

ESG- REPORT

2023

Financial year 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.

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

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

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

All key figures given refer to the past fiscal year, i.e., from January 1 to December 31, 2021. Regular updates are planned at least every two years.

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



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Opportunities for a greener world.

Statement of the CEO

A war has been going on in Europe for over a year. What I said here a year ago remains no less true: The rights of every person to life, freedom and safety are inalienable.

We are confronted not only with the horrors, but also the economic consequences of the war. Among other things, this affects energy policy. The fear of supply bottlenecks rendered the European energy shift roadmap moot within a matter of weeks. Instead of pushing the switch to renewable energy as planned, coal-fired power plants were reactivated and atomic energy redefined as a “sustainable energy source” by the European Union. Prices for natural gas and electricity have skyrocketed, kicking off a worldwide inflation spiral.

But there are also positive trends. Governments have finally understood the importance of greater independence from fossil energy sources. Both Europe and the US are accelerating their planning steps for the switch to renewable energies. In this context, biogas and woody biomass are getting more attention again.

The circular economy is an important instrument for reaching the climate goals of the European Green Deal. Rising energy and raw materials prices are preparing the ground for a broader public awareness of the finite nature of resources. The secondary raw materials gained from household and commercial waste will rise in value.



To us, waste is just recyclables in the wrong place. As a technology specialist and solutions provider for the processing of mixed waste streams and biomass, we focus on the options for waste. “Where there is waste, there is opportunity.” Machines and systems by Komptech are used around the world to extract secondary raw materials for use as materials or energy. Because of that, we see ourselves as part of a functioning circular economy.

In order to meet our responsibility to society, Komptech has developed its own sustainability programme. FAIR is based on the 17 SDGs of the UN and the core areas of “People, Planet, Prosperity.” Our staff use their expertise and creativity to maintain and extend Komptech’s innovativeness and the resulting technology advantage – as is evident in the ever-greater number of electric machines in Komptech’s product portfolio.

With this third Sustainability Report Komptech is documenting its efforts to harmonize the necessities of business with the needs of people and the environment. Despite the volatile situation in the world, we have been able to implement many projects towards the sustainable development of our company group.

Enjoy reading!

Heinz Leitner, Geschäftsführer

OHG ORASIS Industries Holding GmbH

KT-H
Komptech
Holding
GmbH

AHG
Astotec
Holding
GmbH

The Komptech Group has been part of the Orasis Group 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

Company history

1992

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

1997

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

1999

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

2003

Strengthening of screener capacity through collaboration with Anlagenbau Günther

2007

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

2012

Construction of a Competence Centre in Oelde, Germany

2015

ORASIS Group becomes majority shareholder

2018

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

2020

Launch of the first e-mobile product line

2022

30-year company anniversary – New brand outfit

* You can find details of our products on our website: www.komptech.com/produkte/##/

Company structure



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



KompTech
Vertriebsgesellschaft
Deutschland mbH

KompTech Vertriebsgesellschaft Deutschland mbH
Oelde, Germany

Sales company for Germany



KompTech
Umwelttechnik
Deutschland GmbH

KompTech Umwelttechnik Deutschland GmbH
Oelde, Germany

Production location for screening and separation technology



KompTech GmbH
Kühau 37, 8130 Frohnleiten, Austria

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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.

FarmTech d.o.o.
Ljutomer, Slovenia

FarmTech d.o.o. manufactures agricultural technology products (tipper, 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:

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

JAWA

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.

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

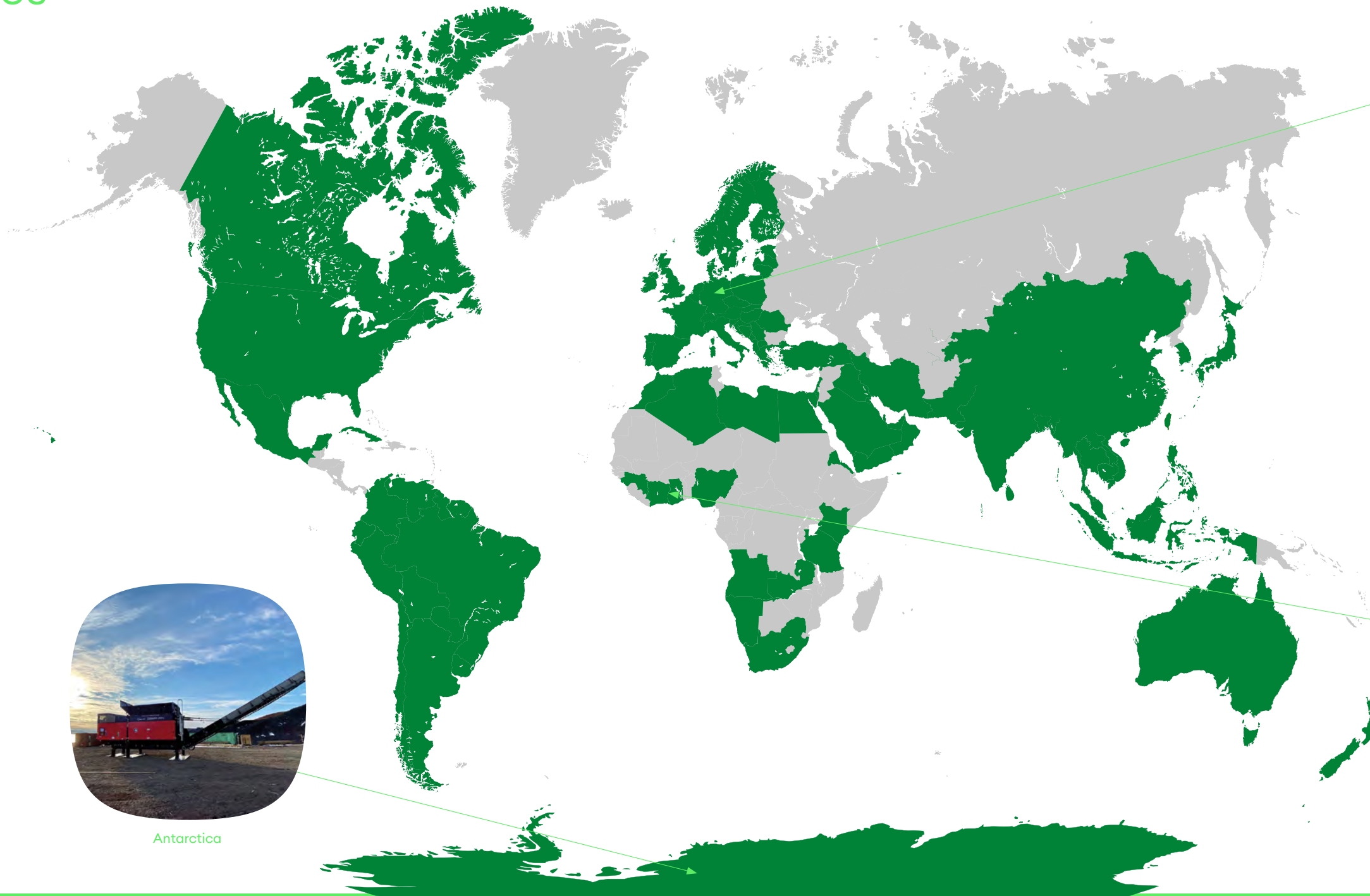
Comprehensive solution provider

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

Product portfolio:

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

Global sales



Germany



Antarctica



Ghana

The company's products are sold in Austria and Germany through its own subsidiaries. In all other countries they are sold by trade partners. Through this sales organization, the company offers competent advice and reliable service all around the world, with an export rate of 94.5 % and more than 80 supplied countries. We are always striving to extend this list.

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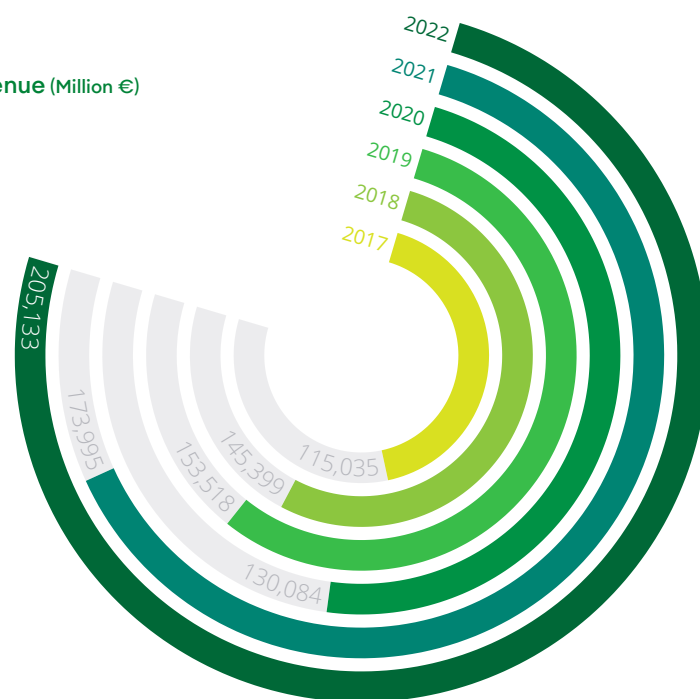


To me, sales at Komptech doesn't mean just selling machines. It's much more about our closeness to our partners and customers, and understanding their needs. That's one of the cornerstones for reaching our shared goals and achieving success for Komptech.

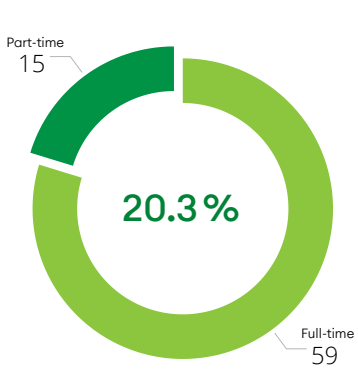
Patrick Reisinger (Area Sales Management, Frohnleiten)

Komptech in numbers

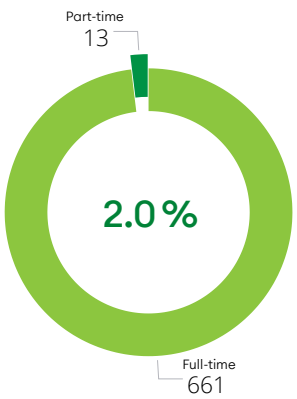
Komptech revenue (Million €)



