

Sustainability Report

REPORTING PERIOD: 2024





Report Profil	2
Eric Küppers, Sustainability at Rosenberger	4
Company Profile	6
Materiality Analysis	8
Bernhard Rosenberger on Sustainability	9
General Figures & Data	10
Emissions	10
Energy Consumption	10
Water Consumption	10
Waste	10
Global Energy Consumption	11
Global Emissions	11
Employees	12
Memberships	12
Sales	13
Sales Structure	13
Rosenberger Worldwide	14
Management of the Rosenberger Group	15
Corporate Mission	16
Mission & Vision	16
Code of Conduct	18
Economy	20
Management Approach	20
Stakeholder Management	22
Quality Management	24
Supply Chain at Rosenberger	26
Ecology	28
Management Approach	28
Water, Wastewater and Waste	30
Emissions Report 2024	32
Rosenberger's Progress Toward the 1.5°C Emission Reduction Pathway	34
Social Responsibility	36
Management Approach	36
Declaration of Principles	36
Sustainable Development Goals	40
GRI Index	42
List of Abbreviations	43
Imprint	44

Report Profile

The Sustainability Report of the Rosenberger Group (hereinafter referred to as “Rosenberger”) provides a comprehensive overview of relevant data, figures, strategies, targets, and activities related to sustainability within the company. The reporting period covers the calendar and fiscal year 2024. The report has been prepared in accordance with the “Core” option of the GRI Standards (Global Reporting Initiative) and refers to the entire corporate group.

Target Audience

This report is intended for suppliers, customers, employees, and the interested public. By publishing the sustainability report every two years, Rosenberger aims to transparently inform stakeholders about progress, challenges, and develop-

ments in key sustainability areas. The selection and prioritization of content are based on a materiality analysis. The last published sustainability report refers to the year 2022.

Sustainability at Rosenberger

Eric Küppers, CEO of the Rosenberger Group, outlines the company’s strategic position on sustainability and emphasizes the ecological responsibility as an integral part of corporate conduct. In doing so, Rosenberger reaffirms its long-term commitment to a sustainable future.

Corporate Development Overview

This is followed by an overview of the company’s economic and ecological development, based on selected key figures and data from the years 2014

to 2024, each compared to the reference year 2009. This presentation provides a clear understanding of long-term trends and developments within the company.

Revised Emissions Reporting

In the 2024 reporting year, Rosenberger revised its approach to emissions assessment in accordance with GRI 305. The detailed greenhouse gas emissions (GHG) calculation carried out in 2021 will serve as the new reference baseline in future. With this methodological refinement, Rosenberger ensures that emissions data are represented accurately, comparably, and consistently over time.

Sustainability at Rosenberger



Eric Küppers
CEO of Rosenberger

**Dear Employees,
Valued Customers and Suppliers,**

I am very pleased to share that Rosenberger continues to pursue its path toward becoming a sustainable and climate-friendly company with consistency and determination.

Since 2021, we have been able to systematically measure and transparently calculate our global CO₂ footprint. This has laid the foundation for targeted efforts in energy-saving projects, process optimization, sustainable supply chains, and the closing of raw material and material cycles.

Topics such as diversity, equal opportunity, and respect for human rights have been core values at Rosenberger for decades. Today, sustainability is already an integral part of our corporate strategy.

In 2024, we have achieved important progress: among other accomplishments, we commissioned additional facilities for our own electricity generation forward measures to increase energy efficiency and raise the share of self-generated renewable energy remains one of

our top strategic goals. At Rosenberger, we see no contradiction between economic efficiency and environmental protection - both go hand in hand.

Our sustainability strategy is far more than a tool for reducing energy consumption and costs. Since Rosenberger's founding, it has been our ambition to create sustainable solutions for the environment and society - and in doing so, to take responsibility for future generations. Already today, 85% of our global electricity needs are met by renewable energy. By 2028, we aim to increase this share to at least 90%.

With this sustainability report, we are providing a transparent overview of what we have already achieved, outlining the next steps on our path toward climate neutrality.

Thank you for your interest and for joining Rosenberger on this important journey.

**Yours,
Eric Küppers
CEO**

Company Profile

Rosenberger Hochfrequenztechnik GmbH & Co. KG is a leading provider of impedance-controlled and optical connectivity solutions as well as system components for high-frequency, high-voltage, fiber optic, and electronic technologies. The company’s primary business segments include Interconnect, Automotive, Semicon & Test, and Precision Manufacturing.

With more than 15,700 employees worldwide, Rosenberger develops, manufactures, and markets its product portfolio from its headquarters and sales offices in Europe, Asia, and North and South America.

In many countries, Rosenberger subsidiaries carry out assembly of connectors and cable assemblies. This enhances local flexibility and creates national value-added content, which can also reduce customs duties and tax burdens.

By establishing a European assembly and logistics center in Eastern Hungary, and operating full-scale production facilities in China, India, Tunisia, as well as North and South America, Rosenberger not only leverages long-term competitive advantages in the global market, but also contributes to the industrial development of emerging economies.

The company’s headquarters in Fridolfing, Germany, manages the global operations of the Rosenberger Group. Key production competencies at this site include individual part manufacturing, electroplating, stamping & bending technology, automated and prototype assembly, and precision machining.



