

# ESG REPORT

2022

# 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.

The following report provides information about the key topics on our sustainability agenda. It uses the 17 Sustainable Development Goals (SDGs) of the United Nations as a basis. However, contrary to 2021, we have started to integrate certain areas of the guidelines as per GRI (Global Reporting Initiative). An overview of the selected GRI chapters is attached. In the medium term, we plan to compile the report entirely based on GRI, to fulfill the specifications of the Corporate Sustainability Reporting Directive.

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.

All key figures given refer to the past fiscal year, i.e., from January 1 to December 31, 2021. A regular update to the report is planned in intervals of two years.

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



# Content

About the report	2
Statement of the CEO	5
The Komptech Group	6
Company history	7
Company structure	8
Global sales	10
Komptech in numbers	12
Our guiding principles – Vision, mission, and values	15
Responsibility for tomorrow	16
The 17 goals for a sustainable world	16
Sustainability as the basis of the core strategy	19
The 3 Core-SDGs of Komptech	20
FAIR – It's all about sustainability	22
CO <sub>2</sub> mptech	24
Komptech is climate-neutral	25
Komptech-Implementation	26
Clean cooking pots in Kumasi	28
Waste to Value	30
Waste as a major challenge	31
Ghana – our prime example	32
Products and solutions – Continuous further development	34
Rental and Used, Remanufacturing	34
A focus on sustainability – Digitization	36
A focus on sustainability – Innovation	38
Partnerships for the Goals	40
Stakeholder dialog	40
Going in the same direction together	42
Focus on employees	44
Employees as important resource	45
Health-promoting offers	46
All SDGs at a glance - See the big picture!	48
Appendix – GRI overview	50
Imprint	51

# Opportunities for a greener world.

## Statement of the CEO



The conflict in Europe and the consequences of the COVID-19 pandemic are currently capturing our attention. In this regard, we want to emphasize that human rights should be irrevocable and we expressly reject all forms of violence.

Nevertheless, it is important to not lose sight of the transformation to a circular economy. The implementation of the European Green Deal is a significant step toward effectively countering the challenges caused by climate change and the ever-growing need for energy and raw materials. As specialists in environmental technology, we believe we have a responsibility to make a positive contribution.

Komptech is now celebrating its 30-year anniversary. In the past three years, we have developed from a machine manufacturer to a solution provider that offers its customers innovative technology and comprehensive service, including options for purchasing and leasing. Our slogan “Where there is waste, there is opportunity” highlights what is important to us: Waste is valuable resources at the wrong location. Our machines and systems contribute to processing these secondary raw materials and thus make a decisive contribution to improving the framework for a functioning circular economy.

Sustainability and social responsibility are essential components of our corporate DNA and thus our corporate actions are compliant with the Sustainable Development Goals (SDGs) of the UN. To fulfill the responsibility that we have toward society, Komptech has developed its own sustainability program: “FAIR” is based on the 17 Sustainable Development Goals of the UN and the core areas “People, Planet, Prosperity.” It motivates our employees to use their expertise and creativity to contribute to Komptech’s innovative strength and thus to maintaining and further sharpening our technological edge.

In spite of the volatile global situation, we were able to implement many projects aimed at the sustainable development of our corporate group. This – second – sustainability report documents Komptech’s efforts to harmonize profit with the needs of people and the planet.

I hope you enjoy reading it.

Heinz Leitner, CEO

**OHG**  
Orasis Industries  
Holding GmbH

KT-H  
Komptech  
Holding  
GmbH

AHG  
Astotec  
Holding  
GmbH

The Komptech Group has been part of the Orasis Group (previously Hirtenberger) since 2015. It consists of two divisions: Pyrotechnics (covered by the Astotec Group) and Environmental Technology (covered by the Komptech Group).

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 Komptech brand is born
- First Topturn machine

1997

- New production facility in Frohnleiten
- Product portfolio expanded to include Crambo and Terminator

1999

- Komptech becomes a full-liner in the area of waste processing
- Sales organization is established worldwide

2007

- Subsidiary in the USA
- R&D capacities expanded
- Komptech Academy

2008

- Treatment of biomass as a renewable energy source
- Chippo and Axtor

2014

- M-L Holdings acquires the sales company in the USA
- Komptech Americas LLC

2015

- Hirtenberger Group becomes the majority shareholder

2018

- JAWA becomes part of Komptech

# Company structure



Komptech GmbH 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

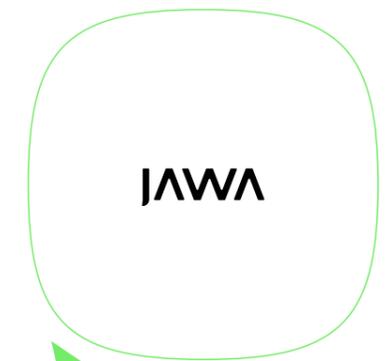


**Farmtech d.o.o.**  
Ljutomer, Slovenia

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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www.komptech.com

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.

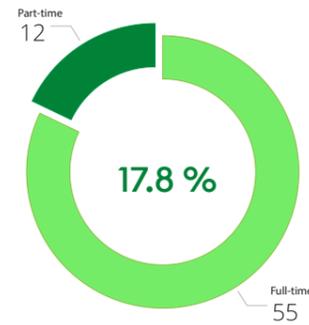
**Product portfolio:**

- 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"



