

Leaders in Zero Liquid Discharge



Sustainability Report 2023 (Translated by www.deepl.com)

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Foreword

Dear partners and friends of H2O GmbH, ladies and gentlemen,

As a medium-sized company, we have been reporting on our exciting journey towards greater sustainability in accordance with the GRI Standards since 2019. Like every year, we have once again initiated numerous measures to utilise our opportunities for sustainable change. We are delighted to be able to tell you about this in our latest sustainability report and perhaps inspire you too.



From the 2024 financial year, sustainability reporting will be mandatory for large companies in the EU in accordance with the EU's Corporate Sustainability Reporting Directive (CSRD). From the 2025 financial year for all companies with a net turnover of > 40 million euros. One component of this is reporting on the use of water and marine resources.

For this reason, more and more companies are looking for efficient ways to reduce their water consumption or minimise it through recycling. The water shortage caused by climate change in many regions of Europe is reinforcing this trend. At H2O, we want to make our contribution to enabling more and more industries to achieve wastewater-free production.

This is why we invest in the innovation and development of our products and solutions every year, focusing last year on completing our portfolio of larger systems and on innovations relating to Industry 4.0 in order to make wastewater treatment even smarter and more efficient in the future.

Our special company anniversary this year proves that we are on the right track: 25 years full of visions and innovations are already behind us and we are not giving too much away when we say: there are still many ideas waiting to be realised! We will continue to do everything we can to support even more companies in their sustainability strategy and make our contribution to a better world.

I hope you enjoy reading our sustainability report. Kind regards

Yours, Matthias Fickenscher



The H2O Campus invites you to linger.

Sustainability

We, H2O GmbH, are the leading manufacturer of systems for wastewater recycling in the metal production and processing, vehicle construction, aviation, mechanical engineering, electrical engineering, supply and disposal industries. We support our customers worldwide in their wastewater recycling and in the realisation of wastewater-free production.

Contaminated wastewater from industry, such as used cooling lubricant emulsion, rinsing water from parts cleaning or electroplating, can be treated efficiently and safely in a single step with our technologies. The dirty water is vaporised with our VACUDEST vacuum distillation systems to save costs. From 100 per cent contaminated process water, 95 per cent clean water is produced, which is ideally suitable for reuse. Wastewater types from selected industrial sectors from 200 m³ to 30,000 m³ per year can be treated.

We have been developing technical solutions in the field of vacuum evaporation for more than 37 years now. Our expenditure on the development of innovations for a wastewater-free future exceeds 4 per cent of our total turnover.

In addition to our headquarters in Steinen, Germany, the H2O Group also has subsidiaries in China and Switzerland. Together with our international sales and service partners, we now support our customers in more than 55 countries.



VACUDEST vacuum distillation systems treat industrial wastewater in over 55 countries around the world.

At the end of the reporting period, the H2O Group had 131 employees worldwide, 117 of whom work at the company's headquarters in Steinen, Germany. This number is divided into 40 female and 91 male employees.

We can look back on many years of experience and are looking forward to a special company year in 2024, as H2O GmbH will be celebrating its 25th anniversary this year. 25 years full of visions and innovations are already behind us and we are not giving too much away when we say: it goes on! We will continue to do everything we can to help even more companies achieve wastewater-free production in the future.

The H2O anniversary logo





The international H2O team stands for sustainable industrial wastewater treatment - worldwide.

Our vision

Sustainable industrial wastewater treatment

The world's water resources are becoming increasingly scarce, yet the pollution of our waters continues to progress. Many companies produce industrial wastewater, the disposal of which poses a major problem for the environment. Since our foundation in 1999, we have therefore been pursuing the vision of a wastewater-free future.

With our cutting-edge technology, we want to make a sustainable contribution to wastewater-free production so that the generations of tomorrow can also live in a clean and healthy environment. With our innovative technology and high-quality VACUDEST vacuum distillation systems, we guarantee our customers a secure investment and long-term profitability.

As an owner-managed company, we are now one of the world's most experienced experts in sustainable industrial wastewater treatment. As pioneers in the industrial use of vacuum distillation, we have succeeded in optimising wastewater treatment and making industrial wastewater reusable. Under the VACUDEST brand, we offer efficient, environmentally friendly and resource-saving vacuum distillation systems for wastewater treatment.

The professionalisation and continuous expansion of our range of services is one of our fundamental quality standards. We work every day to get one step closer to our vision of a wastewater-free future.

Sustainable Corporate governance

As entrepreneurs, we bear responsibility for people, society, the economy and the environment. We are aware of this special responsibility and base our actions on the following values when managing our company.

Sustainability and partnership

SUSTAINABILITY for us means assuming social, economic and ecological responsibility. Our innovative products are used for the sustainable treatment of industrial wastewater for wastewater-free production. In this way, we make an active contribution to protecting the environment and conserving resources. At the same time, our durable products provide economic benefits that translate into effective cost savings. As an educational partner to industry, our social commitment includes the training and further education of our own specialists and managers, as well as supporting local associations and important aid projects around the world. This is the reason why we are an Alliance Partner of the Blue Competence sustainability initiative. With our partnership, we are committed to complying with the twelve sustainability principles of the mechanical and plant engineering industry (see www.vdma.org).



With a corporate culture centred on PARTNERSHIP, we cultivate social relationships with our employees, partners and customers. Trust, fairness and respect are at the centre of our actions. For us, a good working atmosphere is a prerequisite for economic success. We promote a culture of performance by delegating responsibility. We support the development of our employees through training and further education at our H2O Academy. The participation of our employees in our success is a matter of course for us.

Premium, innovative strength and efficiency

PREMIUM is our core value, which characterises the high quality of our products and services. We attach particular importance to precision, attention to detail and beautifully designed products. With the quality standards of "German Engineering", we develop high-quality and customised system solutions. Our innovative ability and technological leadership give our customers the security of efficient production processes and

premium quality "Made in Germany". Proactive consulting and service expertise as well as flexibility and speed in fulfilling customer requirements are our benchmark.

For us as a forward-looking system provider, **INNOVATION POWER** means the obligation to develop the best and a sensible, intelligent and simple solution for our customers that is individually tailored to their needs. Because our incentive is to develop secure solutions that inspire our customers. With our broad portfolio of products and services, we offer a comprehensive range that produces uncomplicated and fast solutions. Our service is therefore also geared towards customer proximity.

EFFICIENCY is the driving value in the design of our process engineering processes. We use innovative technologies and products to make them simpler, faster and more effective. As a technology leader, we attach particular importance to the continuous improvement of our development expertise in order to realise our vision of a "wastewater-free future". We pay particular attention to the energy efficiency of our vacuum distillation systems so that we can guarantee our customers economical operation with minimised costs. Innovation and a pioneering spirit are firmly anchored in our philosophy.

Safety and efficiency

SECURITY is the most important need of our customers and has various meanings. On the one hand, our customers value investment and earnings security. Our services must therefore be of a particularly high quality and provide clear benefits. Secondly, our customers want to be able to trust in the reliable functioning of our systems and processes and in objective advice that will ensure high cost savings. With our "Made in Germany" manufacturer's guarantee, we want to make an active contribution to securing our location in Germany and safeguarding the jobs of our employees.

ECONOMIC EFFICIENCY for us means ensuring high cost savings for our customers with energy-efficient, multi-optional and flexible system solutions. We therefore ensure that they always receive an innovative solution from us that is optimally customised to their needs. Industrial standard solutions of inferior quality therefore do not exist at H2O.

With a pioneering spirit and a desire for maximum efficiency, we are always looking for the best and therefore simplest and most convenient solution for our customers. Our aim is to provide our customers with an "all-round carefree package" that they can rely on at all times.

Values, principles and standards of behaviour

As an internationally active and successful company, we owe our success to our technological leadership on the one hand and our value-orientated corporate management on the other.

In our corporate culture, which is based on partnership, we pay close attention to maintaining social relationships with our employees, customers and suppliers. Trust, fairness and respect are always at the centre of our actions. Responsible behaviour towards our partners is firmly anchored in our value system. We all have an obligation to live up to this in the future.

We are committed to the Code of Conduct of the VDMA and ZVEI (German Electrical and Electronic Manufacturers' Association), which also sensitises us to legal risks. These rules apply to all of us.

- Compliance with the law |
- Integrity and compliance
- Health and safety
- Remuneration and working hours
- Compliance with human rights
- Environment, energy and climate protection
- Dealing with conflict minerals
- Supply chain
- Consumer interests

The Code of Conduct is available to our customers and employees in German, English, French, Spanish, Polish and Chinese. Our employees are trained on this topic at the beginning. This is followed by a test to check the knowledge they have acquired. In addition, the document can be accessed at any time via the central change log on the drive. Furthermore, the document has been handed out to all employees in printed form.

Our customers and business partners as well as interested parties can view the document free of charge on the H2O website as a PDF document under the menu item "About us".



Our H2O Compliance Manager is available to answer any questions you may have.

Alexander Siegrist
alexander.siegrist@h2o-de.com

Associations and Interest groups

Maintaining our business contacts and the continuous training and further education of our employees is of particular importance to us. In order to fulfil this requirement, we are partners of various regional and international associations.

As a result, we offer our employees a continuous external training programme and also ensure a professional exchange within a wide range of industries. We regularly take part in industry-specific conferences, both as visitors, speakers and exhibitors, and attach great importance to exchanging information on new trends and challenges in our target markets.

We are always on the lookout for interesting co-operation partners and are very much looking forward to expanding and, above all, deepening our business relationships in the future.

A selection of our current associations and interest groups:



Our path to the sustainability report

At H2O, we take the issue of sustainability very seriously. In 2019, we formed a cross-departmental project team to create our H2O sustainability reports. With expertise from management, purchasing, laboratory, human resources, service, sales and marketing, the team is developing the content and design of the report. We published the first H2O sustainability report in 2018. We have now written our sixth report and are constantly monitoring the development of our vision and goals.

In preparing the report for 2023, we have once again based ourselves on the international standards of the Global Reporting Initiative (GRI). In 2023, we have again included the key topics that were the result of our survey in 2022.

These are the survey results of our stakeholders*, valid since 2022:

Economy	Ecology	Social affairs
Economic Performance (GRI 201)	Energy (GRI 302)	Employment (GRI 401)
Market presence (GRI 202)	Water and waste water (GRI 303)	Employee Employer relationship (GRI 402)
Indirect economic effects (GRI 203)	emissions (GRI 305)	Occupational health and safety (GRI 403)
Procurement practices (GRI 204)	Waste (GRI 306)	Training and further education (GRI 404)
		Diversity and equal opportunities (GRI 405)

* As H2O GmbH, we have defined three groups as relevant stakeholders. Our customers, the municipality represented by the Steinen municipal council and our employees were invited to take part in the online survey.