At the Fridolfing site, more than five billion components are produced annually on a total production area of 35,000 m², supported by approximately 1,300 production employees and over 400 production machines. The total number of employees in Fridolfing is around 3,500.

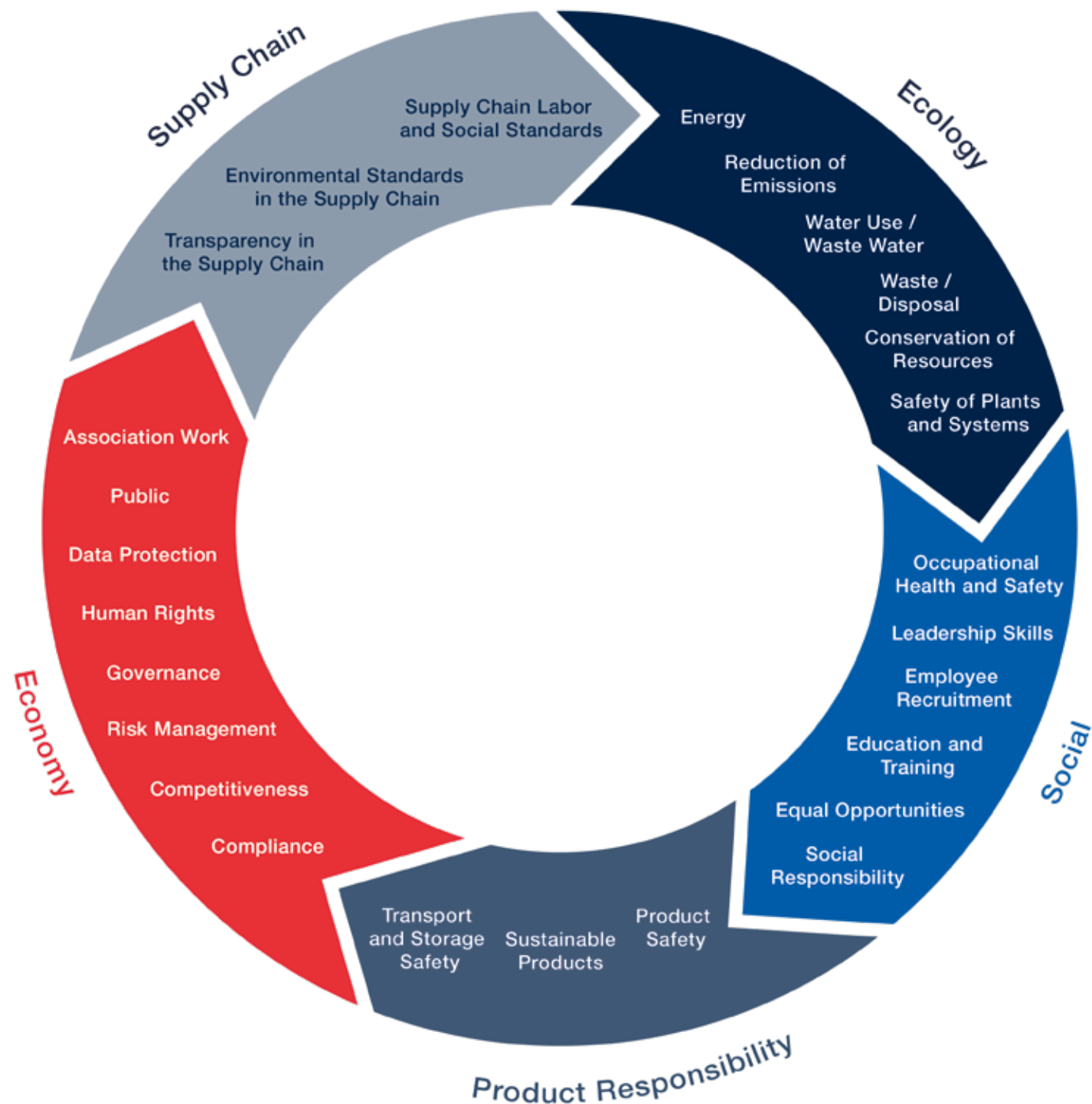
Rosenberger was founded in 1958 in Tittmoning by Hans Rosenberger Sr. and has remained family-owned ever since. The company is independent of capital markets, allowing it to fully pursue its own strategic goals and continuously strengthen its core competencies.

Technologies	Number of Employees	Production Volume [millions of parts]	Number of Production Machinery	Production Floor Area [m²]
Shaping Technologies	409	1,031	230	10,500
Surface Treating Technologies	129	2,800	10	4,000
Joining Technologies	633			
Assembly Automation	295	763	102	8,000
Manual Assembly	216	9		4,000
Stamping Technologies	89	907	25	5,000
Production Integration	33			
Custom Machining	89	0.5	46	3,500
	1,260	5,510.50	413	35,000

Materiality Analysis

To identify the key sustainability topics at Rosenberger, a comprehensive assessment was conducted.

The following have been identified as material areas of action:



Sustainability in Research, Development and Manufacturing

At Rosenberger, sustainability begins at the product development stage and continues consistently through the implementation of efficient, resource-conserving manufacturing processes. New products are developed in accordance with the highest national and international standards, with a clear focus on environmental compatibility and energy efficiency.