# Komptech in numbers

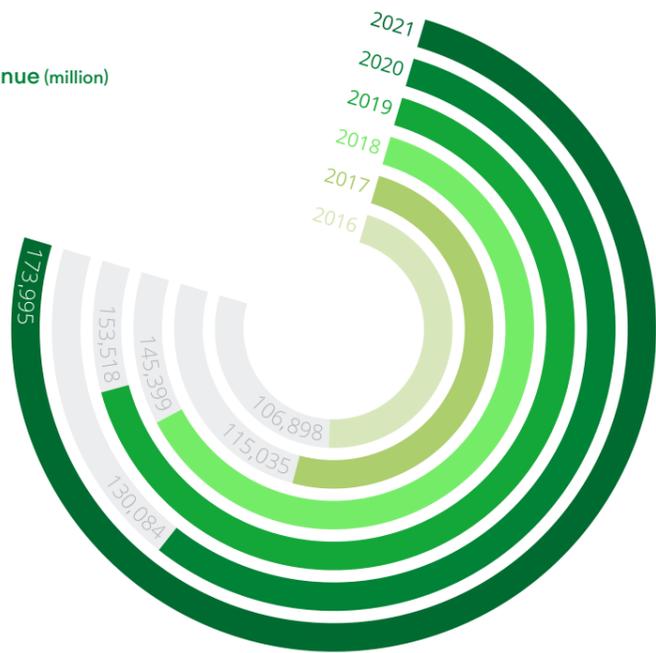
Part-time rate: women



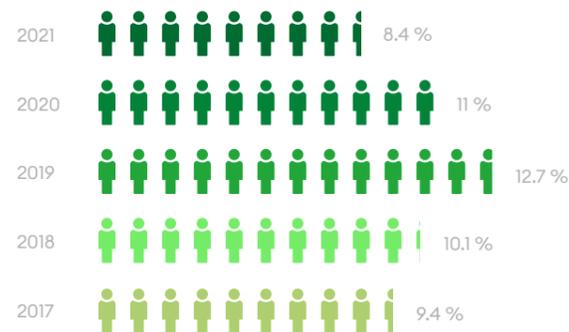
Part-time rate: men



Komptech revenue (million)

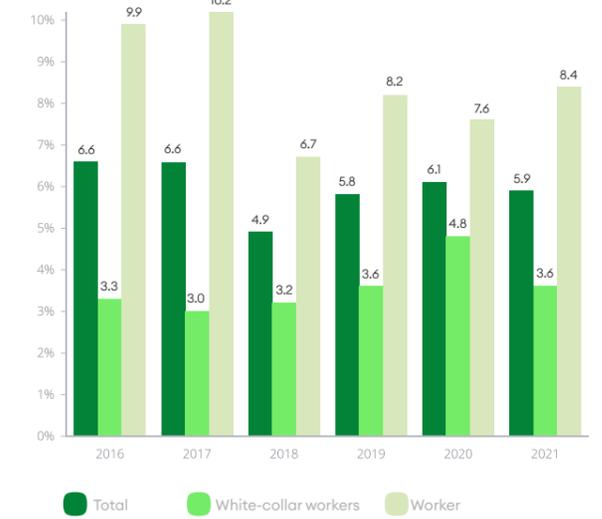


Fluctuation

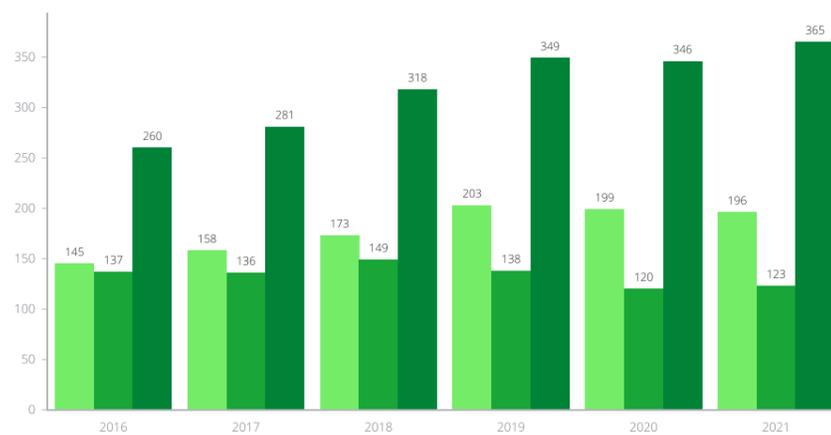


Calculation in acc. with Schlüter

Percentage of sick days

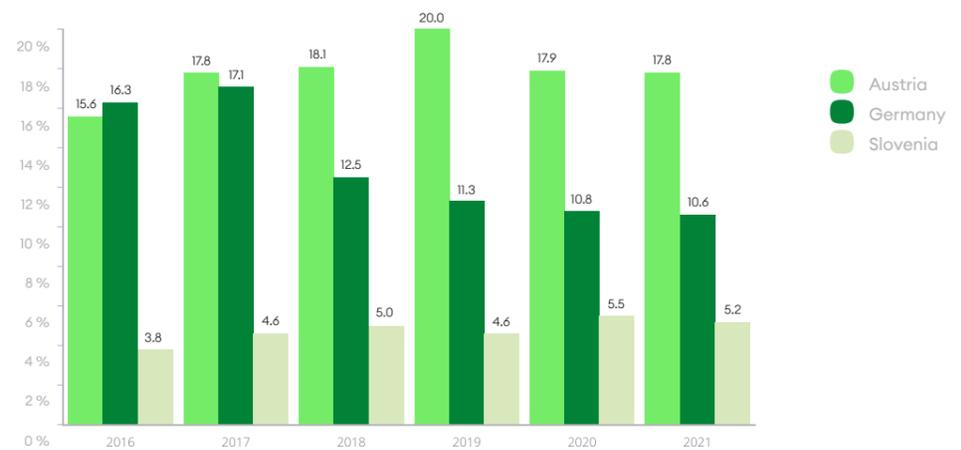


Employee development



(FTE figures rounded up)

Percentage of women per Komptech location



“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.

Austria is currently ranked 6th in the world. In total, 165 countries are listed: <https://dashboards.sdgindex.org/profiles/austria>

## 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

Notes: The full title of Goal 2 "Zero Hunger" is "End hunger, achieve food security and improved nutrition and promote sustainable agriculture".  
 The full title of each SDG is available here: <https://sustainabledevelopment.un.org/topics/sustainabledevelopmentgoals>

