EU Taxonomy Regulation, which is an enabling activity.

Rosenbauer's taxonomy-eligible CapEx amounts to € 10.5 million out of a total expenditure volume of € 28.3 million. The share of taxonomy-eligible CapEx in total expenditure is therefore 37.3%. It follows that € 17.8 million or 62.7% are not taxonomy-eligible.

#### OpEx

The OpEx KPI indicates the share of operating expenses (as defined by the EU taxonomy) associated with a taxonomy-eligible economic activity or a CapEx plan (see above) or relating to the acquisition of products or services from taxonomy-eligible economic activities. It should be noted that OpEx is to be understood in a more restricted manner in accordance with the definition of the EU Taxonomy Regulation rather than in accordance with the OpEx definition conventionally applied by Rosenbauer.

Rosenbauer's OpEx were analyzed based on the identified economic activities. It was not possible to identify any taxonomy-eligible OpEx because the data is not currently available at the granularity required to ensure a sufficiently accurate OpEx result.

Rosenbauer is working on preparing the data basis for the coming reporting periods. The share of taxonomy-eligible OpEx in the corresponding operating expenses is thus reported at 0% for the 2021 reporting year.

The risk of double counting of economic activities was avoided by a structured and documented identification process, in which each Rosenbauer activity was assigned to only one economic activity.

#### Outlook

Four further environmental objectives – including their technical screening criteria – are currently being drawn up by the EU Commission. These will be relevant for Rosenbauer in their implementation from the 2022 reporting year. In addition to the taxonomy eligibility of the economic activities, their taxonomy alignment will also have to be reported in the future, i.e., their compliance with the technical screening criteria and the criteria for avoiding significant adverse effects on other environmental objectives specified in the regulation, as well as for adhering to the minimum social protection required.

Activity 1.4, conservation forestry (environmental objective: Climate change adaption according to Annex II of the EU Taxonomy Regulation) was identified as a prospect relevant to Rosenbauer as there is to be a strong focus on preventive forest fire protection and fighting forest fires effectively in the future. Therefore, we assume that the topic of forest fires will have greater significance for our reporting on the EU Taxonomy Regulation in the coming years. This means that Rosenbauer provides important services to forestry with the aim of preserving habitats and contributes to protecting forests and fighting wildfires.

### EU taxonomy KPIs – Rosenbauer's taxonomy eligibility

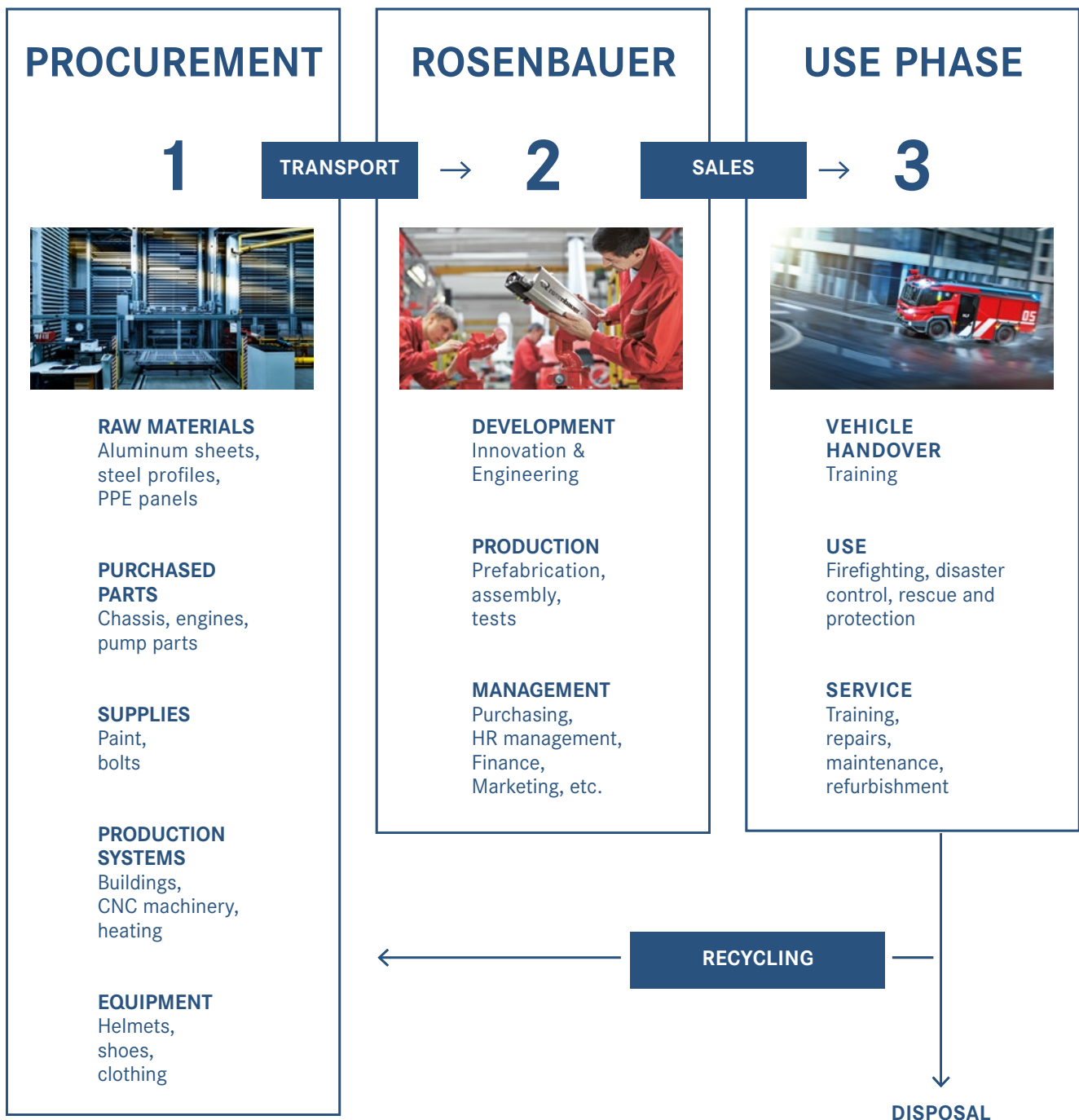
		Revenues		Capital expenditure		Operating expenses	
		in € million	in %	in € million	in %	in € million	in %
<b>Overall values of the Rosenbauer Group</b>		<b>975.10</b>	<b>100.00</b>	<b>28.30</b>	<b>100.00</b>	–	–
of which taxonomy-eligible	Activity 3.3	507.50	52.05	10.54	37.26	–	–
	Activity 8.2	3.50	0.36	–	–	–	–
	<b>Total</b>	<b>511.00</b>	<b>52.40</b>	<b>10.54</b>	<b>37.26</b>	–	–
of which not taxonomy-eligible		464.10	47.60	17.76	62.74	–	–

## 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 the 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, pre-fabricated 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, environmental

impact and product recyclability. Rosenbauer prioritizes long-term relationships and creating close ties with key partners. Procurement is primarily from local sources, which is why Rosenbauer is affected only marginally by the shortage of containers on international trade routes. (See also page 53).



Rosenbauer purchases most of its production parts in Europe, e.g. engines from Heinzmann in Germany