A central objective in the development of new connectors is to maximize energy efficiency. Rosenberger continuously optimizes both product design and material selection in order to minimize energy losses during data and signal transmission. From the early stages of product development—closely coordinated with partners in R&D, engineering, and design—the selection of suitable materials forms part of a holistic process aimed at improving energy efficiency.

By using materials with low electrical resistance and high conductivity, losses can be reduced and transmission efficiency improved. In addition, innovative technologies such as coaxial and optical connectors enable faster, more stable, and simultaneously more energy-efficient data transmission.

Rosenberger also invests in the research and development of intelligent connector systems capable of automatically adapting their energy consumption and performance output to the requirements of the overall system. This allows for demand-oriented, resource-efficient operation of electronic devices—another step forward in the development of sustainable technologies.

Bernhard Rosenberger

Headquarters

Emissions (Scope 1 and 2)

Year	Reference year 2009	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
CO ₂ -emissions (in t)	3,182	5,301	5,747	6,850	7,360	7,457	554	434	854	387	626
		-21.9%	-25%	-19.9%	-15.2%	-24.7%	-95%	-97.2%	-94.2%	-97.6%	-96.4%

(relative improvement in terms of value added)

Energy Consumption

Year	Reference year 2009	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Energy consumption total (in MWh)	11,392	18,283	19,686	25,030	26,902	27,797	29,202	35,038	34,361	35,663	36,992
		-21.6%	-25.3%	-14.9%	-12.8%	-19.7%	-22.6%	-36.45%	-34.67%	-37.50%	-41.30%
Electricity consumption (in MWh)	9,256	15,568	17,010	19,729	22,005	23,171	24,086	29,265	28,623	30,470	32,272
Heating oil consumption (in MWh)	474	687	604	999	335	490	264	210	90	120	40
Biomass consumption (in MWh)	1,662	2,028	2,072	4,302	4,562	4,135	4,879	5,563	5,648	5,074	4,679

(relative improvement in terms of value added)

Water

Year	Reference year 2009	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Water consumption (in m³)	10,876	17,679	19,579	23,719	31,717	37,766	33,541	46,495	50,447	47,993	53,931
		-20.6%	-22.2%	-15.5%	-8.6%	18.9%	-6.9%	-11.7%	0.5%	-12.0%	-10.3%

(relative improvement in terms of value added)

Waste

Year	Reference year 2009	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Waste (in t)	212	430	391	430	392	584	409	844	531	508	684
		-0.9%	-20.3%	-21.4%	-30.6%	-5.7%	-41.7%	-17.7%	-78.3%	-52.2%	-41.7%

(relative improvement in terms of value added)

Global

Energy Consumption Global

Year	Reference year 2021	2022	2023	2024
Energy consumption total (in MWh)	83,696	85,329 -134.0%	92,599 0.10%	104,086 10.40%
Electricity consumption (in MWh)	71,128	72,613 -13.30%	80,629 2.60%	88,126 9.80%
Natural gas (in MWh)	5,159	5,231 -13.80%	5,248 -8.00%	9,232 59.70%
Liquid gas (in MWh)	224	465 76.40%	279 12.70%	273 -46.90%
Oil (in MWh)	186	91 -58.40%	132 -35.80%	157 56.60%
Biomass consumption (wood chips; in MWh)	5,563	5,320 -18.70%	5,074 -17.50%	4,679 -20.40%
Coal (in MWh)	1,436	1,609 -4.80%	1,237 -22.10%	1,618 -9.00%

(relative change related to 1 Mio € sales)