Economic performance (GRI 201)

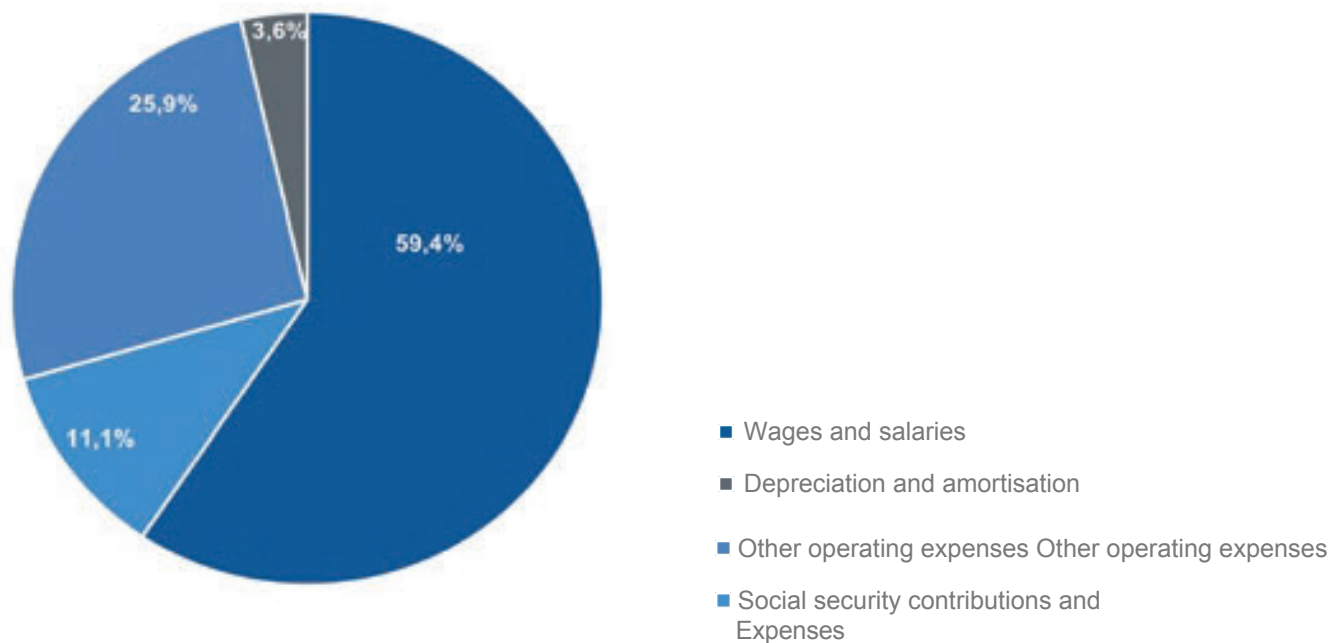
Management approach

As an owner-managed, family-friendly company, it is important to us to operate sustainably. We are therefore pursuing a long-term growth strategy to realise our vision. We are driving forward nine different thrusts of our multi-year master plan, which are agreed by the management team together with the workforce via the annual targets and implemented over the course of the year. Progress is regularly monitored via feedback meetings and reviews, obstacles are removed and adjustments are made where necessary.

Directly generated and distributed economic value

Higher energy prices, geopolitical tensions and monetary policy have not left H2O GmbH unscathed. After a gloomy start to the year, planning was reduced in March in line with the situation. Fortunately, developments over the course of 2023, particularly in the After Sales Service division, were more positive than expected at the beginning. Overall, H2O GmbH not only exceeded the reduced planned result, but also the original planned result at the start of the year.

Expenses from operating activities 2023:



The gross profit of H2O GmbH increased significantly compared to the previous year by 27.1 per cent or EUR 3,782 thousand to EUR 17,760 thousand. This was offset by expenses from our operating activities totalling EUR 13,291 thousand. Expenditure on wages and salaries rose by 17.2 per cent to EUR 7,897 thousand and social security contributions and expenses by 10.8 per cent to EUR 1.469.

Depreciation on investments rose by 7.7 per cent to EUR 480 thousand and other operating expenses by 4.8 per cent to EUR 3,445 thousand.

Overall, an operating result (EBIT) of EUR 4,469 thousand was achieved in 2023, which corresponds to growth of 105.1 per cent, double the previous year's figure. After a weak start to the year, this is a very pleasing result that secures the company's financial independence. The taxes to be paid on the result benefit the common good.

Financial risks and opportunities of climate change for the organisation

The changes relevant to H2O as a result of climate change are both physical and regulatory in nature. Of a physical nature are the increasingly noticeable water shortages in most regions of the world. These can be explained on the one hand by less precipitation and on the other hand by higher evaporation of the soil due to rising temperatures. Of a regulatory nature is the resulting shortage of possible future fresh water withdrawals and a tightening of wastewater discharge limits for industry. This applies to the protection of water bodies, but also to the increasing requirements of the Circular Economy Act for the recycling of raw materials.

Both of these factors are already leading to increased awareness in the industry of water as a scarce production factor and to endeavours to use this raw material sparingly and recycle it more.

With our solutions for realising wastewater-free production, we help our customers in industry to reduce their dependence on water as a production factor and make their contribution to protecting the environment and fresh water resources. We therefore expect demand for our products and services to rise steadily over the next five years, with annual sales growth of between 8 and 12 per cent.

Liabilities for defined benefit plans Pension plans

H2O GmbH offers a company pension scheme on the basis of the company's pension scheme regulations. Depending on the employee's wishes, H2O GmbH pays into an existing contract or includes eligible employees in the existing company group contract after the waiting period of 6 months. This group contract was concluded with an insurer. The contributions are paid monthly.

In addition, since 2005 H2O has offered all its employees the opportunity to participate in the productive assets and thus also in the company's success by paying into the H2O investment company. Thanks to the interest on the capital invested, which amounts to an impressive nine per cent, we offer our employees an attractive investment opportunity to make private provisions.

At the same time, the company benefits as it has to raise less capital from the financial sector and is therefore more independent. A win-win situation for both sides. The returns are always paid out annually.

Financial support from the public hand

In 2023, we successfully received government funding for our Hypercharger, which represents a significant step in the further development of our charging infrastructure. This funding will enable us to intensify our efforts in the field of electromobility and utilise innovative solutions for a sustainable future.

We are also pleased to announce that, in addition to the funding for our Hypercharger, we have received two further grants for electric vehicles. This support is of great importance, as it not only promotes the development and production of electric vehicles, but also contributes to more environmentally friendly mobility solutions.

The financial support from government subsidies underlines the confidence in our efforts to drive forward a sustainable, emission-free future.

Gunther Braun, the mayor of Steinen, and Matthias Fickenscher at the opening of the new H2O Hypercharger



Market presence (GRI 202)

Management approach

GRI Standard 202 Market presence refers to the company's market presence as a regional employer. As an owner-managed, medium-sized company, H2O has strong roots in the region. The head office is located in Steinen in southern Baden on the Swiss border. The company has been based in the region since it was founded in 1999. The majority of employees at the site live in the district of Lörrach. Only the service field service and regional sales are organised decentrally.

As the second largest employer in the municipality of Steinen, we take our social responsibility seriously. Regional commitment is important to us. It is important to us to support local clubs and social organisations. Last year, for example, we were able to support FC Steinen-Höllstein with a perimeter board at the Höllstein stadium or subsidise their experiment days with a donation as part of our educational partnership with the Meret Oppenheim School Centre in Steinen. We were also able to support numerous other regional projects.

As an international company, however, we also see it as our duty to assume responsibility beyond our own region. It was therefore a matter of course for us to make a donation to support the earthquake victims in Turkey, for example.

By offering public use of our charging points on the company premises, we want to make a contribution to promoting e-mobility in the region. To improve the regional charging infrastructure for electric vehicles, we were also able to install our new Hypercharger last year. This should enable faster charging and is also available to the public.

H2O perimeter advertising at the FC Steinen-Höllstein stadium



Together with other regional companies and municipalities, we are also involved in the "Bündnis für Familie mittleres Wiesental" (Alliance for Families in the Central Wiesental) to improve the compatibility of work and family life and, as in previous years, were able to offer our employees childcare during the holidays.

We are very proud of our sustainability strategy and are happy to provide other companies with input on the introduction of sustainability management. We are also very happy to accept tips from companies that have already successfully established a sustainability management system. The exchange of ideas is important to us and in this context we are happy to get involved in regional networks on the topic of sustainable corporate management. Last year, we had the honour of hosting two different network meetings and we are already looking forward to working together in the current year.

Ratio of the standard starting salary broken down by gender to the minimum wage

The employees of H2O GmbH are exclusively employed by the head office in Steinen. All employees are paid more than the current minimum wage. H2O GmbH is not bound by collective labour agreements. Salary reviews based on benchmark comparisons are carried out at regular intervals for all employees. We know that the success of a company depends to a large extent on its employees. For this reason, it is important to us to share the success we have achieved together. We have therefore decided to pay our employees an additional inflation bonus for 2022 and 2023. Based on 100 per cent employment, this amounts to the full €3,000, which is tax and social security-free by law.

Proportion of locally recruited senior managers

The percentage of senior managers that we have recruited locally is 100 per cent. We define senior executives as employees who have a department head function and are members of the H2O GmbH management team. As a geographical definition for "local", we have chosen (in the context of GRI 204 Procurement Practices) the federal state of Baden-Württemberg and the neighbouring Alsace.

The extended management team consists of 14 people and is 100 per cent locally recruited.





42.000.000 m³

Industrial wastewater has been treated since the
VACUDEST history edited

By the end of 2023, a total of 42,000,000 m³ of wastewater had been treated in our VACUDEST systems. This corresponds to around 5 billion bubble packs.

Indirect economic impacts (GRI 203)

Management approach

With our VACUDEST vacuum evaporators, we not only make an important contribution to the sustainable protection of our precious water resources, but also offer our customers an economical alternative to industrial wastewater disposal and other industrial water treatment processes. Efficient industrial wastewater treatment often depends on a process that is both economical and sustainable. With our VACUDEST vacuum evaporators, we reduce the costs of wastewater disposal by up to 95 per cent. Thanks to minimal operating costs and minimal operating effort, considerable savings can be realised. In this way, our customers not only protect the environment, but also their wallets.

Significant indirect economic impact

In 2023, awareness and the need for a sustainable lifestyle will continue to grow. It is becoming increasingly important for companies to produce sustainably and save costs at the same time.

By using VACUDEST systems, our customers can achieve recirculation in many business areas and thus significantly reduce their fresh water requirements. They also save costs for the transport and disposal of their wastewater. Savings of up to 100,000 euros per year can be achieved, which can also result in a short amortisation period of less than 2 years.

The volume of wastewater treated by our plants is constantly increasing. In the 2023 reporting year alone, our customers were able to treat almost 4,000,000 m³ of wastewater. This corresponds to an increase of 1,000,000 m³ within the last 4 years (since 2019).

Hypercharger

In August 2023, we officially opened our Hypercharger, a fast-charging station for electric cars.

We have been operating a public charging station for electric vehicles for over two years now. With six charging points open to the public and the new rapid charging station, the charging park is one of the largest in the region. This is a particular advantage, as most public charging stations only have two charging points. With our eight charging points, the likelihood of finding a free cable is much greater. We primarily use our own photovoltaic system on the company roof and our electricity storage system for the electricity. If this is not sufficient, we buy green electricity from the grid. The electricity is CO₂-neutral. This has enabled us to achieve over half a million kilometres of emission-free mobility so far.

The new Hypercharger at H2O in Steinen offers two cars the opportunity to charge quickly.