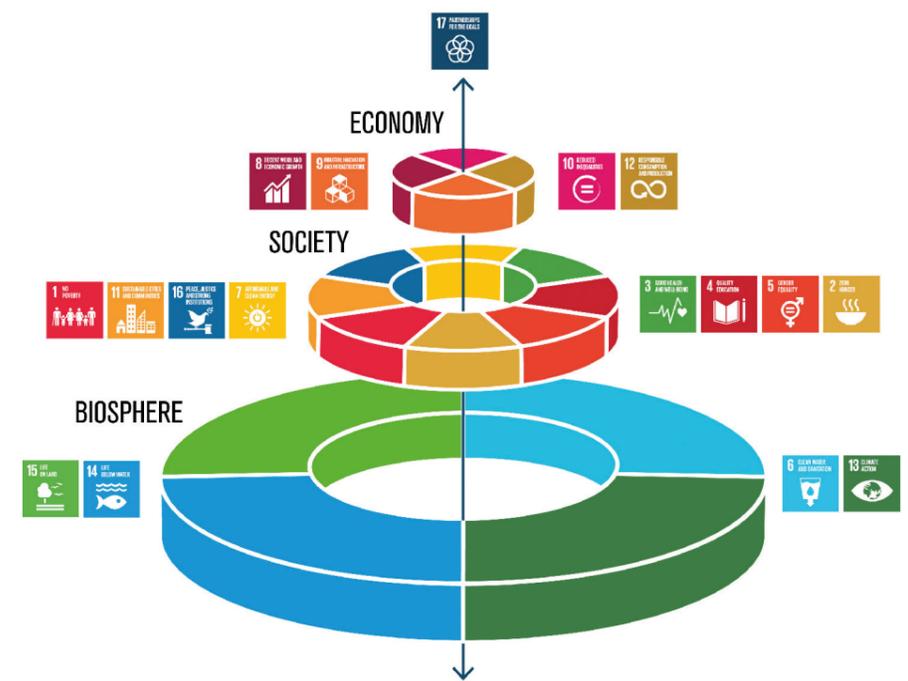
# Austria

SDG Index Rank

6/165



# 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.

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

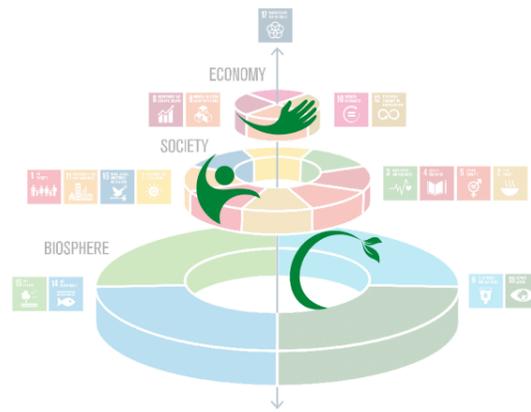
7

- 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

# 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  
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 and creative, and contribute toward our further development through diverse initiatives (social, health and sport, environment). We support our customers with innovative projects, both with our products and also from a social point of view (information on environmental protection, training – for example our training program in Ghana).

**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 is climate-neutral

As part of a project with the Technical University of Graz, the CO<sub>2</sub> emissions for 2019 to 2021 were calculated. 2019 is thus used as reference for the following years.

As a first step, the CO<sub>2</sub> emissions were measured systematically at all sites. The Greenhouse Gas Protocol industry standard was applied and all Scope 1 emissions (e.g., production and logistics) and Scope 2 emissions (e.g., purchased electricity) and selected Scope 3 emissions (e.g., mobility) for the base year 2019 were taken into account.

All additional upstream and downstream Scope 3 emissions (e.g., material sourcing and use, shipping of products, use and disposal) were excluded from the analyses.

The analysis of the data provided by Komptech revealed a total emission of 5,819 tonnes of CO<sub>2</sub> equivalents, most of which occur in Slovenia (43 %) and Austria (42 %), with 15 % occurring in Germany. The biggest causes of CO<sub>2</sub> are air travel (41 %) as well as the consumption of electricity (26 %) and heating oil (17 %).

Besides air travel, the greatest potential identified for reducing CO<sub>2</sub> emissions was the energy consumption at the site in Slovenia, which is responsible for 38 % of Komptech's total CO<sub>2</sub> emissions. Therefore, as the first measure, the switchover to green electricity took place in Slovenia in 2021, and in Germany in 2022.



**Komptech achieved a major goal in 2021 – the entire Komptech Group is now climate-neutral!**

Climate Partner, one of the leading companies in the field of CO<sub>2</sub> compensation, was chosen as a partner. Climate Partner also uses the Greenhouse Gas Protocol to calculate the emissions to be compensated, but also adds several Scope 3 emitters. For this reason, green electricity is not given a rating of 0. Instead, the upstream chain (in other words, the production of the electricity itself) is included. The employees' commute to work also has a large impact. The total amount of CO<sub>2</sub> equivalent purchased and retired was approx. 1200 tons higher than the calculation made in cooperation with the TU.

# Komptech Implementation

In Frohnleiten, a photovoltaic installation with 199 kW has been handling part of the power supply since 2021. In the course of installing the system, additional charging stations for electric vehicles were also installed. This resulted in significant savings (see below\*).

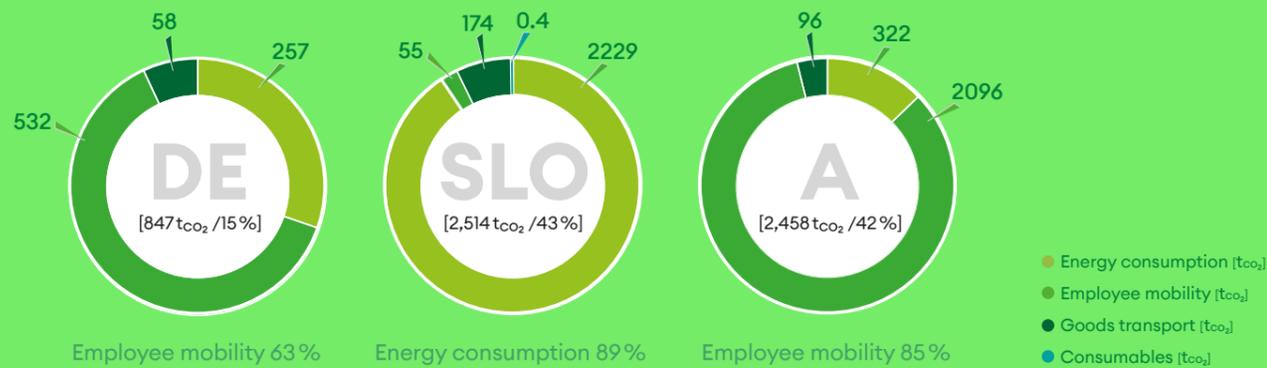


In September 2022, the entire Frohnleiten location will switch from fossil-based energy (using heating oil or natural gas) to district heating. The site will be connected to the district heating network of the Frohnleiten municipality, which is operated by the company MM Karton. We expect CO<sub>2</sub> savings of approx. 85 t for natural gas and 190 tons for heating oil.