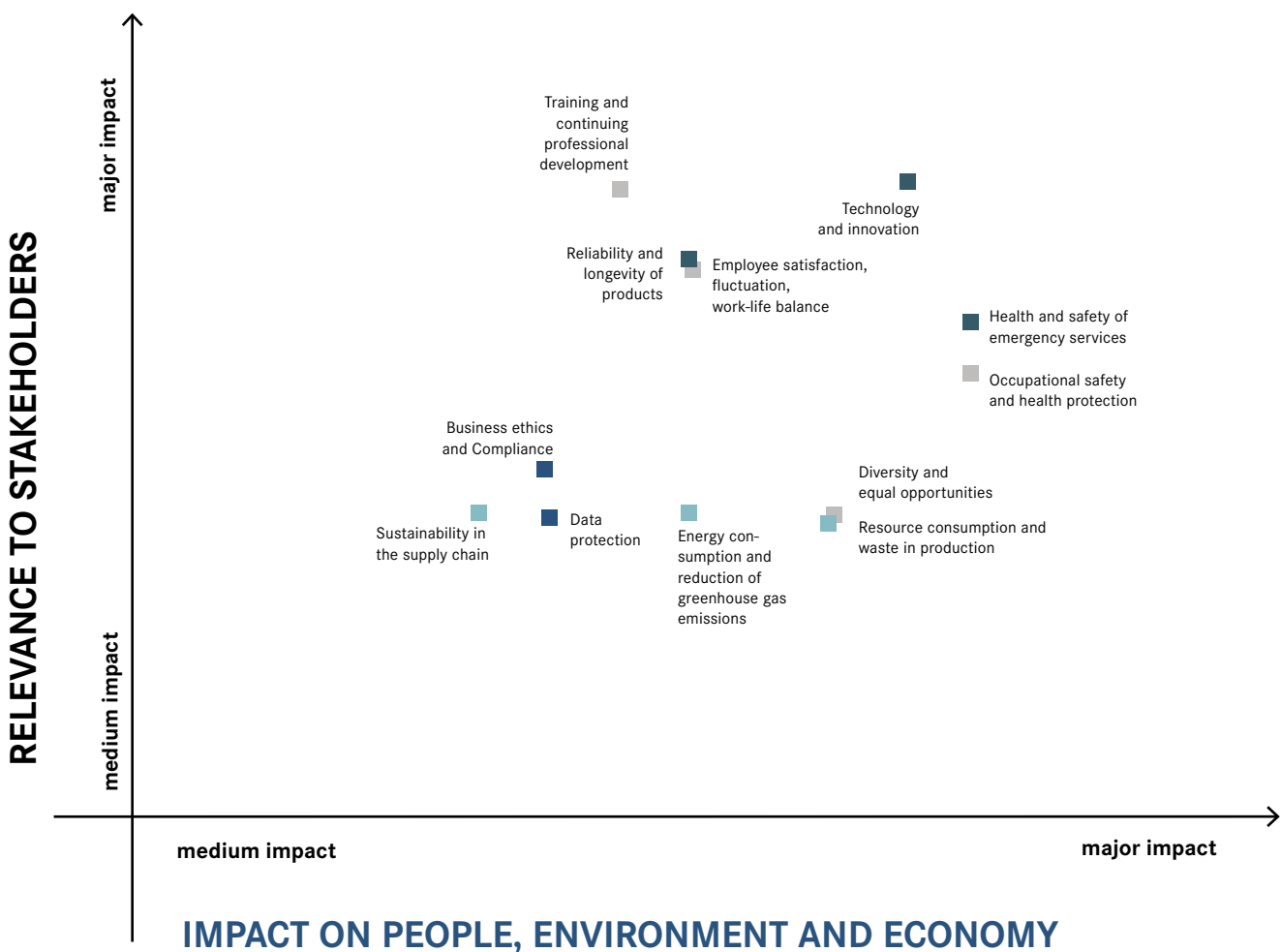
### Production at Rosenbauer

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. Rosenbauer manufactures firefighting helmets in its own factory. At all production sites, heating and process energy, electricity and water consumption as well as fuels and waste are all relevant environmental factors. The innovative strength and expertise of employees 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. 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.

### Materiality matrix



- Sustainable Products & Services
- Responsible Employer
- Environmentally Friendly Production
- Business Ethics & Supply Chain

## Rosenbauer stakeholder groups → 102-40



### 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. The materiality matrix provides a summary of the results of the stakeholder assessment. 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. → 102-46 102-44

### 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 Rosenbauer's most important stakeholder groups around the world are customers, fire services and firefighter associations, employees, suppliers and sales partners. Other important partners are the owner family, banks, shareholders and investors. Rosenbauer values collaboration with regional partners and so 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 magazine. Regular board talks are held to exchange information with the Group's executive board. This enables employees to ask questions directly.

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 dialog with educational institutions such as universities and colleges. → 102-13, 102-43

## 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

	<p><b>Good health and well-being</b> – Rosenbauer manufactures products that are hazardous to the population and the environment. The focus here is on the health and safety of firefighters during and after deployment. Naturally, employee health is also a key action area.</p>
	<p><b>Quality education</b> – Rosenbauer promotes employee development with customized training and continuing development programs such as comprehensive apprenticeship training. Extensive training programs are also available for customers.</p>
	<p><b>Gender equality</b> – Diversity makes a significant contribution to the success of companies. Rosenbauer has set itself the target of specifically promoting women in the company. More women are also to be employed in the future, especially in technical areas.</p>
	<p><b>Affordable and clean energy</b> – This goal is supported by Rosenbauer by the increased use of renewable energies. Roofs at locations worldwide are being checked for their suitability for photovoltaic systems. Electricity contracts are gradually being switched to green electricity.</p>
	<p><b>Decent work and economic growth</b> – 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. Furthermore, the company is committed to corporate diversity. In addition, safety culture plays a special role in everyday working life at Rosenbauer.</p>
	<p><b>Industry, innovation and infrastructure</b> – As world market leader, Rosenbauer plays a special role in innovation. Rosenbauer is making a major contribution to this goal by developing innovative products for fire services, particularly with the development of various emergency vehicles with electric drives.</p>
	<p><b>Sustainable cities and communities</b> – Rosenbauer considers it its corporate mission to equip cities and municipalities all over the world with the best vehicles and products for a broad range of applications. The Revolutionary Technology (RT) truck has actually been adapted to the needs of modern cities.</p>
	<p><b>Climate action</b> – With its electric emergency vehicles, Rosenbauer is contributing to the switch to electromobility. At the same time, all firefighting vehicles are extinguishing fires quickly and efficiently, reducing the CO<sub>2</sub> emissions caused by the fire in the process. Rosenbauer additionally supports this goal by promoting green energy at its locations.</p>



## 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.

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. Clear KPIs ensure the measurability of targets and measures and that processes are controlled. 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.

## ROSENBAUER SUSTAINABILITY STRATEGY 2030

Last year, we scrutinized and refined our corporate and sustainability strategy.

Megatrends such as climate change, digitalization, demographic change, and shifts in the global markets are continuously changing the parameters of our sustainable economic activity. We want to sustainably change the world of firefighting.

Responsibility and sustainable success are therefore at the heart of our new corporate strategy 2030. We have now integrated sustainability in our "Rosenbauer City 2030" corporate strategy. After all, only success enables us to assume responsibility. And we will only be successful if we assume responsibility.

By 2030, we want to go further in honoring our responsibility to our employees (Corporate People Responsibility), refine the way we think about responsibility to society and our planet (Corporate Social Responsibility) and, together with our sector, shape the development of the industry (Corporate Industry Responsibility).



In addition, we will further develop our organization on all levels and strengthen our position as a sustainable market leader. In 2022, we are going to continue formulating and introducing our sustainability strategy. The key points of our new sustainability strategy 2030 are:

- Emission-free firefighting
- Reducing CO<sub>2</sub> emissions in logistics by 50%
- Aligning investments with ESG criteria
- Consuming and generating green energy
- Developing a Group climate strategy
- Promoting diversity
- Significantly increasing the proportion of women and
- Supporting managers in order to move Rosenbauer forward sustainably












For more on our corporate strategy 2030, see page 14 of our 2021 Annual Report.

**“We want to change the world of firefighting for the long term. We are committed to this with our corporate strategy.”**



DIETER SIEGEL, CEO

## Sustainability goals and measures

Area of activity	Sustainable Products & Services	Responsible Employer	Environmentally Friendly Production	Business Ethics & Supply Chain
<b>Guiding Principle</b>	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.	We are aware of our environmental responsibility. We prioritize climate action and make sure we use resources efficiently.	We have zero tolerance for compliance and business ethics infringements.
<b>Goals</b>	<ul style="list-style-type: none"> <li>Offer at least one electric vehicle per vehicle category by 2023</li> <li>Offer technological opportunities for using fluorine-free foam concentrates for all vehicle segments and Preventive Fire Protection by 2023</li> <li>Establish Rosenbauer as a partner to emergency services to improve hygiene during deployments and ensure the health and safety of emergency services</li> </ul>	<ul style="list-style-type: none"> <li>Reduce accidents to 30 per one million working hours by 2025 (baseline: 2018)</li> <li>Promote diversity and increase the percentage of women to 15% by 2025 (baseline: 2022)</li> </ul>	<ul style="list-style-type: none"> <li>Develop a comprehensive climate strategy in 2022 based on the Science Based Targets initiative (SBTi)</li> <li>First report to the Carbon Disclosure Project (CDP) in 2021. Strive to achieve an A rating by 2025</li> <li>Expand the percentage of total electricity consumption accounted for by green electricity to 75% by 2021</li> <li>Generate green electricity at Rosenbauer locations totaling 5% of total requirement</li> </ul>	<ul style="list-style-type: none"> <li>Initial certification of the anti-corruption management system according to ISO 37001 was completed in 2021.</li> <li>100% in-person compliance training for all new employees at RBI, RBÖ, and RBB</li> <li>Complete e-learning on antitrust law and corruption for 90% of focus group by 2022</li> <li>Business relationships are exclusively maintained with verified sales partners</li> </ul>
<b>Measures</b>	<ul style="list-style-type: none"> <li>Research into energy-efficient drive architectures</li> <li>Investigation of alternative energy sources</li> <li>Development of hygiene concepts for developments</li> </ul>	<ul style="list-style-type: none"> <li>Implementation of safety campaigns</li> <li>Mandatory safety briefings</li> <li>Increased bonus for safety tips and ideas to prevent accidents</li> <li>Certification of three additional locations to ISO 45001 by 2023</li> <li>From 2020, every newly opened location will be certified to ISO 45001</li> <li>Introduction of a technician trainee program</li> <li>Implementation of employer branding measures</li> <li>Strengthening of female recruiting</li> <li>Implementation of a women's network</li> </ul>	<ul style="list-style-type: none"> <li>Analyze status quo</li> <li>Corporate Carbon Footprint according to Greenhouse Gas Protocol</li> <li>Survey of emissions in the value chain (Scope 3)</li> <li>Potential analysis for emission reduction</li> <li>Examination of further possibilities for photovoltaic systems at Rosenbauer locations</li> </ul>	<ul style="list-style-type: none"> <li>Conduct mandatory training for all compliance-relevant employees</li> <li>Due diligence for sales partners prior to the conclusion of any cooperation agreement as well as the extended and continuous review of existing partners to ensure that the audit results are up to date and valid.</li> </ul>
<b>SDGs</b>	   	   	 	

# Sustainable Products and Services

Rosenbauer offers its customers sustainable firefighting products that combine safety and longevity.