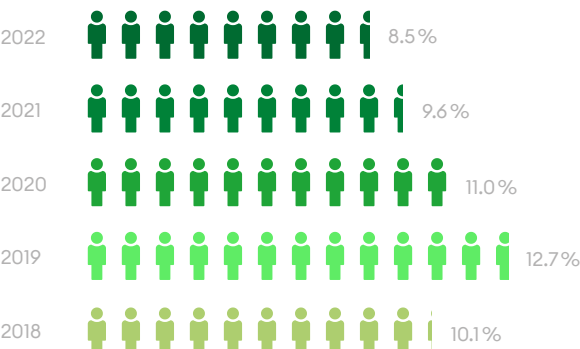
Part-time rate: women



Part-time rate: men

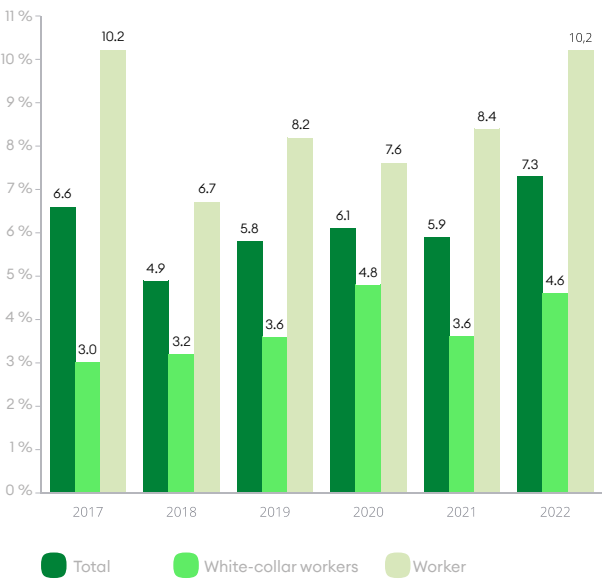


Fluctuation

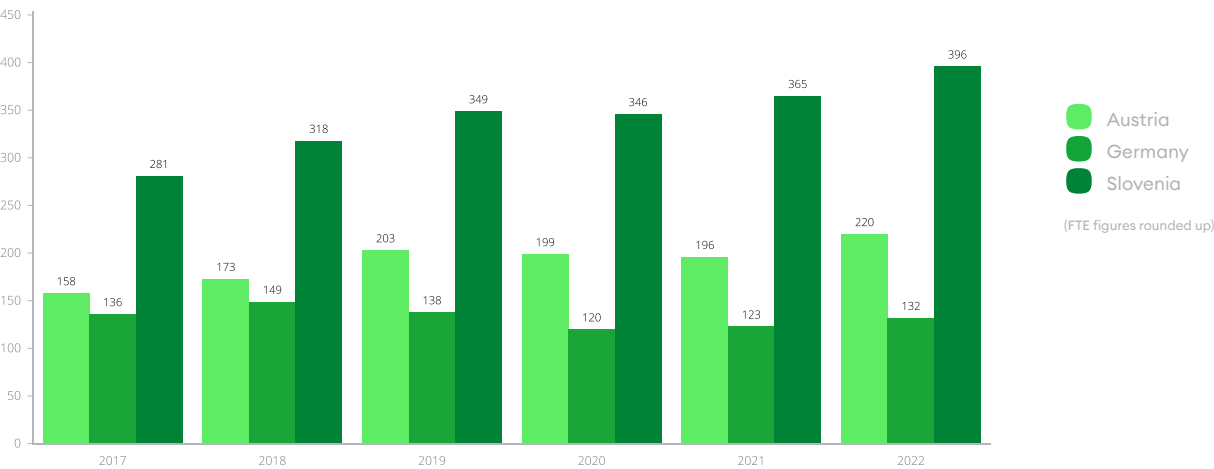


Calculation in acc. with Schlüter

Percentage of sick days

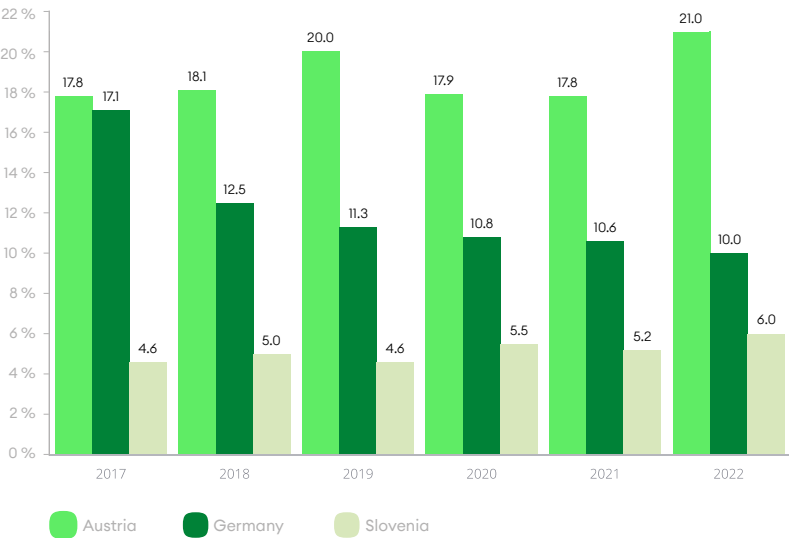


Employee development

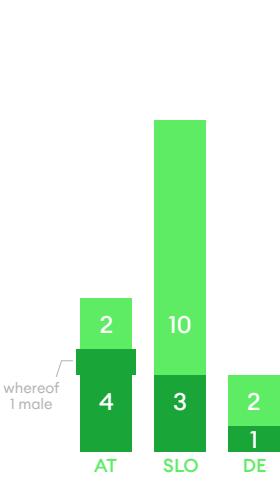


(FTE figures rounded up)

Percentage of women per Komptech location



Maternal leave
Paternity month*

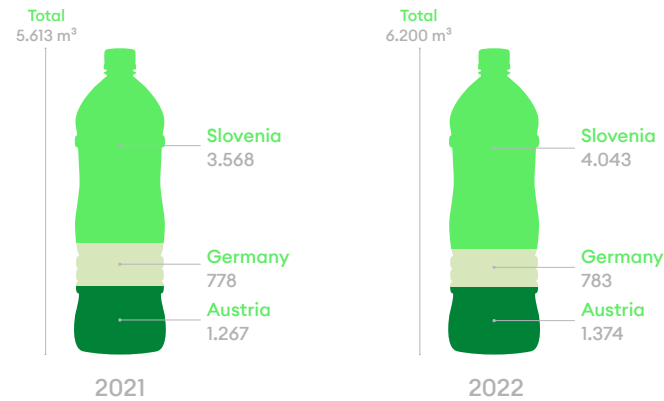


* Austrian designation; corresponding counterpart in Slo and DE

Operating ecology

Water consumption in m³

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



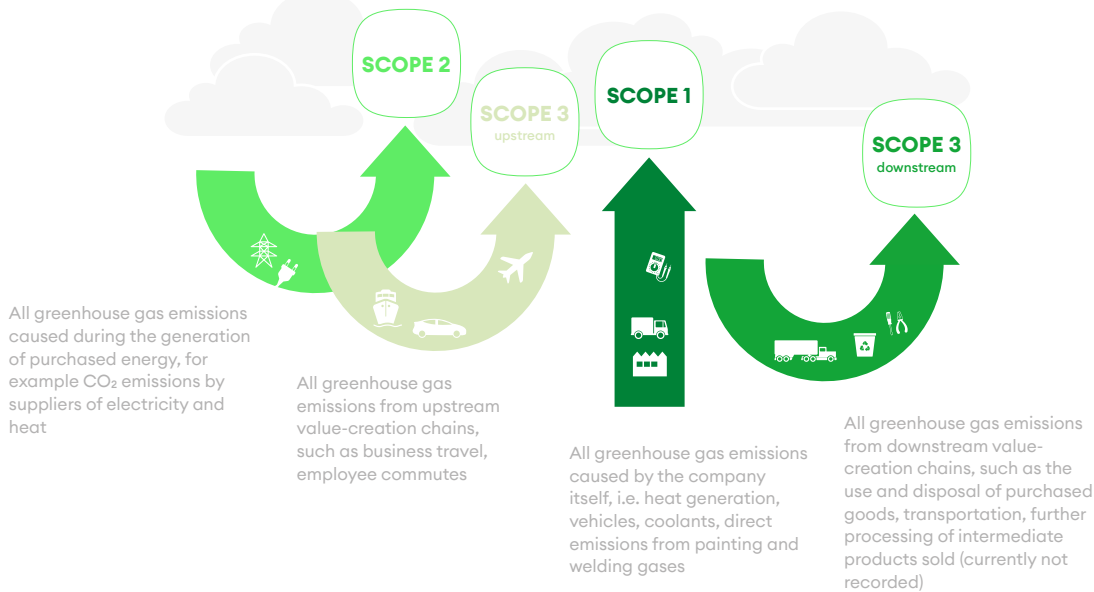
Waste produced

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

in t	Austria total	Whereof hazardous waste	Germany total	Whereof hazardous waste	Slovenia total	Whereof hazardous waste
2021	129.80	56.46	52.77	7.92	1,587.58	92.66
2022	172.46*	54.66	51.03	4.36	1,607.81	131.06**