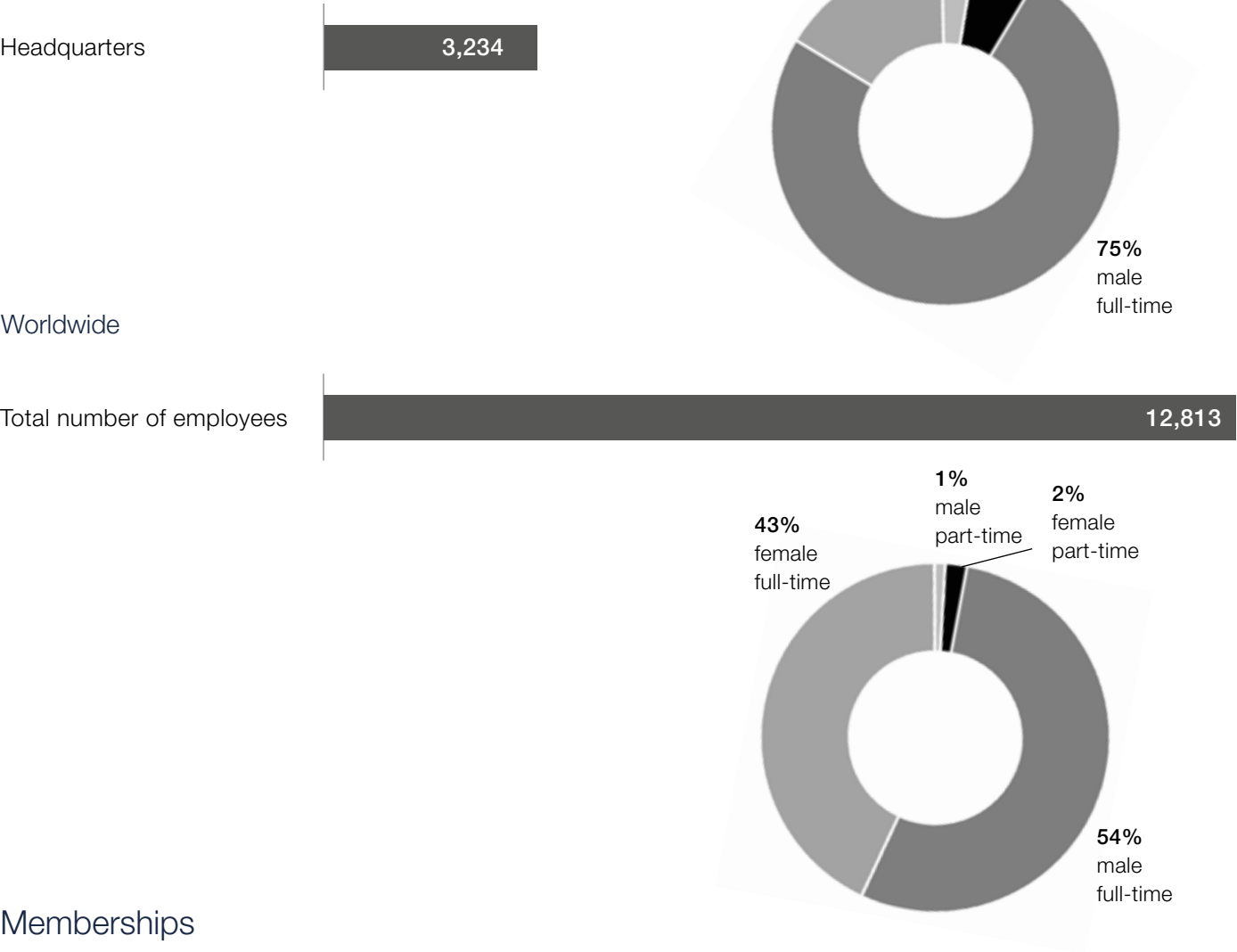
Emissions (Scope 1 and 2 in Tons CO₂)

Year	Reference year 2021	2022	2023	2024
Germany	998	870 -22.00%	751 -37.40%	626 -48.50%
Hungary	4,121	4,935 -42.70%	3,613 -75.80%	2,833 -82.20%
Sweden	60	60 32.40%	55 8.50%	14 -44.30%
Asia Pacific	6,442	8,103 9.60%	8,184 48.80%	1,207 -81.40%
Austria	20	20 -11.50%	21 -20.00%	8 -66.60%
Brazil	116	153 -8.00%	100 -15.50%	112 -19.60%
Chile	6	7 10.60%	6 19.30%	5 -37.60%
India	1,471	1,447 10.80%	2,099 183.60%	2,069 130.80%
Japan	2	2 64.80%	5 0.70%	7 10.50%
Mexiko	64	496 85.60%	109 -80,10%	730 -77.90%
Tunisia	0	773 100.00%	352 -81.80%	558 -98.70%
USA	521	998 32.00%	1,276 197.30%	1,103 175.00%
Sum	13,821	17,864	16,571	9,272

(relative change related to 1 Mio € sales)

Employees (m/f/d)

Number of employees as of December 2024



Memberships

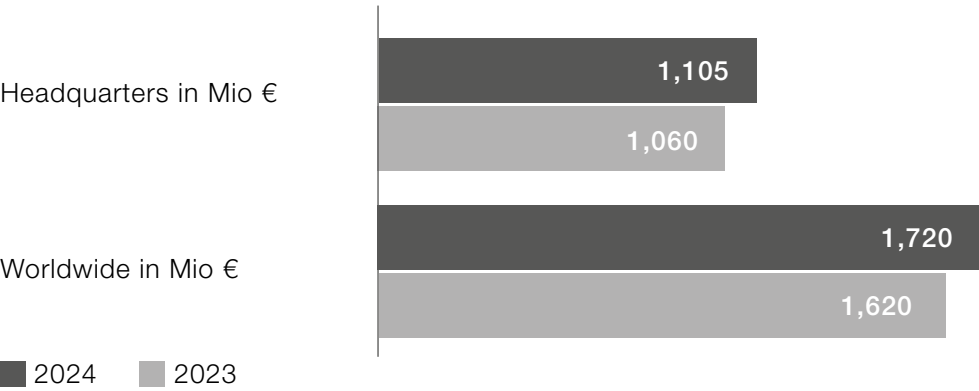
Rosenberger is a member of the following associations and advocacy organizations

- Energieeffizienz-Netzwerk Chiemgau- Rupertiwinkel
- OPEN Alliance
- The Optical Internetworking Forum (OIF)
- Zentralverband Elektrotechnik und Elektronikindustrie e.V. (ZVEI)
- Zentralverband Oberflächentechnik (ZVO)
- Deutsche Gesellschaft Oberflächentechnik (DGO)
- Deutsches Institut für Normung (DIN)
- Single Pair Ethernet System Alliance
- Bundesverband der Deutschen Sicherheits- und Verteidigungsindustrie e.V. – BDSV

Sales

In recent years, the Rosenberger Group increased its sales due to continuous development of the product range, high-quality standards, and customer-oriented sales structures.