## INNOVATIVE AND SAFE PRODUCTS

Technology and innovation, 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 supply chain 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 wildfires 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 wildfires

Forests cover around 27 million km<sup>2</sup> of the earth, and around 26% of these are threatened by wildfires. According to wildfire statistics from the European Commission's Joint Research Center, more than 50,000 wildfires broke out per year from 1980 to 2005 in Portugal, Spain, France, Italy, and Greece. Each year, an average of 5,000 km<sup>2</sup> of forest, bush, and grassland is destroyed. The connection between climate change and the risk of fires – especially wildfires – has been scientifically proven and is already being clearly felt in many parts of the world. For this reason, Rosenbauer is very active in wildfire de-escalation and offers a number of products for this purpose, such as wildfire vehicles and resource-efficient extinguishing systems and equipment. The motto here is "prevention before de-escalation". In the reporting period, the company focused strongly on the innovative areas of early detection systems and vegetation monitoring, which are designed to make a significant contribution to conserving 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 wildfires, 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 the priority here. Rosenbauer has been researching high-volt battery fires since 2018. With the market launch of a corresponding extinguishing system in 2021, Rosenbauer has once again demonstrated its innovative leadership. The system differs fundamentally from all other approaches known to date. The extinguishing system is activated remotely and always from a safe distance from the vehicle.

### 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. The RT is not just a vehicle, but an end-to-end concept with which Rosenbauer is revolutionizing the everyday work of firefighters of the future and completely digitalizing firefighting, from resource planning through operational command to documentation and evaluations.

With the RT concept, Rosenbauer is on all continents, especially in the C40 cities. The cities participating in the C40 Cities Climate Leadership Group have joined forces for the common fight against climate change. Rosenbauer offers innovative solutions for these cities' goal of reducing urban pollution.

Since the beginning of 2021, the RT has been tested in regular operation by the Berlin Fire Brigade. Since then, more than 90% of more than 800 operations have been completed purely electrically, i.e. without using the range extender. From August to November 2021, the RT was presented to a wide audience as part of a Europe-wide promotional tour. Initial orders from various cities, including a first fleet order from the Basel-Stadt professional fire brigade, testify to the strong interest in this model. More than 3,200 firefighting vehicles with comparable technology are expected to be in use across the globe by 2030. In November 2021, the development of the RT was awarded the State Prize for Innovation, once again underlining Rosenbauer's innovative leadership.

With the Volvo FL Electric GW-Logistic, Rosenbauer also has a firefighting vehicle that operates under all-electric battery power on a series production chassis in its product portfolio. The logistics vehicle combines a highly flexible body concept with a new, innovative electric chassis. Rosenbauer is the first fire department supplier in the world to create an emergency vehicle on such a chassis.

Rosenbauer has also been working intensively on expanding its electric vehicle fleet in 2021. Thanks to its expertise in high-voltage technology gained in recent years, work has been underway since 2021 on the world's first electric aerial ladder, which will be based on the series production chassis of the Volvo FL Electric. The electric aerial ladder is intended to combine functionality and performance with operability and easy servicing.

#### 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.

Since 2020, the water tanks in all PANTHER ARFF vehicle types have also been made of PP. 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.

#### 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

#### 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



The vehicle of the Sursassiala fire department was renewed all around

### 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 the Hagenberg University of Applied Sciences, Rosenbauer has spent three years researching the topic of human-machine communication in a project. 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 service 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, 23 vehicles were refurbished as part of this program. Furthermore, Rosenbauer also completed more than 80 projects in which individual components (e.g. lighting or monitors) was brought up to date. Rosenbauer Switzerland was the first company to carry out such a refurbishment. The performance of a Pumpiers Sursassiala 1993 Mercedes-Benz Unimog was significantly increased at a fraction of the cost of a new acquisition thanks to state-of-the-art firefighting technology.

### 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 2021, 43% of all the pumps Rosenbauer produced were supplied with a high or ultra-high pressure option.

## HEALTH AND SAFETY OF EMERGENCY SERVICES PERSONNEL

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. In the process, they are exposed to various risks, such as smoke inhalation. Rosenbauer has worked very intensively on the topic of hygiene during deployments in 2021 and launched a campaign on operational hygiene. With this, Rosenbauer aims to promote and strengthen awareness of hygiene during fire service deployments. Rosenbauer is also working intensively on concepts and solutions for fire departments for decontaminating protective clothing. In line with the megatrend of health, the safety and personal health of emergency services personnel are the top priority. 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.

#### Variety of training simulators



Drive simulator



Aerial ladder simulator



PANTHER simulator

#### 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 4,130 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.



## DIVERSITY AND OCCUPATIONAL SAFETY

Current social and technical developments are changing the environment in which Rosenbauer and fire services operate. As a result, employees' needs and requirements are changing. The ongoing COVID-19 pandemic in the 2021 reporting year also continued to have a significant impact on the working world. Digital networks and communications have gained in importance. In the production areas, the pandemic has put a strain on employees in the form of supply shortages and short-time working. Increased working from home has seriously changed the working conditions of office staff and demanded a great deal of adaptability from them.

HR management at Rosenbauer 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 this using corresponding key performance indicators. → 103-1, 103-2, 103-3

#### Management of the COVID-19 pandemic

In 2021, the Group-wide crisis team again guided Rosenbauer through the COVID-19 pandemic. This coordinating committee, composed of HR Management representatives, executives, and the entire Executive Board, is responsible for global coronavirus 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.

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 to the company. In addition, hand sanitizer and masks were made available. These measures also contributed to keeping cases low at the sites low in 2021.

#### Employment structure → 102-7, 102-8

In the 2021 financial year, Rosenbauer had 4,130 employees worldwide – an increase of around 3.7% over the previous year. Of these, 58.8% are blue-collar workers who mainly work in production, assembly, and repair, and 41.2% are white-collar workers who work in administration, development, and sales. In the Group as a whole, only 5.9% of Rosenbauer's employees work part-time, and more white-collar workers do so (8.4%) than blue-collar workers (4.1%). Rosenbauer supports flexible working hours, and in addition to part-time options, also offers flextime models. In the year under review, the flexitime agreement was greatly expanded at headquarters, core attendance was abolished, and break regulations were greatly facilitated, especially for part-time employees.

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 176 temporary employees (153 in Austria, the others in the rest of Europe). 66.1% 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		
	2021	2020	2019	2021	2020	2019	2021	2020	2019
Austria	1,648	1,621	1,558	916	905	891	732	716	667
Germany	997	979	963	642	631	626	355	348	337
Rest of Europe	329	294	302	162	156	164	167	138	138
USA	985	911	829	619	638	597	366	273	232
Rest of World	171	179	176	90	94	116	81	85	60

#### Part-time rate at Rosenbauer Group (in % and headcount)

→ 102-8

	2021	2020	2019
Total	242	202	193
Total in %	5.9%	5.1%	5.0%
Women	126	110	100
Women in %	23.1%	21.7%	21.1%
Men	116	92	93
Men in %	3.2%	2.6%	2.8%

#### Blue-collar workers

Total	99	71	79
Total in %	4.1%	2.9%	3.3%
Women	23	20	16
Women in %	17.8%	16.7%	14.7%
Men	76	51	63
Men in %	3.3%	2.2%	2.8%

#### White-collar workers

Total	143	131	114
Total in %	8.4%	8.4%	8.0%
Women	103	90	84
Women in %	24.8%	23.3%	23.1%
Men	40	41	30
Men in %	3.1%	3.5%	2.8%

The age structure of employees at Rosenbauer is relatively balanced, with those between 30 and 50 years old making up the largest group at 52.5%. 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 individual needs of the employees.

#### Employees of Rosenbauer Group by age group (in %)

→ 405-1

	2021	2020	2019
<b>All employees</b>			
< 30 years	24.7%	25.6%	26.1%
30–50 years	52.5%	51.5%	49.4%
> 50 years	22.8%	22.9%	24.5%
<b>Blue-collar workers</b>			
< 30 years	28.4%	28.4%	29.4%
30–50 years	49.2%	48.5%	46.1%
> 50 years	22.4%	23.1%	24.5%
<b>White-collar workers</b>			
< 30 years	19.4%	20.5%	21.0%
30–50 years	57.4%	55.1%	55.3%
> 50 years	23.2%	24.4%	23.7%

**Turnover**

The turnover rate of 13.0% was up by more than 3% compared with the previous year. The main reason for that was the turmoil in the labor market in general that the pandemic created. Of the women and men who left the company, 5.3% went into retirement, at an average age of 63.3. Not including those who were taken on as the result of acquisitions or start-ups in the reporting period, 16.3% of employees joined the Group in 2021. → 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

	<b>2021</b>		<b>2020</b>		<b>2019</b>	
Total	16.3%	671	13.7%	546	18.2%	696
Women	21.8%	119	17.8%	90	19.7%	93
Men	15.4%	552	13.1%	456	18.0%	603
< 30 years	30.5%	311	24.7%	251	31.9%	319
30–50 years	14.0%	304	10.9%	224	14.8%	279
> 50 years	6.0%	56	7.8%	71	10.4%	98
Austria	10.6%	175	9.4%	153	13.8%	215
Germany	8.5%	85	11.1%	109	12.6%	121
Rest of Europe	21.5%	71	17.7%	52	29.8%	90
USA	32.9%	324	22.2%	202	28.7%	238
Rest of World	9.4%	16	16.8%	30	18.2%	32