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:

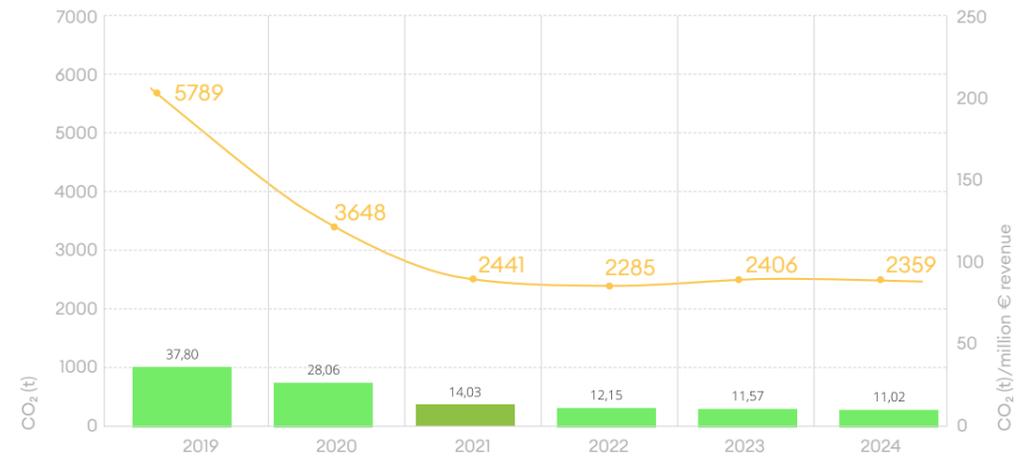
- Reducing the compressed air leaks – 30 tonnes CO<sub>2</sub>
- Using the compressor waste heat – 40 tonnes CO<sub>2</sub>
- Switching off the extraction system on weekends – 22 tonnes CO<sub>2</sub>
- Switching to LEDs in Factory 1 – 14 tonnes CO<sub>2</sub>

Energy consumption in Slovenia is the main driver (38 % of total CO<sub>2</sub>).

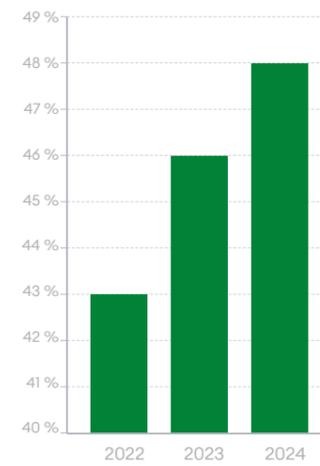


We have set ourselves ambitious goals for the years ahead:

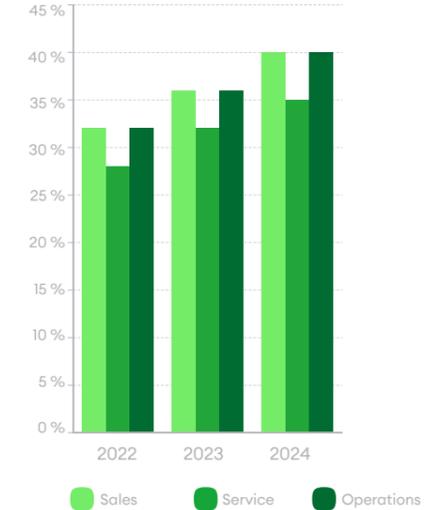
t CO<sub>2</sub> consumption saved in comparison to increasing t/revenue



% CO<sub>2</sub> saved on production and energy compared to 2019



% CO<sub>2</sub> saved on air travel compared to 2019



\*CO<sub>2</sub> savings

approx 110 t  
Frohnleiten  
even earlier than 2019

approx 1,135 t  
Ljutomer  
from February 1, 2021

approx 125 t  
Oelde  
from January 1, 2022

# Clean cooking pots in Kumasi



Photo: Climate Partner

Komptech decided to purchase and retire certificates for 10,000 t CO<sub>2</sub> from a project in Ghana to compensate the non-avoidable emissions for 2021 and 2022 at least.

- The social enterprise Man and Man produces the cooking pots locally.
- 40 % lower charcoal consumption and less smoke – this significantly improves the health and financial situation of the families
- Improved living conditions for 828,000 people
- Reduced deforestation in Ghana
- Annual CO<sub>2</sub> savings of 47,000 tonnes
- Gold Standard certified
- Validated by TÜV Rheinland (China) Ltd.
- Verified by Carbon Check (India) Private Ltd.

The project contributes to the following SDGs:

**Good health and well-being; no poverty**  
Improved health conditions, in particular for women and children, as less smoke is generated during cooking. Additionally, the project improves the living conditions of 828,000 people by saving time and money invested into obtaining fuel.



**Affordable and clean energy**  
142,000 cooking stoves facilitate clean and efficient cooking



**Climate action**  
The project saves an average of 47,000 tonnes of CO<sub>2</sub> emissions per year.



**Life on land**  
Preservation of forests and biodiversity thanks to reduced charcoal consumption.



Kumasi



## 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 habitat of humans and animals. Avoiding waste and reuse through multi-cycle systems are the first step to counteract this. The second is competent management of the waste.

Many countries in Africa and Asia are only now beginning to establish regulated disposal management. They 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 particular in Ghana – will help us to make a contribution to development that takes into account the people, our environment, and sustainable economic growth equally.

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 soil 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.

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.



### 2.01 billion

tonnes of waste produced per year worldwide



### Waste disposal (example: Africa)



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



# Ghana – Our prime example

From the large variety of compensation projects available via Climate Partner, Komptech chose the project in Ghana because – among other reasons – a number of projects have already been implemented here in cooperation with our customer Jospong for several years, beyond the pure project business.

Komptech supplies the most cutting-edge household waste processing plants. Recyclable materials are separated from the discarded waste, are recycled and used in particular to create compost, which is sold to the state

for the vegetation of parks and streets, for example. A side effect which must not be underestimated is the reduction in the formation of methane, which has a far stronger impact than CO<sub>2</sub>.

These projects in countries in the Global South also create lots of jobs, increase regional value creation, and thus give many people a new perspective. In the meantime, a local in-house service technician has also been trained.

Currently Komptech is submitting an application to the ADA (Austrian Development Agency) for project funding for the development of a waste disposal training program for developing and emerging countries. The implementation of the program is planned as a showcase with Ghana.

In November 2021, a test was conducted in which a delegation of 25 from Ghana attended a module of the planned course in waste management training in Austria.