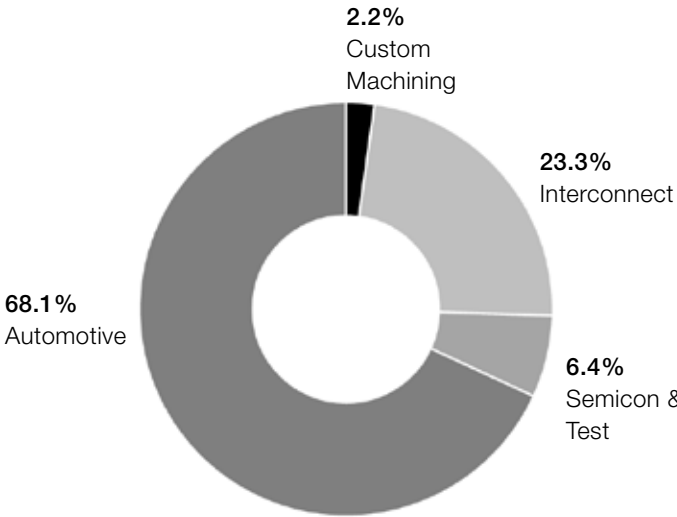
In 2024, sales increased by 6.1% worldwide and by 6.1% at the main location.



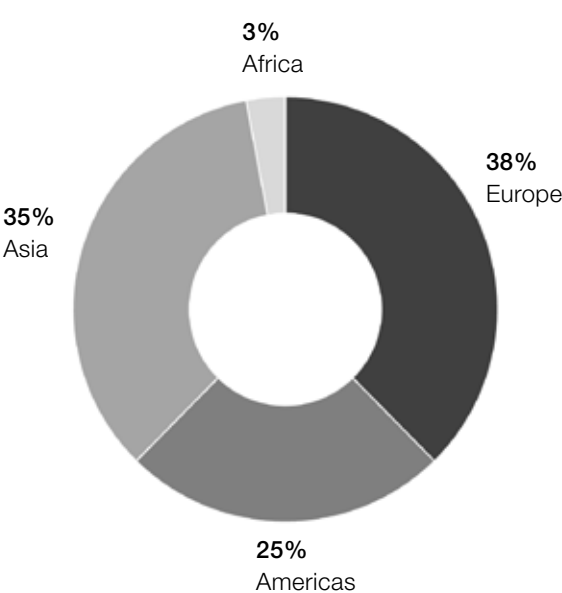
Sales Structure

The sales structure for 2024 is shown by business areas and by regions. The Automotive sector is particularly strong. Rosenberger is primarily active in electromobility and a pioneer of innovative solutions for high-voltage products (powertrains and auxiliary units) in the mobility of the future.

Sales by Business Areas



Sales by Regions



Rosenberger Worldwide

Rosenberger has a global presence with development, manufacturing, assembly and sales centers. The Rosenberger Group network offers customers worldwide a high degree of flexibility, speed, and optimized cost structures as well as the best possible local on-site service.

Europe

- **Germany:** HQ Fridolfing, Augsburg, Laufen, Neuenbürg, Radeberg, Distribution Center Mühldorf
- **Austria:** Timelkam
- **Denmark:** Lynge
- **France:** Eckbolsheim
- **Hungary:** Jászárokszállás, Jászberény, Nyírbátor, Taksony
- **Italy:** Vimercate
- **Spain:** Madrid
- **Sweden:** Kista, Vallentuna
- **United Kingdom:** Bradford

America

- **USA:** Akron (PA), Lake Charles (LA), Pennsauken (NJ)
- **Brazil:** Caçapava - São Paulo
- **Chile:** Santiago
- **Mexico:** Apodaca

Asia

- **China:** Beijing, Changzhou, Dianshanhu, Dongguan, Shanghai, Shenzhen
- **India:** Manesar, Goa, Pune
- **Japan:** Tokyo
- **Korea:** Suwon-City

Africa

- **Tunisia:** Enfidha



Management of the Rosenberger Group

Supervisory Board



Hans Rosenberger



Bernhard Rosenberger



Peter Rosenberger

Managing Directors



CEO, Eric Küppers



CFO, Franz Praxenthaler



COO, Jochen Ehrenberg

Corporate Mission

WE . DELIVER . VALUES .

With WE . DELIVER . VALUES . we actively shape the future and contribute with our technologies to meet the special challenges of our time:

WE .

Together we achieve more: With the passion and commitment of all employees in our international group of companies, we operate successfully as a strong team in global markets.

DELIVER .

Our promise: you can rely on us. We support our customers and partners reliably and purposefully with high-tech products and a wide range of services. Rosenberger solutions always offer added value for our customers.

VALUES .

Creating, securing and implementing values: Our values lead us to constructive cooperation and the highest quality standards. They make us powerful and decisive, appreciative and value-adding.



OUR MISSION

We are a cosmopolitan family business

We put our customers at the center of everything we do

We grow profitably in international markets

We are a global organization with fast decision-making processes

We offer an attractive working environment



OUR DRIVE



Down-to-earth, pragmatic, reliable, dynamic and creative – our thoughts and actions create shared values for our customers

OUR STRATEGIC FIELDS OF ACTION



WE STAND FOR

Innovation leadership

Growth and success

Financial independence

Assumption of social responsibility

Code of Conduct

Our reputation is very important for the success of our company! Absolute integrity and ethically and legally correct behavior throughout our organization is essential.