**Total number and rate of employee  
turnover in the Rosenbauer Group**

→ 401-1

	<b>2021</b>		<b>2020</b>		<b>2019</b>	
Total	13.0%	538	9.8%	390	12.8%	491
Women	16.7%	91	13.2%	67	12.5%	59
Men	12.5%	447	9.3%	323	12.9%	432
< 30 years	18.0%	184	10.6%	108	20.4%	204
30–50 years	10.5%	227	8.7%	178	9.4%	178
> 50 years	13.5%	127	11.4%	104	11.6%	109
Austria	9.0%	148	5.6%	90	6.5%	101
Germany	6.7%	67	9.5%	93	6.6%	64
Rest of Europe	14.9%	49	20.4%	60	17.9%	54
USA	25.4%	250	13.2%	120	30.2%	250
Rest of World	14.0%	24	15.1%	27	12.5%	22



## TRAINING AND EDUCATION

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. In 2021, the Group spent a total of € 600 thousand (2020: € 750 thousand) on training and continuing professional development. Training courses on specific work-related hazards are held on an ongoing basis. → 403-5

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

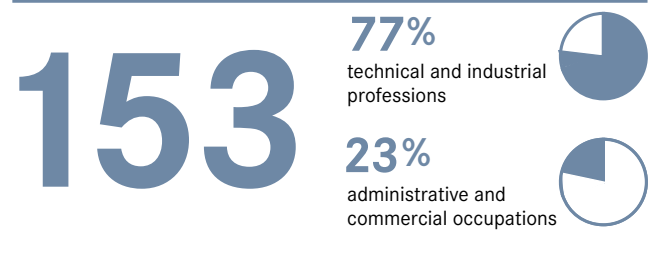
Rosenbauer is heavily committed to training young people and offers apprenticeships in over ten different professions. These range from industry-based management assistant to metal or mechatronics engineer. Demand for specialists is satisfied in part by apprentices trained in the company. Young people are familiarized with numerous areas of responsibility and departments during their apprenticeships. Apprentices are taught manual skills and are 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 2021, a total of 153 young people in Austria, Germany, Switzerland and Italy served an apprenticeship with Rosenbauer, with around 77% studying technical and industrial professions and 23% administrative and commercial occupations. 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 2021



At the training workshop in Leonding, Austria, apprentices are trained in-house

# women@ rosenbauer

In spring 2021, the women@rosenbauer promotion of women initiative was founded with a clear mandate from the Executive Board to promote diversity in the company. In this interview, the Steering Committee of women@rosenbauer – comprising Gundel Labak, Karin Palmetshofer-Hörschinger, Janine Zika, and Vanessa Schabetsberger – explains what their biggest concerns are.

## Why is it necessary to establish such an initiative at Rosenbauer, what are the challenges?

**Karin Palmetshofer-Hörschinger:** Fundamentally, the firefighting industry – and therefore our external and internal environment – is dominated by men. At the same time, numerous studies prove that mixed teams within companies are considerably more successful. Meanwhile, the general trend toward more gender diversity is now arriving in our industry as well. We are seeing more women in the fire services, among our apprentices and among all other stakeholders in our company. In a comparison of Austrian industrial companies, we are in the lower quartile with a proportion of women of around 13%. So Rosenbauer has a lot of catching up to do. We are focusing on the women at the company and on female applicants. It is also particularly important to get male colleagues on board, because the advancement of women is not a matter for women alone, but rather for society as a whole in the interests of equal opportunities.

## What are the goals of women@rosenbauer?

**Vanessa Schabetsberger:** We have goals that can be measured using key figures and goals that should become noticeable in the corporate culture. The former are easy to explain: By 2025, we want a share of women of at least 15% – both in the overall workforce and on every level. We can manage that. The other goals are more difficult to measure, but they should have an influence on the everyday work of all colleagues. We want more women to work at Rosenbauer in senior roles and we want women to be able to increasingly have a say on important corporate topics and to feel equal. We want women at Rosenbauer to network with one another so that they can collectively celebrate their own successes and those of the company. We also want to generate and implement new ideas that arise from greater diversity. The requirements for a female firefighter are not always the same as those for a fireman.

## What successes have you already been able to celebrate?

**Gundel Labak:** We are really proud of everything that we have already achieved in just one year! Together, we have launched seven working groups that deal with topics such as maternity leave, marketing, female recruiting, key figures, and a no-go



Karin Palmetshofer-Hörschinger, Janine Zika, Vanessa Schabetsberger and Gundel Labak, from left to right.

policy. These have already worked out numerous measures, some of which have been implemented. Our initiative, women@rosenbauer, has also been communicated to all employees throughout Austria by the Executive Board and been presented to management. The working groups and networking events have enabled the women from the various areas of operations at Rosenbauer to get to know one another better. More than 30 colleagues are already taking part in the initiative alongside their regular tasks. Networking at the company strengthens and motivates us women at Rosenbauer and is also great fun.

## What projects are planned for 2022?

**Janine Zika:** We have a lot planned, that's for sure! This year we want to further expand active maternity management in Austria. Our colleagues who are at home with their children should be kept informed and should receive better support, including even more active support when they return to work. We want to create even more offerings specifically for women with the Works Council. Recruiting women is also an important focus for 2022. We want to attract lots of new female colleagues to Rosenbauer and, at the same time, are taking part in exhibitions and events that are intended to get young women interested in technology. One of our most important goals for this year is extending women@rosenbauer to the DACH region. Our subsidiaries in Germany and Switzerland should also profit from the women's initiative. Of course, we plan to roll it out across the entire Group in the long term. However, numerous country-specific requirements need to be observed in the process. So 2022 is sure to be anything but boring.

### 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 determine employees' needs and development goals.

In the reporting year, each employee had an average of 7.9 hours of traditional continued professional development, with white-collar workers spending approximately 9.6 hours in training and blue-collar workers 6.7 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 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

- 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. → 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 35.5% of employees at the locations in Austria have worked at Rosenbauer for more than ten years, of which 14.1% have been with the company for more than 20 years. In Switzerland, 20% of the employees have worked at the company for over ten years, while in Slovenia it is 23%.

### Evaluation of mental stress in the workplace

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. Information about workplaces not fitting into this category and smaller units was collected in group and individual interviews. In 2021, 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 2021.

### 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, 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, 5.9% of employees work part-time, with more of them in white-collar (8.4%) than blue-collar jobs (4.1%). → 102-8

In Europe, a dedicated family program allows men to also take parental leave. At the headquarters in Leonding, 28 men took this opportunity in the year under review.



# A Technician for the Fire Service

She has been working in Supply Chain Management (SCM) at Rosenbauer's Leonding location for three years and shows real enthusiasm for her role. Carina Falk-Ohrenhofer tells us about her career path, her range of tasks and attitudes to women as technicians.

## Ms. Falk-Ohrenhofer, what is your area of responsibility?

**Carina Falk-Ohrenhofer:** I work in Warehouse Logistics and am responsible for process and project management there.

## What specific tasks do you work on?

**Carina Falk-Ohrenhofer:** In process management, it is primarily about the ongoing optimization of our processes. For example, we have introduced a master data recording device in goods inward in order to improve the quality of data at the company. This is used to record every part as soon as it arrives in our warehouse. In the recent past, we also worked on parallelization in the picking areas. That means we have changed the method for picking from the various parts of the warehouse, the high-bay storage and the storage areas for medium-sized and small parts, from sequenced – as it had been previously – to simultaneous, which we are expecting to yield a significant reduction in the lead times for the picking process. In terms of project management, I am currently working intensively on the introduction of the new ERP system in the area of Supply Chain Management.

## You have been at Rosenbauer for three years. How did you find the initial period after joining?

**Carina Falk-Ohrenhofer:** My start to life at Rosenbauer was really exciting. The job in process management for warehouse logistics that was advertised back then appealed to me right away because it matched everything I wanted for my next job. My apprenticeship met the requirements perfectly too. So I simply applied to Rosenbauer and promptly got the job. My supervisor Markus Schallaböck, Head of Supply Chain Management at Rosenbauer, then immediately advised me to familiarize myself with my field of activity and the associated processes directly in the warehouse. That is when I knew that self-reliance and commitment are called for here. I was really pleased about that, because I have been trusted to actively help shape processes and assume responsibility from the very beginning.

## Which apprenticeship did you complete?

**Carina Falk-Ohrenhofer:** First I graduated from the vocational high school and did not want to add a traditional business degree such as business studies. In the end, an information event gave



**Carina Falk-Ohrenhofer has the logistics processes at Rosenbauer under control**

me the impetus to study industrial logistics at Montanuniversität Leoben. There they were promoting women in engineering using the slogan "Traut euch was!" (Trust yourselves to do it!)

## Why industrial logistics?

**Carina Falk-Ohrenhofer:** Logistics fascinates me because it is the ideal combination of business and engineering and is a good match for my range of interests.

## What aspect of your job do you like best?

**Carina Falk-Ohrenhofer:** The variety and the fact that I am confronted with new challenges on a daily basis. I do not just work at a desk; I frequently spend time on the shop floor, too. It is fun to work together with many different people from a wide range of areas within the company and make a difference in the process. The nicest thing of all is the positive feedback when a process change really has brought tangible added value to the everyday work of my colleagues in operations.

