

# ESG- REPORT

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Financial year 2023

# About the report

This ESG report is the continuation of the CSR report that was first published in 2021. Since 2018, Komptech has been working intensively on the holistic implementation of sustainability throughout the company. This report summarizes the experience gained in this period, the resulting activities and measures, as well as the objectives set for the future. Thus we enable our customers, employees, and all interested partners and stakeholders to obtain insight into the sustainability strategy of our company.

This report provides information on the items at the top of our sustainability agenda, which is aligned with the 17 Sustainable Development Goals (SDGs) of the United Nations. In the report on the 2021 financial year, we started integrating individual areas from the requirements of the GRI (Global Reporting Initiative). An overview of the selected GRI chapters is appended. Since fall 2023 we are also working intensively on preparing for the implementation of the Corporate Sustainability Reporting Directive and the associated reporting standards.

This report contains information and data on all companies of the Komptech Group – i.e., the headquarters in Frohnleiten (Austria), as well as the subsidiaries in Graz (Austria), Ljutomer (Slovenia), and Oelde (Germany). The topics covered always concern the entire corporate group. The data was analyzed and presented depending on availability. If information does not apply for the entire group, it is indicated accordingly. We fundamentally plan all our activities for the entire group, but some measures must or can only be implemented locally at individual subsidiaries.

We decided to switch from the designation “CSR” (Corporate Social Responsibility) to “ESG” (Environment, Social, Governance) because our non-European customers in particular can be better addressed with this globally recognized term. Unfortunately, this means that the term “responsibility” is no longer in the description. But we remain no less aware of the responsibility we all have for our planet and our society, and we take it into consideration in our decisions.

All key figures given refer to the past fiscal year, i.e., from January 1 to December 31, 2023. Regular updates are planned at least every two years.

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The Komptech Group's contribution toward the Sustainable Development Goals of the UN 2030 Agenda



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# Opportunities for a greener world.

## Statement of the Management



Martin Lambauer (CFO), Christoph Feyerer (CEO), Ewald Konrad (CSO), Christoph Schroeder (COO) (from left to right)

For several years now, global challenges have been increasing at a pace that hardly anyone can keep up with. The pandemic has been followed almost seamlessly by various wars and crises that have disrupted the global energy supply and raised many other issues. Especially in times like these, it is more important than ever for companies to pursue sustainable and solution-oriented approaches that not only serve their own business success, but also the well-being of society and the environment.

At Komptech, we strive to make our contribution to a better world. This is evident, among other things, in our FAIR sustainability program, with which we aim to implement the 17 Sustainable Development Goals (SDGs for short) (more on this from page 18). Our company is particularly focused on three of these desirable goals: responsible production, climate action and clean and affordable energy.

Clean energy in particular will play a key role for Komptech in the coming years. With our new "Komptech Industrial" division, we are increasingly focusing on the processing of medium and high-caloric substitute fuels. A wide range of industries have a high demand for refuse-derived fuels - and our machines will also make a valuable contribution to the circular economy and thus to sustainable development in this area in the future through correct preparation and further processing. The first example of this is our newly developed Equalizer, a high-quality shredder for the treatment of mixed waste, which will be available on the global market from 2025 and will make a significant contribution to waste reduction.

Sustainability is also a top priority in our own company. For example, we make sure that we also work in an emission-saving manner ourselves and have been

using our own photovoltaic system at our headquarters in Frohnleiten since 2021, which enables us to cover around 25% of our energy requirements ourselves. We also offset our emissions by supporting climate projects. Last but not least, many of our machines are already equipped with an electric motor, thus helping to reduce the consumption of fossil fuels (for more details, see page 26 onwards). Renowned partners from science and research are constantly helping us to make our production processes even more environmentally friendly and our working culture even more modern.

We know that it will not be easy to find a good path to a sustainable future. The global issues mentioned above are being regulated by ever stricter and more comprehensive legal provisions, which on the one hand pave the way for more sustainable products, production processes and consumer behavior, but on the other hand also entail very labor-intensive projects for all economic operators. We see these requirements as an opportunity to further develop our company and thus continue to make valuable contributions to the issues of sustainability, social justice and environmental protection in the future.

Last but not least, we would like to thank our employees, who share the values of our company and are our most important resource through their commitment. As a family-friendly employer and with free occupational health care and further training, we are pleased to be able to create an appropriate working environment for our employees in which we can all pull together and make the world a little bit greener.

**OHG  
ORASIS Industries  
Holding GmbH**

Komptech is one of the two divisions of the ORASIS Group and covers the environmental sector with its companies in Austria, Germany and Slovenia (see page 08)

For details on the entire group of companies, please visit the corporation's website:

[www.orasis-industries.com](http://www.orasis-industries.com)

# Company history

1992

- The beginnings of the Komptech brand
- The first Topturn is built\*

1997

- Opening of the production facility in Frohnleiten
- Addition of shredding machines to the product line

1999

- Acquisition of Tehnostroj (now Farmtech) – addition of screeners and agricultural machines to the product line
- Further expansion of the sales organization

2003

Strengthening of screener capacity through collaboration with Anlagenbau Günther

2007

- Founding of a sales subsidiary in the US
- Expansion of R&D capacity

2012

Construction of a Competence Centre in Oelde, Germany

2015

ORASIS Group becomes majority shareholder

2018

Expansion of the Komptech group with the addition of JAWA Management Software GmbH

2020

Launch of the first e-mobile product line

2022

30-year company anniversary – New brand outfit

2024

Completion of the additional production hall in Ljutomer/SLO

\* You can find details of our products on our website: [www.komptech.com/en/products/](http://www.komptech.com/en/products/)

# Company structure



In addition to Komptech GmbH, the Komptech Group has four subsidiaries:



**Komptech Vertriebsgesellschaft Deutschland mbH**  
Oelde, Germany

Sales company for Germany



**Komptech Umwelttechnik Deutschland GmbH**  
Oelde, Germany

Production location for screening and separation technology

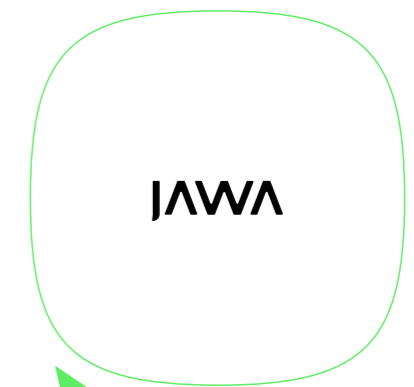


**Farmtech d.o.o.**  
Ljutomer, Slovenia

Farmtech d.o.o. manufactures agricultural technology products (tippers, spreaders) under the "Farmtech" brand name. Similar to Komptech GmbH, Farmtech d.o.o. is responsible for research & development, marketing, product management, sales, customer service, and logistics for agricultural technology products. In addition, Farmtech d.o.o. is the central production location for the entire steel construction operations of the Komptech Group as well as for environmental technology and agricultural technology. Part of the product portfolio for shredding and composting technology is pre-assembled and completely mounted at Komptech GmbH in Ljutomer (Topturn, Axtor).

**Product portfolio:**

- ippers
- Push-off trailers
- Flatbed trailers
- Spreaders
- Slurry tankers



**JAWA Management Software GmbH**  
Graz, Austria

Development and implementation of special software solutions for various industries. JAWA develops a wide range of digitization components for the Komptech Group, such as the Komptech GO! platform incorporating a multitude of apps for supporting communication with sales partners and customers worldwide.

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Responsibility for the management, sales in Austria, worldwide support for sales partners, worldwide customer service, central accounting, marketing, HR and IT as well as central responsibility for production and logistics. Cooperations with other companies, such as ALBG, are also led by Komptech GmbH. In addition, Komptech GmbH is responsible for product management and R&D for all products in the Environmental Technology division. The Komptech Research Center, which relocated from St. Michael/Leoben to Frohnleiten in 2019, is in charge of prototype construction as well as testing and trials. The aim of this was to bring together the development and testing competences at one location.

In Vienna, Komptech GmbH has its own engineering office for the management and processing of plant engineering projects around the world.

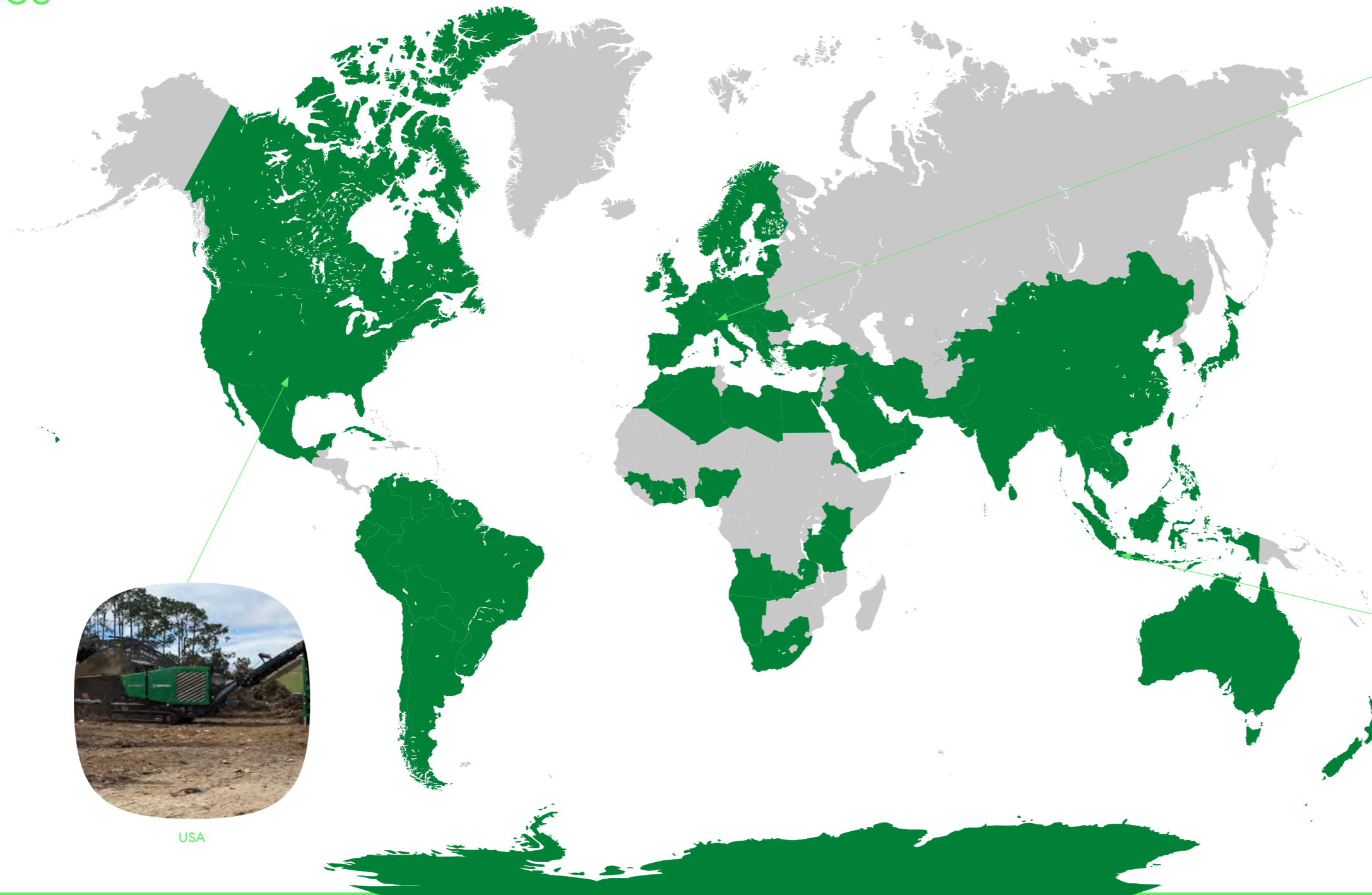
## Comprehensive solution provider

Komptech is a leading international solution provider for the processing of waste materials and biomass.