Rosenberger Group companies have earned a good reputation in their respective markets by manufacturing high-quality products and conducting sustainable business, thus gaining the trust of stakeholders around the world. Although we operate as various companies under independent brands in different locations and countries, we all share the ethics, integrity and values that have guided us for decades. Due to the global orientation of the companies across the Rosenberger Group, we are subject to a large number of legal regulations and standards. In order to do justice to our stakeholders and to be successful in the future, our commitment to business integrity must be just as strong as our products. This means that we conduct our business ethically and based on our shared values and in compliance with all laws and regulations. For us, ethics and compliance is not an abstract concept, it consists of a concrete catalog of requirements that applies to all our companies.

This applies to our employees and to all other persons who work for us, regardless of their position, business area, type and duration of work performed, and the country concerned. Only through strict compliance with these requirements can we avoid significant legal and economic risks for our entire company and therefore for all of us. In this way, we also safeguard the legitimate interests of all our stakeholders - including customers, suppliers and owners - and respect the needs of society and the protection of people and the environment. Global integrity is the basis of our sustainable success. Rosenberger Group companies refrain from business that is only possible through violations of laws or company rules. No superior may issue instructions to the contrary. In order to create the necessary awareness and routine in dealing with ethics and compliance issues, the companies implement a continuous Ethics and Compliance program. The individual components of this program together form the CMS (Compliance Management System).



The Ethics and Compliance guidelines provide the framework for the CMS. Even individual violations of statutory provisions could have an enormous impact on our reputation, which we work hard to maintain every day. We require every one of our employees and anyone who works for us in any other way to internalize the rules contained in this policy, to implement them fully in their own area of work and training. The Ethics and Compliance policy as well as our compliance organization and the compliance management support every employee or affected third party in all compliance issues, especially in case of doubt. We request that this assistance is actually utilized. Let's protect our good reputation together! Global integrity is the basis for our sustainable and future success.

The Code of Conduct includes the following articles. Detailed information on the contents can be found on the company website.

- Art. 1:** Compliance with the law
- Art. 2:** Fair competition and antitrust law
- Art. 3:** Gifts and hospitality
(in particular the ban on corruption)
- Art. 4:** Security, data protection and handling of confidential information
- Art. 5:** Product quality and safety
- Art. 6:** Handling of business assets
- Art. 7:** Avoidance of conflicts of interest
- Art. 8:** Social and ethical responsibility
- Art. 9:** Export control and customs
- Art. 10:** Sustainability and environment
- Art. 11:** Violation of the Code of Conduct
- Art. 12:** Information and training



Rosenberger is not only concerned about future developments of the environment but also any contingencies which may potentially endanger processes in the company. Here, Rosenberger's risk management develops preventive measures and strategies for coping with natural hazards or catastrophic events, therefore ensuring the Rosenberger Group's ability to deliver as quickly as possible and to limit damage.

All measures and procedures are of course regularly updated and are valid for all Rosenberger sites.

Rosenberger is committed to the issue of conflict minerals, although currently no legal obligation in Germany exists. It is of great importance to Rosenberger to adhere to the provisions of the Dodd-Frank Act (Section 1502) as well as the regulations of the SEC.

According to the ethical and social mission statement, responsible handling of raw materials is an integral part of Rosenberger's philosophy.

Rosenberger sees it as its duty to support the conflict-free extraction of all raw materials in the future in a sustainable way.

Thereby it is particularly important not to completely abandon sourcing raw materials from conflict regions such as the Democratic Republic of Congo, but to ensure that the raw materials used in our products are 100% sourced from CFSI-certified smelters/mines or that recycled raw materials can be used.

Economics

Management Approach

Rosenberger is represented internationally with over 20 production sites in 13 countries. This requires a comprehensive management system to help the company succeed and at the same time implement the Rosenberger philosophy. The management system is regulated by various corporate guidelines, such as mission, vision, quality, environmental, declaration of principles on human rights and environmental risks, ethics and compliance policy.

Rosenberger supplies the industry with impedance-controlled and optical technology products as well as system components for high-frequency, high-voltage, fiber optics and electronics technology, making it one of the leading companies in the industry.

The basis of this success is by ensuring the customers' requirements in terms of quality, reliability, speed and price are correctly understood and met with inventiveness, personal commitment, economic sense of proportion and technical skill for developing high-quality products.

Rosenberger is committed to supporting local companies into the supply chain to help strengthen the local economy. Through local purchase and delivery of high quality products transportation routes and times are kept to a minimum. This means that less fossil fuel is burned and emissions are reduced, which in the end also improves the ecological balance of the manufactured product.





Furthermore, Rosenberger regularly conducts employee surveys which serve to improve operational issues. Information gained from these surveys is analyzed, discussed in collaboration with human resources and the workers council followed by optimization measures being formulated.

For many stakeholders, a conscious approach to the environment, compliance with laws and the production of high quality products are of great interest.