## As a woman, how do you assert yourself with your colleagues?

**Carina Falk-Ohrenhofer:** That is not a major issue here. Of course, you need a certain strong will to be able to win through among so many different opinions and convictions. But that applies to everyone. Being a woman plays no role in that. In any case, I have been treated in a friendly way from day one and think that the teamwork at the company is characterized by respect and that we all communicate on an equal footing.

Thank you for your time.



## 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	2021	2020	2019
<b>Work-related injuries</b>			
<b>Employees and workers</b>			
Number	265	267	275
Occupational accidents per 1 million working hours	43,7**	64.6	63.2
<b>Leasing staff</b>			
Number	15	-	-
Occupational accidents per 1 million working hours	62.5	-	-
<b>High-consequence work-related injuries</b>			
<b>Employees and workers</b>			
Number	0	-	-
Occupational accidents per 1 million working hours	0	-	-
<b>Leasing staff</b>			
Number	0	-	-
Occupational accidents per 1 million working hours	0	-	-

\* Adjustment of figures to the GRI Index

\*\* Strong reduction, as with the adjustment of the key figures the working hours of all employees are counted, not only those of the workers

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. For the 2021 reporting year, the accident figures were adjusted to the new GRI standard. High consequence accidents, i.e. accidents with lost hours of more than six months or permanent physical or psychological damage, are now reported. Accidents involving leasing personnel are also reported separately. These were previously integrated into the total sum of accidents.

→ 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. There is a risk of injuries with serious consequences when work is carried out on vehicle roofs, when vehicles are driven on public roads, and during maneuvering in the production halls. The issue of occupational safety is regularly discussed in team meetings.

→ 403-3

### Exoskeletons as supports for tasks involving bending and lifting

As technical supports, exoskeletons are a good tool for making physical work more comfortable and protecting employee health. As already reported, 2020 saw exoskeletons first used on a test basis at Rosenbauer as part of the research project called Enable me 50+. As one of the first areas to use support aids, Logistics (goods inward and picking) at the original plant in Leonding was chosen to use the devices in practice for the project. After successful testing, three exoskeletons were purchased in November 2021. These systems are intended to reduce the burden on employees when carrying out tasks involving bending and lifting and therefore relieve pressure on their lower back. The users

received intensive training from the manufacturer of the exoskeletons and the system has been in use since then. As a result of positive feedback stating that it noticeably reduces the sensation of personal exertion, other locations are already showing a keen interest. The system has also been presented at Rosenbauer Germany in Luckenwalde already, for example. Its practical application in other potential areas is expected to be tested 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, Linz Plant, Asten Plant, Neidling, Graz, Telfs) and Germany (Karlsruhe, Luckenwalde), Rosenbauer Brandschutz (Leonding, Mogendorf, Gladbeck), and the Slovenian site (Radgona) are certified to ISO 45001. This means that 67.7% of Rosenbauer employees work at locations with a certified occupational health and safety management system. In addition, internal audits are carried out at all other locations. The company has set itself the goal of certifying 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 as well as safety experts, safety representatives, first-aiders, fire prevention officers, and workforce representatives. Safety teams are also present at all production locations. → 403-3

#### Accident statistics

In 2021, a total of 265 occupational accidents occurred at Rosenbauer, of which none had serious consequences, while 107 occupational accidents 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 43.7 accidents per one million working hours, the accident rate fell considerably in the year under review compared with the previous year (64.6) and is already much closer to the target. The extensive package of measures already seems to be achieving good results.

As a percentage of all hours worked, those lost due to accidents amounted to 0.26%, which also represents a fall compared with the previous year. However, this is due to the fact that since the 2021 reporting year, the working hours of all employees have now been counted. Previously, only hours worked in production were reported. These occupational accidents were mainly cuts, bruises, lacerations and similar injuries when handling tools and workpieces. There were no fatal accidents or occupational accidents with serious consequences in the reporting year. Accidents involving temporary workers are included in the statistics and are also reported. → 403-2, 403-4, 403-9

In 2021, 31 ideas for improving occupational safety were submitted in Austria 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 2021, 125 near-miss accidents were reported across the Group, which is three times the number



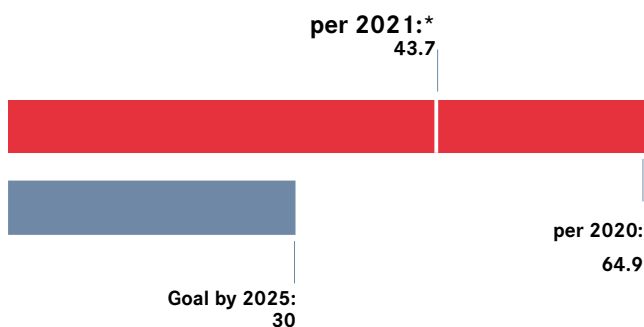
Occupational safety has top priority in the production of vehicles

compared to the previous year. This shows that the improved documentation is already yielding results. → 403-9

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.

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



\* Due to the adjustment to the GRI standard, the number of occupational accidents fell sharply compared with the previous year.

#### 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. The occupational physicians, psychologists, and physiotherapists play a central role in Rosenbauer's occupational medicine efforts.

Throughout the Group, the average number of sick days per employee in the reporting year stands at 10.3 days, which equates to an increase of 0.7 days compared with the previous

year and can be attributed to the COVID-19 pandemic. 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 10 employees in Austria in 2021, for example. → 403-2

The US locations offer a "Frequent Fitness Program" aimed at promoting health. In addition, Rosenbauer offers healthy meals and quit-smoking programs. 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

	2021	2020	2019
Total	10.3	9.6	9.5
Women	8.9	7.4	8.2
Men	10.5	10	9.7
Blue-collar workers	13.1	11.7	11.5
White-collar workers	6.2	6.5	6.2
Austria	12.5	9.8	9.1
Germany	17.3	14.3	17.2
Rest of Europe	12.5	11.5	10.5
USA	0	0.2	2.5
Rest of World	1.9	3.9	2.0

#### 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 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. → 102-12

In the interest of increasing diversity and equal opportunity, Rosenbauer targets the following measures:

- Introduction of a technician trainee program
- Implementation of employer branding measures
- Strengthening of female recruiting
- Group-wide establishment of the women@rosenbauer initiative.

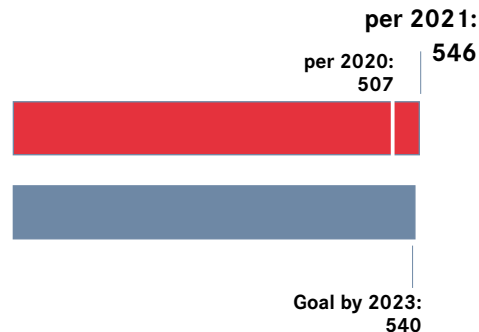
→ 102-1, 103-1, 103-2, 103-3

Rosenbauer resolutely opposes any form of discrimination. Unequal treatment or discrimination can be reported to the Compliance Officer at any time. In the reporting period, one allegation of discrimination became known in Germany. Rosenbauer is endeavoring to clarify this allegation in a targeted and rapid manner. → 406-1

People with disabilities make up 3.6% of the workforce worldwide. Rosenbauer works with social psychologists on their employment. What is more, several locations work with sheltered workshops.

→ 405-1

## Status Goal Proportion of Women: achieved



For example, the location of Rosenbauer Italia, which has decided to enter into profitable cooperation. The external cleaning service of the service location there is run by the social cooperative SIAA (Servizi Integrazione Alto Adige). The cooperative mainly employs people who would have no chance in the local labor market. In the case of the cleaning service, it is young people with mental illnesses or who have overcome addictions. They are treated by a dedicated psychologist and have close contact with the Rosenbauer employees. At the employees' request, the cleaning personnel even received the same Christmas present: “They should feel that for us, they belong here,” said the workshop manager Paul Horrér. The quality of the cleaning service is outstanding and the collaboration with the cooperation is going so well for all those involved that it is even being expanded.



Rosenbauer wants to inspire more women to take up technical professions





**Variety is guaranteed in production at Rosenbauer**

Thus the catering service of SIAA has already been engaged and the cleaning service is also to be expanded to cover certain production areas.

#### Equal opportunities: [women@rosenbauer](#)

Rosenbauer strives to give every employee the same opportunities – regardless of origin, age, gender, culture, or background. To promote diversity, Rosenbauer founded the [women@rosenbauer](#) initiative in 2021. The Executive Board has allocated a budget for this women's network for the 2022 financial year, so that it can continue to be effective. The initial focus is on increasing the proportion of women in general, but especially in management at Rosenbauer International. Corresponding measures are being developed by HR together with the women's network and implemented step by step.

As a professional field traditionally dominated by men, targeted measures are needed to promote women. [women@rosenbauer](#) aims above all at connecting female employees, mutual support and exchange. For example, several working groups have drawn up demands and measures aimed at improving the gender balance. These include more intensive support for women and men on parental leave, an internal website with information on the topic of equality, and the development of a no-go policy to improve cooperation between all employees. Another focus is on recruiting, which explicitly aims to attract more women to Rosenbauer in the future, especially in technical professions. Several measures are being supported to get girls interested in technology as early as school age.

In the recruitment process, care is taken to treat male and female applicants equally. The total percentage of women in the Group is 13.2% and is therefore 0.5% higher than the previous year.