**Product portfolio:**

- Composting
- Fermentation
- Biomass treatment
- Mechanical-biological waste treatment
- Treatment of refuse derived fuels
- Treatment of commercial waste
- Waste wood processing
- Special applications for "shredding and separation"

# Global sales



Switzerland



USA



India

The company's products are sold in Austria and Germany through its own subsidiaries. In all other countries they are sold by trade partners. Through this sales organization, the company offers competent advice and reliable service all around the world, with an export rate of 95 % and more than 80 supplied countries. We are always striving to extend this list.

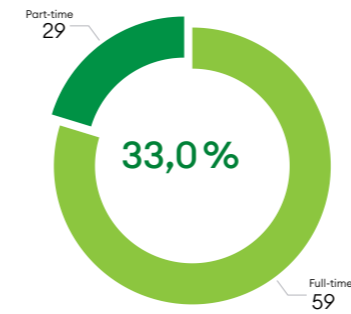


To me, sales at Komptech doesn't mean just selling machines. It's much more about our closeness to our partners and customers, and understanding their needs. That's one of the cornerstones for reaching our shared goals and achieving success for Komptech.

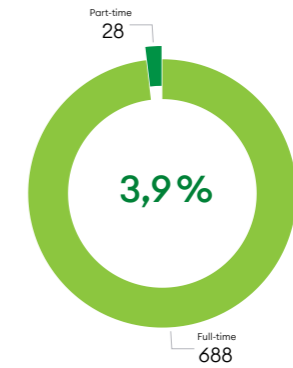
**Patrick Reisinger (Area Sales Management, Frohnleiten)**

# Komptech in numbers

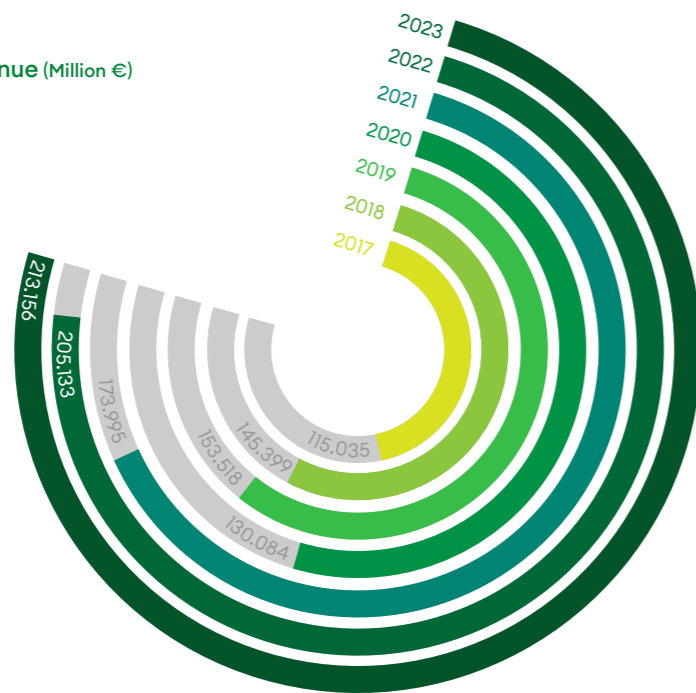
Part-time rate: women



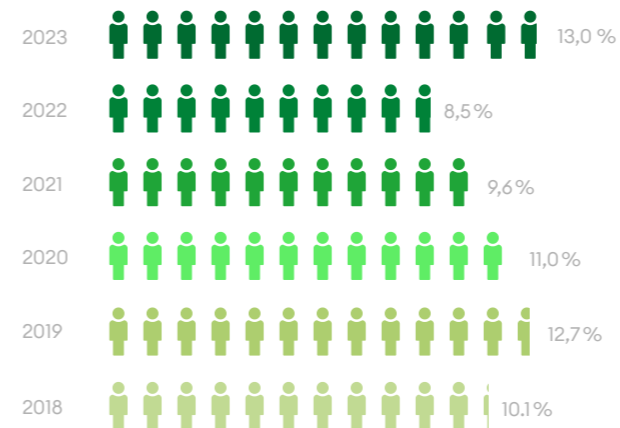
Part-time rate: men



Komptech revenue (Million €)

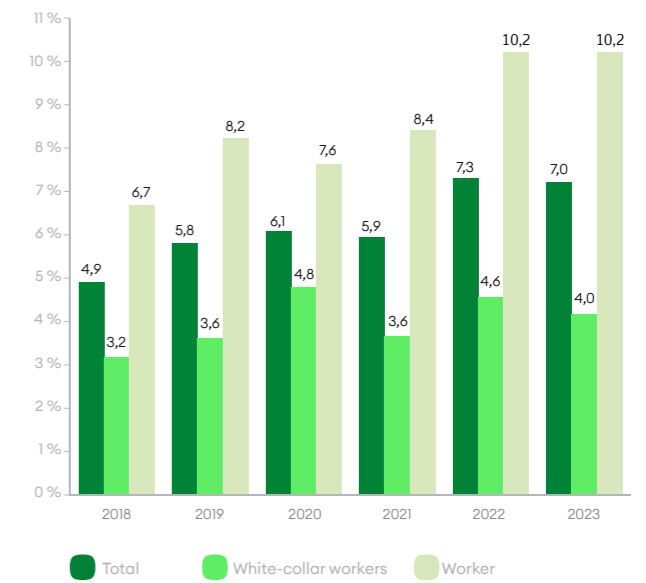


Fluctuation

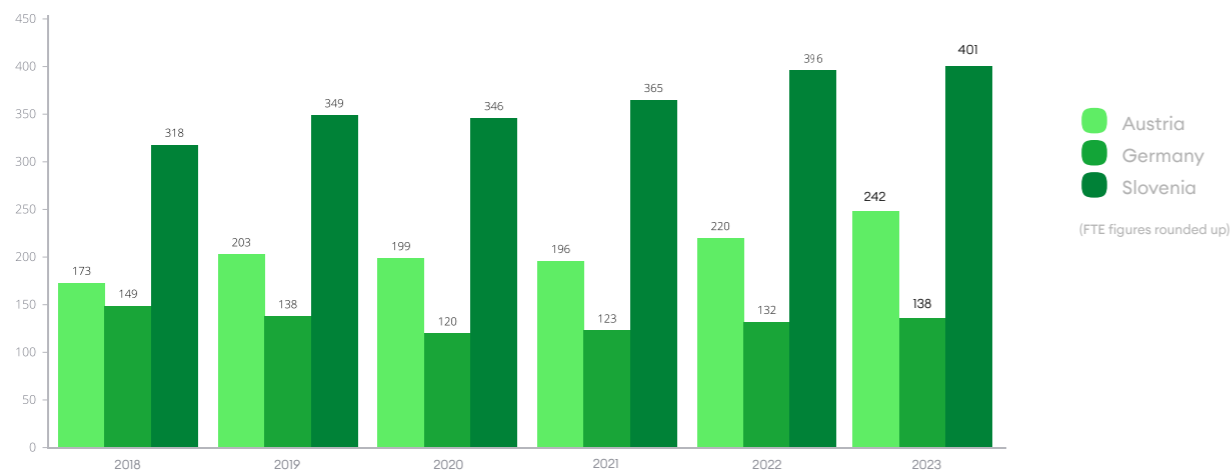


Calculation in acc. with Schlüter

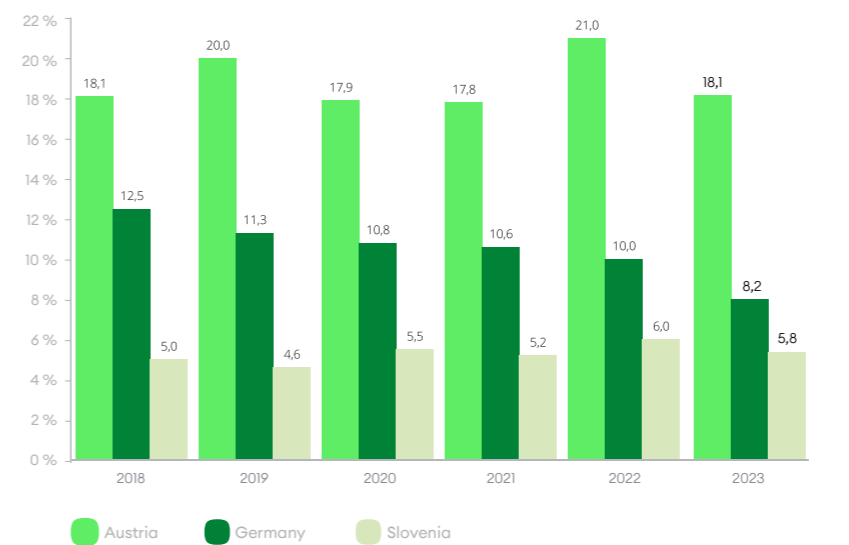
Percentage of sick days



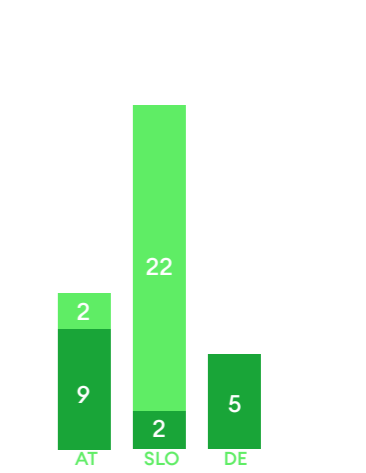
Employee development



Percentage of women per Komptech location



Maternal leave\* Paternity month\*

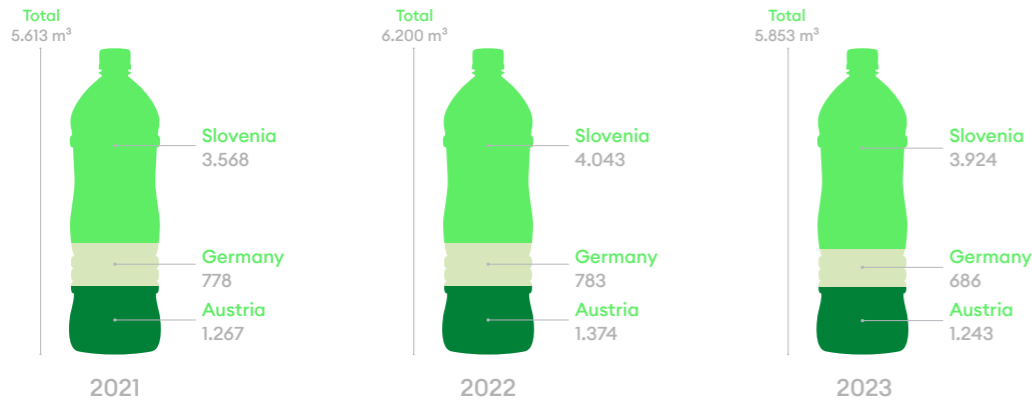


\* Austrian designation; corresponding counterpart in Slo and DE

# Operating ecology

## Water consumption in m³

Figures are for water consumption in buildings owned by the KT Group. Rented office space (Vienna, Graz) is not included.