Additionally, an evaluation is currently being conducted to determine whether it is possible for the companies that operate our systems in emerging countries to get Gold Standard certification for their facilities, which would enable them to generate CO<sub>2</sub> certificates themselves.



# Ghana

Vocational training program "Waste Management"

Implementation of Komptech-technology in Ghana

CO<sub>2</sub> compensation in Ghana to achieve social and environmental improvements locally

# Rental and used, remanufacturing

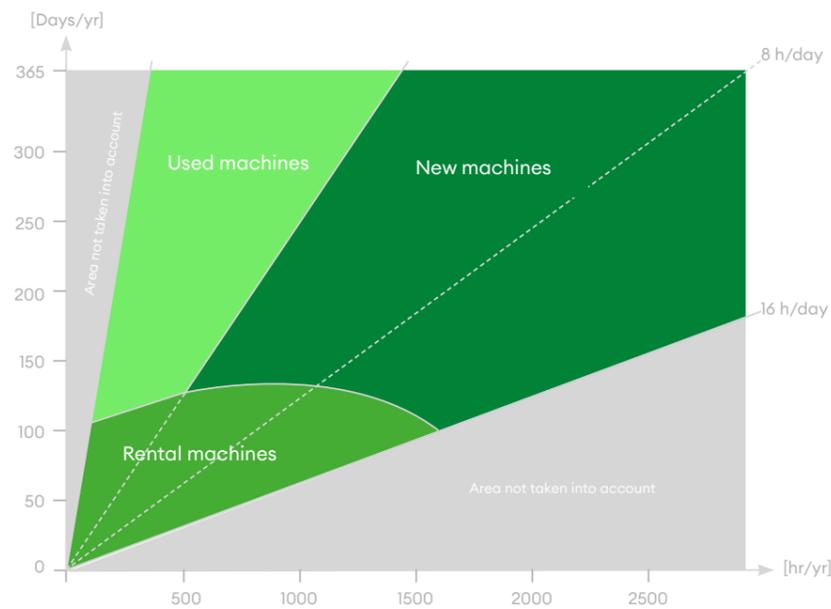


Komptech not only offers new machinery and equipment, but also “certified used” machines and rental machines. This way, it can reach a greater number of customers for whom a new machine is out of the question for various reasons. Over the last few years, this business area has seen very positive growth. The business model for renting out used machines takes into account the principle of the shared economy. This means that peaks in capacity as well as interim solutions for machine failures can be dealt with in a way that makes both economical and ecological sense.

Customers who do not want to purchase a new machine or who simply do not have sufficient material to process can nevertheless continue to develop the regional infrastructure with a rental or used machine and can support the sustainable development of communities by operating waste recycling plants.

At the same time, through the return of used machines and used components, there is also an opportunity to recondition individual components and thus considerably extend their service life:

- High-quality, damaged components from the field, such as planetary gears, hydraulic pumps, and diesel particulate filters, are completely reconditioned (new sealing kits, new bearings, replacement of diesel particulate filters) and can subsequently be reinstalled.
- Diesel motors are given a general overhaul several times (new pistons, injectors, big end bearings, sealings, etc.).
- Worn shredding drums are repaired, broken teeth are welded back on again, and the drums are re-armed, for example.



▲ The conditioning of used machines and components and the regular servicing of rental machines considerably extends the service life – which results in significant savings of resources needed to produce new machines.

# A focus on sustainability

In the development of new products and services, as well as the further development of existing products, Komptech always keeps an eye on sustainability. As a result, innovative approaches can make a valuable contribution toward achieving the SDGs in many areas. The company often also works with cooperation partners from research and development.



## 01 Digitization

Komptech's customers have a dynamic partner by their side that develops cutting-edge machines and provides customized implementation – and is thus frequently a step ahead of the changes on the market. We don't just build machines and systems, we find solutions. Parallel to our machines, our digital communication is also developing. With Komptech Go!, our in-house digitization strategy, we offer our customers, sales partners, and employees a continually expanding selection of apps for optimizing their everyday working lives:

**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

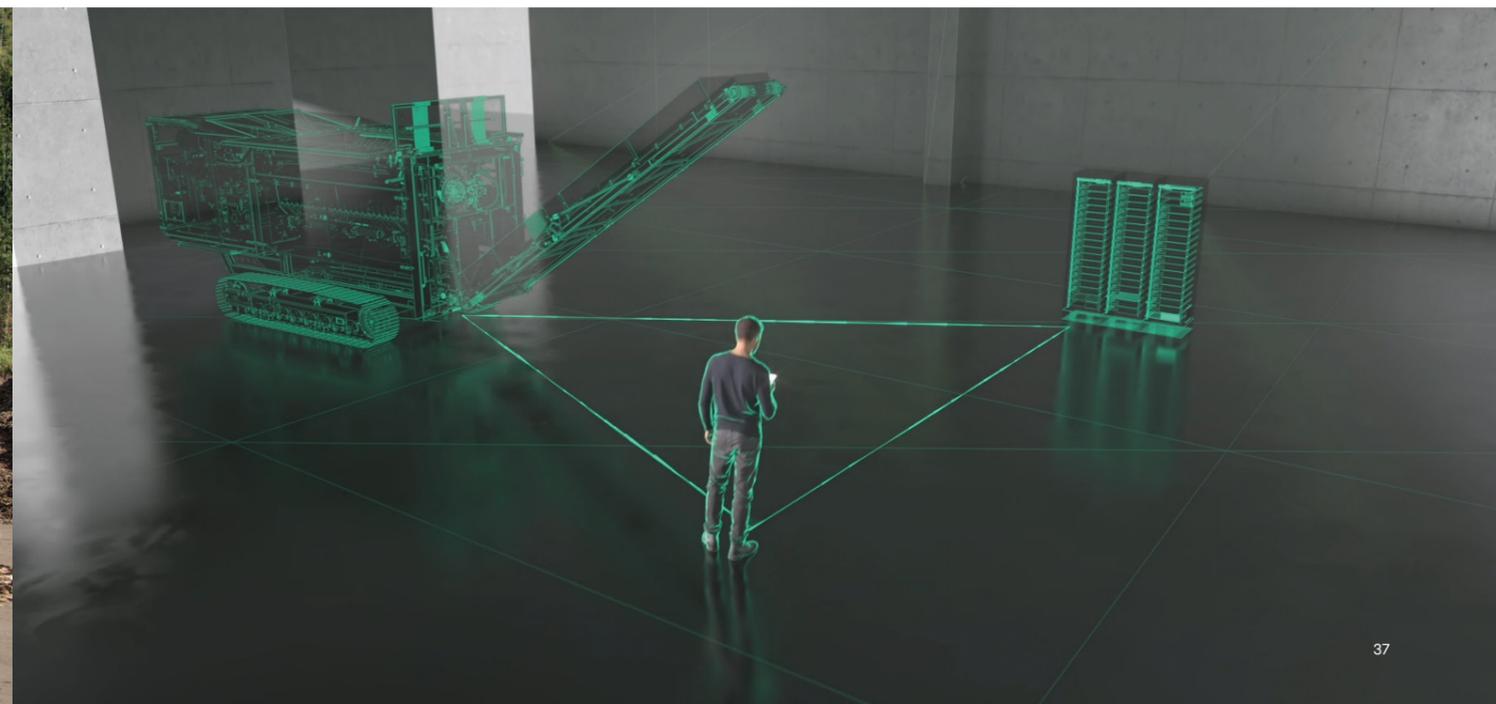
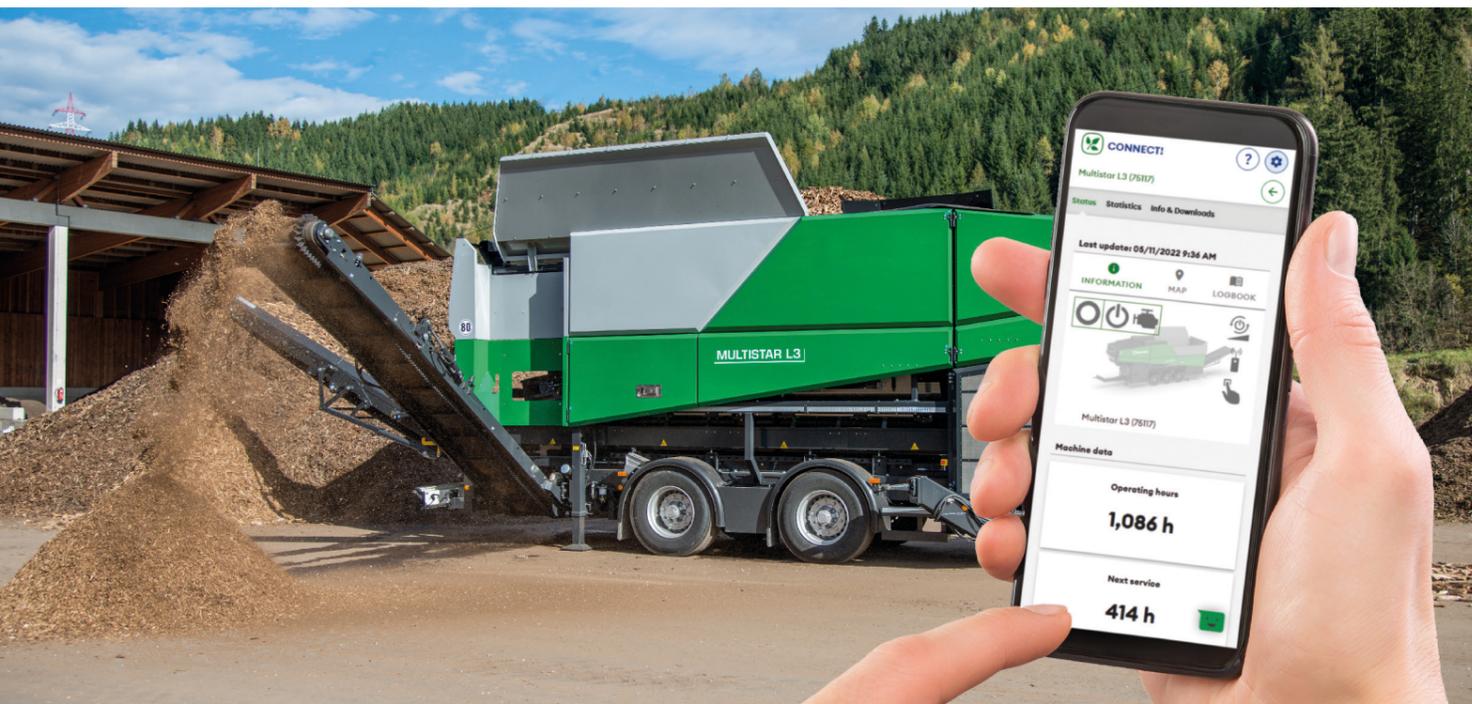
## 02 Digitization – KI Waste

Komptech supports the KI Waste project as a technology partner in the area of mixed waste management. As part of the project, the Technical University of Graz and the Joanneum Research Forschungsgesellschaft mbH have been collaborating with the Know-Center in Graz since January 2021 to remodel and optimize the entire process for recycling machines.

The data generated through image recognition is analyzed together with time series data. In future, the results will support the remodeling of the treatment process and enable machine learning.

This offers the customers increased efficiency, higher recycling rates, and reduced energy consumption, which has a positive impact on the environment and therefore upon us all.

The project started at the beginning of 2021 and is planned to last two years. The aim is to create marketable systems and products over the next three to four years, based on the findings.





## 03 Innovation & recyclability

- During the machine development stage, extensive simulation programs are used to develop the machine entirely virtually. This shortens the development cycles and reduces the effort involved to create prototypes and carry out testing.
- Only high-quality components are installed, to maximize the service lives of the machines.
- Thanks to the modular layout of the machines, the individual assemblies can easily be dismantled and forwarded for recycling.
- No special tools are required to disassemble the machines, therefore this can be done in normal repair workshops.
- By using cable harnesses for the electrical installation of the machines, the very complex and time-consuming disassembly of electronic components is greatly simplified and the time required is drastically reduced.
- Usable materials which are difficult to recycle, such as fiber-reinforced composites, are avoided in the design. Steel plates which are much easier to recycle are used as an alternative.
- Thanks to the use of electronic spare parts catalogs, the layout of the machine is easily recognizable in the exploded, which makes the final assembly of the machine much simpler.