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

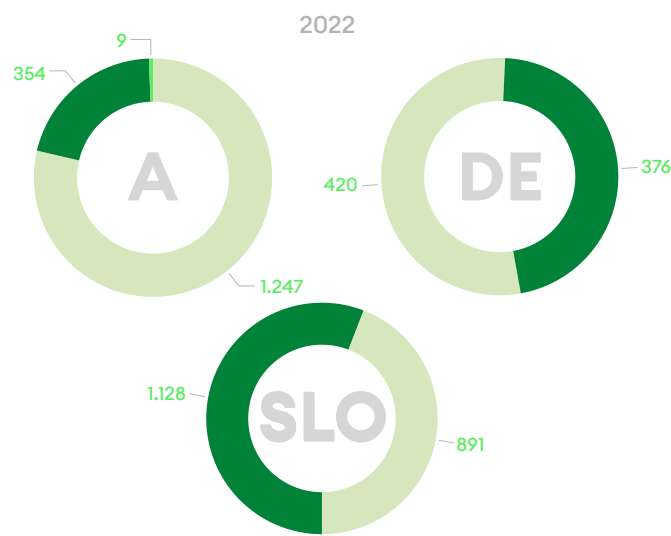
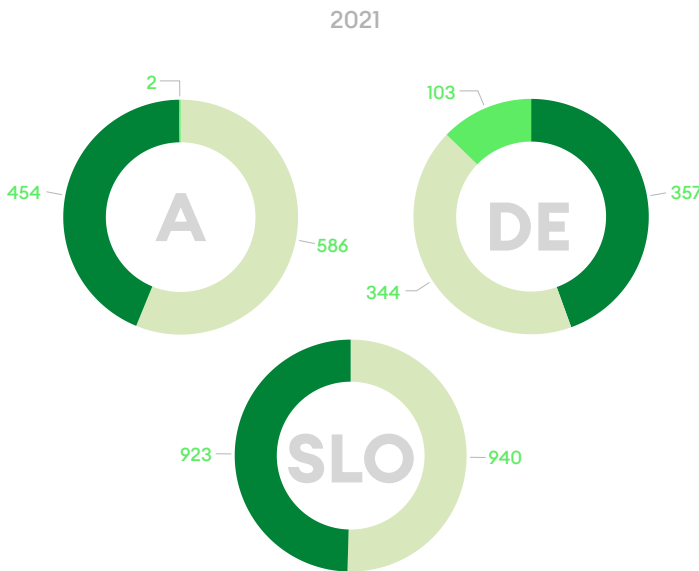
Assignment of emissions sources



CO₂-emissions in CO₂ equivalent

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

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



SCOPE 1 SCOPE 2 SCOPE 3

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

Josef Heissenberger, co-founder of Komptech

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



Our guiding principles

Vision, mission, and values

Our vision

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

Our mission

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

Our values

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

The 17 goals for a sustainable world



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

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

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

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

The dashboard here shows the current status per the Sustainable Development Report for Austria for 2022.

The report shows slight improvements over the previous year in the areas of “Zero Hunger,” “Clean Water and Sanitation,” “Responsible Consumption and Production” and “Climate Action.” In “Reduced Inequalities” and “Peace, Justice and Strong Institutions” the ratings have gotten a little worse. Overall, there are still very few goals that are green (for “Goal Reached”) and many that are yellow, orange or even red (“Major Challenges”).

SDG Dashboards and Trends



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

”



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

Andreas Kunter (Knowledge Management, Frohnleiten)

SDG Index Rank

5/163

Austria is currently ranked 6th in the world. In total, 163 countries are listed: <https://dashboards.sdgindex.org/profiles/austria>
Due to this, since 2021 Austria has improved its position from 6th place to 5th place in 2022! Status of Mai 10th, 2023

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.

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- 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

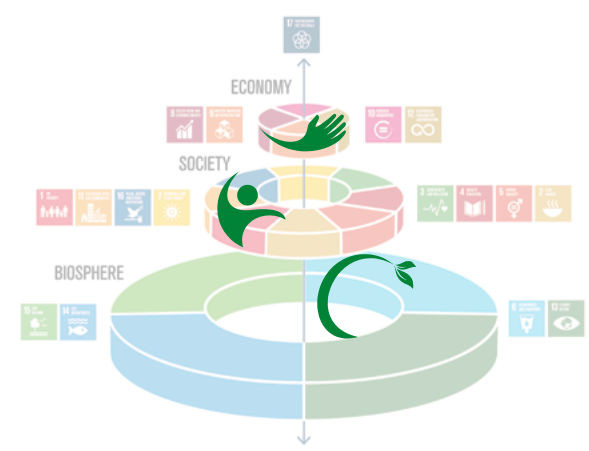
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- Promotion of the circular economy through new and improved technologies and innovations
- Use of compost and bark mulch as an organic fertilizer and protection against soil erosion
- Eco-design of the products
- Minimization of the wear and tear of tools
- Predictive maintenance concepts
- Komptech as a solution provider

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- Separate processing of biogenic waste through composting and fermentation to avoid methane emissions
- Replacement of primary raw materials with secondary raw materials through innovative shredding and sorting technologies
- Reduction in the carbon footprint of products through smart machine controls and optimized drive concepts
- Electrification of machines and equipment
- Advancing digitization to reduce travel activities
- Support for customers in emerging and developing countries with project financing for faster implementation of waste management concepts
- Manure spreading close to the ground to reduce nitrogen losses and odor emissions

It's all about sustainability



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

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

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

	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.
	Ambition Reach sustainable goals	Through our goals and projects, we endeavor to support the Sustainable Development Goals of the UN 2030 Agenda. Our reporting indicates which steps we need to take in order to act more sustainably and with more farsight.
	Initiatives Create new ideas	Our employees are committed, creative and motivated. In addition to their job tasks, they contribute to our further development with many different initiatives (social, health, sport, environment). As a solution provider, we assist our customers with innovative projects and with our products as well as in other areas (such as continuing education).
	Responsibility Act accordingly	We are developing our company sustainably. As a result, we are able to maintain stability and achieve good results, enabling us to meet our responsibility toward our employees, stakeholders and the environment.