Procurement practices (GRI 204)

Share of expenditure for local suppliers

Working together in a spirit of partnership and respect is also important to us in our supplier relationships. Especially in times of supply bottlenecks, good and close coordination with our suppliers is essential for us. We have many long-standing supplier relationships that are characterised by trust.

We work a lot with local suppliers. We define suppliers as local if they are based in Baden-Württemberg. We source 44.3 per cent of the material for our plant construction from our TOP 50 suppliers from Baden-Württemberg. We have not included companies whose sales office is located in Baden-Württemberg but whose goods do not come from Baden-Württemberg.

Energy (GRI 302)

Management approach

The protection of natural resources is our top priority, which is reflected both in the design of our products and in the equipment at our headquarters in Steinen. We support our customers on the path to wastewater-free production by using our energy-efficient VACUDEST vacuum evaporators. In order to minimise energy consumption, we have been using the efficient process of direct vapour recompression since 1986. Energy recycling, which reuses the heat of the vapour in the system, means that no additional evaporation energy is required. This gives VACUDEST vacuum evaporation an impressive energy efficiency of up to 95 per cent.

We are actively committed to realising this energy efficiency not only for our customers, but also within our office and production operations. This is clearly reflected in the design of our headquarters, where we attach great importance to conserving our resources and are continuously working to reduce our energy consumption.

Energy consumption within the organisation

Our energy consumption is made up of various components, including electricity, which is mainly used for production, lighting and electrical equipment in the office, as well as gas for heating and fuel for our vehicles and the H2O fleet. In order to make efficient use of energy resources, we only use energy-efficient LED lamps in all work areas. In addition, all illuminated areas are controlled by motion detectors to further minimise electricity consumption for lighting. To further optimise energy consumption, we encourage our employees to switch off their computers and screens completely at the end of the working day and not leave them in standby mode.

Building cooling

To reduce energy consumption for cooling the building and prevent rooms from heating up excessively in summer, we attach great importance to the optimal orientation of our blinds. These are automatically set to an inclination of 45 degrees to ensure effective shading. This measure minimises heat input, which leads to savings in cooling energy. In addition, our automatic ventilation system is equipped with demand-based CO₂ control in the rooms and has cross heat exchangers that recycle the energy.

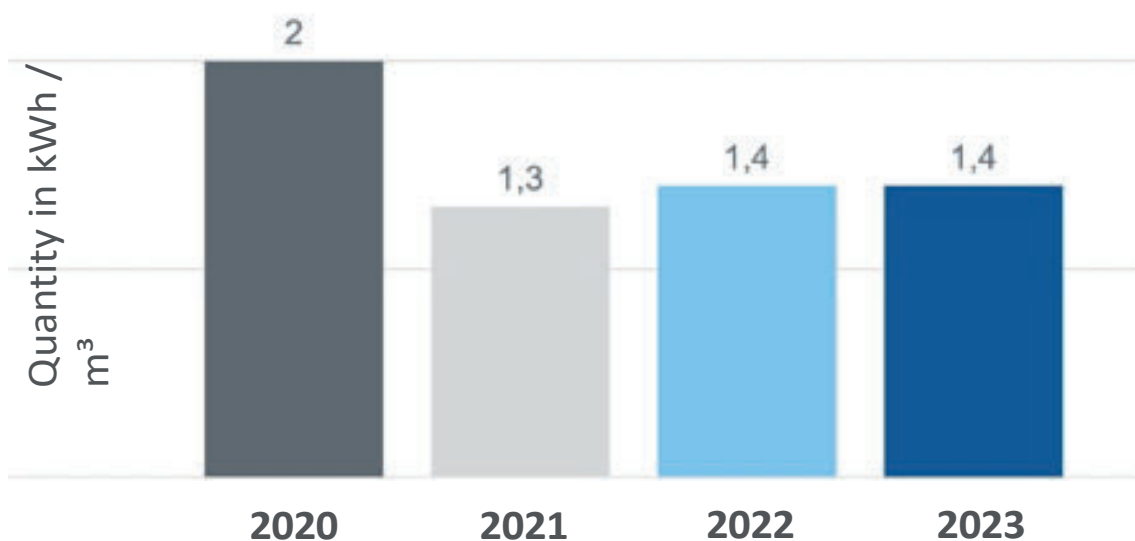
Power consumption

In the current reporting year, we can once again look back on the ongoing performance of our photovoltaic system with satisfaction. Our balance sheet shows that we are generating enough electricity to supply our business independently. The long-awaited commissioning of our electricity storage system has now been completed.

In 2023, our solar power plant generated an impressive 236 megawatts of electricity. We used around 149 megawatts of this ourselves, while the surplus 88 megawatts were fed into the grid as green electricity. This has helped us to reduce GHG emissions. Compared to the previous year 2022, our electricity consumption increased to 318 megawatts. As in previous years, we only purchased green electricity from hydropower, which led to a saving of around 74 tonnes of CO₂ compared to the federal mix.

In 2023, our charging park supplied 48.4 megawatts of traction current (previous year: 31.3 megawatts). Unfortunately, an exact breakdown between self-generated and purchased electricity at night and in bad weather is not possible.

Power consumption in relation to processing capacity



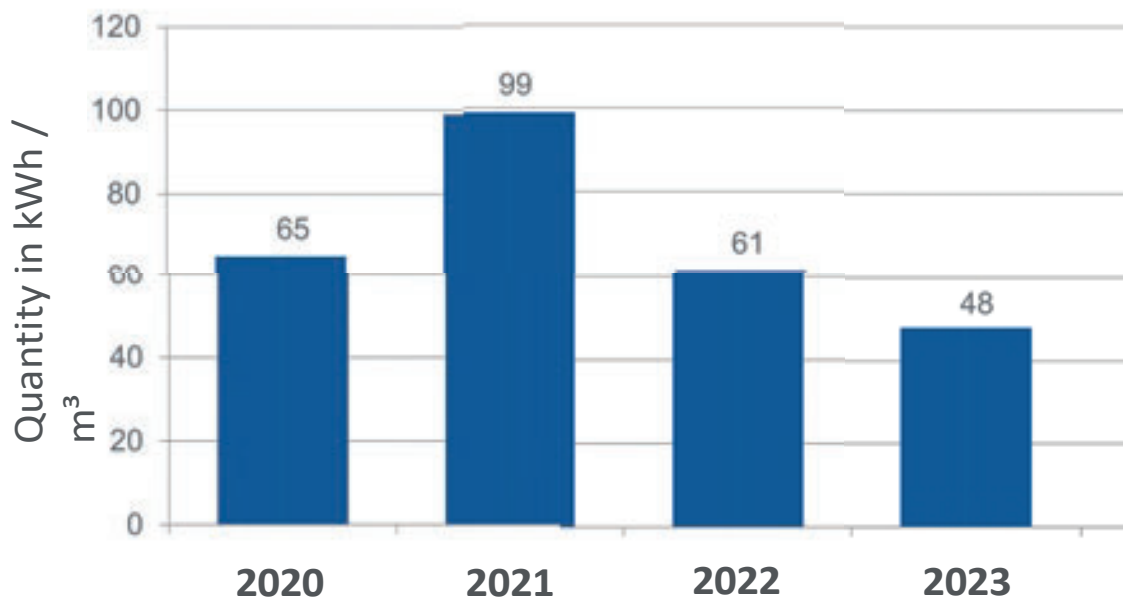
However, it is estimated that around 75 per cent of the traction current was generated internally. In total, the traction current generated made it possible to travel around 242,000 emission-free kilometres (with a consumption of 20 kWh/100 km). This corresponds to the use of 24.2 cars without greenhouse gas emissions with an annual mileage of 10,000 km per vehicle.

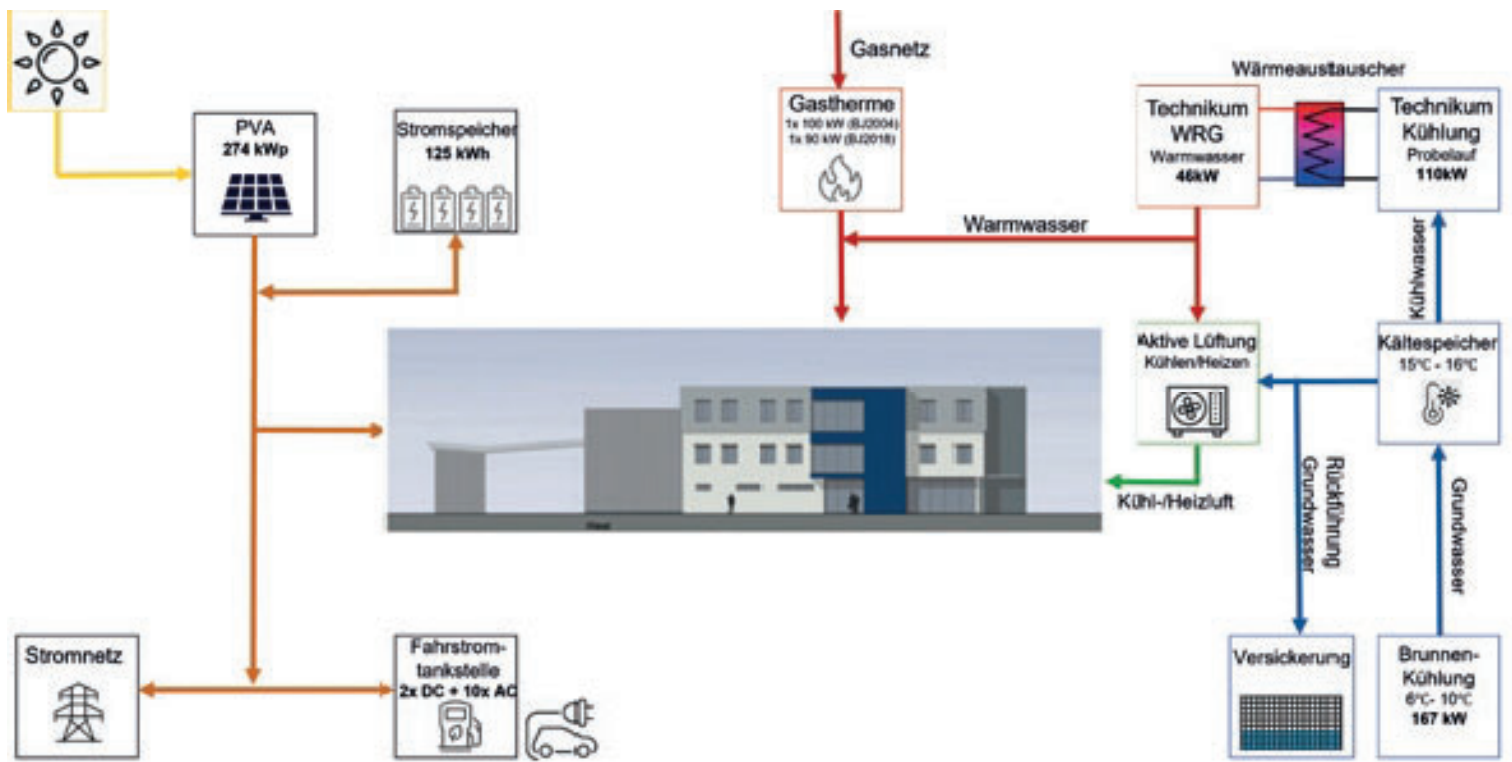
In 2023, the VACUDEST systems produced treated around 229,700 m³ of water per year for our customers. The total energy consumption for water treatment was around 1.4 kWh of electricity per m³. The slight increase in specific energy consumption is the result of a slight change in the product mix as well as additional tests and trial run phases in the technical centre for product development and testing prototypes.