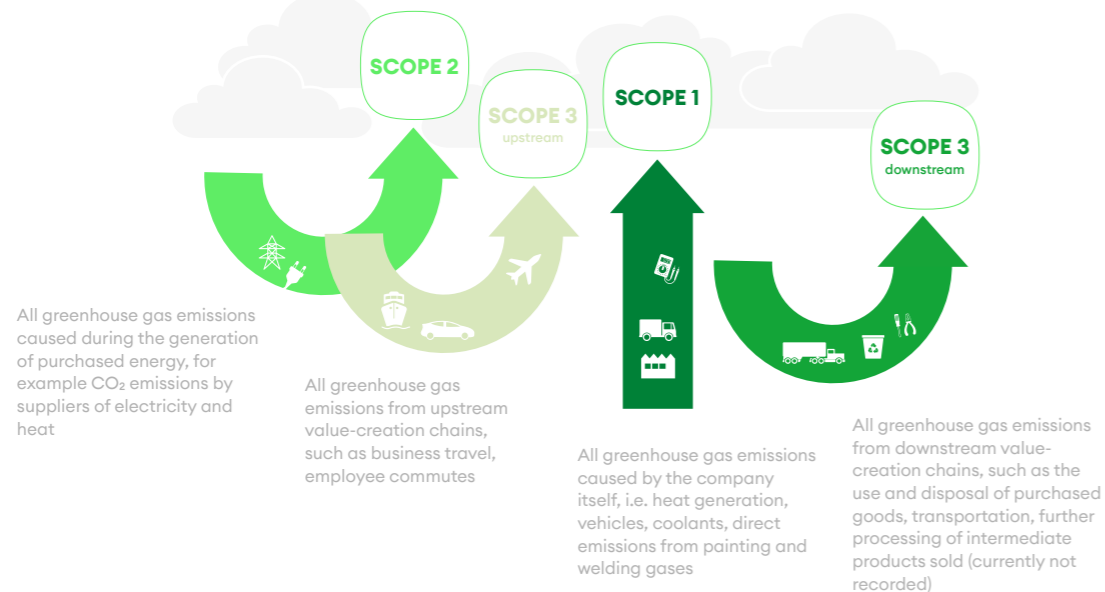
## Waste produced

Figures are for waste weighed upon collection. Waste from sources like office buildings required to be serviced by local waste disposal, is not weighed and therefore not recorded.

in t	Austria total	Whereof hazardous waste	Germany total	Whereof hazardous waste	Slovenia total	Whereof hazardous waste
2021	129.80	56.46	52.77	7.92	1,587.58	92.66
2022	172.46*	54.66	51.03	8.72	1,738.87	131.06**
2023	145.05	54.41	59.26	12.04	1,792.44	71.96

\* Higher amount of waste due to construction and machine testing  
 \*\* Higher proportion of hazardous waste due to construction activities

## Assignment of emissions sources

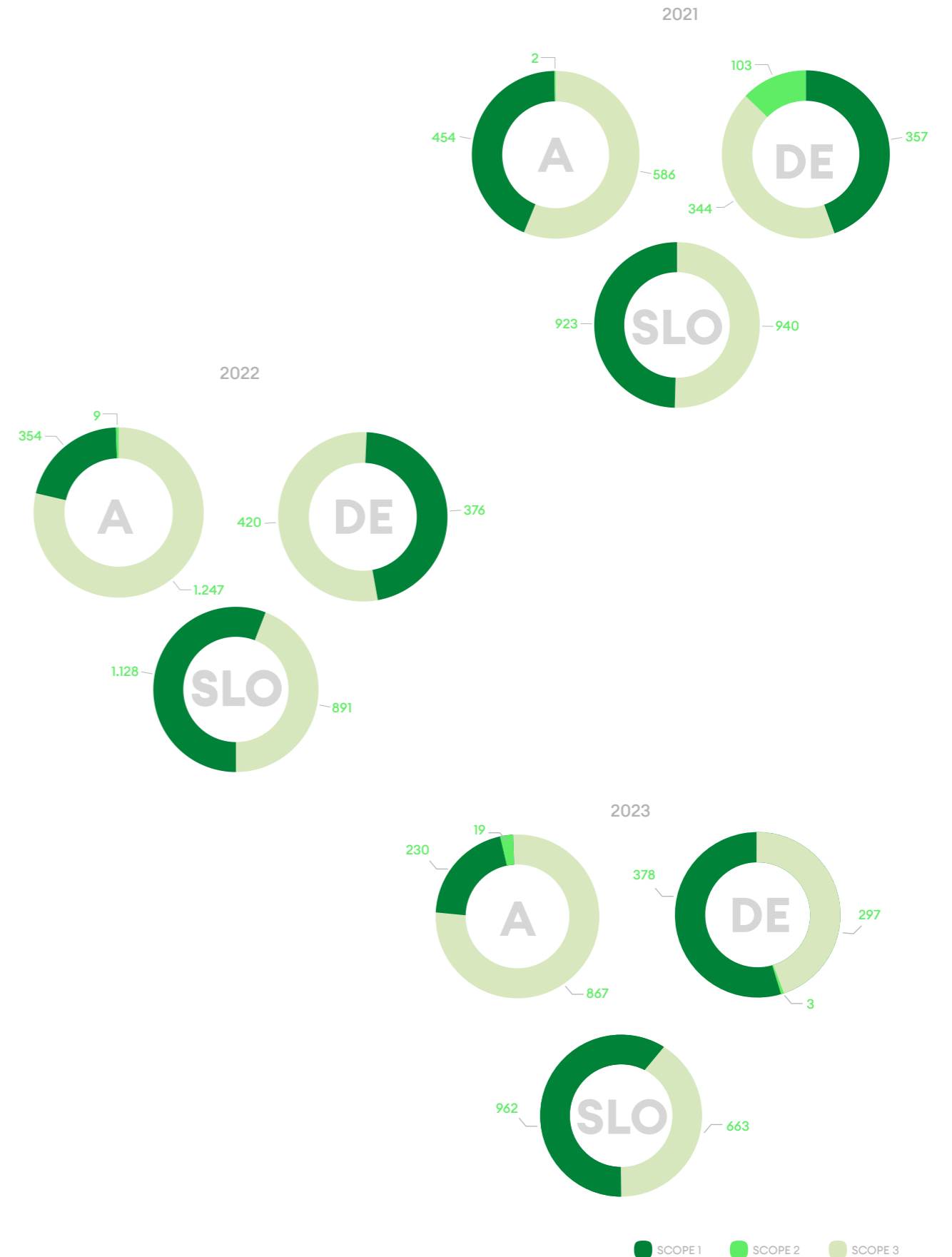


## CO<sub>2</sub>-emissions in CO<sub>2</sub> equivalent

In 2021, country averages were used for calculating the emissions caused by employee commutes in Germany and Austria.

In 2022 we switched to location-specific data (average commute distance, home office days, etc.) which caused the values for these emissions to rise sharply, although the number of people and days changed only insignificantly.

In 2023, Ecobonus (see page 53), more accurate recording of travel days and the change in emission factors by Climate Partner enabled a reduction to be achieved again.



“Someday our grandchildren will ask us what we did with their future. We’re working on intelligent answers.”

Josef Heissenberger, co-founder of Komptech

The world is facing some major challenges. It is our responsibility to ask the right questions and thus counteract some of the challenges.



## Our guiding principles Vision, mission, and values

### Our vision

We live in a sustainable world where waste is used as a valuable resource.

### Our mission

Both a sustainable future for the next generations and commercial success for our customers are important to us. Our contributions to achieving these objectives are innovative technologies and solutions for treatment of waste and biomass.

### Our values

- All employees form the foundation of the company.
- Dedication that goes above and beyond and continuous further development ensure our long-term success.
- We achieve our goals as a team and are aware of our responsibility and the tasks ahead. This clarity unites us into a strong and stable organization.
- Our company is focused on sustainable growth and solid results. This gives us economic stability and enables us to be a reliable partner.
- Each and every one of us serves as a role model by acting responsibly and with integrity.
- We strive to create long-term partnerships that are successful for both sides.
- Our actions are geared toward contributing to meeting the Sustainable Development Goals (SDGs) of the United Nations.
- We act on the basis of clearly defined ethics and standards of conduct.

# The 17 goals for a sustainable world



The Sustainable Development Goals (SDGs) were developed by a working group of the United Nations together with thousands of stakeholders, and were approved by the United Nations General Assembly as part of the World Summit on Sustainable Development in New York on September 25, 2015. 193 member states of the UN have committed to the 17 goals and 169 targets for global sustainable development and supporting objectives.

The SDGs are set out over a period of 15 years, until 2030. The role of the private economy in achieving the goals was explicitly emphasized. In the preamble of the resolution adopted by the General Assembly, the importance was emphasized as follows:

This Agenda is a plan of action for people, planet and prosperity. It also seeks to strengthen universal peace in larger freedom. We recognize that eradicating poverty in all its forms and dimensions, including extreme poverty, is the greatest global challenge and an indispensable requirement for sustainable development.

The Sustainable Development Report (formerly SDG Index & Dashboards) is a global assessment of the progress that the countries have made toward reaching the goals for sustainable development. It includes both a general ranking and an overview of the current status in each country with regard to the individual SDGs.

The dashboard here shows the current status per the Sustainable Development Report for Austria for 2023.

In the areas of "Good Health and Well-being", "Gender Equality", "Sustainable Cities and Communities" and "Partnerships for the goals", the report sees a slight improvement compared to the previous year. In some areas, "stagnation" is attested, e.g. "Zero Hunger" and "Decent Work and Economic Growth". Overall, very few targets are green (in the sense of "target achieved") and many others are yellow, orange or even red ("major challenges").