→ 405-1

With the launch of the women's initiative, the targets for the proportion of women were also brought into focus. The target set for the first time of employing 540 women in the company by 2023 was achieved in 2021. Rosenbauer now aims to achieve a 15% share of women by 2025, both in the overall workforce and in the top two levels of management. The share of female executives

decreased slightly, from 12.1% in 2019 to 12% in 2020. Employees with responsibility for staff at the individual locations were used for the calculation. However, the proportion of women in the Group's highest management body is only 6%. 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 21.6% in 2021. Female apprentices in Production accounted for a share of 11%. The target of increasing the proportion of female industrial apprentices to 10% by 2023 was therefore also achieved in 2021.

→ 405-1

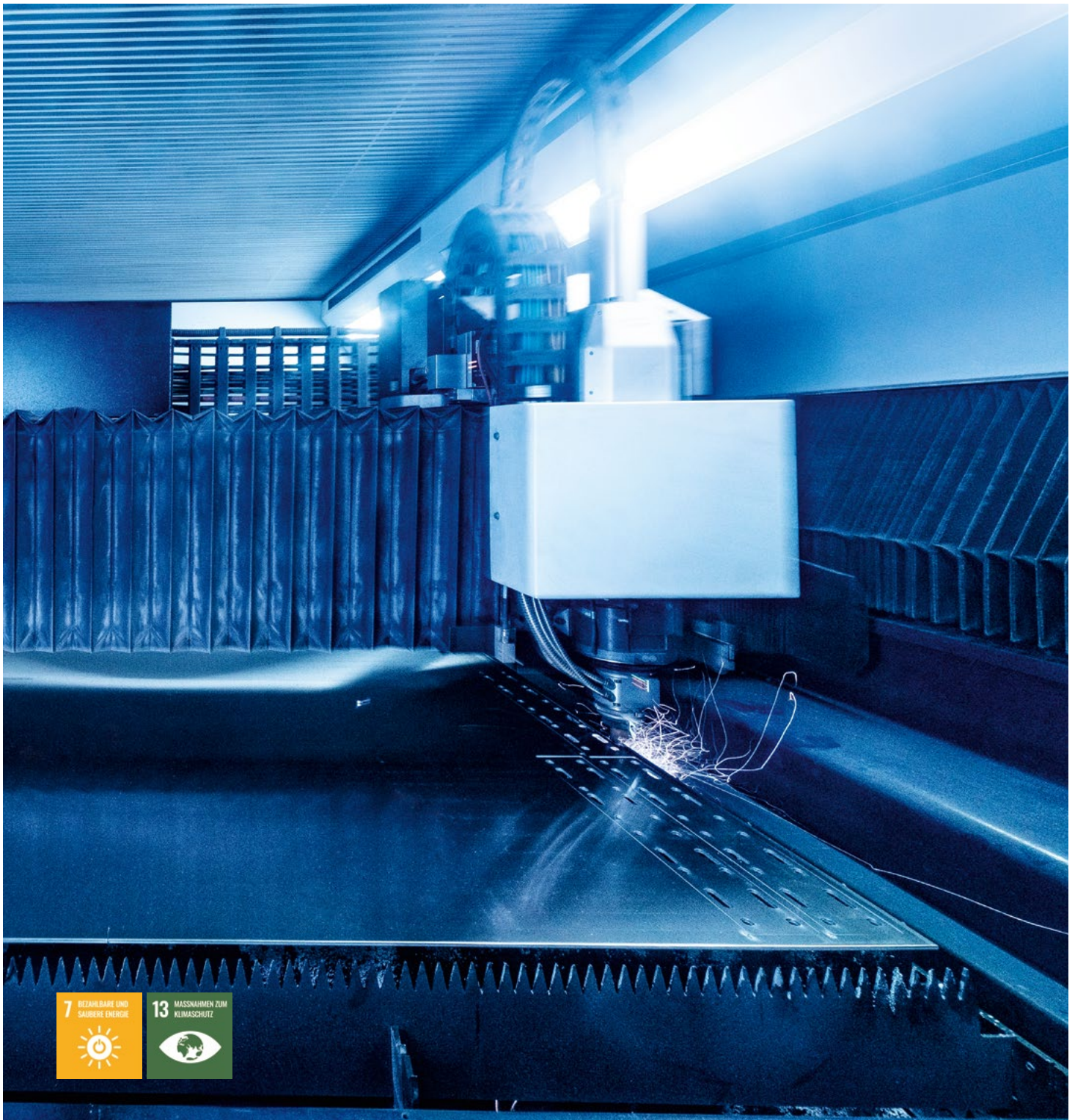
**Employees of Rosenbauer Group by gender (in % and headcount) → 405-1**

	2021	2020	2019
<b>All employees</b>			
Women	546	507	473
Women in %	13.2 %	12.7 %	12.4 %
Men	3,584	3,477	3,355
Men in %	86.8 %	87.3 %	87.6 %
<b>Blue-collar workers</b>			
Women	129	120	109
Women in %	5.3 %	5.0 %	4.6 %
Men	2,300	2,304	2,285
Men in %	94.7 %	95.0 %	95.4 %
<b>White-collar workers</b>			
Women	416	387	364
Women in %	24.5 %	24.8 %	25.4 %
Men	1,285	1,173	1,070
Men in %	75.5 %	75.2 %	74.6 %



# Environmentally Friendly Production

Rosenbauer is taking responsibility in production. Thus the company is relying on green electricity and a reduction in energy, water and 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 energy, 65.9% of the electrical 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 12% (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 11,861 t CO<sub>2</sub>eq. → 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 in 2022. 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 reported to CDP Climate Change for the first time in 2021 and achieved a rating of "C" (Awareness level). The feedback and suggestions from this year's rating will be incorporated into the next reporting process as part of an iterative development and derivation of measures. Rosenbauer is aiming for the top rating of "A" (Leadership Level) by 2025.



Energy consumption of Rosenbauer Group → 302-1	2021	2020	2019
<b>Total*</b>			
MWh	59,705.5	62,980.6	67,485.1
kWh per prod. hour	18.2	19.0	19.3
<b>Electricity consumption</b>			
MWh	16,570.0	16,011.2	16,530.0
kWh per prod. hour	5.0	4.8	4.7
<b>Heating and process energy consumption</b>			
MWh	28,325.0	31,310.1	34,099.3
kWh per prod. hour	8.6	9.5	9.8
<b>Fuels consumption</b>			
MWh	14,809.0	15,659.3	16,855.9
kWh per prod. hour	4.5	4.7	4.8

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

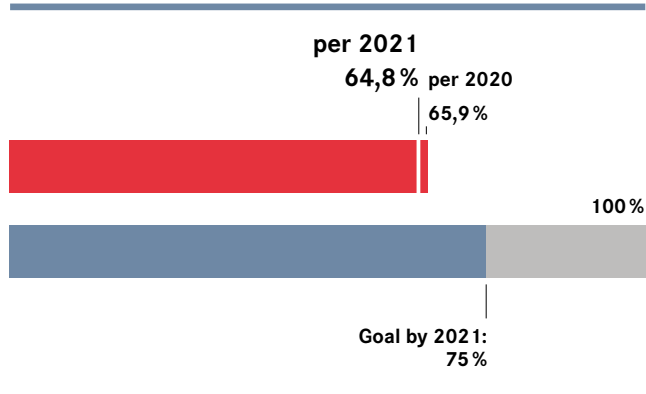
	Market-based			Country-based		
Greenhouse gas emissions of Rosenbauer Group (in t CO <sub>2</sub> eq)* → 305-1, 305-2	2021	2020	2019	2021	2020	2019
Total Scope 1 + Scope 2	11,861	14,003	15,951	14,761	17,335	19,017
Direct greenhouse gas emissions (Scope 1)	7,210	8,776	10,260	7,210	8,776	10,260
Indirect energy-related emissions (Scope 2 resulting from the use of district heating and electricity)	4,652	5,227	5,691	7,552	8,559	8,758

\* Data in CO<sub>2</sub> equivalents in accordance with the GHG Protocol Corporate Standard, taking into account the following greenhouse gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HSCs, PFCs, NF<sub>3</sub>; without consideration of biogenic greenhouse gases.  
Rosenbauer uses emission factors from the Austrian Federal Environment Agency and the ecoinvent 3.6 database to calculate greenhouse gas emissions. The values for Global Warming Potential are based on the 5th Assessment Report of the IPCC (2013).

### Increase in Green Electricity and Electricity Generated by the Company

The share of green electricity fell to 64.8% compared with the previous year due to increased electricity consumption at locations with a low share of renewable electricity. The target of meeting 75% of electricity demand from renewable energy sources by 2021 was thus missed and is now to be achieved by

### Status Goal Share of green electricity



2025. The large production locations in Austria and Germany have been operated using 100% green electricity since 2019.

The target of covering 5% of total electricity requirements with photovoltaic systems by 2021 was not achieved. The target value includes 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 and Neidling locations covers 4.1% of the Group's total electricity requirements. Following a relocation, the Mogendorf location no longer has a photovoltaic system. 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 Carpooling 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 1,700,000 km fewer on the roads, which corresponds to around 232 metric tons of carbon emissions. The development of users in 2021 shows an increase of almost 11% compared to the previous year. As in 2020, lower user activity was observed especially during the lockdown phases of the COVID-19 pandemic.