Gas consumption

In 2023, we again recorded a decline in gas consumption, this time to 164,230 kWh, which resulted in associated CO₂ emissions of just 31 tonnes. In relation to the heated area, this results in a consumption of around 48 kWh/m². These values enable us to achieve energy efficiency class B for residential buildings. In relation to a production building, this is a positive indicator and underlines the effectiveness of the additional thermal insulation measures that were implemented during the extension in 2019.

Gas consumption in relation to the heated operating area





Energy diagram of the H2O low-energy factory



Heat recovery from technical centre and production

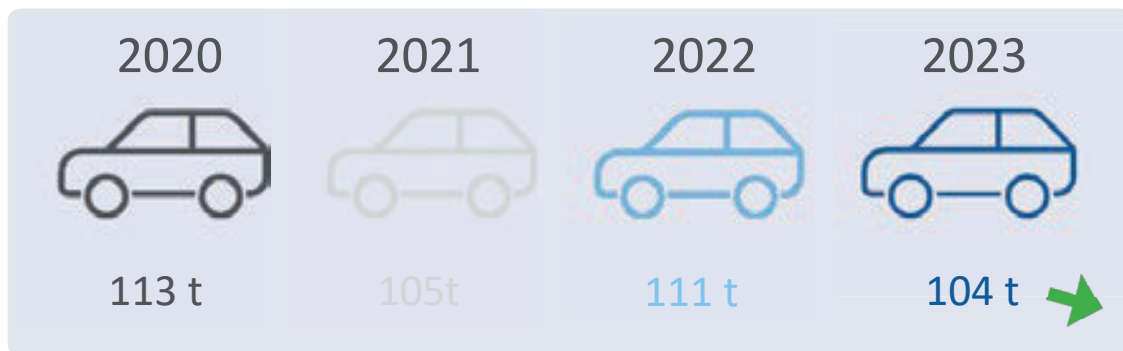
This decline in gas consumption was reinforced by targeted energy-saving measures and the continued mild temperatures. In 2023, the average temperature at weather station A in Schwörstadt was 11.5 °C with 63 ice and frost days, compared to 11.7 °C with 78 ice and frost days in 2022. (Source: www.wetter-schwoerstadt.de)

In autumn 2022, we set ourselves the goal of using 20 per cent less heating energy. Thanks to the mild temperatures and the optimisation of heating settings, including lowering room temperatures in offices, warehouses and production, this target was successfully achieved.

H2O fleet: cars & light commercial vehicles

In the 2023 reporting year, the H2O GmbH fleet comprised a total of 32 vehicles, of which 18 were cars and 14 were commercial vehicles. The commercial vehicles are used for our on-site customer service. These vehicles are fully equipped with the necessary tools and spare parts to be ready for action at any time. Our field service employees use these vehicles for their work throughout Germany and in neighbouring countries.

CO₂ emissions from the H2O vehicle fleet in a year-on-year comparison



Part of our vehicle fleet is permanently reserved for field sales staff. These cars are not only used for travelling to customers or to the company headquarters in Steinen, but are also occasionally used for private purposes. The remaining cars are available to all employees at our headquarters and are used for business trips such as trade fair visits, customer appointments, airport transfers for customers and other business commitments. This versatile use of our vehicles reflects the mobility requirements of our company.

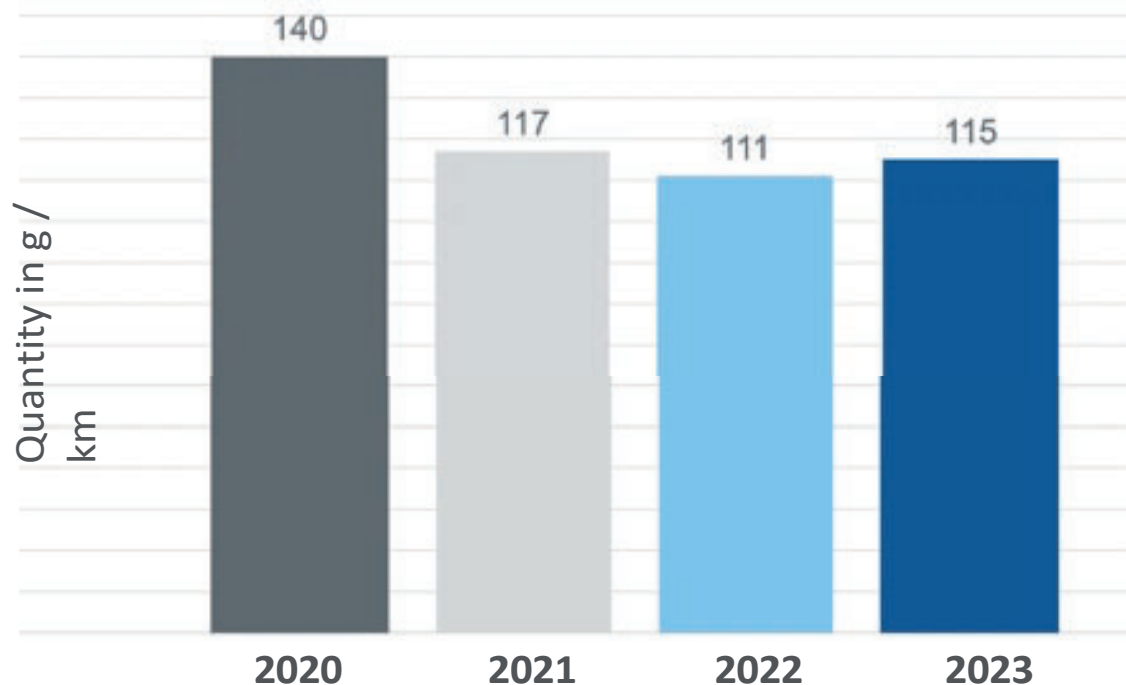
Last year, all vehicles together covered a total distance of around 906,281 kilometres. If this distance is converted to the individual CO₂ values specified for each vehicle model in the vehicle registration documents, this results in an average CO₂ consumption of around 104 tonnes in the 2023 reporting year.

Absolute CO₂ emissions and kilometres driven have fallen. As a result, we have succeeded in further reducing CO₂ emissions per kilometre.

This is mainly due to the fact that we have increasingly equipped our vehicle fleet with electric vehicles. A large proportion of the sales force now uses electric vehicles. Out of a total of 18 cars, 15 were already electric at the end of 2023, two more than last year. In terms of light commercial vehicles, we have opted for the ID Buzz, which is also fully electric.

The biggest challenge continues to be our commercial vehicles. Our technicians often have to travel long distances within Germany and Europe by car under time pressure. We continue to look for innovative solutions and are open to future developments that will enable us to switch to sustainable drive alternatives in the commercial vehicle sector.

CO2 emissions from the H2O vehicle fleet in relation to the kilometres travelled



To summarise, it can be said that the approximately 96,142 km less total mileage also shows a positive trend in CO₂ emissions compared to the previous year. This pleasing development is continuing in the third subsequent year. By successively replacing the existing fleet with additional electric vehicles, we are confident that we will continue to see a positive trend in this area in the future.

Target for 2024: The fleet of electrically powered vehicles will be further expanded. A large number of combustion engines in our car fleet have already been replaced by electric cars. We currently only use two diesel-powered cars, which will also be replaced in the future. In addition, in 2024 we will actively look for further opportunities to reduce the carbon footprint when using light commercial vehicles for our technicians in the field.

A first alternative is to replace the current light commercial vehicle class with a more CO₂ efficient smaller vehicle class.

Another option for reducing the GHG quota is the climate-friendly eco-diesel HVO100. The first pilot tests have already been successfully carried out and the initiative "HVO100 goes Germany" is campaigning for the market launch of the climate-friendly eco-diesel. Corresponding legislation is planned for April 2024. As soon as it is available, we will also use this to reduce the GHG quota.

Energy consumption outside the organisation

Leaving a sustainable ecological footprint is one of our primary goals at H2O GmbH. We strive to make energy consumption as sustainable as possible not only within our organisation, but also beyond.

As a globally active company, we attach great importance to having an international presence. This often requires extensive travelling, including by plane:

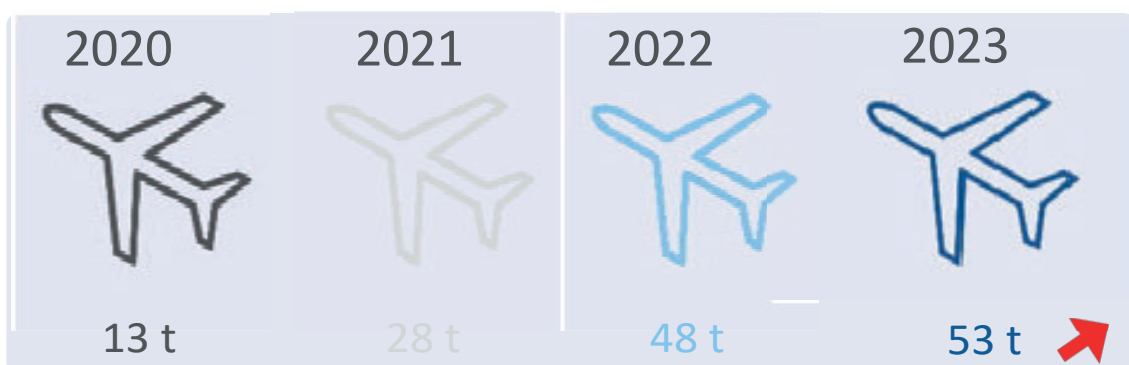
Air travel:

As a globally active company, we supply customers in more than 55 countries with our VACUDEST vacuum evaporators and support them on their way to a wastewater-free production solution. Our sales and service staff are therefore regularly on duty to support interested parties and customers on site.

In the 2023 financial year, our CO₂ emissions from all air travel amounted to 53 tonnes, which represents a slight increase compared to the previous year 2022 (48 tonnes).

Air travel is analysed by our travel agency and our travel arrangers. The calculated figures are reported regularly on a monthly basis in our GHG Cockpit.

CO₂ emissions of all air travel in annual comparison



Water and wastewater (GRI 303)

Management approach

Since our foundation in 1999, we have been pursuing the vision of a wastewater-free future and offering our customers solutions for the realisation of wastewater-free production. We are one of the world's most experienced experts in sustainable industrial wastewater treatment. For this reason, it is particularly important to us to set a good example and to use water resources as sustainably as possible at our sites.

Our own production is already completely wastewater-free. On the one hand, we use fresh water as service water, i.e. for the coffee machines, water dispensers and dishwashers in our staff kitchens and hygiene areas. On the other hand, fresh water is required for the production process. This includes the water required for the laboratory (dishwasher) and for the test run of new systems.