## SDG Dashboards and Trends



■ Major challenges   
 ■ Significant challenges   
 ■ Challenges remain   
 ■ SDG achieved   
 ■ Information unavailable  
↓ Decreasing   
 → Stagnating   
 ↗ Moderately improving   
 ↑ On track or maintaining SDG achievement   
 ● Information unavailable

Note: The full title of each SDG is available here: <https://sustainabledevelopment.un.org/topics/sustainabledevelopmentgoals>



The 17 SDGs are like a big catalogue of requirements that is valid worldwide – the better we as a society, as the private sector and as individuals respond to the many different needs, the more positively we can look to the future.

Andreas Kunter (Knowledge Management, Frohnleiten)

## SDG Index Rank

5 / 166

Austria is currently ranked 5<sup>th</sup> in the world. In total, 166 countries are listed: <https://dashboards.sdgindex.org/profiles/austria>  
 Compared to 2022, 3 additional countries are evaluated, Austria's position has remained the same! Status as of April 11, 2024



## Sustainability as the basis of the core strategy



Since 2018, Komptech and the entire ORASIS group have been working intensively on the topic of CSR. This comprehensive examination has led to the corporate group becoming strategically aligned with the Sustainable Development Goals. Thus, decisions about further meaningful activities can be taken on this basis.

During the revision of the strategy, Komptech used the approach of the Stockholm Resilience Center for orientation.

Here the goals are represented in the form of a pyramid. If you were to view this pyramid from above, you would see concentric circles – economy and society cannot be perceived as independent components, but instead are embedded in nature and the environment. However, at the same time, this approach visualizes that the economy serves society so that it can evolve within the safe operating space of the planet.

# The 3 Core-SDGs of Komptech

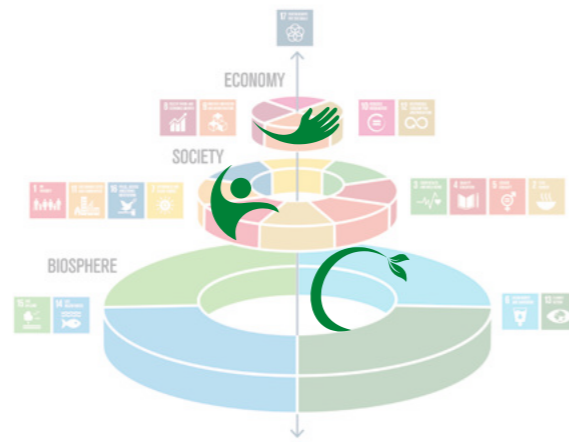


Working from this interpretation of the SDGs and after conducting an internal materiality analysis, the Komptech management decided to assign the individual activities to those selected CORE SDGs to which the company can and will contribute, taking into account both its field of activity and other measures that have already been initiated or planned.

One goal has been selected from each level of the pyramid, and the entire CSR program named FAIR is based on these three levels.

- 7**
  - Driving forward woody biomass as a refuse-derived fuel to replace fossil-based energy
  - Fermentation of biogenic waste to create biogas
  - Development of waste-to-energy projects and thus utilization of the previously unused energy in waste
  - Generation of high-quality refuse-derived fuels as a substitute for fossil-based energy
  - Training programs on the subject of recovering energy from waste
  - Customer training on energy-efficient treatment processes
- 12**
  - Promotion of the circular economy through new and improved technologies and innovations
  - Use of compost and bark mulch as an organic fertilizer and protection against soil erosion
  - Eco-design of the products
  - Minimization of the wear and tear of tools
  - Predictive maintenance concepts
  - Komptech as a solution provider
- 13**
  - Separate processing of biogenic waste through composting and fermentation to avoid methane emissions
  - Replacement of primary raw materials with secondary raw materials through innovative shredding and sorting technologies
  - Reduction in the carbon footprint of products through smart machine controls and optimized drive concepts
  - Electrification of machines and equipment
  - Advancing digitization to reduce travel activities
  - Support for customers in emerging and developing countries with project financing for faster implementation of waste management concepts
  - Manure spreading close to the ground to reduce nitrogen losses and odor emissions

# It's all about sustainability



To ensure a comprehensive and group-wide view of CSR (Corporate Social Responsibility), the CSR program **FAIR** was created for the entire ORASIS Group in 2019. It combines and coordinates the previously implemented projects and initiatives under the FAIR umbrella and expands them with new areas of focus. This results in a continuous cycle that constantly pushes us to always examine and explore how we can become even better.

The FAIR logo combines the lettering with the important pillars of sustainable development: the leaf represents the environment (planet), the energetic person represents social issues (people), and the hand represents the economy (profit/prosperity). The hand – together with the leaf – also wraps around the person in an assisting, supportive, and protective way.

The following lines of action are assigned to the individual letters of the word FAIR:

**F** Future  
Consider it

We treat the environment in a way that will also enable the next (and future) generations to enjoy a good quality of life. We leave the environment in a better condition than we found it in.

**A** Ambition  
Reach sustainable goals

Through our goals and projects, we endeavor to support the Sustainable Development Goals of the UN 2030 Agenda. Our reporting indicates which steps we need to take in order to act more sustainably and with more farsight.

**I** Initiatives  
Create new ideas

Our employees are committed, creative and motivated. In addition to their job tasks, they contribute to our further development with many different initiatives (social, health, sport, environment). As a solution provider, we assist our customers with innovative projects and with our products as well as in other areas (such as continuing education).

**R** Responsibility  
Act accordingly

We are developing our company sustainably. As a result, we are able to maintain stability and achieve good results, enabling us to meet our responsibility toward our employees, stakeholders and the environment.

Strategic further development within the cycle



# Komptech cuts emissions

## Photovoltaics

Since the autumn of 2021 a 199-kilowatt photovoltaic system has been providing about 25% of the power the Frohnleiten location uses. We feed some of the power we make into the local grid. A photovoltaic system has already been in place in Slovenia for several years, which was expanded with the new hall construction in 2023. For reasons of government support all of that power is first fed into the grid and thus cannot be counted towards reducing our own energy consumption.

Since Frohnleiten already used eco-power before installing the photovoltaics, the actual reduction in tonnes of CO<sub>2</sub> equivalent produced is low – but what is important to us here, in addition to a certain independence from the general energy market, is the fact that we are acting in accordance with our conviction to contribute to the better use of environment-friendly energy sources.

We will add to our solar panel surface area at all our locations as far as possible, step by step.

## District heating

Since the Autumn of 2022, the entire Frohnleiten location has been connected to the Frohnleiten municipal district heating system, which is operated with process heat from neighbouring company MM Karton. In 2022 we thereby reduced our natural gas consumption by 50% and our heating oil consumption by 30%. In 2023, no fossil fuels had to be used to generate heat.

## Production

In Slovenia – the location with the highest energy consumption – an energy flow analysis was performed, and the many small and large measures taken not only reduced emissions but also costs. The highlights:

- Reducing the compressed air leaks – 30 tonnes CO<sub>2</sub>
- Using the compressor waste heat – 40 tonnes CO<sub>2</sub>
- Switching off the extraction system on weekends – 22 tonnes CO<sub>2</sub>
- Switching to LEDs in Factory 1 – 14 tonnes CO<sub>2</sub>

## Facility management

In recent years we have been doing thermal roof renovations on our existing buildings, which has positive effects on heating energy consumption.

During the course of switching to district heating we also replaced the ceiling radiators in our production buildings with substantially more efficient units, replaced window seals, renovated the dewatering systems etc. At all locations we are in the process of replacing lighting with LEDs and upgrading the heating systems.

We are evaluating an energy management system for the Frohnleiten facility.



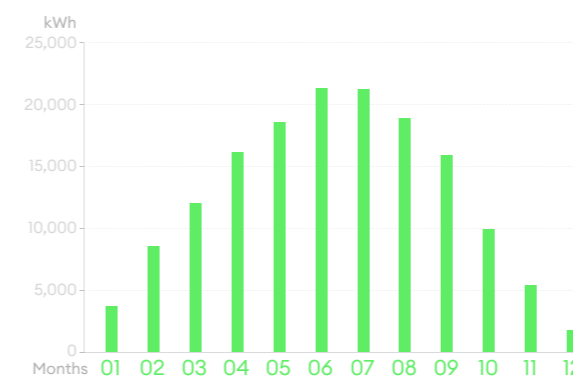
We try to limit our energy consumption as far as possible by improving our production processes and modifying the operating conditions of devices, for example by returning compressor heat. Employees also make improvement suggestions; the entire team tries to reduce emissions as far as possible.

**Damijan Posl (Department Manager Maintenance, Ljutomer)**

Electricity use by Frohnleiten and Slovenia in 2021, 2022 and 2023

in kWh	Total electricity consumption Frohnleiten	Own solar use Frohnleiten	Solar feed Frohnleiten	Total electricity consumption Slovenia	Own solar use Slovenia
2021	475,717	-	-	3,634,127	475,717
2022	484,788	108,958	56,642	3,407,233	254,163
2023	491,845	100,005	54,115	3,175,188	211,766

Electricity production by the Frohnleiten photovoltaic system over the course of the year



We work preferentially with regional suppliers. Short distances, sustainable products and good service are key advantages.

Since there are many good providers in our region, as a customer we can also make an indirect contribution.


**Christian Binder (Facility Management, Frohnleiten)**


# Komptech compensates for emissions

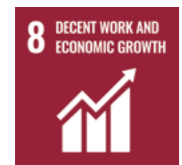
## Wind energy Ombepo, Namibia


Many regions of the country are affected by power shortages/power cuts – By expanding the supply of renewable energies, the consumption of fossil fuels is greatly reduced and a contribution is also made to the country's energy self-sufficiency. The wind power projects also create jobs for the local population and the surrounding areas can be used for other activities such as agriculture.

The project complies with the Verified Carbon Standard and contributes to the following SDGs:



- 

Provision of solar lamps and solar energy to all households in the project area
- 

Creation of more than 40 jobs during the construction phase of the wind farm. Four technicians from the region will be employed on a long-term basis.
- 

The project saves about 3,496,200 tonnes of CO<sub>2</sub> annually




### The “Certified Climate Partner” label


Komptech compensates for unavoidable emissions by purchasing emissions certificates, entitling it to bear the “Certified Climate Partner” label. On the Climate Partner project page linked with the label or the associated code, information on the selected compensation project and the measures taken by Komptech can be accessed. With respect to compensation projects we consider it important that measures to improve future prospects be taken in all parts of the world.


## Rimba Raya forest protection, Indonesia


Forest protection projects make sure that forests remain viable long-term. In this project the area is protected from negative influences together with the local population, thus also addressing the social aspect, and is aided by education opportunities, a floating clinic and other measures. The region is home to threatened animal species like the Borneo orangutan.