### 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. 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 m³ 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



The helmet production line in Linz, Austria, manufactured 87,000 helmets last year

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 experi-

encing 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, 303-1

In the reporting period, the Rosenbauer Group's total water consumption amounted to 80,931.5 m<sup>3</sup>, which is equal to specific water consumption of 24.6 liters per productive hour. 39.7% 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 4%. → 303-3

<b>Water consumption of Rosenbauer Group (m<sup>3</sup>)</b> → 303-3	<b>2021</b>	<b>2020</b>	<b>2019</b>
Municipal water	48,822.5	45,060.1	42,944.9
thereof in water-stressed areas	19.7%	19.5%	25.9%
Liters per prod. hour	14.9	13.6	12.3
Well water	32,109.0	39,437.0	47,341.0
thereof in water-stressed areas	3.4%	3.4%	2.7%
Liters per prod. hour	9.8	11.9	13.5
<b>Total water consumption</b>	<b>80,931.5</b>	<b>84,497.1</b>	<b>90,285.9</b>
thereof in water-stressed areas	13.5%	12.0%	13.8%
Liters per prod. hour	24.6	25.5	25.8



The largest water consumption in production occurs during the functional test of the turret

### 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. This 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

Rosenbauer has already been conserving 100,000 m<sup>2</sup> of plastic film each year since 2019 by switching to reusable packaging in helmet production. 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.

Scrap plastic parts are collected at Rosenbauer and taken to a recycling partner, who uses them to produce new plastic granulate.

### 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.

### 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, 306-3

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 → 306-3	2021	2020	2019
<b>Total</b>			
t	3,660	3,917.1	3,450.0
kg per prod. hour	1.1	1.2	1.0
<b>Hazardous waste</b>			
t	260.4	233.3	178.3
kg per prod. hour	0.1	0.1	0.1
<b>Recyclable waste*</b>			
t	3,111.3	3,452.5	2,966.9
kg per prod. hour	1.0	1.0	0.9
<b>Residual waste</b>			
t	288.9	231.3	304.8
kg per prod. hour	0.1	0.1	0.1

\* Used material, non-hazardous waste without residual waste



# Business-Ethics & Supply Chain

Compliance with legal regulations and fair dealings with all stakeholders throughout the entire supply chain are integral parts of corporate policy.



## COMPLIANCE AND SUSTAINABLE SUPPLY CHAIN

Rosenbauer delivers the majority of its products to public institutions and authorities. This results in increased responsibility that is particularly 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). Since 2021, there has also been a separate Code of Conduct for suppliers, the Supplier Code of Conduct.

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:

- conducting mandatory training for all compliance-relevant employees,
- 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 at least once a year.

To enable any misconduct to be flagged and pursued, the company introduced its own whistle-blower system in 2014. It can be used by employees and outsiders to the company alike – anonymously, if they wish. In December 2021, the existing whistleblower system was expanded to include a new web-based tool, the "Integrity Line," which offers an additional reporting option for whistle-blowers in line with the requirements of the European Union. Violations of the Rosenbauer Code of Conduct or breaches of the law can be reported confidentially and completely anonymously. There are disciplinary consequences in place, depending on the severity of proven infringements; these range from a warning to immediate dismissal. In 2021, no compliance violation reports were submitted to Group Compliance. Two sales partners were excluded from doing business with Rosenbauer based on compliance-relevant



information in 2021. These were one existing and one potential partner. → 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, over 500 employees (particularly executives) have successfully completed both training courses.

#### Number of Rosenbauer employees who participated in compliance training in 2021 (excluding e-learning)

# 178

#### 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.

Rosenbauer has been certified in accordance with ISO-37001 "Anti-bribery management systems" since 2021. This first-time certification underscores Rosenbauer's innovative leadership in this area. Certification brings considerable advantages in terms of legal certainty and can also provide a decisive competitive advantage in tendering procedures. The certified compliance management system enables Rosenbauer to demonstrate compliance with its corporate due diligence. The first monitoring audit is planned for May 2022, which will include the whistleblower system announced in December 2021.

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 124 business partners were assessed as part of our integrity reviews; a total of two were rejected as a result. There were no known cases of corruption in 2021. → 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.

#### TAX TRANSPARENCY

As an internationally active Group, Rosenbauer strictly adheres to the laws and regulations of those countries in which it operates, and cooperative and transparent collaboration with the tax authorities is also a matter of course. Tax-related issues are also incorporated into the global internal control system and the global risk management system. A whistleblower system in the form of the Integrity Line is available for reporting unethical and illegal behavior. No direct political influence is exerted on tax issues. → 103-1, 103-2, 103-3, 207-3

#### Sustainable tax strategy – tax follows business

Rosenbauer's tax strategy focuses on supporting its core business. This means that, first and foremost, transactions and processes are optimally aligned with the requirements of our customers and products. Measures to optimize tax expenses are therefore only implemented if they do not have a negative impact on business processes and internal corporate management.

→ 207-1

Accordingly, value added is also reported in the country from which the actual value added of a transaction results. Group-wide compliance with the transfer pricing guideline achieves this goal and fulfills the requirements of the OECD Transfer Pricing Guideline.

Rosenbauer expressly rejects the use of aggressive tax planning. This means that atypical constructions to avoid tax payments (off-shore companies, treaty shopping, etc.) are not used. → 207-1

#### Tax compliance

Tax agendas are coordinated by the global tax department, while local tax compliance is the responsibility of the respective commercial directors of the areas or the commercial managers of the subsidiaries.

Internal tax training courses for employees, in particular for sales staff, are held several times a year. In the event of current changes in tax legislation, these are proactively prepared and communicated to the relevant departments by the Group tax department.

As part of the SAP S4/HANA rollout, tax compliance will be taken to a new level through the automatic generation of tax codes and another step will be taken in the digitalization of business processes. → 207-2

#### Tax payments

The following table shows the country-by-country reporting of income-related corporate taxes: → 207-4

2021 (in € thousand)	Number of employees	External revenues	Revenues from inter-company transactions	Profit before income taxes	Property, plant and equipment with the exception of cash and cash equivalents	Income tax paid	Income tax expense/income
Austria	1,648	356,938	228,084	2,339	126,659	249	3,544
Germany	997	242,573	81,561	9,129	35,914	-1,302	-6,189
Italy	49	6,867	13,129	445	927	-59	-99
Poland	17	16,578	99	150	762	-0	-20
Slovenia	152	13,224	12,577	1,352	8,971	-905	-248
Switzerland	34	21,344	58	914	8,065	-454	-168
Spain	34	14,035	1,587	-187	3,708	-13	108
South Africa	7	1,683	0	-85	17	1	24
France	27	5,416	754	-43	388	0	0
United Kingdom	16	13,053	0	33	370	20	85
United Arab Emirates	0	4,870	224	1,293	1,407	0	0
Saudi Arabia	108	16,527	4,391	485	6,607	-533	-628
Australia	8	5,929	25	565	90	-640	-165
Singapore	48	31,318	0	3,502	632	-579	-443
United States	985	224,755	74,663	8,980	13,966	-1,523	-1,455



<b>2021 (in € thousand)</b>	<b>Profit before income taxes</b>	<b>thereof 25% national income tax expense</b>	<b>Tax relief from partnerships</b>	<b>Effect of different tax rates</b>	<b>Permanent differences</b>	<b>Taxes from previous years</b>	<b>Other</b>	<b>Effective tax income (-)/ expense (+)</b>
Austria	2,339	585	0	0	84	-1,364	-812	-1,507
Germany	9,129	2,282	0	204	18	3,585	257	6,346
Italy	445	111	0	-5	-9	7	-10	95
Poland	150	38	0	-9	0	0	-7	22
Slovenia	1,352	338	0	-79	-20	0	20	259
Switzerland	914	228	0	-48	0	0	-12	168
Spain	-187	-47	0	0	-58	0	-4	-108
South Africa	-85	-21	0	-3	0	0	0	-24
France	-43	-11	0	-2	4	-229	-2	-240
United Kingdom	33	8	0	-1	9	-91	-7	-81
United Arab Emirates	1,293	323	0	0	-327	0	-0	-4
Saudi Arabia	485	121	0	-24	0	305	226	628
Australia	565	141	0	27	0	0	0	169
Singapore	3,502	876	0	-262	-30	0	-59	524
United States	8,980	2,245	-1,475	-1,374	151	0	-139	-592

## 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 2021, are screened regularly against environmental and social criteria to ensure that certain minimum standards are maintained.

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.

### Suppliers of Rosenbauer group with certificates

(in %) → 308-1, 414-1

	2021	2020	2019
Suppliers with Code of Conduct	72.8	72	71.7
Suppliers ISO 9001	59.6	59.2	58.9
Suppliers ISO 14001	22.2	20.6	20.6
Suppliers ISO 50001	7.7	7.1	7.0
Suppliers ISO 45001	7.2	7	7.1

### 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, 71% 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

# 72.8%

### 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 2021, there were no substantiated complaints concerning data protection violations of customer or employee privacy, or the loss of personal data, for example.