Water withdrawal, recirculation and consumption -

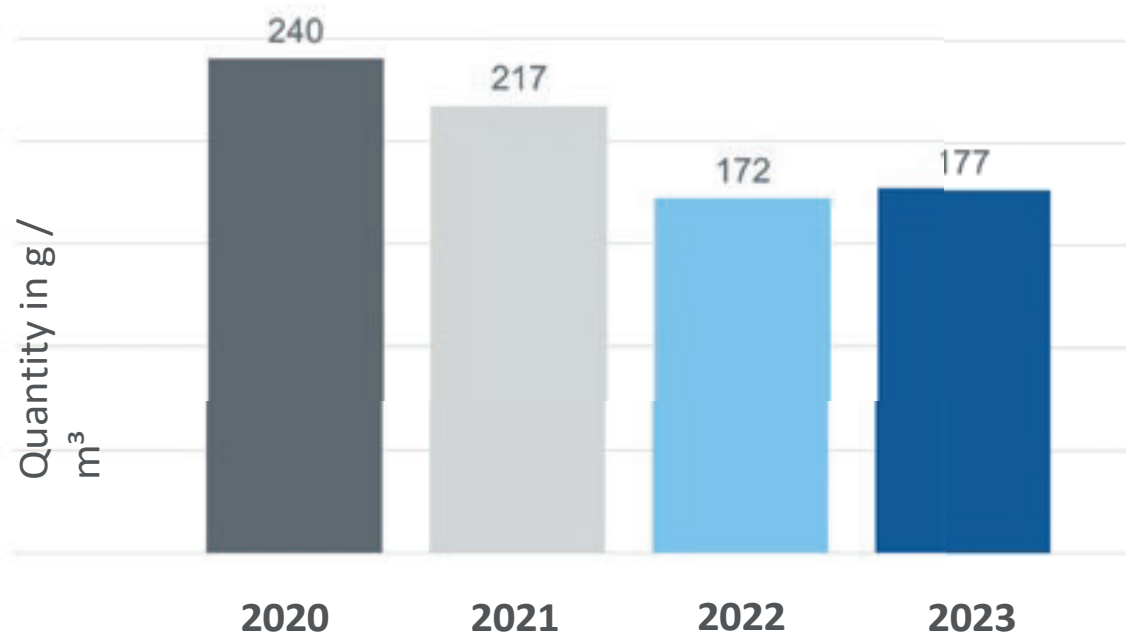
In 2023, we used a total of 853 m³ of fresh water, of which around 75 m³ was used for the technical centre's water circuit. This is completely wastewater-free, as the water is treated using a VACUDEST. The resulting concentrate, i.e. substances that cannot be treated, is disposed of professionally by the local waste disposal service provider. Fresh water consumption fell by 184 m³ compared to the previous year. This is due in particular to the progress of the H2O Campus. The plants in the H2O Campus have grown well and could be watered sparingly thanks to a newly installed drip irrigation system. In the previous year, the newly planted shrubs, the lawn and the hedge were watered by hand. This adjustment therefore explains a large part of the water saving.

To cool the building, H2O GmbH extracted a total of around 35,600 m³ of groundwater in the reporting year and returned it without any losses, with a temperature spread of 2 K. According to Bundesmix, this approach saved around 6 tonnes of CO₂ compared to the use of conventional air conditioning units.

CO₂ savings per volume of groundwater consumed

If we look at the CO₂ savings in relation to the amount of groundwater extracted, we were unable to maintain the figures for 2020 and 2021. The reason for this is the comparison of groundwater cooling with the values of an air conditioning system that is operated with electricity from the federal mix. Fortunately, this federal mix now uses more green energy, which significantly reduces the CO₂ emissions of an air conditioning system and changes the basis for our calculations. The savings potential of groundwater cooling is reduced, even if our figures are comparable with the previous year.

CO2 savings per volume of groundwater consumed



The H2O recycling strategy creates added value

We have developed the H2O recycling strategy to increase transparency in the areas of sustainability and resource efficiency.

This provides our customers with a recommended course of action for the necessary steps "after VACUDEST". Once the system has reached the end of its life cycle, the question of correct disposal arises. Our recycling strategy helps to ensure that all VACUDEST components can be recycled in the most resource-efficient and economical way possible. It contains a precise breakdown of the various recyclable materials used in the VACUDEST as well as instructions for proper disposal.

Because up to 99 per cent of the materials used are recyclable! Do

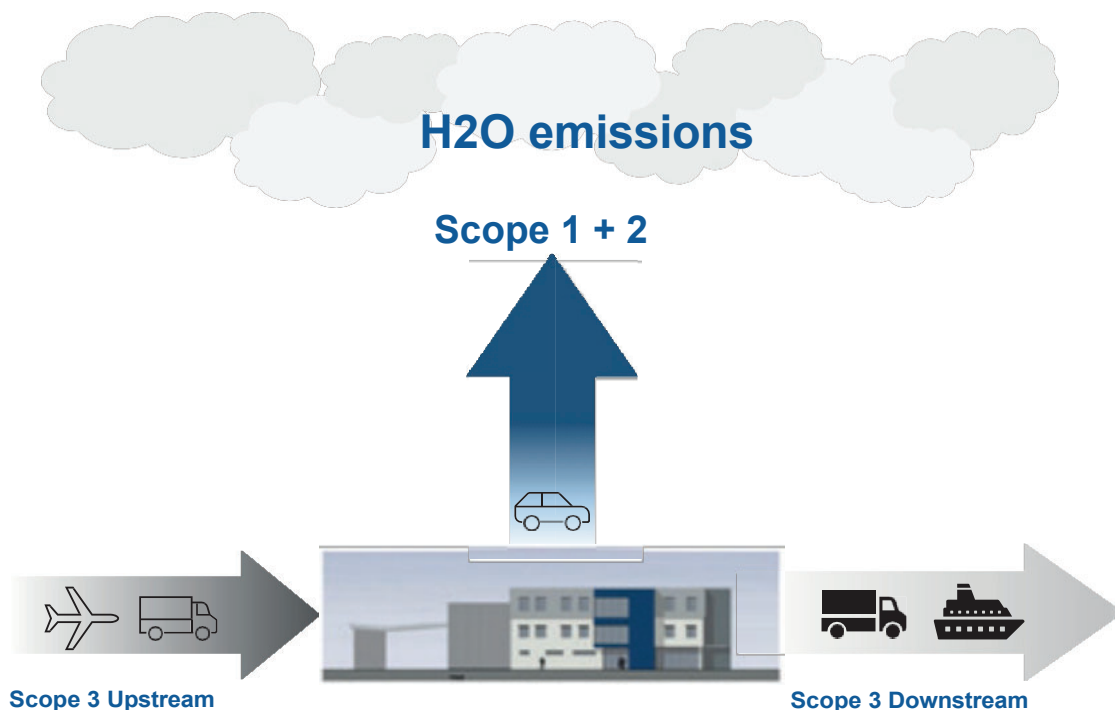
you have any questions about our H2O recycling strategy?

Talk to us. We will be happy to help you.

emissions (GRI 305)

Management approach

Our vision is to drive the transformation of the industry towards sustainable water management. This is why sustainability has been one of our most important corporate principles since the beginning of H2O's history. We think long-term, are aware of our responsibility for people, society, the economy and the environment and want to make a contribution to a better world. In 2018, we started publishing our sustainability report. Our emissions play an important role in this.



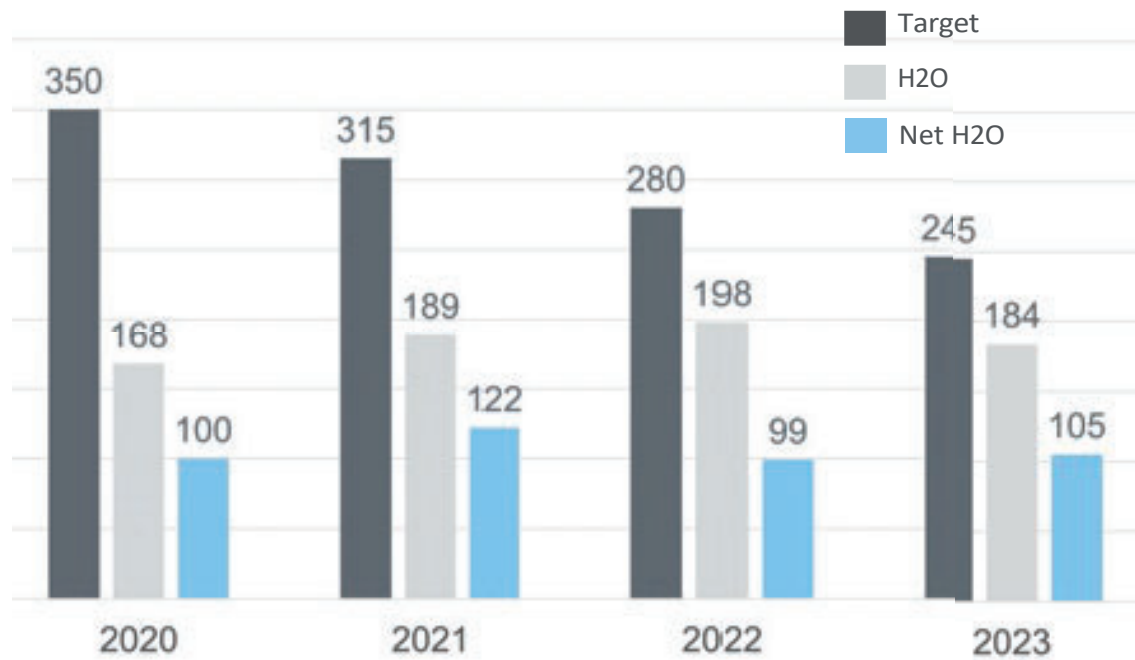
Direct and indirect GHG emissions (Scope 1+2)

With our first sustainability report in 2018, we started to determine and document our CO₂ emissions (Scope 1+2). In the following year, we set ourselves the goal of achieving CO₂ -neutral production by 2030. To achieve this, we want to reduce our CO₂ emissions by 10 per cent every year. The base year for this is our calculation from 2019, when our annual CO₂ emissions were 385 tonnes.

We were able to identify mobility (cars and flights) as our biggest contributor to our CO₂ emissions. We have already made a lot of improvements here since 2019. For example, we have gradually replaced almost all combustion cars in our fleet with electric vehicles. We have not yet found a suitable alternative for commercial vehicles, as we rely on a long range and short charging times for our field service. We have been testing an electric van for field service since 2023. Unfortunately, it turned out in practice that the range and charging times, especially in winter at low temperatures, do not meet our requirements and the electric van in its current design is therefore only suitable for field service to a limited extent.

However, in order to at least reduce CO₂ emissions from the service vehicles, we have ordered three more compact commercial vehicles with lower CO₂ emissions as replacements. The vehicles are due to be delivered in 2024.

GHG emissions of H2O in tonnes



We have taken Scope 1, 2 and 3 excluding the supply chain as the basis for calculating CO₂ emissions. This is made up of our energy consumption for our company building and our business trips. If we offset our savings, which are made up of savings from our building cooling system, the feed-in of green electricity from our PV system into the public grid and the GHG quotas from our cars and the charging park, against the CO₂ emissions, this results in a net CO₂ footprint of 105 tonnes in 2023.