The project we selected in Indonesia is certified to the Verified Carbon Standard (VCS) and also has so-called CCBS Gold Level recognition. Per project definition it contributes to achieving all 17 SDGs, such as:



- 

Provision of solar lamps and solar energy to all households in the project area
- 

Incentives for a return to local food production instead of imported foods; support of an income-creating recycling scheme
- 

The project saves about 3,496,200 tonnes of CO<sub>2</sub> annually

### Calculating the company carbon footprint

In a project with Graz Technical University, our CO<sub>2</sub> emissions for 2019-2021 were calculated for all locations per the Greenhouse Gas Protocol, and measures to reduce them were prepared.

Since 2021 Komptech has worked with Climate Partner, one of the leading companies in CO<sub>2</sub> compensation. Here again we calculate our CCF (= Company Carbon Footprint) per the Greenhouse Gas Protocol. Climate Partner has particularly strict guidelines in some areas; for example for energy supplies they do not rate green power at 0, but also include the upstream chains (the production of the electricity per se). Employee commutes also have a major influence. An overview can be found in “Komptech In figures – Operating ecology.”





# Waste as a major challenge

Waste handling is a major challenge for countries and administrations. Growing populations and increased urbanization cause ever-increasing quantities of waste, which is a burden on the environment. Avoiding waste and reuse through multi-cycle systems are first steps to counteract this. In addition, proper waste management is necessary to avoid risks to people and the environment.

Many countries in Africa and Asia are only now beginning to establish regulated disposal management and can therefore profit from the know-how of countries that are experienced in waste management. As one of the leading international technology providers for mechanical and biological waste treatment, Komptech wants to participate in this information and technology transfer. Our past experience in developing and emerging countries helps us to make a contribution to further development in this area which equally takes into account the people, our environment and sustainable economic growth.

When managed correctly, waste is a valuable resource. It is estimated that 70 to 80 percent of the waste in Africa can be recycled. Around half of the waste generated is organic material. This part can be composted and used as sil fertilizer in agriculture. A small percentage of the waste contains important secondary raw materials, which can be reused in production. Landfill should only be the last resort for waste that cannot be reused at all.

Through recycling and composting, resources are recovered, less land is used for landfill, and greenhouse gas emissions are reduced. Organized waste management with waste collection, waste sorting, and waste treatment also creates jobs – in the region and beyond.

In regions that are more advanced in terms of waste management and where waste collection and separation are therefore already better established, the circular economy concept is already at the forefront. We support our customers in recovering new raw materials from waste through recycling, which can then be reused for product manufacturing. Komptech also participates in research projects in these areas and can thus provide partners (not only in the Global South) with technologies and processes based on the current state of the art.

For a more in-depth look at the solutions that Komptech offers for these complex tasks, refer to our "Waste to Value" brochure, which can be downloaded from our website.

In a current project, the "Waste Academy", which is supported by Austrian development cooperation, Komptech is involved in Ghana with a training initiative that goes beyond pure machine and process knowledge and offers an overview of modern, integrated waste management. The project partner is the Ghanaian Jospong Group, a long-standing customer that is in the process of developing into a leading waste management company in West Africa. The planned training courses include content that is intended to reach both Jospong employees and the general public, from the local administration to vocational students and schoolchildren. On-site training by employees of Komptech and the Vienna University of Technology, another project partner, is supplemented by online training content, and selected Jospong employees are rolling out the knowledge in the country to bring about a sustainable improvement in waste management in Ghana.

Source: UNEP (2018), Africa Waste Management Outlook

## 2.01 billion

tonnes of waste produced per year worldwide



### Waste disposal (example: Africa)

~96%



Landfill

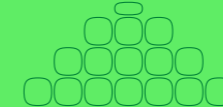
~4%



Recycling

### Composition of Municipal Solid Waste (example: Sub-Saharan Africa)

57%



Organic

13%



Plastic

17%



Metal, glass, paper

13%



Other








# Compost improves soil quality

Many of our customers work in processing organic waste, and use it to make high-quality compost, which gives rise to valuable humus after being worked into the soil.

High humus content in the soil means not only that fertilizers and pesticides are not needed, but also that water absorption is improved, so moisture remains available in dry spells. Humus acts like a sponge, storing

water and nutrients and making them available to plants. Humus also stores carbon, an important factor in the fight against climate change. To build up humus, along with a switch to soil-conserving and growth-boosting agriculture, it is helpful to add organic material, ideally in the form of thoroughly decomposed, stabilized compost.

Some of the most important benefits of humus production are:

-  Increase in the water retention capability of the soil – water is stored for longer
-  Protection from erosion – resistance to heavy downpours
-  Availability of vital plant nutrients, improvement of soil structure, healthier and more active soil organisms
-  Plants grow healthier – better quality and higher nutrient content of foods
-  Improvement in soil workability through crumbly structure
-  Filtration and buffering of air and water pollutants, improvement in drinking water quality
-  Storage of CO<sub>2</sub> in the plant mass and soil



Source: „Regionale Bodenverbesserung, Humusaufbau durch Komposterde“, Verein Humus+ ([www.humusplus.at/fileadmin/user\\_upload/Anwendermanual\\_HUMUS\\_\\_Regionale\\_Bodenverbesserung\\_A4.pdf](http://www.humusplus.at/fileadmin/user_upload/Anwendermanual_HUMUS__Regionale_Bodenverbesserung_A4.pdf))



Plastic-free compost is also the subject of a research project. (more on page 39)

The humus issue has great importance round the world.

Komtech customers are making a big contribution to climate protection through it.



## Komptech Industrial



For Komptech as an innovative technology and solution provider, the application area “treatment of municipal waste” holds huge potential, which partially is already being exploited. Komptech offers numerous attractive complete solutions, particularly in the field of mechanical-biological waste treatment (MBT). Plants have been installed worldwide in the area of household/residual waste treatment.

However, we have recognized that Komptech plays an unintentionally smaller role concerning the treatment of bulky/commercial waste due to gaps in the product portfolio. In particular, essential machine technology for the processing of medium and high caloric substitute fuels (SRF) has been lacking until now. However, this point can close a major gap in our declared goal of clean energy and at the same time make a significant contribution to waste reduction in Africa and Asia, some of which are still lagging behind the EU countries in terms of waste management. “Waste to energy” is the credo here – unused energy in waste should be made usable in the future.

The “Komptech Industrial” project was therefore launched in 2022. The first and decisive unit we were able to develop was the Equalizor, a stationary shredder for the treatment of mixed waste, which will be available on the global market from 2025. The single-shaft shredder specializes in processing commercial, bulky and household waste for recycling and thermal recovery.

In the first step, the focus was on a shredding unit for the production of medium-quality refuse-derived fuel (RDF) from mixed and plastic waste, whereby a modular extension for rotor types that are suitable for pre-shredding or post-shredding (production of premium RDF/fluff material) was also taken into account in the design. With the

Terminator, Komptech already has a highly successful shredding machine in its portfolio for the pre-shredding of mixed waste. These years of experience also played an essential role in the development of the Equalizor.

The use of substitute fuels has numerous advantages - both in terms of conserving resources and reducing mixed waste. This waste, which would otherwise end up in landfills, can be converted into valuable energy thanks to Komptech machines. Komptech Industrial also strives to offer sustainable solutions that counteract the negative environmental impact of poorly thought-out waste management. The production of RDF from mixed waste is an important step towards a more sustainable future as it reduces dependence on fossil fuels and promotes renewable energy resources.

Another reason for the development of our new line of business is, among other things, the high market demand. The growing interest in alternative fuels makes the production of RDF from mixed waste an economically attractive option for Komptech Industrial. By responding to this demand, the company is strengthening its competitive position and opening up new business opportunities. Secured jobs and the creation of regional value are positive aspects of this market development.

Komptech Industrial is also of particular interest to companies around the world in terms of regulatory requirements. Legislation on waste disposal and environmental protection increasingly requires sustainable solutions. Komptech Industrial provides our customers with the right machines and systems to more than meet these requirements.

Overall, by increasing the processing of RDF from mixed waste, Komptech Industrial is striving to present an efficient, sustainable and future-oriented solution for waste management that offers both ecological and economic benefits.

# Industrial

# Efficiency through electrical drives



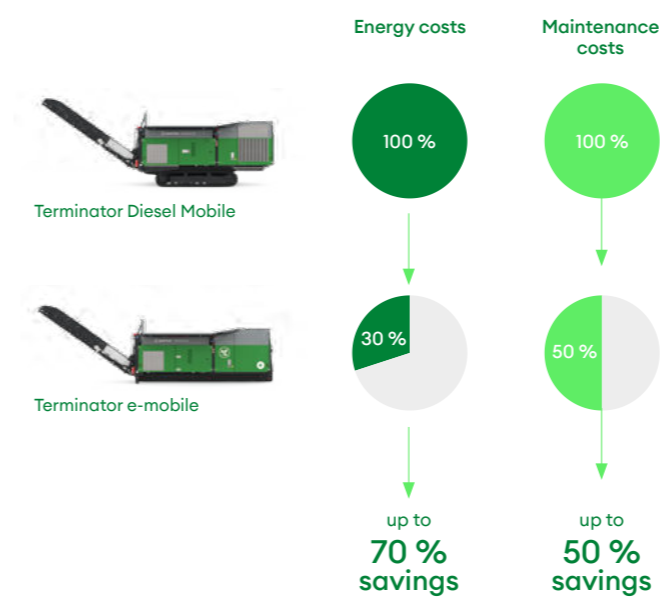
Burning fossil energy sources is responsible for much of the worldwide increase in CO<sub>2</sub> emissions. If one compares the effects of combustion engines and electric motors, it becomes clear that electrification combined with the use of renewable energy sources opens a path to a more sustainable environment.

For Komptech, electrification means making the best possible use of the advantages of electric power over internal combustion engines (see table 1).

We are therefore constantly working to increase the proportion of electrically powered machines in our product portfolio, in order to offer customers ever more efficient and thus environment-friendlier machines. In stationary machines electric motors have long since been the state of the art. For fully mobile machines the fact remains that due to the higher energy density of fossil fuels, machines with internal-combustion engines remain the better solution. Innovative semi-mobile machines with electric main drive combine the advantages of mobile with those of stationary machines.