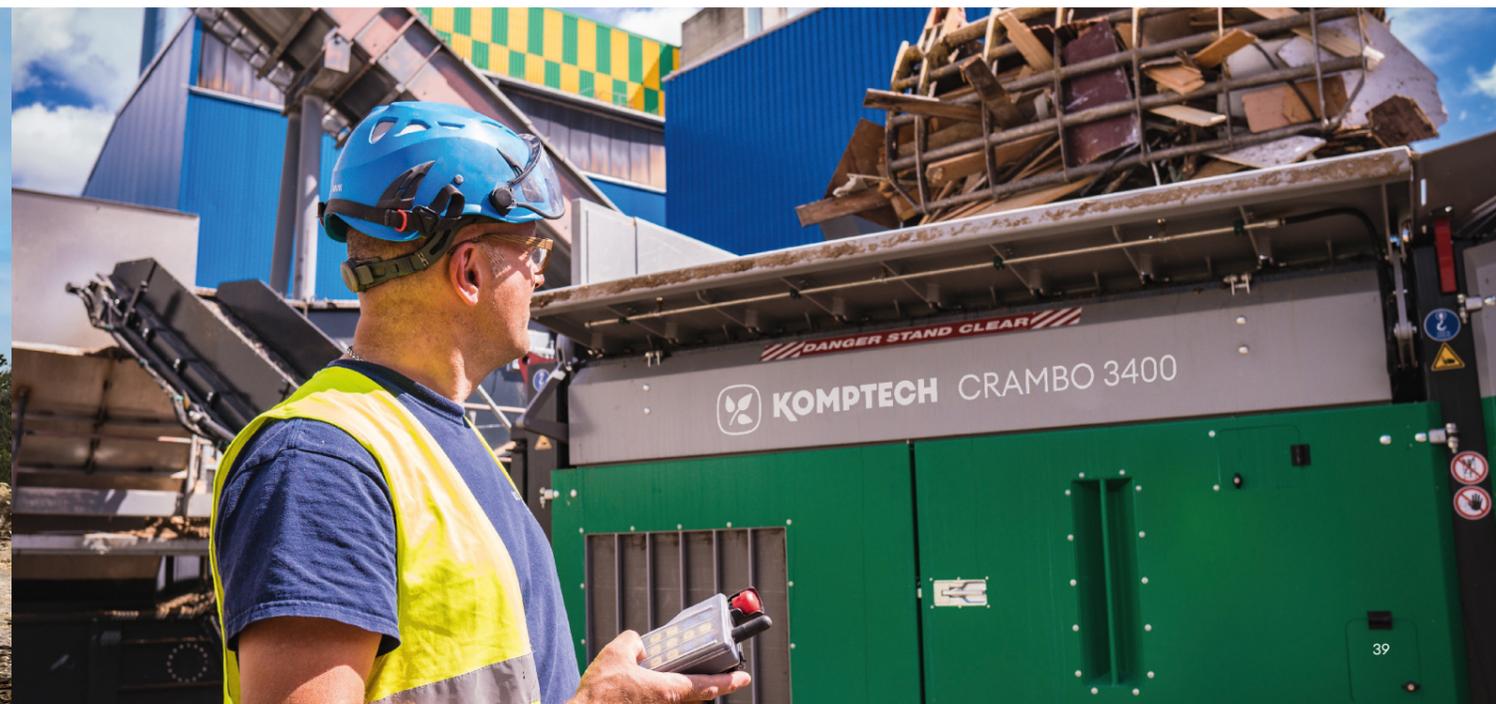
## 04 Further development projects

Rising energy prices and new legislation regarding CO<sub>2</sub> increase the disposal industry's demand for mobile machines with electric drive, which can be a good option for many applications. Komptech has continuously expanded its portfolio of shredding and screening technology and already offers more than half of the machines as an e-mobile or hybrid version.

Semi-mobile drive models combine the advantages of stationary electric systems – such as exhaust-free, low-noise operation – with the flexibility of modern technology. For shredding applications, Komptech offers various models of the Terminator and Crambo machine types as mobile electric versions. A highly efficient electric motor drives the drum. Thus, at similar throughput capacity, up to 70 percent of the energy costs can be saved. Additionally, significantly less

maintenance is required in comparison to the diesel version – on the version with electric drive, it is reduced roughly by half. Komptech also has an extensive selection of electrically operated star and drum screens for screening and sorting tasks. If flexible switching between indoor and outdoor use is required, hybrid models are available as an alternative.

In funded projects, such as Grind Smart (optimization of the shredding process in order to reduce energy consumption and machine wear during shredding) and Rewaste F (overall optimization of the treatment processes to reduce the consumption of resources and increase the potential recycling rates), we cooperate with various partners to jointly work on even better solutions.