Compared to 2022, this represents an increase of around 6 tonnes. However, this is primarily due to the fact that we were not able to feed as much electricity into the grid in 2023 and therefore our GHG savings were lower than in 2022. The net emissions quota without adding the savings was 184 tonnes in 2023. In 2022, it was 198 tonnes.

Our target was 245 tonnes of emissions in 2023, meaning that we once again exceeded our target in the reporting year. The savings were largely generated by the fact that we were able to reduce our gas consumption by a further 22 per cent in 2023 compared to the previous year. Another 10 per cent savings were also achieved in the vehicle fleet. Unfortunately, the savings in the vehicle fleet were offset by 10 per

cent additional emissions from air travel. This cancels out the savings made in the area of mobility.

If we also consider GHG emissions in relation to our turnover, the net footprint is 3.9 tonnes / EUR 1 million turnover per year. Compared to the previous year, this is a saving of around 13 per cent.

Other indirect GHG emissions (Scope 3)

For the 2023 reporting year, we have set ourselves the ambitious goal of determining Scope 3 of the supply chain, and thus the CO₂ emissions that arise during the production of the components we purchase.

The project accompanied us throughout the year, as we had to determine the CO₂ factor of all components, from screws and copy paper to apparatus construction and our operating resources. In fact, we did not manage to calculate the exact CO₂ factor for every single part. We have sometimes reached our limits, especially with components made of different materials.



In 2023, we were missing the CO₂ factors of 41 of the 545 tonnes of purchased materials. We then calculated the mean value of the CO₂ factors that we were able to determine and applied this mean value to the "open" 41 tonnes. This enabled us to determine an overall value for the individual years. We also created the option of entering the data into our ERP system in order to be able to create automated analyses in the future.

For 2022, we have calculated CO₂ emissions of 1,236 tonnes of CO₂ for all purchased parts. This figure includes the components of the VACUDEST as well as all consumables.

As expected, the figure for 2023 was slightly higher at 1,282 tonnes of CO₂ , as we had higher sales and therefore a larger purchasing volume.

We have set ourselves the target for 2024:

■ Maintaining and supplementing the data in our ERP system ■

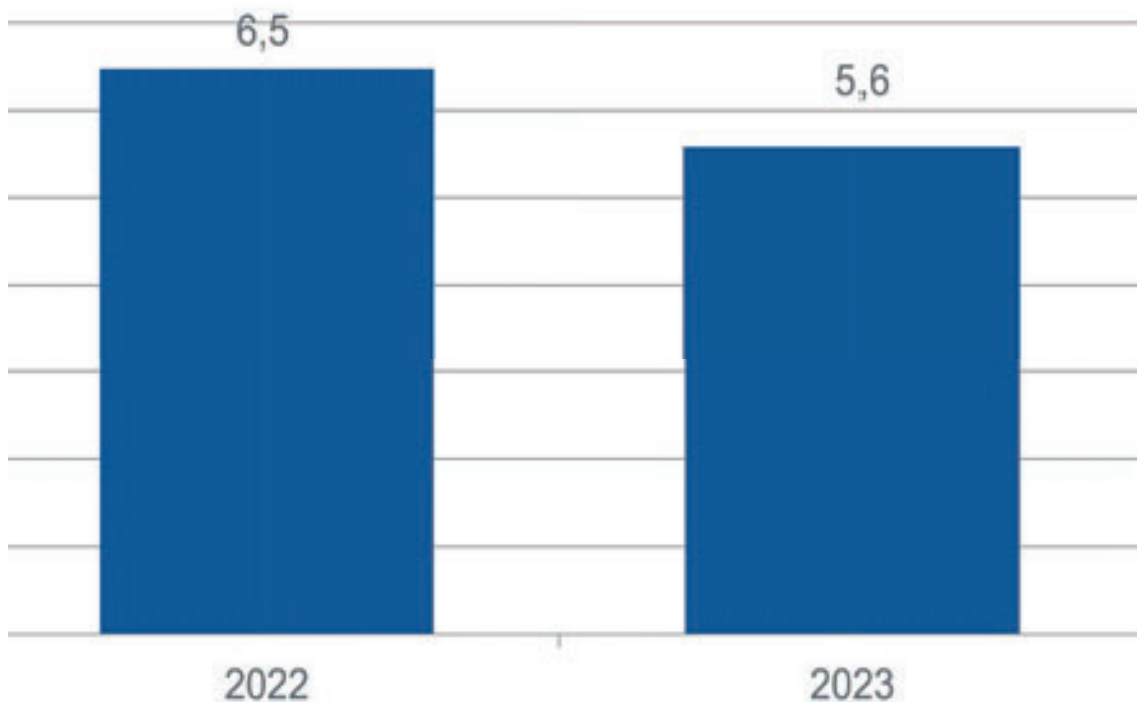
Analysing the data obtained in detail in order to

■ to derive concrete steps to reduce CO₂ emissions in the future and ■ to

calculate the CO₂ emissions of the individual VACUDEST systems.

In order to be able to present future results in a comparable way, we have decided to put the CO₂ emissions in relation to the treatment capacity of our VACUDEST systems sold. For 2023, this means 5.6 tonnes of CO₂ / 1000 m³ of treatment capacity.

CO₂ footprint in tonnes per 1000 m³ of treatment capacity



Waste (GRI 306)

Management approach

As a company, we are aware of our responsibility towards the environment and constantly strive to minimise waste as much as possible. We endeavour to achieve this, for example, by handling our work equipment responsibly. Through our lean management strategy in the office and production workplaces, we aim to optimise the use of resources and avoid waste. In 2014, we integrated a document management system as part of this strategy and now work largely paperless.

Separating our other operational waste is also a high priority and is regularly monitored. In 2018, we identified further potential for optimising waste separation and have been continuously implementing this ever since. For example, we have set up a central battery collection point. By providing the yellow bag, we were able to recycle more waste. This can be clearly seen from the decrease in residual waste.

There are also several water dispensers available in the company. Every employee receives their own glass bottle on their first day at work, which they can fill up. The rest of our soft drinks are supplied in glass bottles. We also provide our employees with crockery in our kitchens so that nobody has to use plastic crockery for lunch, for example.

When shipping our parts, we reuse the filling material that we receive from our suppliers. In this way, we avoid waste and also save costs.



The offer of free drinks in glass bottles is very popular.

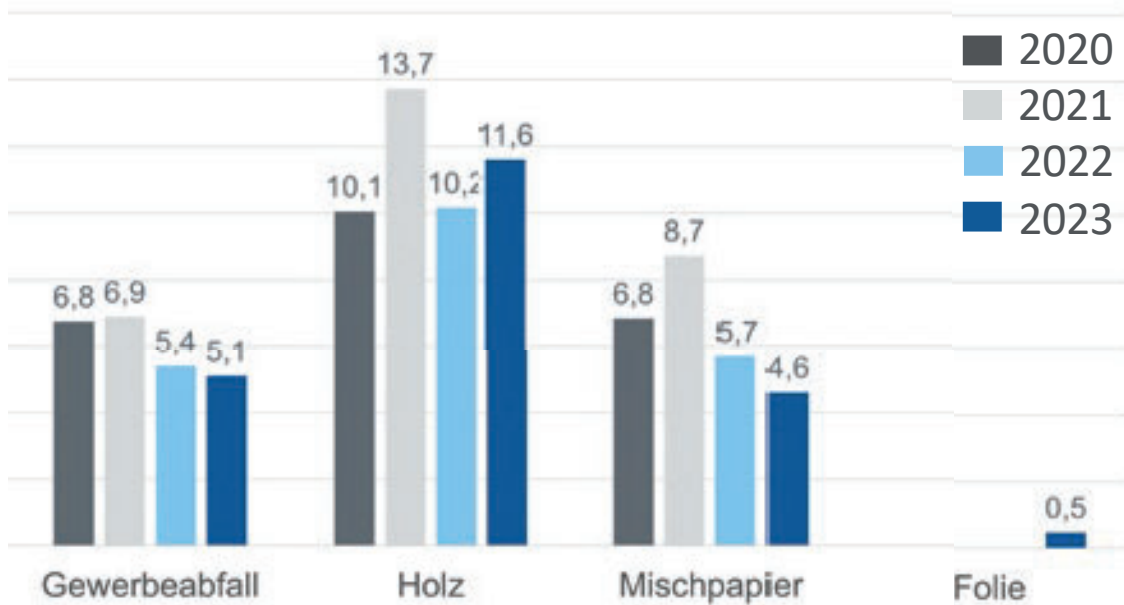
Waste by type and Disposal method

We work with a local waste disposal service provider to dispose of our operational waste. Various types of waste were collected in the 2023 reporting year.

A total of 5.1 tonnes of commercial waste and 11.6 tonnes of wood were generated. This waste is used to generate energy through incineration. This is the standard procedure used by the waste disposal service provider. We have calculated total CO₂ emissions of around 4 tonnes for both types of waste. By using the yellow bag in the canteen, cafeteria and laboratory, we were able to further reduce the amount of commercial waste generated compared to 2022. There is also film that needs to be disposed of. We have purchased a container especially for this purpose, which is available solely for films. A total of 0.5 tonnes were generated here in the reporting year, which corresponds to CO₂ emissions of around 1 tonne.

In addition, 4.6 tonnes of mixed paper, mainly cardboard packaging from our goods deliveries, was recycled by the disposal company.

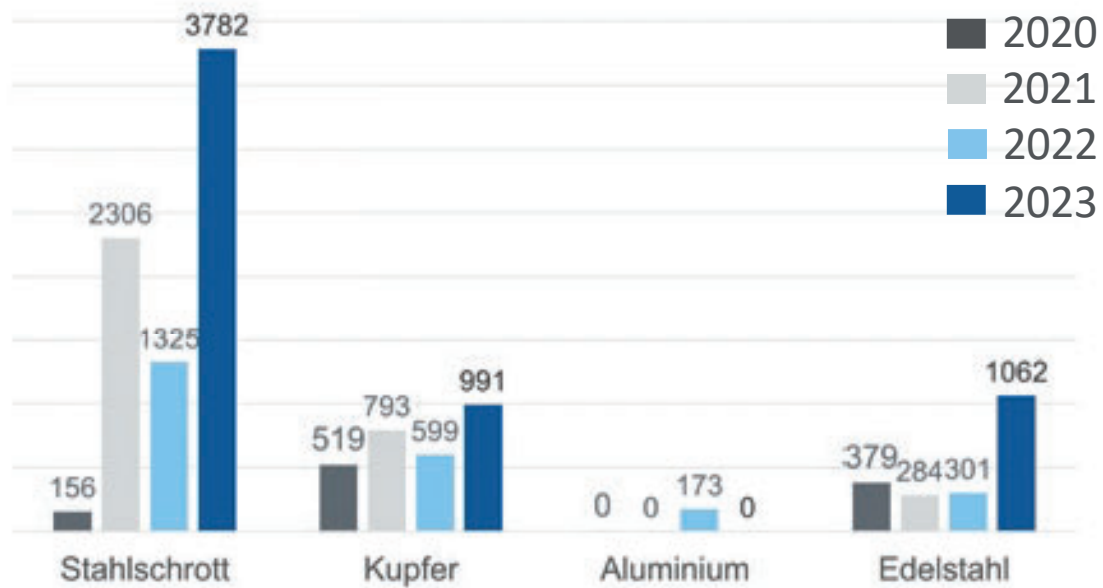
Year-on-year recycling volumes in tonnes



In addition, 1,062 kg of stainless steel, 991 kg of copper (from electrical cables) and 3,782 kg of steel (from remodelling work, shelving, etc.) were disposed of and recycled by the service provider. We also utilise the take-back system offered by our supplier for used cuvettes and laboratory reagents.