	++ very good + good	O neutral - poor	-- very poor
	Combustion-powered drives	Electric drives	
<b>Efficiency</b>	--	++	
<b>Structure/moving parts = maintenance</b>	-	+	
<b>Torque delivery</b>	O	+	
<b>Maintenance-free downtime</b>	O	++	
<b>Emissions</b>	--	++	
	Fuel	Battery	
<b>Energy density</b>	++	--	

Table 1: Comparison of combustion-powered and electric drives (Source: opportunity 01/2022)



Comparison of the energy and maintenance costs of an e-mobile (electric semi-mobile) Terminator and the diesel mobile version

## Shredding and Turning

MODEL	Diesel Mobile	Electric Semimobile	Electric Stationary
Terminator	✓	✓	✓
Crambo	✓	✓	✓
Axtor	✓	in planning	in planning
Lacero	✓	-	-
Topturn X	✓	-	-

## Screening and Separation

MODEL	Diesel Mobile	Electric Semimobile	Electric Stationary
Multistar	✓	✓	✓
Flowerdisc	-	-	✓
Cribus	✓	✓	-
Nemus	✓	-	-
Maxx	✓	✓	-
Primus	✓	-	-
Hurrikan S	✓	✓	✓
Stonefex	✓	✓	-
Ballistor	-	-	✓
Metalfex	✓	✓	-

# A focus on sustainability

## 01 Digitization

Alongside our machines, we are also constantly improving our digital communication. With Komptech Go!, our in-house digitalization strategy, we offer customers, sales partners and employees a constantly expanding selection of apps for improving the working day:

**Share!** – Our communication platform within the entire sales organization – 24/7 worldwide exchange of information, as well as constant availability of course materials

**Assist!** – Our time- and site-independent service information system for our service technicians – Quick problem-solving thanks to a wide range of product information

**Connect!** – Transparent machine monitoring for our customers

**Build! & Rent!** – Our configurator for new and rental machines, for creation of efficient quotes



For me as a software developer, sustainability means developing environment-friendly, resource-saving, long-lasting solutions. In developing our software it is very important to use energy-efficient technologies and designs, in order to extend the lifetime of devices and reduce their consumption of raw materials and energy.

**Andrea Gutta (Software Engineer, Graz)**

## 02 Rental and Certified Used

In addition to new machine purchases, Komptech offers customers the option of buying an inspected used machine (Certified Used) or renting a machine. Each of these models has its strengths.

Capacity peaks and tide-overs in case of machine breakdown can be covered efficiently with one of our 24 rental machines\*. Regular high-quality servicing greatly extends the life of these machines and thus saves resources. In 2023 over 134 rental contracts\* per year were signed! Other customers, who constantly have material to process but would rather not buy a new machine, can still improve the regional infrastructure by means of a used machine.

\* Figures for Austria and Germany



We see it as our responsibility to find the best solutions with the highest benefits, together with our customers. We are constantly working on refining and adjusting our business models, and combining them in new ways. Our prime objective is always to have the ideal solution ready at hand.

**Jochen Mandl (Head of Internal Sales Management, Frohnleiten)**





To me, innovation is excitement about positive change! As a leading company, through constant innovation we become stronger for the future and develop solutions for global challenges.

Sabrina Senft (Innovation Management, Frohnleiten)



## 03 Innovation & Improvement

Constant improvement is a must in order to remain successful on the market. We work continuously on new solutions and refine existing machines and concepts, so that we can always offer customers the best solution. This includes points like:

- The use of simulation programs in machine development → reduction of effort for prototypes and trials, time savings
- High-quality components assure maximum machine life
- Modular machine design → simpler remanufacturing (sale of used machines and components) or recycling, depending on condition and age
- Wiring harnesses simplify the otherwise time-consuming and difficult disassembly of electronic component groups
- Avoidance of poorly recyclable materials as far as possible
- Use of electronic spare parts catalogues with exploded drawings to make assembly, service and disassembly easier
- Ongoing expansion of the number of electric or hybrid drive machines in the product range → lower noise, exhaust and maintenance

## 04 Research projects – “Plastic-Free Compost”

Komptech has long worked successfully with a wide variety of partners in research and development (see page 42, “Partnerships for goals”), and one of our most topical projects addresses the high proportion of plastics in biogenic waste and how to separate these contaminants out. In order to make better compost with the lowest possible contaminant content, science (“How do plastics behave in biogenic waste?”), business (“What machines can perform which process steps in drying, shredding and separating?”) and municipalities (“How can we create awareness in the public and in waste disposal?”) need to work together effectively. For details on the importance of quality compost see page 32.





# Stakeholder-Dialog

As a development and series provider of high-quality products, Komptech is permanently required to detect trends early on, adapt them to the corporate and sustainability strategy, and subsequently take steps to implement them. Responsible company management is only possible in collaboration with the company's stakeholders. This is why Komptech maintains an ongoing dialog with the stakeholders and incorporates the derived findings in its actions.

In the presentation of the individual stakeholder groups, we used the specifications of ISO 9001:2015 as guideline, which stipulates that the processes should be aligned with the requirements of the so-called "interested parties." The groups that are larger in our graphic are the key stakeholders as mentioned in the standard; a selection of the relevant topics are shown directly with the respective stakeholders. However, the graphic in no way constitutes a rating of the "importance" of the individual interest groups.

Among our most important communications channels are company pages on:



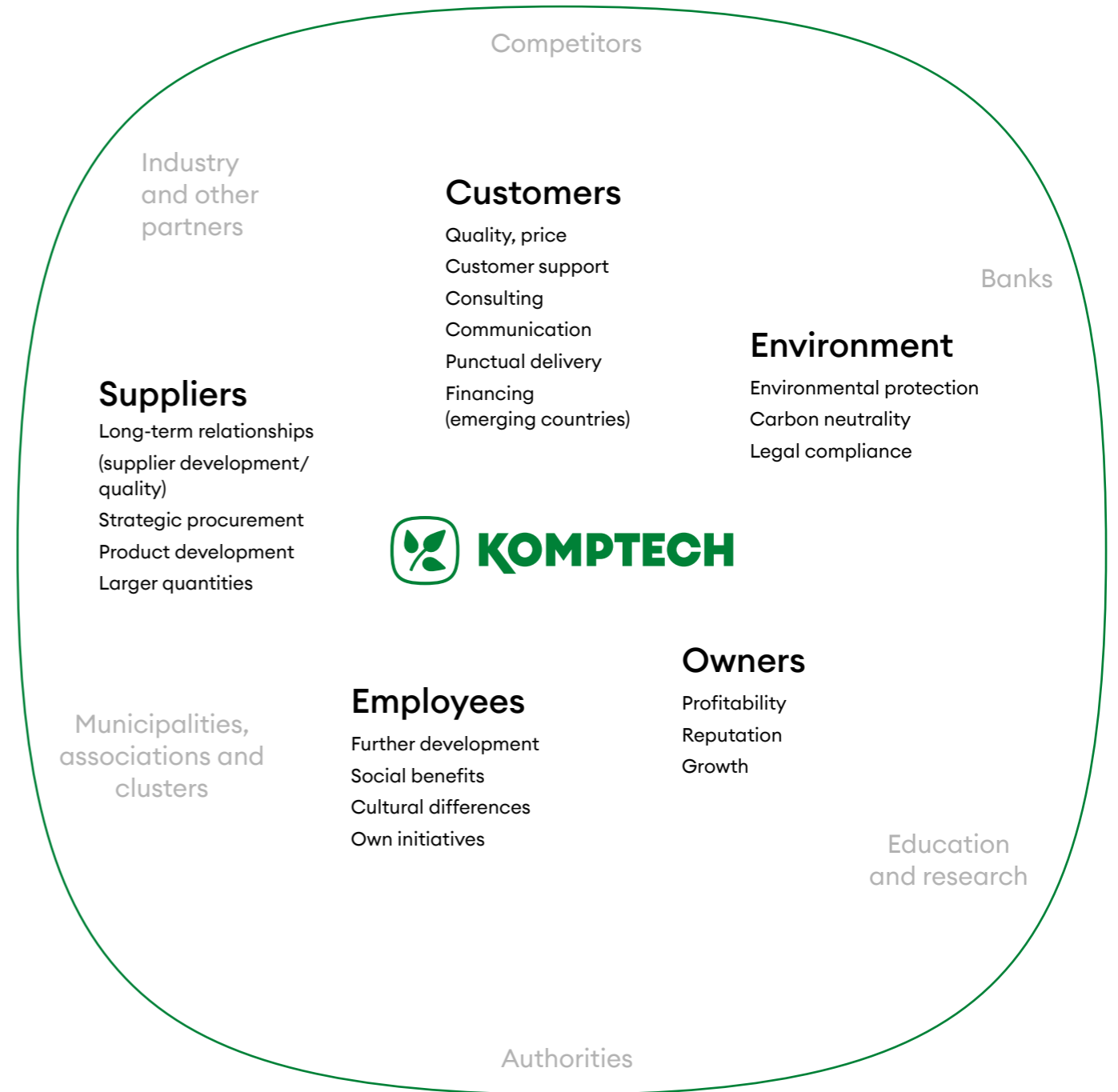
An e-mail newsletter, our customer magazine entitled "opportunity" and various folders and information brochures round out the offerings.

A special priority are the many industry events and conferences where our employees attend or hold presentations, thus helping to form opinion. It is important to bring the SDG stakeholders closer to each other and to the persons and organizations who are actively pursuing attainment of the SDGs, to communicate with them directly and so be able to use synergistic effects.

The forms of ongoing stakeholder dialog differ according to target group, business area and specific topics, and include for example:



- Customer and sales discussions
- Research and development cooperations
- Employee events, annual employee performance/objectives review
- Quarterly and annual reports
- Dialog with lobbyists, representatives from business and politics