Strategic further development within the cycle



Komptech cuts emissions

Photovoltaics

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

Since Frohnleiten already used eco-power before installing the photovoltaics, the actual reduction in tonnes of CO₂ equivalent produced is low – but what is important to us here, in addition to a certain independence from the general energy market, is the fact that we are acting in accordance with our conviction to contribute to the better use of environment-friendly energy sources.

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

District heating

Since the Autumn of 2022, the entire Frohnleiten location has been connected to the Frohnleiten municipal district heating system, which is operated with process heat from neighbouring company MM Karton. In 2022 we thereby reduced our natural gas consumption by 50% and our heating oil consumption by 30%.

Production

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

- Reducing the compressed air leaks – 30 tonnes CO₂
- Using the compressor waste heat – 40 tonnes CO₂
- Switching off the extraction system on weekends – 22 tonnes CO₂
- Switching to LEDs in Factory 1 – 14 tonnes CO₂

Electricity use by Frohnleiten and Slovenia in 2021 and 2022

in kWh	Total electricity consumption Frohnleiten	Own solar use Frohnleiten	Solar feed Frohnleiten	Total electricity consumption Slovenia	Own solar use Slovenia
2021	475,717	–	–	3,634,127	475,717
2022	484,788	108,958	56,642	3,407,233	254,163

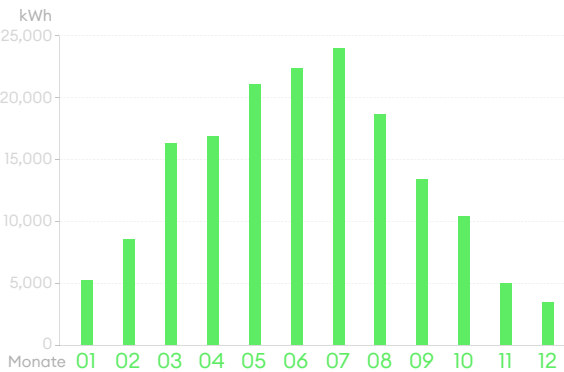
Facility management

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

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

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

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



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

Damijan Posl (Department Manager Maintenance, Ljutomer)



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

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

Christian Binder (Facility Management, Frohnleiten)

Komptech compensates for emissions

Calculating the company carbon footprint

In a project with Graz Technical University, our CO₂ emissions for 2019-2021 were calculated for all locations per the Greenhouse Gas Protocol, and measures to reduce them were prepared.

Since 2021 Komptech has worked with Climate Partner, one of the leading companies in CO₂ compensation. Here again we calculate our CCF (= Company Carbon Footprint) per the Greenhouse Gas Protocol. Climate Partner has particularly strict guidelines in some areas; for example for energy supplies they do not rate green power at 0, but also include the upstream chains (the production of the electricity per se). Employee commutes also have a major influence. An overview can be found in "Komptech In figures – Operating ecology."



The "Certified Climate Partner" label

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

Rimba Raya forest protection, Indonesia

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

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



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



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



The project saves about 3,496,200 tonnes of CO₂ annually

Continued education in agriculture, higher harvest yields for small farmers



Medical care for remote villages, for example in the form of a floating clinic



Financing of scholarships, technical equipment and solar lighting for school buildings



Provision of clean drinking water to all households in the region



Foto: ©ClimatePartner GmbH

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.

Unlike in the Global South, in countries such as in

North America and Europe where waste collection and separation are better established, the circular economy idea is already in the foreground. We try to help our customers obtain new raw materials from waste through deep recycling. These materials can be used to make new products (plastics, metals, waste wood, ...). Participation in research projects is also very important to us in this regard.

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

In the last ESG Report we presented a project in Ghana as an example of solutions in waste treatment. To the left you can see a photo of a waste treatment facility in Indonesia. This is the ERIC (“Emission Reduction in Cities”) project, in which the Indonesian government placed orders for stationary waste treatment facilities at three locations. These three plants have been in the pilot phase since the Autumn of 2022. At them, inorganic components are sorted and separated, while organic components are processed into compost. Compost is important for making humus, as we discuss in detail on the next page.

Source: UNEP (2018), Africa Waste Management Outlook

2.01 billion

tonnes of waste produced per year worldwide



+30 %
2030



+70 %
2050

Waste disposal (example: Africa)

~96 %



Landfill

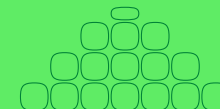
~4 %



Recycling

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

57 %



Organic

13 %



Plastic

17 %



Metal, glass, paper

13 %



Other








Compost improves soil quality

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

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

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

Some of the most important benefits of humus production are:

-  Increase in the **water retention capability** of the soil – water is stored for longer
-  **Protection from erosion** – resistance to heavy downpours
-  Availability of **vital plant nutrients**, improvement of soil structure, healthier and more active soil organisms
-  Plants grow healthier – better quality and **higher nutrient content** of foods
-  Improvement in **soil workability** through crumbly structure
-  **Filtration and buffering** of air and water pollutants, improvement in drinking water quality
-  **Storage of CO₂** in the plant mass and soil



Source: „Regionale Bodenverbesserung, Humusaufbau durch Komposterde“, Verein Humus+ (www.humusplus.at/fileadmin/user_upload/Anwendermanual_HUMUS__Regionale_Bodenverbesserung_A4.pdf)