We recently received a certificate for sustainable behaviour from our supplier for this. In this way, we contribute to achieving a recycling rate of over 75 per cent.

Year-on-year recycling volumes in kg



URKUNDE

H₂O GmbH

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Leakage and transport of harmful / hazardous substances

The discharge of harmful substances and the transport of hazardous waste do not occur in the H2O production processes. However, as a service provider in the field of waste water recycling, we are equipped with an application technology laboratory where small quantities of hazardous substances have to be analysed. These are separated after the analyses, collected according to waste codes and disposed of via a local disposal service provider. No savings can be made on the samples to be analysed, as these analyses are linearly related to our business development.



Weed action in the H2O snack garden

Employment (GRI 401)

Management approach

To achieve our goals, we need qualified and motivated employees. That is why we want to attract and retain new employees as an attractive employer. Sustainable HR management is therefore very important to us.

We have created the modern H2O Campus for this purpose. The snack garden is intended to provide our employees with a place to relax during their breaks. At the same time, we want to promote biodiversity with insect-friendly perennials. The maintenance of the garden is organised by the sustainability team. In principle, however, every employee has the opportunity to garden during their working hours (and thus clear their heads if necessary). Our goal in 2023 was to organise all garden maintenance ourselves. To this end, we carried out a major "weeding campaign" in spring and autumn and worked in the garden in between, depending on time and need. Unfortunately, we realised that it wouldn't work without professional help due to the large area. So we brought in external help from a gardening company.

In order to further sensitise our employees to the topic of sustainability, we offered a Sustainability Day for the first time in the summer, where we held information events on various topics. For example, employees were able to find out about topics such as electromobility and PV systems.

Presentations were also offered on the topics of mindfulness and microplastics in everyday life.

After introducing the option of company bike leasing in 2022, which was very well received, we would like to go one step further in 2024 and offer the Deutschlandticket with an additional subsidy. Last year, we launched a survey among our workforce in Steinen to find out how our employees get to work.

Around 22 per cent of participants stated that they use an electric vehicle to get to work. Only 12 per cent use public transport to get to work. By promoting the Deutschland Ticket, we hope to incentivise employees to make greater use of buses and trains in order to reduce their personal CO₂ footprint.

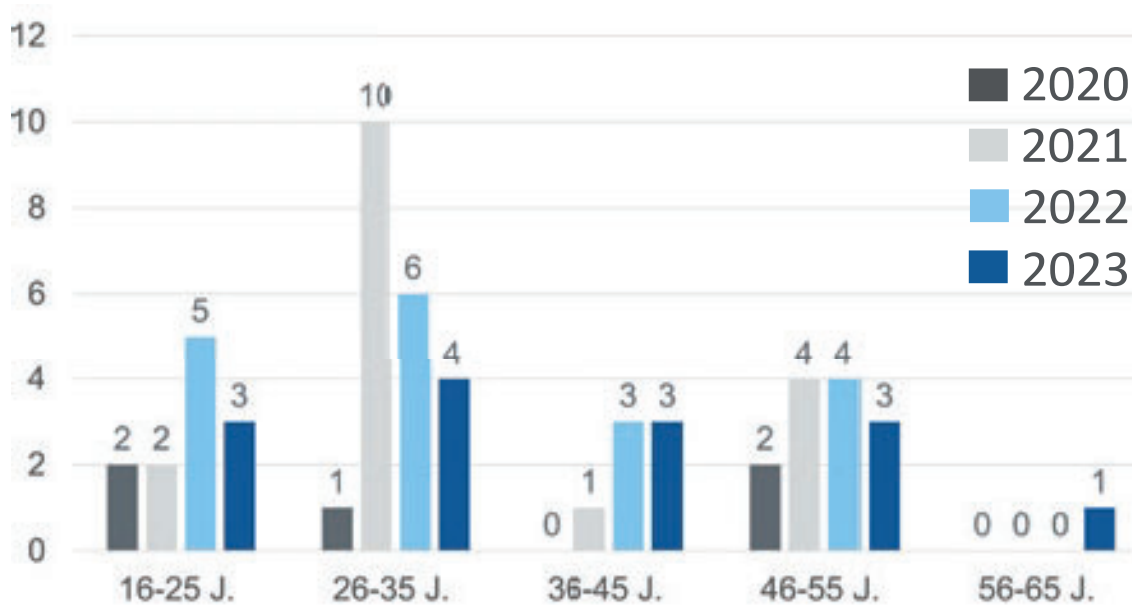
Employee retention plays an important role in our HR strategy. We are proud to be able to honour a considerable number of anniversaries every year. In 2023, we celebrated nine 5-year anniversaries, ten 10-year anniversaries, two 15-year anniversaries and one 20-year anniversary. As every year, the honours took place together at the Christmas party.

Our long-serving employees - from 5 to 20 years with the company - honoured at this year's Christmas party.



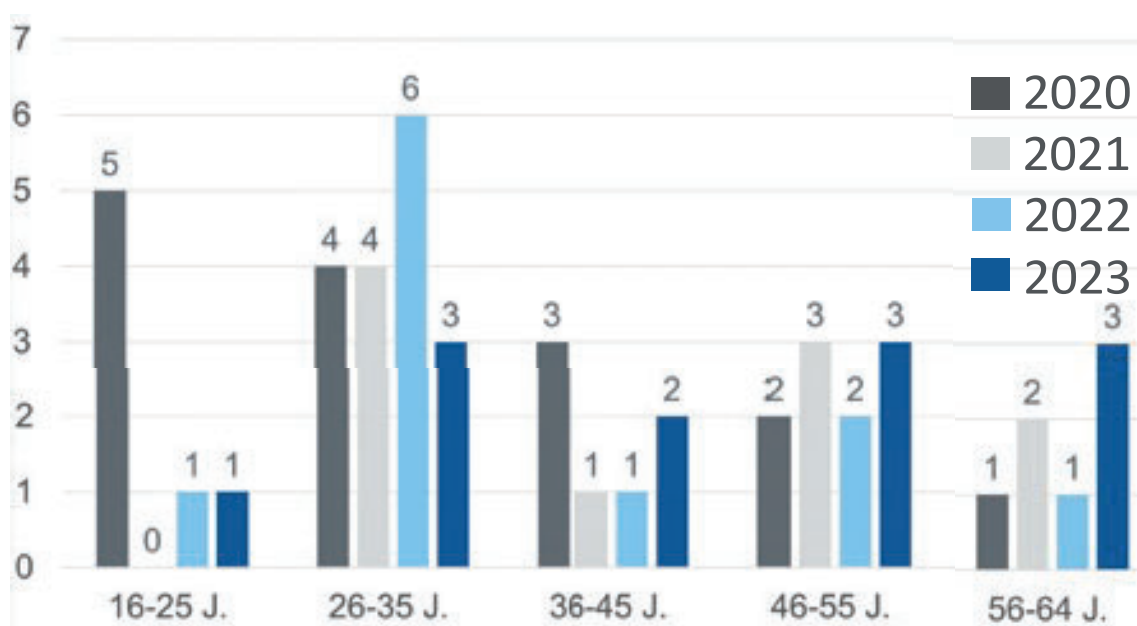
Newly hired employees and Employee turnover

Year-on-year comparison of admissions by age group



We were able to hire 14 new employees last year. The staff turnover rate increased compared to 2022. It was 10.2 per cent in 2022 and rose to 11.8 per cent in 2023. A total of 11 of the 14 new hires are located directly at the Steinen site. This also includes 3 trainees. The remaining positions are in the service field service. Of the newly recruited employees, 4 were female and 10 male. The new employees were between 16 and 57 years old at the time of recruitment.

Year-on-year comparison of departures by age group



Parental leave

In 2023, 90 per cent of eligible employees took parental leave. For the purposes of the analysis, we define "eligible" as those employees who were entitled to parental leave in the reporting period or in the previous year due to the birth of a child or who were still on parental leave. The rate of eligible employees was 9 per cent of full-time equivalents. The ratio of male to female eligible employees who took parental leave is divided into 56 per cent male and 44 per cent female employees.

During the reporting period, we recorded a parental leave return rate of 100 per cent. All employees who returned to the company after parental leave during the reporting period were still employed by us as at 31 December 2023.

Employer-employee relationship (GRI 402)

Management approach

An open and honest approach as well as the topic of appreciation play a major role for us in terms of the satisfaction of our employees. For us, it is an important foundation for a good working atmosphere and economic success. Good communication is crucial because it creates clarity and security, which in turn benefits the organisation and the working atmosphere.

In 2023, we introduced the team review as a new tool in personnel development. As a central instrument, it will be used in future to recognise the strengths of our employees and promote them accordingly. The team review will also be used to identify talents that we can develop into managers. Each employee is assessed by their line manager in the team review matrix.



This assessment is then discussed with the HR department and the relevant support and development measures are determined. Following the introduction of the team review in September 2023, we have already conducted a full review with all managers. Our aim for 2024 is to discuss the team review once in spring and once in autumn.

Several new team leader positions were also created in 2023. The team leaders were recruited exclusively from our own ranks. Another goal we have set ourselves for 2024 is to successfully integrate the new team leaders into the existing H2O management structure. We want to achieve this with leadership training (internal and external) and coaching from the respective line managers and the HR department. We already created the structures for this last year. For example, we integrated our middle management level into our management workshops in order to optimise the flow of information. We also organised a 3-day management workshop together with all managers.

Minimum notification period for operational changes

For us, transparency in communication is an important building block for smooth processes within the organisation. In our info meetings, our employees are informed about the strategic topics of all company departments on a quarterly basis. Current topics are communicated to the workforce in weekly shopfloors by the respective line managers. Other shopfloor meetings are also held regularly within the teams to ensure dialogue between all interfaces.

Hybrid meetings are the order of the day at H2O.



Occupational health and safety (GRI 403)

Management approach

Occupational health and safety is a high priority at H2O.

Our meetings of the Occupational Safety Committee, training courses on occupational safety and inspections by the occupational safety specialist and the company doctor all took place once a quarter as planned. In 2022, we set ourselves the goal for 2023 of revisiting the topic of MSDs (musculoskeletal disorders) as part of the GDA (Joint German Occupational Safety Strategy). To this end, the work areas were to be analysed using the key characteristic method. This is an assessment method that looks at the various workplaces in relation to certain health risks - in this case, the risk of musculoskeletal disorders. We wanted to use this to define preventive measures to maintain the health of our employees. We had to postpone this goal until 2024, as further legal changes on this topic were due in autumn 2023. We waited for these and will now tackle the issue again.