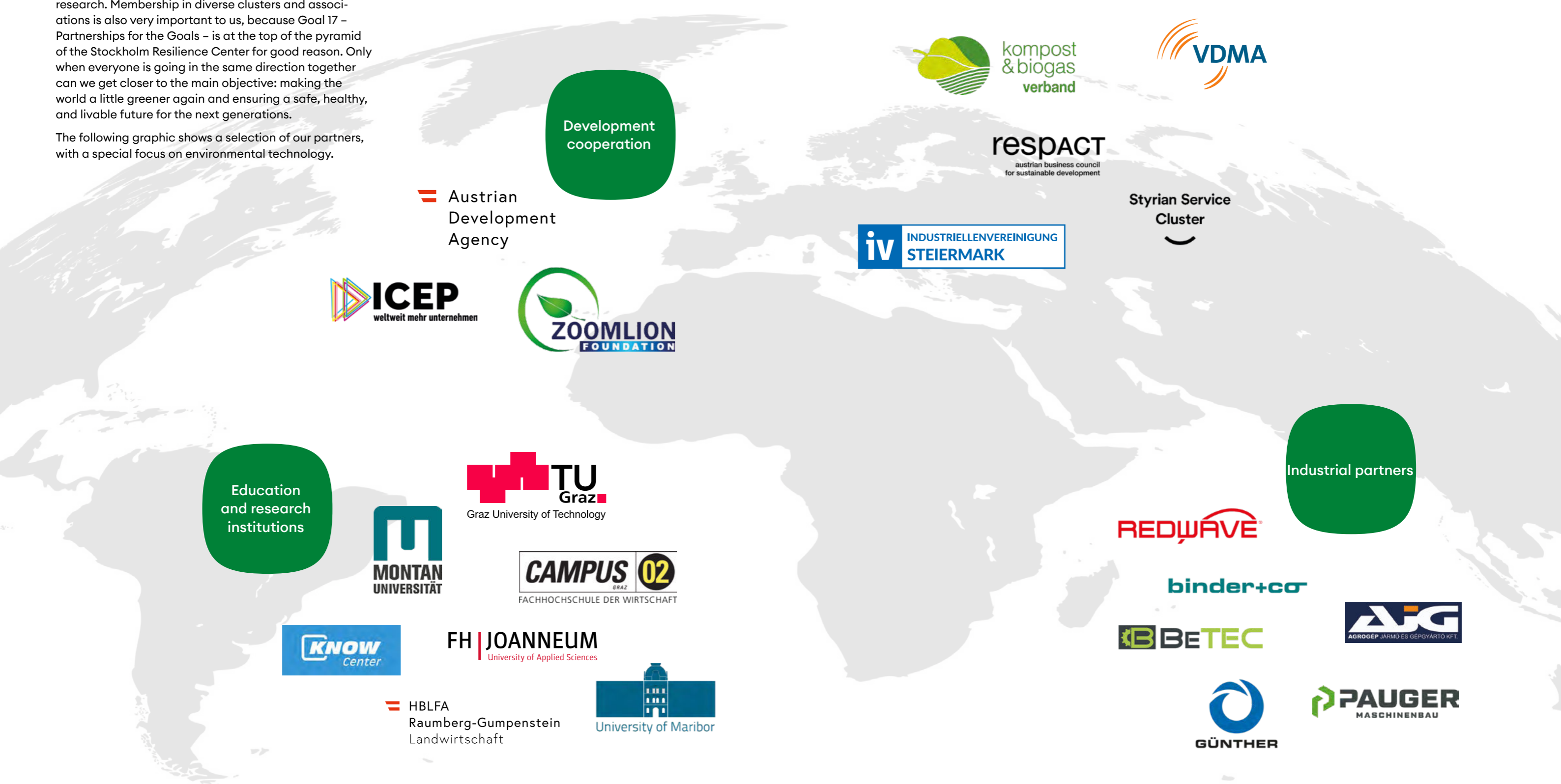




# Going in the same direction together

We place special focus on targeted cooperation with other companies, as well as partners from science and research. Membership in diverse clusters and associations is also very important to us, because Goal 17 – Partnerships for the Goals – is at the top of the pyramid of the Stockholm Resilience Center for good reason. Only when everyone is going in the same direction together can we get closer to the main objective: making the world a little greener again and ensuring a safe, healthy, and livable future for the next generations.

The following graphic shows a selection of our partners, with a special focus on environmental technology.



Associations and clusters

Development cooperation

Education and research institutions

Industrial partners

# We stand by our values

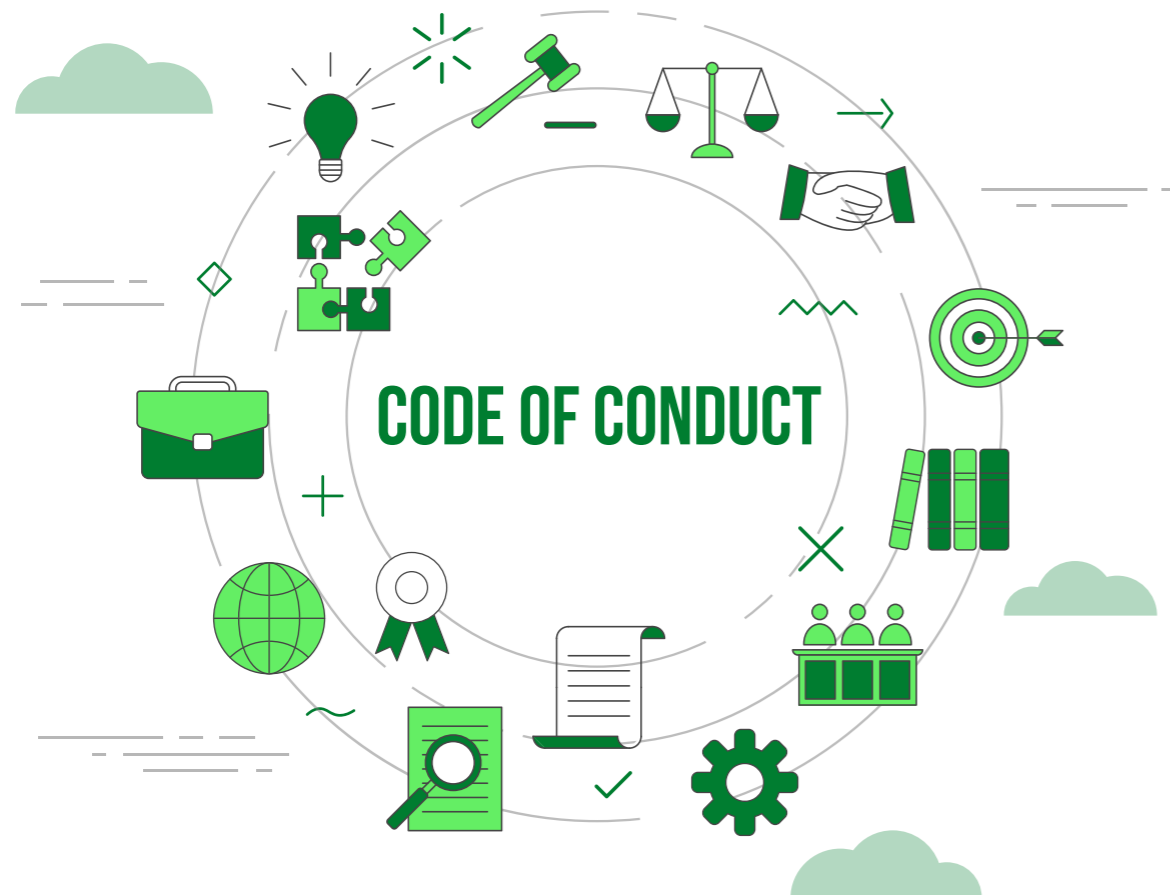
We always have to bear in mind that the way we appear, act, and do business determine the image that others have of us. Respectful relationships with each other, among our staff as well as with customers, suppliers, and other partners and stakeholders, are a matter of course for us. There is no place for venality or corruption in any form.

It is essential to also always take into account different personal backgrounds. Diversity brings a variety of approaches and also a variety of solutions – an invaluable benefit that we would not want to do without.

We have brought together all these points in detail in a Code of Conduct, so as to act with and demonstrate transparency and fairness towards all. Since December 2023, a whistleblowing reporting system can also be used to submit (anonymous if desired) reports regarding possible violations of the guidelines. The Code of Conduct contains guidelines on:



- Integrity and respect
- Fair competition
- Anticorruption and avoidance of conflicts of interest
- Safety, sustainability and environmental protection
- Communication
- Data protection and confidentiality
- Protection of company property
- Reporting of misconduct
- Proactive measures



## Our efforts are rewarded



Photo: Peter Griesser

Komptech has been part of the Klimaaktiv project partner network since October 2023. Participating companies implement measures to reduce energy consumption or increase the proportion of renewable energy in their overall energy consumption. The measures implemented are reported to Klimaaktiv and reviewed annually; the award for successful activities was presented by Minister Leonore Gewessler in October 2023. Regular meetings of the partner companies serve to promote exchange and joint further development.



On the occasion of its 67<sup>th</sup> anniversary celebration, the Municipality of Ljutomer recognized Farmtech d.o.o. for its achievements in the areas of sustainable business and continuous technological progress. Farmtech is proud to be part of a community that appreciates these efforts towards sustainable business and development.

# Employees as important resource

Investing in programmes and initiatives to boost workplace satisfaction goes without saying at Komptech.

## Work and family

In 2022 our locations in Austria (Komptech and JAWA) and Farmtech in Slovenia took part in government programmes on combining work and family.

Farmtech received the “Socially Responsible Employer” certificate for the areas of

- Organization management
- Work-life balance
- Cross-generation collaboration
- Workplace health and safety

The goals of the programme also include the conscious awareness of societal responsibility with respect to sustainable development and the communication of these topics by management, improvement in working conditions, more flexible work organization (flexitime, home office) and thereby better coordination of private and professional life, and improvements in working climate and work culture. Farmtech continuously implements activities and projects towards the long-term wellbeing of its employees, the environment and society.



Komptech has received the “Work and Family” certificate. To get it, companies have to go through a several-month project with multiple workshops in which the leadership and a representative group of employees from all areas and age groups and with different life situations can contribute their perspectives on 10 pre-determined action areas.

The following subject areas turned out to be particularly important:

- Working time and organization: Unified flexitime rules and the expansion of home office options to 8 days/month, improved conditions for structured mobile working.
- Communication: Targeted information on compatibility issues and sensitization of leadership for them; continuation and improvement of ongoing communication on in-house channels.
- Expansion of in-house continued education options – make the return from parental or educational leave similar to onboarding of new staff, for good reintegration.
- Planning of the new office building and redesign of the entire location, with due consideration of points like quiet zones, showering/changing rooms for all employees (e.g. for sport during the lunchbreak), space for training events (Komptech in Motion), canteen with healthy/sustainable food.

Komptech can bear the title “Family-Friendly Employer” for three years; each year a report needs to be uploaded, and after the first three years it can be extended by another three years.



Foto: ©Harald Schlossko



The “Socially Responsible Employer” certificate is not just a seal, but an ethic with which we hope to make our contribution to society and especially our workforce. We think that both current and future employees will be able to identify with it.

**Tjaša Frumen Makoter (Department Manager Human Resources, Ljutomer)**

## Continued education for employees



The Komptech Group supports its staff with wide-ranging continued education offerings both in the area of professional and leadership skills and for personal development (e.g. communication, time management) and enables study leave for colleagues wishing to pursue outside education programmes that require more time. New employees are invited to multi-part program to ease their entry into the Komptech working world.

A new focus since fall 2023 has been a workshop package for apprentices at the Frohnleiten site. This includes

- a personal development program (self-management, conflict competence, health, etc.), which extends over 3 years with two modules per year
- training tailored to the needs of apprentices by our occupational physician and safety specialist
- apprentice days together with the apprentice trainers for team-building activities and feedback discussions
- further training for apprentice trainers

### In-house trainings 2023\*

**In-house continued education in Fronleiten:**  
(without apprentice program and onboarding)

26 courses  
281 participants

**Online training (campus)**

Data protection  
Information security  
Security instruction

**In-house continued education in Ljutomer**

52 courses  
653 participants



Often it is the small changes that bring big improvements. In HR development it is important to make people aware of their strengths and provide a programme derived from job profiles and higher-level needs. In addition to courses and training, we offer a lot of “learning on the job” – this is where direct supervisor feedback is so valuable!

**Lydia Johaim (Personnel Development, Frohnleiten)**

## Komptech Campus for staff and partner companies

For a long time the Komptech Academy has offered a comprehensive range of courses as in-person training and webinars, especially in the areas of service and sales, for its own staff and those of our sales and service partners. From our experts they learn the skills needed to maintain and if necessary repair machines as well as possible at our customers’ sites. This means that users of our machines and systems can always be served by very well-trained specialists, and they greatly appreciate it.