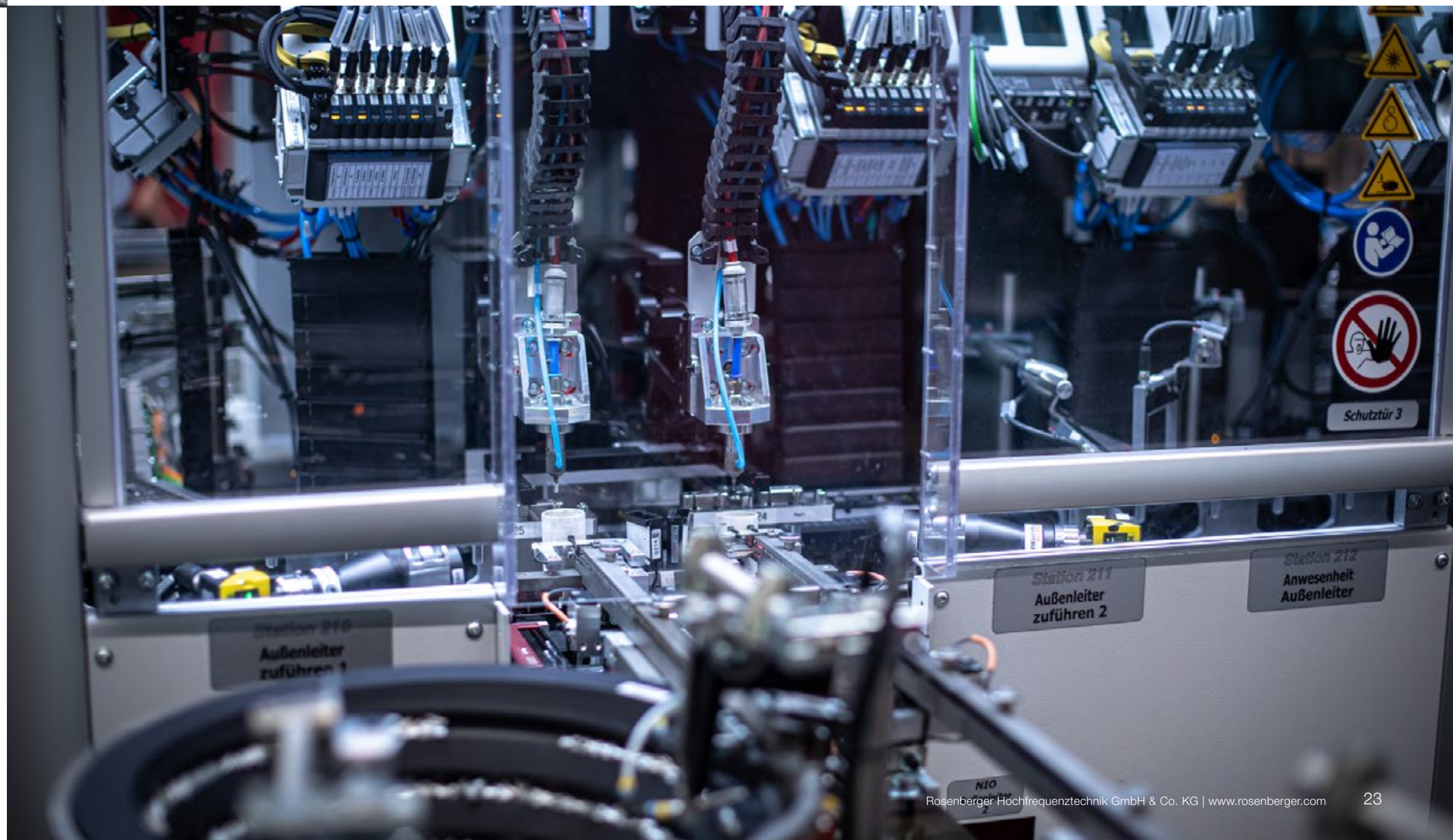
Stakeholder Management

Annually, the senior management defines and analyzes Rosenberger's stakeholders. The expectations of the interested parties are documented and their relevance to the company is derived. We are in constant exchange with our stakeholders to ensure the company's sustainable success.

The company's stakeholders are listed below:

- Shareholders: Rosenberger family
- Customers
- Suppliers
- Employees
- Municipality, county, state, authorities
- Neighbours, residents of the surrounding area
- Rosenberger subsidiaries
- Universities
- Other external partners: logistics companies, driving services, construction and trade companies, trainers, etc.
- Companies in the surrounding area
- Corporate insurance companies
- Banks, investors

Of particular importance are the interests and concerns of the Rosenberger family which is also a shareholder of the company. These include the sustainable success of the company and a responsibility to the environment.





Quality Management

The basis of success at Rosenberger is that customer expectations on quality, reliability, responsiveness and price are correctly understood and met with inventiveness, personal commitment, economic sense of proportion, technical expertise and high-quality products. Quality is a central concern of the company management and its focal points are:

Customer Satisfaction

Offering satisfactory products and services requires understanding our customers’ business activities in order to meet their expectations. Customer quality requirements are mandatory for quality management. Our own standards should exceed customer expectations wherever possible and are the duty of every single employee. This also applies to trainees to whom Rosenberger attaches particular importance as the bearers of future know-how.

Process-Oriented Management

Being aware that every service rendered is the result of a process, the recording, standardization and control of processes are of the highest priority. Internationally valid standards are adhered to. Knowledge and implementation of the respective process steps, as well as the continuous updating and improvement of their documentation, are part of the quality responsibility of each individual employee. Getting each process step right is the prerequisite for ensuring satisfactory quality is achieved on time and economically.