According to figures from the Statista Research Department, the average sickness rate for statutory health insurance was 6.8 per cent in 2023, a record high. The health of our employees is important to us. We also want to create offers for our employees that go beyond the legal requirements and promote health. Starting with our free drinks at the workplace, the regular organisation of health days, opportunities for company bike leasing and cooperation with a local fitness studio, we have already created many offers. In 2024, we are also planning to cooperate with a Germany-wide provider of occupational health management in order to offer our employees an even broader range of options that can be used not only by our employees in Steinen, but also throughout Germany.

Work-related injuries and illnesses

Our existing risk assessment, which we prepared in collaboration with DEKRA, was also used in 2023 to categorise occupational health and safety measures, which are used to assess risks at individual workplaces and specify measures to avoid these risks. In the assessment, work-related hazards in the company and their probability of occurrence were evaluated and classified. The classification was divided into three risk groups:

Risk group	Risk	Measures
Risk group 1	Small	Measures organisational and personal possible
Risk group 2	Medium	Measures with normal protective effect normally necessary
Risk group 3	Large	Measures with increased protective effect urgently required

The remaining activities classified in risk group 3 are assigned to the production and field sales departments. In production, there is an increased risk from operating the angle grinder and from work-related illnesses caused by grinding dust. Established measures, such as wearing a dust filter mask and / or safety goggles, are intended to ensure the safety of employees. In the sales field service, our employees often come into contact with waste water samples from our customers. Measures are in place to ensure health protection, such as regular instructions on handling hazardous substances. In addition, samples whose properties are unknown are always treated as toxic and corrosive substances. In this case, employees must use protective equipment.

At 212,000 working hours in 2023, 12,000 more hours were worked compared to the previous year. This increase is due to the rise in full-time equivalents and increased overtime in the service field service. In 2023, there were three cases of work-related injuries that required medical treatment.

The rate of working hours lost due to work-related injuries was 14.16 hours per 1,000,000 working hours in 2023 (LTIF). In comparison, the DGUV (German Statutory Accident Insurance) benchmark was 14.15 hours per 1,000,000 working hours (2022 - no figure was available for 2023 at the time the sustainability report was prepared).

Education and training (GRI 404)

Management approach

In order to realise our growth strategy, we need young talent in all specialist areas. For this reason, we once again focussed on dual vocational training last year. A total of three new apprentices started in 2023. As at the end of 2023, we were training seven young people as electronics technicians for industrial engineering, industrial clerks and technical product designers. We are planning to take on more trainees in 2024. In 2024, we will also be offering two study places in cooperation with the Cooperative State University in Lörrach. The industrial engineering and electrical engineering degree programmes will be a further building block in securing the next generation of skilled workers.

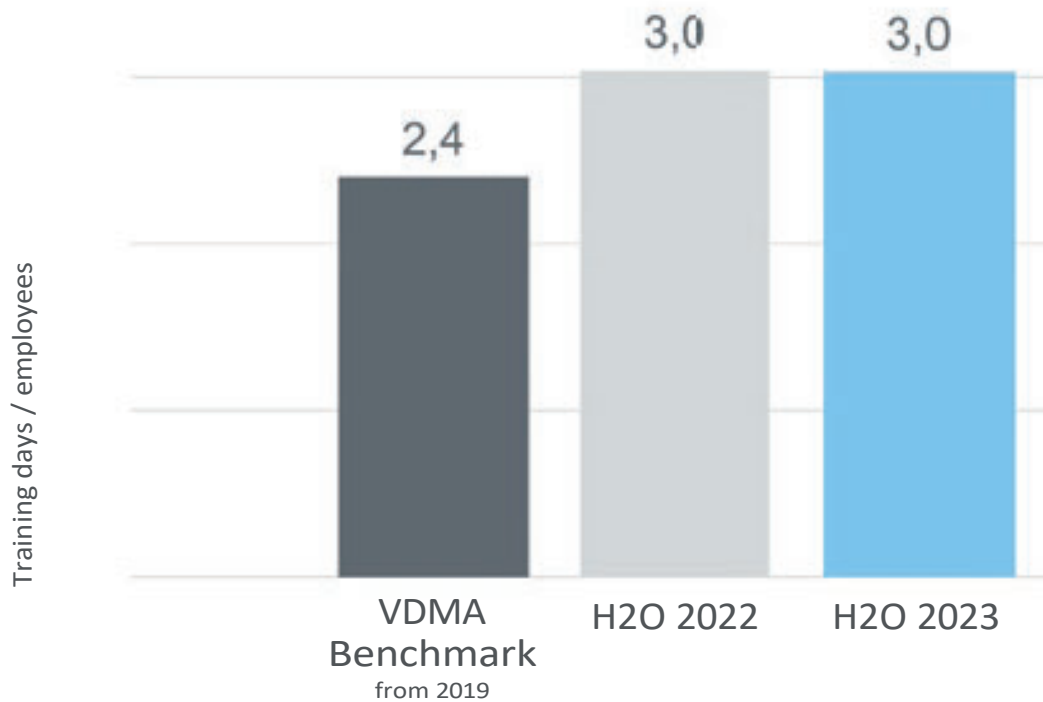
Our internal academy regularly organises training courses on H2O-specific topics. We also offer our employees the opportunity to attend events or webinars organised by external training providers.

In order to improve the organisation of our internal training courses and optimise the rapid induction of new colleagues, we digitised many internal training courses in the reporting year and made them available to employees in our company's own e-learning portal. In this way, we want to make basic training courses accessible at any time. Further training courses will follow in the future. The aim is to give new employees the opportunity to study independently of time and place.

Our solution to the shortage of skilled labour: our trainees, here with their trainers.



Specification of training hours per H2O employee compared to the VDMA recommendation



Diversity and equal opportunity (GRI 405)

Management approach

Cooperation at H2O is based on mutual respect and tolerance at all levels. The diversity and uniqueness of our employees contributes significantly to the future viability and innovative strength of the company.

We treat each other with respect and fairness. An open culture of error is expressly desired and we see this as an opportunity for continuous improvement and further development. No one may be disadvantaged, favoured or harassed because of their ethnic origin, skin colour, nationality, gender, religion or ideology, disability, age, sexual orientation or other characteristics protected by law.

Every manager is a role model and must ensure a working environment free of discrimination and harassment in compliance with the applicable management principles and guidelines.

Diversity in controlling bodies and among employees

70 per cent of H2O employees are male, 30 per cent female. The average age of the workforce in the 2023 reporting year was 45. In the reporting period, around 30 per cent of employees were younger than 35, 50 per cent between 36-55 and 20 per cent up to 65 years old.

Ratio of basic salary and remuneration of women to men

In times when there is still talk of a gender pay gap, it is important for us to emphasise that we attach great importance to fair pay that is independent of gender. If you compare similar or identical activities and positions within our salary structure, there is no pay gap between female and male employees when calculated on a 100 per cent employment basis. There are no gender-specific differences within our remuneration system.

Our climate targets for 2030 at a glance

In recent reporting years, we have set ourselves the goal of gradually reducing our CO₂ emissions so that our company is as CO₂ neutral as possible by 2030. To achieve this, we need to reduce our emissions by around 10 per cent every year.

We take into account the total CO₂ emissions from electricity, gas, our vehicle fleet and air travel. As we rely entirely on our self-produced photovoltaic electricity and purchased green electricity to power our operations, we have no CO₂ emissions to report here.

CO2 emissions in tonnes	2019	2020	2021	2022	2023	2024	...	2030
Power consumption	0	0	0	0	0			
Gas consumption	87	49	56	40	31			
Passenger cars & light commercial vehicles	152	113	105	111	100			
Air travel	146	13	28	48	53			
Total CO2 emissions	385	175	189	199	184			
			-9 %	-18 %	-27 %	-36 %		
more planned CO2 emissions [tonnes]	385	< 350	< 315	< 280	< 245	< 210		0

We use the 2019 reporting year as a permanent basis. In that year, we produced total CO₂ emissions of around 385 tonnes. We use this figure as the basis for our future milestones.

In the 2023 reporting year, we therefore set a target of < 231 tonnes of CO₂ emissions. Thanks to the measures we implemented, we once again clearly exceeded the target by around 20 per cent with 184 tonnes of CO₂ emissions. We were therefore also able to reduce the increase in 2022, which was due to the decline in the economic impact of coronavirus.

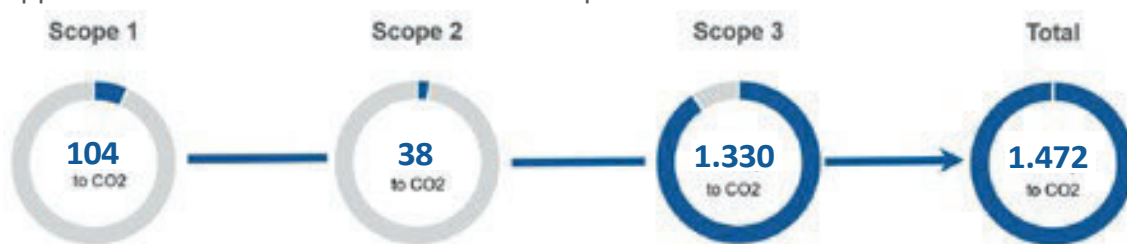
Conclusion

This year, we can once again draw a positive conclusion from our sustainability report. Despite the global economic challenges, we worked on our sustainability goals and once again made great progress. We once again exceeded our target of saving 10 per cent CO₂ every year - measured against the 2019 baseline - which we are very proud of.



We were also able to initiate the milestones we set ourselves for 2023 and fulfil most of them. In particular, the endeavour to include Scope 3 of the supply chain in our analysis has taken us a whole step further. This has given us an overall view that will help us to identify, take and sustainably implement measures in a wide range of areas in the future. It remains to be seen to what extent we will also be able to do this in the areas of Scope 3. The impact of H2O on these emissions is small and therefore often associated with labour-intensive or even structural changes. We will pay more attention to this area in the coming years and examine the possibilities.

Preparing our sustainability report helps us to keep an eye on these long-term goals, monitor milestones, reflect on implementation and identify new potential for improvement. We are sticking to this concept and look forward to utilising the opportunities that arise to reduce our GHG quota.



In our report this year, we also analysed Scope 3 of the supply chain for the first time. It is clear to see that the areas over which we have a direct influence have already significantly reduced their CO₂ emissions. Scope 3 can hardly be influenced by us in many areas. We will have to wait and see how things develop in general in order to recognise and exploit any potential for improvement.

The following table shows how we categorise our emissions by scope:

Scope	Kind	Topic	THG in to	Reference
Scope 1	Direct - Company	Water	0,3	Section 4.8.3 - page 27
	H2O GmbH	Company fleet	104	Section 4.7.2 - page 20
Scope 2	Indirect - Upstream	(Green) electricity	7	Section 7.2 - page 20
	Purchased energy	Gas	31	Section 4.7.2 - page 20
Scope 3	Indirect - Upstream	Purchased Goods	1267	Section 4.9.3 - page 31
	Supply chain	Waste	10	Section 4.10.2 - page 34
		Business trips (flights)	53	Section 4.7.3 - page 26

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