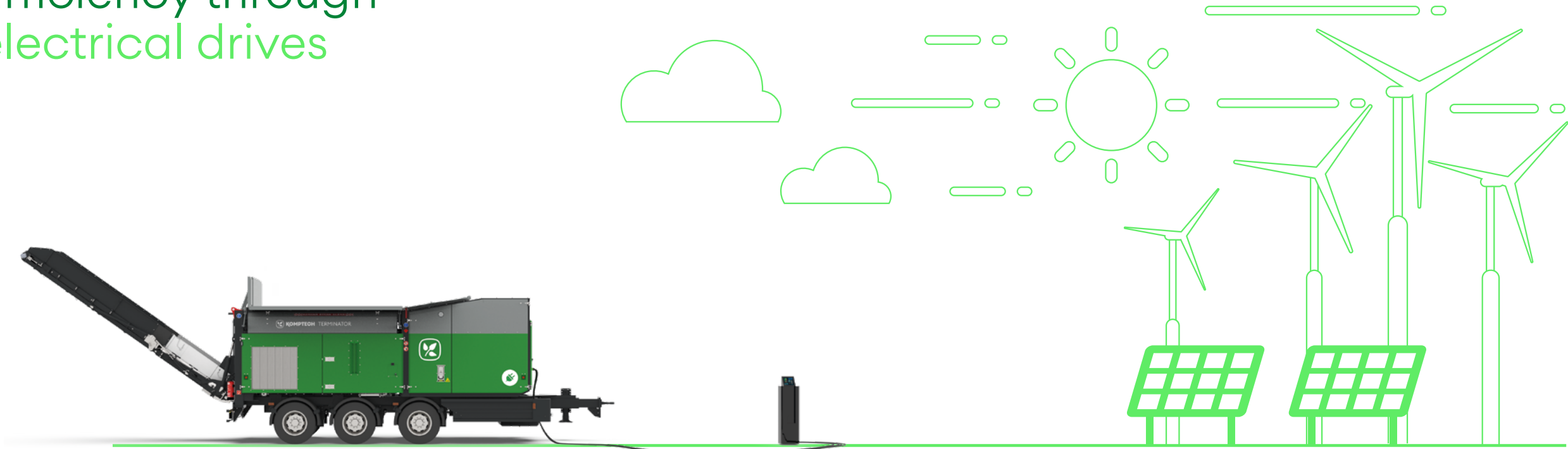


Plastic-free compost is also the subject of a research project.
(more on page 39)

The humus issue has great importance round the world.

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

Efficiency through electrical drives



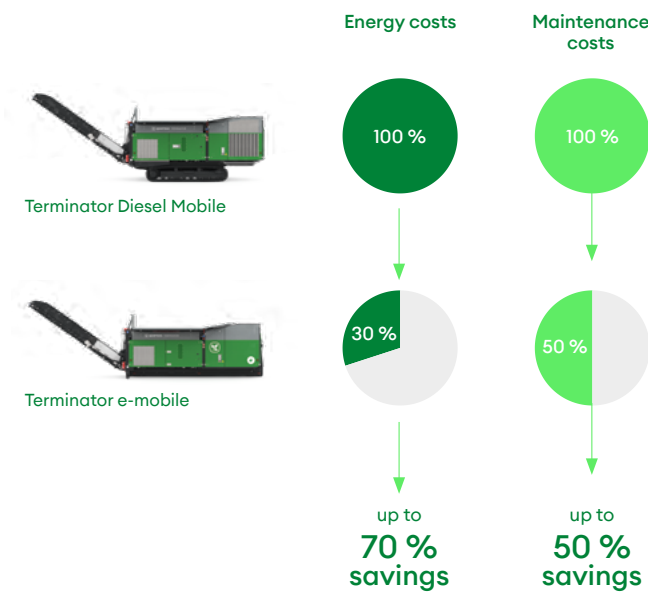
Burning fossil energy sources is responsible for much of the worldwide increase in CO₂ emissions. If one compares the effects of combustion engines and electric motors, it becomes clear that electrification combined with the use of renewable energy sources opens a path to a more sustainable environment.

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

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

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

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



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

Shredding and Turning

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

Screening and Separation

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

A focus on sustainability

01 Digitization

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

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

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

Connect! – Transparent machine monitoring for our customers

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

”



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

Andrea Gutta (Software Engineer, Graz)

02 Rental and Certified Used

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

Capacity peaks and tide-overs in case of machine breakdown can be covered efficiently with one of our 20 rental machines*. Regular high-quality servicing greatly extends the life of these machines and thus saves resources. In 2021 and 2022 over 170 rental contracts* per year were signed! Other customers, who constantly have material to process but would rather not buy a new machine, can still improve the regional infrastructure by means of a used machine.

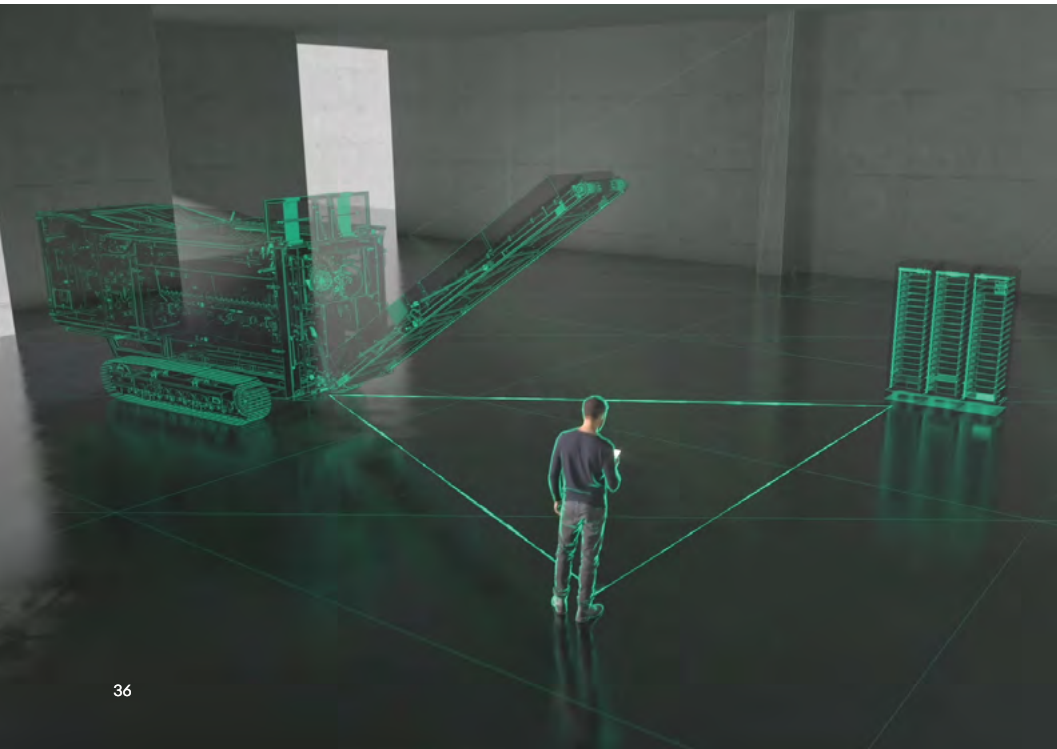
* Figures for Austria and Germany

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

Jochen Mandl (Head of Internal Sales Management, Frohnleiten)



”



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

Sabrina Senft (Innovation Management, Frohnleiten)

03 Innovation & Improvement

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

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

04 Research projects – “Plastic-Free Compost”

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





Stakeholder-Dialog

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

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

Among our most important communications channels are company pages on:

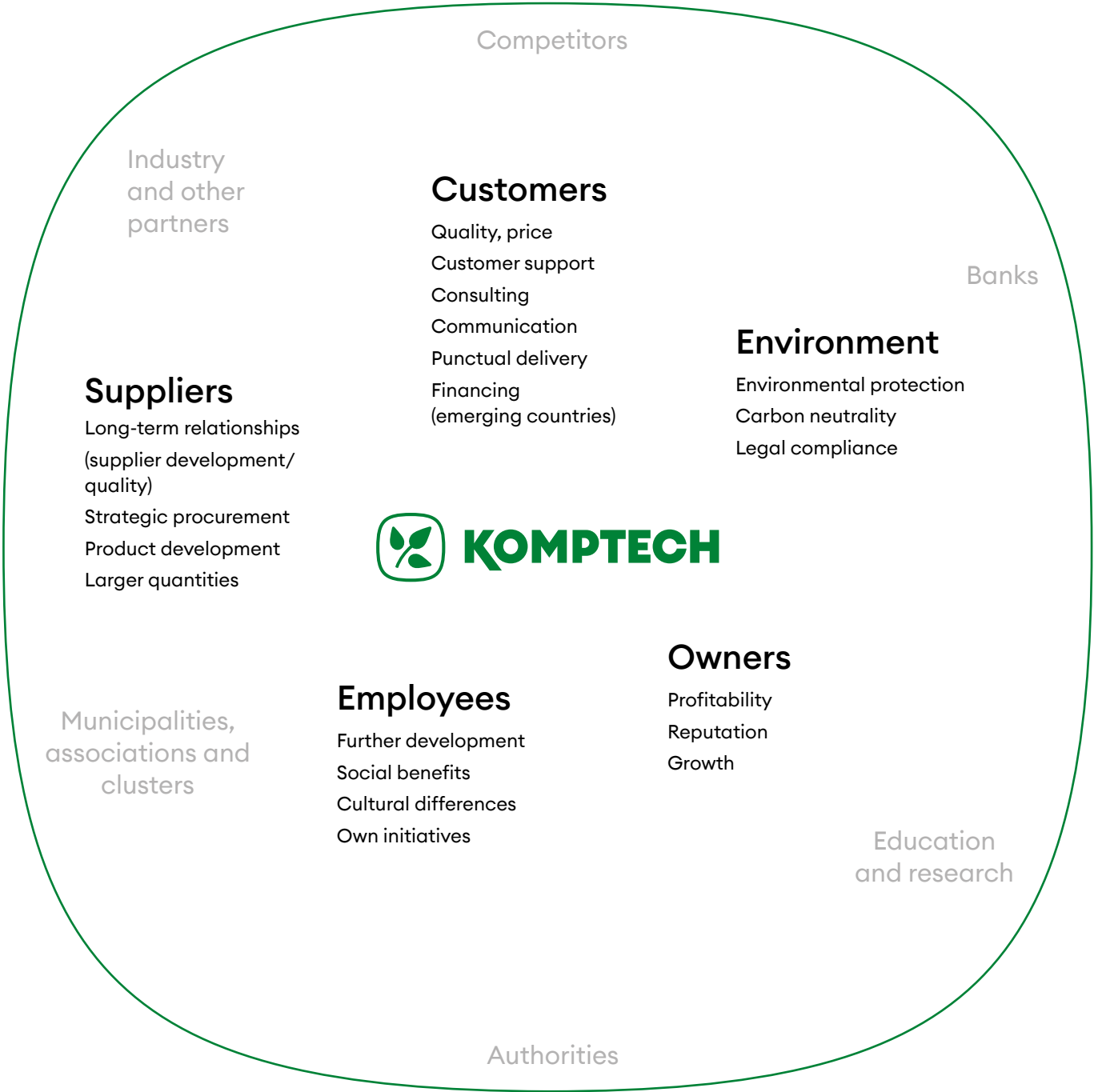


An e-mail newsletter, our customer magazine entitled "opportunity" and various folders and information brochures round out the offerings.

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

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

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



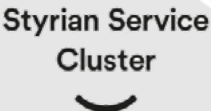
Going in the same direction together

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

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



Associations and clusters



Development cooperation



Education and research institutions



Industrial partners



We stand by our values

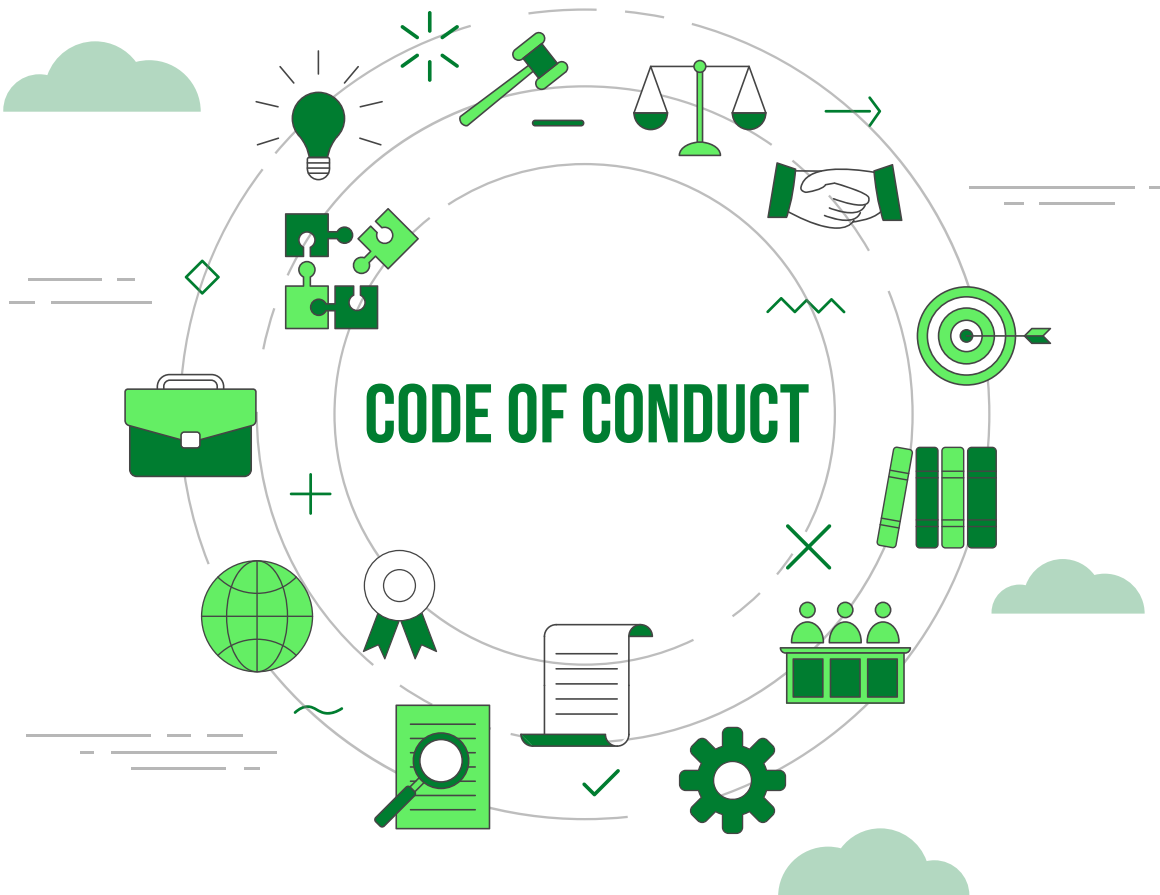
We always have to bear in mind that the way we appear, act, and do business determine the image that others have of us. Respectful relationships with each other, among our staff as well as with customers, suppliers, and other partners and stakeholders, are a matter of course for us. There is no place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