→ 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	218	56	162
Men	1,299	821	478

## Employees by contract → 102-8

Employees with collective labor agreements	1,517
Temporary employees (headcount)	152

## Turnover of employees (in % and headcount) → 401-1

	New employees		Departures	
Total	10.1 %	153	8.4 %	127
Women	14.2 %	31	14.2 %	31
Men	9.4 %	122	7.4 %	96
< 30 years	18.0 %	79	10.2 %	45
30–50 years	8.4 %	63	7.0 %	53
> 50 years	3.4 %	11	9.0 %	29

## Part-time employees (in % and headcount) → 102-8

	All employees		Blue-collar workers		White-collar workers	
Total	9.9 %	150	6.8 %	60	14.1 %	90
Women	38.1 %	83	28.6 %	16	41.4 %	67
Men	5.2 %	67	5.4 %	44	4.8 %	23

## Employees by age group (headcount) → 405-1

	All employees	Blue-collar workers	White-collar workers
< 30 years	440	284	156
30–50 years	754	384	370
> 50 years	323	209	114

## Hours of training per headcount → 404-1

	All employees	Women	Men	Blue-collar workers	White-collar workers
	15.4	13.1	15.8	13.2	18.3



Accident statistics → 403-9	Work-related injuries	High-consequence work-related injuries
<b>Employees</b>		
Number	111	0
Occupational accidents per 1 million working hours	45.9	0
<b>Leasing staff</b>		
Number	15	0
Occupational accidents per 1 million working hours	83.3	0

Average sick days	All employees	Women	Men	Blue-collar workers	White-collar workers
	13	12.3	13.2	17.2	7.3

Energy consumption → 302-1	Total*	Electricity consumption	Heating and process energy consumption	Fuels consumption
MWh	22,092.96	7,177.39	11,289.92	3,625.65
kWh per prod. hour	21.85	7.10	11.17	3.59

\* 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 <sub>2</sub> eq)* → 305-1, 305-2	Market-based	Country-based
Total Scope 1 + Scope 2	1,838	3,931
Direct greenhouse gas emissions (Scope 1)	1,805	1,805
Indirect energy-related emissions (Scope 2 resulting from the use of district heating and electricity)	32	2,126

\* Data in CO<sub>2</sub> equivalents in accordance with the GHG Protocol Corporate Standard, taking into account the following greenhouse gases: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, SF<sub>6</sub>, HSCs, PFCs, NF<sub>3</sub>; without consideration of biogenic greenhouse gases.  
Rosenbauer uses emission factors from the Austrian Federal Environment Agency and the ecoinvent 3.6 database to calculate greenhouse gas emissions. The values for Global Warming Potential are based on the 5th Assessment Report of the IPCC (2013).

Water consumption* → 303-3	Total	Municipal water	Well water
m <sup>3</sup>	44,488.0	13,729.0	30,759.0
Liters per prod. hour	44.0	13.6	30.4

\* Water consumption according to meter reading and billing

<b>Waste</b> → 306-3	<b>Total</b>	<b>Hazardous waste</b>	<b>Recyclable waste*</b>	<b>Residual waste</b>
t	1,736.90	137.5	1,418.90	180.5
kg per prod. hour	1.7	0.1	1.4	0.2

\* Used material, non-hazardous waste without residual waste

#### **Suppliers with certificates (in %) → 308-1, 414-1**

Suppliers with Code of Conduct	71.1
Suppliers ISO 9001	60.3
Suppliers ISO 14001	25.5
Suppliers ISO 50001	9.9
Suppliers ISO 45001	8.3

#### **Complaints of residents**

Complaints because of noise	0
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For key financial figures, see Annual Financial Report 2021 from 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
<b>GRI 101: Foundation 2016</b>					
<b>GRI 102: General Disclosures 2016</b>					
<b>Organizational profile</b>					
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	71	
GRI 102	General Disclosures	102-4	Location of operations	8, Annual Report 2021 p. 152 et seq.	
GRI 102	General Disclosures	102-5	Ownership and legal form	Annual Report 2021 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 2021 p. 57 et seq., 136 et seq.	As part of our ISO 14001 environmental management system certification we are committed to preventive environmental protection. <a href="http://www.klimabuendnis.at/rosenbauer-international-ag-standort-leonding">www.klimabuendnis.at/rosenbauer-international-ag-standort-leonding</a>
GRI 102	General Disclosures	102-12	External initiatives	41, 52	
GRI 102	General Disclosures	102-13	Membership of associations	20	
<b>Strategy</b>					
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 2021 p. 57 et seq., 136 et seq.	



GRI Standard No.	GRI Standard Title	No.	Indicator Name	Report Page	Comments and/or Omissions
<b>Ethics and integrity</b>					
GRI 102	General Disclosures	102-16	Ethics: values, principles, standards, and norms of behavior	9 et seq., 51	
<b>Corporate Governance</b>					
GRI 102	General Disclosures	102-18	Governance structure	10, Annual Report 2021 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.
<b>Stakeholder Engagement</b>					
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	
<b>Reporting Practice</b>					
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	

<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
GRI 102	General Disclosures	102-52	Reporting cycle	2	
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 207: Tax

GRI 103	Management Approach	103-3	Explanation of the material topic and its Boundary	52 et seq.	
GRI 103	Management Approach	103-3	The management approach and its components	52 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	52 et seq.	
GRI 207	Tax	207-1	Approach to tax	53	
GRI 207	Tax	207-2	Tax governance, control, and risk management	53	
GRI 207	Tax	207-3	Stakeholder engagement and management of concerns related to tax	53	
GRI 207	Tax	207-4	Disclosure 207-4 Country-by-country reporting	53 et seq.	

### 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	

<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
GRI 301	Materials	301-1	Materials used by weight or volume	46	Without weight or volume data and without breakdown by renewable and non-renewable materials, as the figures are currently not available in this form: supplement until reporting year 2022.

**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 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 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	47 et seq.	
GRI 303	Water	303-1	Water withdrawal by source	47 et seq.	
GRI 303	Water	303-2	Management of water discharge-related impacts	26, 48 et seq.	
GRI 303	Water	303-3	Water withdrawal	48, 58	

**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, 58	
GRI 305	Emissions	305-2	Energy indirect (Scope 2) GHG emissions	46, 58	

**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	

<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
GRI 103	Management Approach	103-3	Evaluation of the management approach	49	
GRI 306	Effluents and Waste	306-2	Management of significant waste-related impacts	49	
GRI 306	Effluents and Waste	306-3	Waste generated	49, 59	

#### **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 308: Supplier Environmental Assessment 2016**

GRI 103	Management Approach	103-1	Explanation of the material topic and its Boundary	54 et seq.	
GRI 103	Management Approach	103-2	The management approach and its components	54 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	54 et seq.	
GRI 308	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria	54 et seq.	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, 57	

#### **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.	



<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
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 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 et seq.	Occupational accidents involving leasing staff included. The collection of accidents by employees of third-party companies at Rosenbauer locations will follow in the coming years.

#### **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	

<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
<b>GRI 405: Diversity and Equal Opportunity 2016</b>					
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., 57, Annual Report 2021, p. 29	
<b>GRI 406: Non-discrimination 2016</b>					
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	
<b>GRI 408: Child Labor 2016</b>					
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.
<b>GRI 409: Forced or Compulsory Labor 2016</b>					
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.

<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
<b>GRI 414: Supplier Social Assessment 2016</b>					
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 et seq.	
GRI 103	Management Approach	103-3	Evaluation of the management approach	54 et seq.	
GRI 414	Supplier Social Assessment	414-1	New suppliers that were screened using social criteria	55, 59	New suppliers were evaluated.
<b>GRI 416: Customer Health and Safety 2016</b>					
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.
<b>GRI 418: Customer Privacy 2016</b>					
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	
<b>GRI 419: Socioeconomic Compliance 2016</b>					
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 2021.

<b>GRI Standard No.</b>	<b>GRI Standard Title</b>	<b>No.</b>	<b>Indicator Name</b>	<b>Report Page</b>	<b>Comments and/or Omissions</b>
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**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
<b>Governance</b>	a) Describe the board's oversight of climate-related risks and opportunities.	page 11
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	page 14
<b>Strategy</b>	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	pages 11-13
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	pages 12, 13, 14
	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 °C or lower scenario.	page 14
<b>Risk management</b>	a) Describe the organization's processes for identifying and assessing climate-related risks.	pages 12, 14
	b) Describe the organization's processes for managing climate-related risks.	page 14
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	page 14
<b>Metrics and targets</b>	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 14, 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 non-financial report prepared in accordance with the GRI Standards (Core option) international framework contains the disclosures pursuant to Sections 267a(2), 243b(2) of the Austrian Commercial Code (UGB) that are necessary for an understanding of the business performance, the business results, the position of Rosenbauer International AG and the effects of its activities and relate at a minimum to environmental, social and employee issues, respect for human rights and the fight against

corruption and bribery. The disclosures shall include a description of the business model of Rosenbauer International AG and the concepts pursued in relation to the concerns, including due diligence processes applied, material risks that are likely to have a negative impact on the concerns, and the results from the concepts and key performance indicators.

Leonding, March 25, 2022

Dieter Siegel

CEO

Global central functions:

Corporate Development,  
Human Resources,  
Strategy,  
Innovation & Marketing,  
Group Communication,  
Fire & Safety Equipment,  
Product Management

Andreas Zeller

CSO

Global central functions:

Area Management  
APAC, CEEU, MENA,  
NISA and NOMA,  
Sales Administration,  
Customer Service

Daniel Tomaschko

CTO

Global central functions:

Preventive Fire Protection,  
Supply Chain Management,  
Central Technics,  
CoC Operations

Sebastian Wolf

CFO

Global central functions:

Group Controlling,  
Group Accounting and Tax,  
Legal, Compliance &  
Insurance, Export Finance,  
Treasury, Investor Relations,  
Internal Audit, IT

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