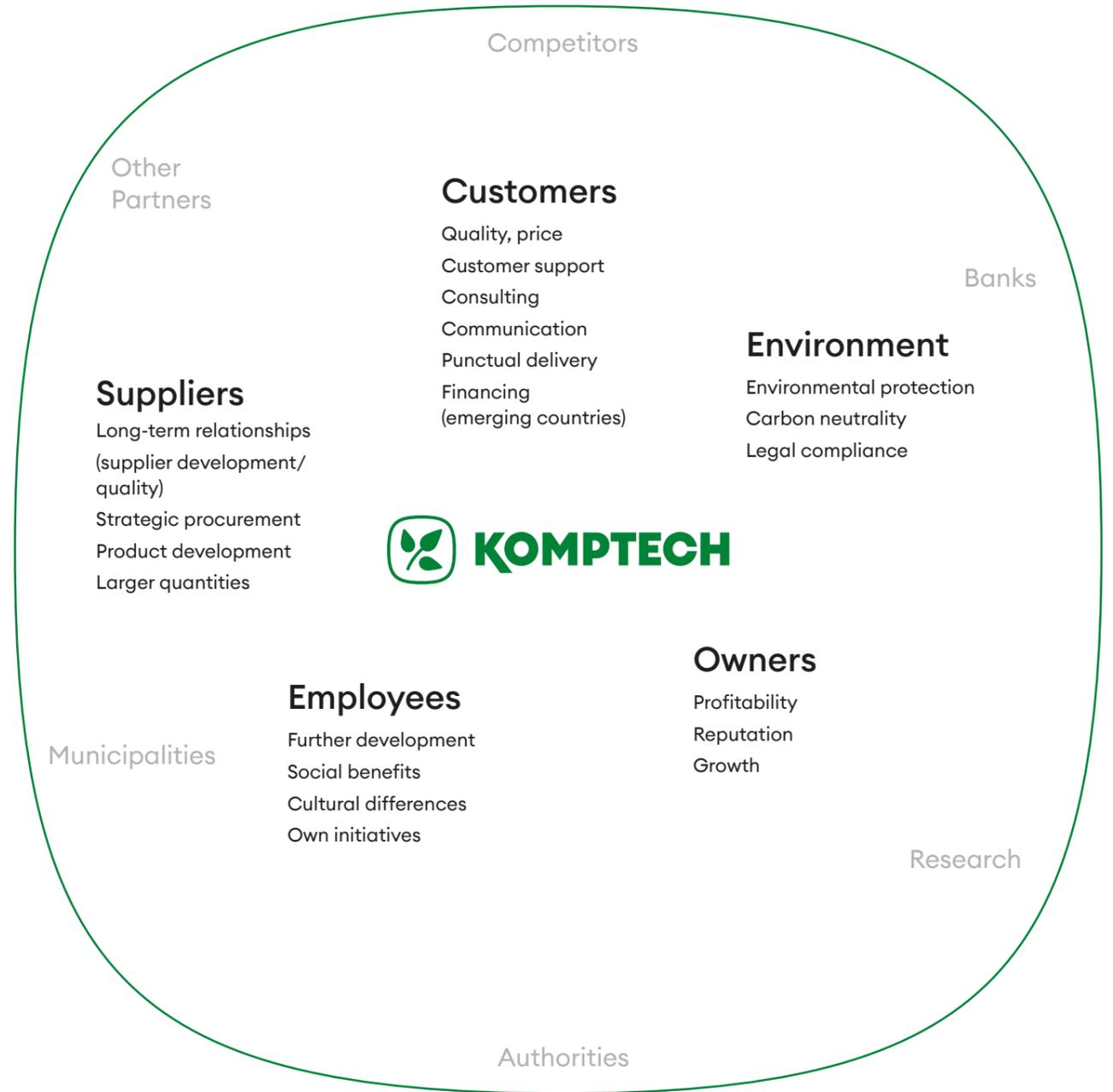


# Stakeholder dialog

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.

These activities will also be linked specifically to the SDGs from 2021 onward, to familiarize the stakeholders with the SDGs on the one hand, and on the other hand to have a direct exchange with those stakeholders who are already actively pursuing the SDGs in order to harness the synergy effects.

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.



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



Industrial partners

Education and research institutions





## Employees as important resource

Komptech considers its employees to be an important resource – therefore investing in programs and initiatives to increase satisfaction in the workplace is a matter of course.

In 2021, the following projects in particular took center stage:

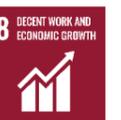
In the summer, a mobility survey was conducted in Germany and Austria, which included questions about how employees get to work, whether carpools and ride sharing are used, and how high the willingness to use public transport is. The knowledge gained will be used in diverse projects and measures.

As a first initiative, which will be launched in April 2022, it will be possible to lease a “work bike” from the external provider Bikeleasing.

In October, an external company was commissioned to conduct an employee survey for all locations, on the one hand to get an impression of the mood regarding the handling of the coronavirus situation, and on the other hand to ask the employees about topics such as working from home and desk sharing. The management was pleased about the positive results, which strengthened the resolve to continue on the path we have taken.

For the sites in Austria, the project to get “berufundfamilie” (career and family) certification started in December and is currently in progress. The audit will be performed in May 2022 and after the commission meeting, Komptech GmbH and JAWA will be allowed to officially call themselves family-friendly from July 2022.

- ▶ Bike leasing
- ▶ Work from home & desk sharing
- ▶ Career and family



# 50 kg

of fruit consumed weekly at the Frohnleiten location thanks to regular fruit deliveries

# 220 km

is the distance our employees ran in 2021 for charitable causes in the Wings for Life World Run

# Health-promoting offers



The following offers have been long available:



## 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.



## 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.

## The coronavirus pandemic

The coronavirus pandemic remained a major challenge in 2021. The site-specific safety concepts developed in 2020 were continuously adapted to the changing regulations. The existing options for working at home were widely extended to all areas wherever possible. Masks were provided. Three employees at the Frohnleiten site also received training on how to perform throat swabs for rapid antigen tests. These tests were made available to the employees free of charge.

## Education and training

Willingness for life-long learning and continuous further development form an important basis for a satisfying working life. The Komptech Group supports its employees through a diverse range of further training measures, from workplace-specific courses through to personal development (e.g., communication, manager training, competence checks) and the option to take educational leave.

## Nutrition & health

As part of occupational medical care, various workshops have been held over the last few years covering topics such as “Healthy Backs – Lifting Correctly” and nutritional tips for everyday working life. The company doctor offers consultation appointments during their regular visits. Furthermore, many vaccinations are offered to the employees free of charge (e.g., influenza, TBE). Special consulting is available for employees who frequently work abroad.

## “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.

## Workplace

A great deal of importance is attached to ergonomic working, both in production and in the office area. Most of the employees are already working at height-adjustable desks and are provided with high-quality headsets for online and telephone meetings (which have increased in number due to the coronavirus pandemic). The production workers in particular are encouraged to submit suggestions for improving the working conditions in their areas by means of an incentive system.



# 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



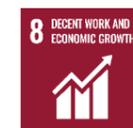
Promotion of sustainable agriculture: Production of compost to extract materials which are in turn beneficial for food production.



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	In 2022, the internal and external education offers for employees were revised completely. A precise evaluation is thus possible from 2023 onward.
		GRI 404 (2016) 404-3	Information on career development reviews (performance appraisals) conducted	Career development review largely conducted consistently. A percentage-based evaluation is planned for when SkillTree is implemented.
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	Information on saving activities are described in the chapter "CO <sub>2</sub> mptech – Komptech is climate-neutral," but in CO <sub>2</sub> tonnes.
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 generated is available for all sites, but currently is not part of the report yet. Measures for preventing waste are continuously being taken.
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 An overview of the base year and the measures taken, as well as the expected development, is given in the chapter "CO <sub>2</sub> mptech – Komptech is climate-neutral"
		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 An overview of the base year and the measures taken, as well as the expected development, is given in the chapter "CO <sub>2</sub> mptech – Komptech is climate-neutral"
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, creating a textured canopy. At the bottom of the image, there is a solid green horizontal bar.

Opportunities for  
a greener world.