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

We have brought together all these points in detail in a Code of Conduct, so as to act with and demonstrate transparency and fairness towards all. The Code of Conduct contains guidelines on:



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



Our efforts are rewarded



Foto: ©Parlamentsdirektion/Thomas Jantzen

In May 22 Komptech was honoured with the SDG Award of Austria’s “Economic Senate.” We are very proud that our efforts in this area have been recognized and that through them we can continue to contribute to building awareness of the importance of the SDGs in the public and private sectors and in society.



In 2022 Farmtech received the prize for the most successful large company in 2021 in the Pomurje region. This recognition is likewise a sign that we as a company group are on the right track. The growth in regional value creation and the perception of our locations as good places to work are important factors in our further development.

Employees as important resource

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

Work and family

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

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

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

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



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

The following subject areas turned out to be particularly important:

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

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

”

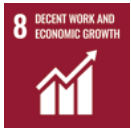


The “Socially Responsible Employer” certificate is not just a seal, but an ethic with which we hope to make our contribution to society and especially our workforce. We think that both current and future employees will be able to identify with it.

Tjaša Frumen Makoter (Department Manager Human Resources, Ljutomer)



Foto: ©Harald Schlossko



Continued education for employees



The willingness to learn throughout life and constantly improve is an important basis for a satisfying working life. The Komptech Group supports its staff with wide-ranging continued education offerings, from workplace-specific courses to personal development (such as communication, leadership courses, self-management), to enabling study leave for colleagues wishing to pursue outside education programmes that require more time.

Training courses 2022

In-house continued education in Frohnleiten	Spring programmes
	6 courses 60 participants
Online training	Fall programmes
	15 courses 185 participants
Outside education, study, works master	Data protection
	Information security Security instruction
Outside education, study, works master	Austria: 13
	Slovenia: 1
Outside education, study, works master	Germany: 4



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

Lydia Johaim (Personnel Development, Frohnleiten)

Komptech Campus for staff and partner companies

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

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

Komptech Campus trainings 2022

9 multi-day in-person courses	37 in-house participants 121 external participants (from 20 countries)
9 webinars	150 in-house participants 282 external participants (all are offered 1 x in German and 2 x in English.)



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

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

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

235 km

In 2022, in the Wings for Life World Run our employees ran 235 km for a good cause.



Physical and mental health

Health and nutrition at the workplace

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

„Komptech in Motion“ | „Farmtech in Motion“

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

We often connect this programme with social involvement. At events like “Race for the Cure” and “Wings for Life Run” donations are automatically made to health projects. In 2022, one special project was “Business Moves, Business Helps.” For a month employees could collect kilometres by running, hiking, walking, swimming, biking etc. For each kilometre a predetermined sum went to Styrian Cancer Assistance. About 6000 kilometres were accumulated.



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

Peter Neuhold (Leader Production Assembly, Frohnleiten)



Instahelp

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

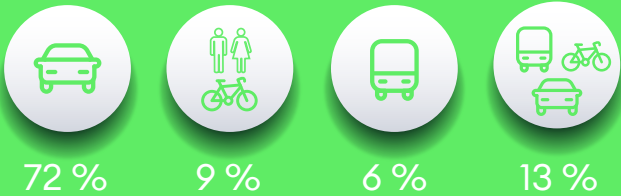


WE CARE

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

Mobility

Every day, our employees commute an average of 35 km (Austria), 20 km (Germany) and 15 km (Slovenia) to get to and from work. According to a study by ÖAMTC and Vienna Technical University, commuter traffic in Austria breaks out as follows:



Source: <https://www.oeamtc.at/presse/studie-was-bewegt-oesterreichs-pendler-zum-umsteigen-43528943>

As mentioned in the “Komptech in figures” chapter, we compensate for commutes (Scope 3) through the purchase of emission certificates. By enabling home office working we can reduce the number of commutes needed. The following graphic shows the proportion of home office days on workdays (adjusted for holidays, sickness, etc.). One reason for the wide variance between the locations is that the number of employees who cannot work from home (e.g. production, warehousing, maintenance) differs greatly.



We try hard to encourage employees to rethink the way they get to work. Since 2021, in Germany and Austria we have offered employees the possibility of purchasing “job bikes” through us, without being required to use them to get to work. Thanks to government tax benefits, employees can save up to 30% off the normal cost for such a bike, which can be either a regular bike or an E-bike. 22 staff in Austria and 5 in Germany took advantage of this offer in 2022.

Starting in January of 2023, at Komptech GmbH (Frohnleiten and Vienna) the “Eco-Bonus” project has been underway, whereby employees who come to work by public transportation, on foot, by bike or by carpool get € 2 (gross) per day added to their pay. The project will be evaluated after 6 months. We also plan to repeat the mobility survey from 2021, in order to address further points.

See the big picture!

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

Contribution within the organization



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



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



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



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



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



Avoidance of harmful chemicals in production wherever possible.

Contribution as part of our field of business



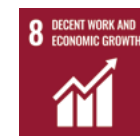
Promotion of sustainable agriculture: Production of compost to extract materials which are in turn beneficial for food production.



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



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



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



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



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











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

Annex

GRI overview

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

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

Further developments in 2022

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