In-person courses are held at Komptech locations as well as at locations of partner companies in other countries if need be.

### Komptech Campus trainings 2023

**8 multi-day in-person courses**

30 in-house participants  
93 external participants  
(from 20 countries)

**14 webinars**

235 in-house participants  
410 external participants  
(all are offered 1 x in German and 2 x in English.)



Through regular training, and especially through practicing fault scenarios, our technicians can respond to emergencies quicker and more efficiently, saving time and resources!

We enjoy the international exchange of views during the training. All feedback flows into our development work.

**Daniel Vogel (Department Manager After-Sales, Oelde) und Frank Rots (Customer Service Development/Campus, Oelde)**

\*External training courses are offered at all locations and not shown here

FOCUS ON EMPLOYEES

137 km

In 2023, in the Wings for Life World Run our employees ran 137 km for a good cause.



Physical and mental health

Health and nutrition at the workplace

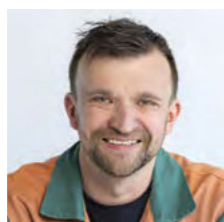
As part of occupational medical care, workshops and consulting appointments are offered. Numerous vaccinations (such as against influenza and tick-borne encephalitis) are offered free of charge for all employees, and special consulting is provided for employees with frequent foreign assignments. Ergonomic working is a high priority in production as well as office work. Employees are also encouraged to make suggestions for improvements in working conditions in their areas.



„Komptech in Motion“ | „Farmtech in Motion“

“Komptech in Motion”/“Farmtech in Motion” is a program which essentially enables all employees at all sites to take part in sports and other health-promoting activities together – with support from the company. Bonus points are awarded for initiatives launched by employees. These points can be converted into a bonus at the end of the year. The company pays the participation fees for various competitions (business runs, etc.) and provides sports shirts to all participants.

We often connect this programme with social involvement. At events like “Race for the Cure” and “Wings for Life Run” donations are automatically made to health projects. A special project was here for the second time in 2023 “Business moves and helps”. For a month employees could collect kilometres by running, hiking, walking, swimming, biking etc. For each kilometre a predetermined sum went to Styrian Cancer Assistance. About 4,500 kilometres were accumulated.



Komptech in Motion gives employees a way to do sport with colleagues from every part of the company. Naturally it means we do something good for our health, but it’s mostly about having fun, building community and sometimes even supporting a good cause.

Peter Neuhold (Leader Production Assembly, Frohnleiten)



Instahelp

Instahelp is an online platform which all employees at the German-speaking locations can access directly and anonymously, and via which they can benefit from up to four online advisory sessions by entering a company code. The code is displayed at several places throughout the company, making it easily accessible to everyone. The company does not receive any information about the people who have taken up the offer.



WE CARE

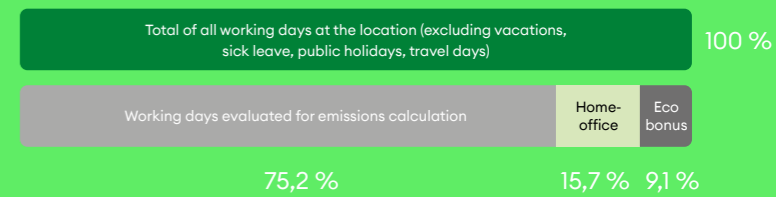
The non-profit association We Care was founded in July 2020. It enables employees of the entire ORASIS Group to quickly and non-bureaucratically get help in emergency situations. The assistance provided ranges from part of the costs for urgently required surgery or other medical treatments, urgent repairs in private homes, legal assistance, or financial help in the event of family hardship. The employees who are involved in the association complete the necessary activities during their working hours. The upper management and the owner family offered support to the association in the form of donations.

Mobility

Our employees travel an average of 28 kilometers (Austria), 16 kilometers (Germany) and 15 kilometers (Slovenia) between home and work every day. Due to the geographical location, most people come to work by car.

As mentioned in the „Komptech in figures“ chapter, we also compensate for commutes (Scope 3) through the purchase of emission certificates. The share of employee mobility in total emissions should not be underestimated.

Komptech has therefore taken a number of measures to reduce this value. Since 2020, there has been a home office regulation (which is more effective at locations with a higher proportion of white collar employees), “Ecobonus” has also been offered at the locations in Austria since 2023 - this is a bonus system that encourages employees to travel “ecologically” to the company location (by bike, on foot, public transport, carpool,...). This offer is taken up by around 1/3 of employees. The following chart shows the reduction in emissions caused by employee commuting through the use of home office and Ecobonus, using the locations in Austria as an example:



We have been offering the purchase of a “job bike” in Germany and Austria since 2021 - employees can purchase a bicycle/e-bike via their employer with tax relief; actual use for journeys between home and work is not mandatory. There are already over 40 job bikes “on the road”

Farmtech Health Day

Health is our greatest asset! On Farmtech Health Day, a large number of awareness-raising and useful preventative measures were offered, which many employees took advantage of, such as blood sugar and blood pressure measurements, an eye test, workshops for relaxation techniques and neck and back massages.

# See the big picture!

To conclude this report, we'd like to take a look at the big picture again. There are many SDGs where Komptech can directly or indirectly contribute, and others where the potential contribution is rather limited. As company with sites in Central Europe, there are some areas where, simply due to the geographical location, we have little influence and little reach. Nevertheless we also never lose sight of these topics. We discussed Goals 7, 12, 13, and 17 extensively in this report; for the remaining goals, we provide a specific example here illustrating how we consider them as well.

## Contribution within the organization



Support for employees of the ORASIS Group in (financial) crisis situations by the We Care association. This has also raised awareness of these topics, as such problems often occur in secret.



Extensive offers to promote occupational health as part of the "Komptech in Motion"/"Farmtech in Motion" sports program.



As part of the Komptech Academy, further education is available for employees, customers, and sales partners (e.g., service, sales, technology, on-site training, webinars).



Collaboration with local authorities and community organizations in the planning and implementation of measures, for example with regard to energy supply.



Support for customers with the financing of products in developing and emerging countries.



Avoidance of harmful chemicals in production wherever possible.

## Contribution as part of our field of business



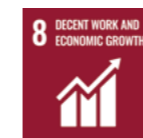
Promotion of sustainable agriculture: Production of compost to extract materials which are in turn beneficial for food production.



Through the creation of jobs, in particular as part of projects in emerging countries, financial independence irrespective of gender is promoted.



Promoting the circular economy instead of depositing waste in landfills protects groundwater against pollution caused by landfill leachate.



Development of complete solutions for waste processing, from logistics through to treatment and composting and to the sale of compost, through which jobs are created locally.



Development of individual solutions and sustainable concepts with customers, to design waste treatment as efficiently and "inconspicuously" (noise pollution etc.) as possible.



Soil improvement through the use of organic fertilizers (mist, manure and special compost) instead of mineral-based fertilizers, using the agricultural products from Farmtech d.o.o.









Support for humanitarian projects (regional – SOS Children's Villages – or at the customer's location – Zoomlion Foundation)

# Annex

## GRI overview

Since 2021, Komptech has been working on the integration of certain key figures into the sustainability reporting in accordance with GRI. We are monitoring the legislative changes that are currently being made by the EU (CSRD – Corporate Social Reporting Directive) and the associated requirements that apply to companies like Komptech. Depending on the changes, we will further adapt our reporting in the coming years. This table shows a simple comparison between the SDGs and the corresponding GRI indicators.

Sustainability topic	SDG	GRI standard and disclosure	Abridged description acc. to GRI	Remark/status quo
Health & safety		GRI 403 (2018) 403-6 (Management Approach)	Information on the scope of non-occupational medical and health care services for employees and description of any voluntary health promotion services and programs	Described in the chapter "Focus on employees" Detailed description (Management Approach) in progress
Education		GRI 404 (2016) 404-1	Information on hours invested in education and vocational training, per employee	We have completely revised our in-house and external continued education offerings for employees. An evaluation of the number of courses and participants is in hand, an hourly evaluation is pending.
		GRI 404 (2016) 404-3	Information on career development reviews (performance appraisals) conducted	Employee reviews are almost always performed regularly. Percentual evaluation with the implementation of SkillTree is planned, and companywide rollout is underway.
Diversity		GRI 405 (2016) 405-1	Information regarding diversity at management level and overall in various diversity categories (e.g., gender, age group, minority, or vulnerable group)	Number of employees, percentage men/women and part-time rate are reported in the chapter "Komptech in numbers"; however, the information is not broken down further based on various other criteria.
Energy		GRI 302 (2016) 302-4-a	Information on reduction of energy consumption (fuel, electrical current, heating, cooling, vapor) achieved as a direct result of conservation and efficiency initiatives, in joules or multiples, compared to a base year	Attachments on savings activities are listed in the chapter "CO <sub>2</sub> mptech – Komptech reduces emissions," but in kWh.
Employment conditions		GRI 401 (2016) 401-1	Information on rate of new employee hires and rate of employee turnover during the reporting period, by age group, gender, and region.	Fluctuation and number of employees are reported in the chapter "Komptech in numbers," but not in detail by various groups.
Sustainable production and sustainable consumption		GRI 306 (2020) 306-3-a	Information on total weight of waste generated and a breakdown of this total by composition of the waste.	Information on waste produced is available for all locations and given in tonnes in the "Komptech in figures" chapter. Measures are constantly being taken to avoid waste.
Climate protection Sustainable production and sustainable consumption	 	GRI 305 (2016) 305-1	Information on gross direct GHG emissions (Scope 1) in tonnes of CO <sub>2</sub> equivalent.	Information on Scope 1 is available. Information on emissions in tonnes of CO <sub>2</sub> equivalent can be found in the "Komptech in figures" chapter, and information on measures in the "CO <sub>2</sub> mptech – Komptech cuts emissions" chapter.
		GRI 305 (2016) 305-2	Information on gross indirect GHG emissions (Scope 2) in tonnes of CO <sub>2</sub> equivalent.	Information on Scope 2 is available. Information on emissions in tonnes of CO <sub>2</sub> -equivalent can be found in the "Komptech in figures" chapter, and measures in the "CO <sub>2</sub> mptech – Komptech cuts emissions" chapter.
Climate protection		GRI 305 (2016) 305-3	Information on gross other indirect GHG emissions (Scope 3) in tonnes of CO <sub>2</sub> equivalent.	Information on Scope 3 is available in part (upstream chain for energy, employee mobility) Expansion is being considered (e. g., waste, water, work from home)

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An aerial photograph of a dense forest of evergreen trees, likely spruce or fir, showing a variety of green shades from deep forest green to bright yellow-green. The trees are densely packed, and the lighting creates a textured, layered appearance. At the bottom of the image, there is a solid green horizontal bar.

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