Error Prevention and Continuous Improvement

Prevention of errors takes precedence over their control and elimination. Rosenberger consistently applies the proven methods of preventive quality assurance from product design onwards. The dialog with the customer in the development phase is particularly important for the avoidance of errors. The continuous improvement of products and services and the necessary processes requires constant observation of the markets, industry standards, legal regulations and technologies. Rosenberger creates the conditions for this by technical means and by information, training and motivation of employees.

Comprehensive Quality Management

Comprehensive quality management ensures that defects are systematically identified and analyzed and that their causes are eliminated without delay. Suppliers make a major contribution to safeguarding the quality of our products. They are supported in the development of their quality management and in the optimization of their processes in terms of efficiency and reliability with the aim of also meeting their own high requirements for subcontractors.

Quality Planning and Assurance

With the help of an interdisciplinary project team consisting of highly qualified employees from product management, quality management, purchasing and process development, Rosenberger ensures that the required product quality and all contractually agreed customer requirements can be fulfilled.

Thanks to the company’s large number of modern equipped laboratories, Rosenberger has the capability to perform even the most extensive and highly complex simulations and product tests at the Fridolfing site. Customers appreciate this fact and therefore see Rosenberger not only as an excellent supplier but also as a strong development partner.

Quality assurance is essential for compliance with quality demands. Following the production release by the quality department, experienced Rosenberger employees carry out spot checks on individual parts during production as well as on assembled components.

Supply Chain at Rosenberger

Rosenberger maintains a comprehensive integrated management system and is certified according to the quality management standards IATF 16949 (International Automotive Task Force), DIN EN 9100 (aviation, aerospace and defense) and ISO 9001.

Furthermore, Rosenberger is certified to the environmental management standard ISO 14001, the energy management standard ISO 50001 as well as the work safety management standard 45001.

As a globally active company with the highest delivery reliability and quality, it goes without saying that Rosenberger does not compromise on the quality of its suppliers.

According to the maxim, "Think global, act local", Rosenberger strives to maintain a high proportion of local suppliers. This corporate strategy enables shorter distances resulting in reduced transportation times.

To ensure that suppliers always meet company requirements, qualified Rosenberger process auditors evaluate new and existing suppliers annually. The audit plan is based on the recognized standard VDA 6.3.



Ecology



Management Approach

For many years Rosenberger has operated as a global player in the field of high-frequency technology. In order to meet the increasing expectations of business partners and ensure environmental compliance, Rosenberger has achieved internationally recognized environmental and energy management certifications.

For maintaining compliance and to help ensure the ongoing development of the company, senior management sets annual targets derived from each department.

In addition to meeting the primary objectives of the Rosenberger Group – including preservation and conservation of natural resources – the avoidance and proper disposal of harmful emissions and waste is given great importance.

Further goals are to replace energy from conventional sources with renewable energy and to substitute environmentally hazardous materials and substances wherever possible.

Strategic collaboration with research institutes also helps in the development of new corporate strategies.

Environmental and Energy Targets

One objective for the reporting period was the further development of the energy performance indicator. The reduction in energy-related output was reduced by 0.5% compared to the previous year.

Furthermore, the goal of installing a central cooling network using the sprinkler water tanks already installed was realized.

In the field of surface technology, the pumps are to be controlled as required. These variable-speed controlled pumps result in enormous electricity savings.

Surface Treating Technology

In 2017 a new production building for the coating of surfaces was put into operation. The construction of this new electroplating facility not only involved new equipment but also the implementation of safety precautions which of course meet the European standards for the best technology available.

Since electroplating includes the use of chemicals in the galvanizing process, the new building is subject to the Federal Immission Control Act (BImSchG). The approval procedure is particularly demanding as all potential environmental impacts must be evaluated.

The safety precautions include, among other things, a fire alarm system with smoke detectors in the ventilation systems. Furthermore, the surface treating technology is secured several times, ensuring any liquids escaping from the electroplating baths are specifically intercepted.



Water, Wastewater and Waste

Rosenberger procures the water required for production processes and sanitary facilities from the municipal water supply. For thermal cooling of buildings, groundwater is used from local underground wells. This application serves to relieve the air-conditioning compressors, with the water then returned to the groundwater.

Any wastewater produced is purified to such an extent that it can be safely discharged into the municipal sewer system.

Waste such as residual waste, wastepaper, foils and Styrofoam and operating fluids containing oil (see "General Figures and data on the company"), is disposed of professionally by certified waste management companies.

In 2022, a vacuum evaporator system was installed and put into operation. By concentrating wastewater waste fractions this results in a smaller amount of waste and the distillate can be reused as process water.

Plants & Systems

Chip and Oil Treatment Plant

Due to the production process, a large proportion of the metal ends up as oil-contaminated chips in one of the two chip and oil treatment plants co-developed by Rosenberg. The cleaned oil can be pumped back into the cooling circuit. Following treatment, metal chips which now contain less than three percent oil are sorted and returned to the material supplier. This ensures optimum recycling of the materials and allows the purchasing of only small quantities of new raw materials.



Biomass Heating Plant

The highly efficient biomass heating plant is a special feature. Around one sixth of the energy required is generated by using renewable energy sources, in this case domestic wood chips.

Rosenberger can cover more than 98% of its heating requirements by using the biomass heating plant. To satisfy the same energy demand using heating oil would require 565,000 liters of oil. This would correspond to an emission of approx. 1,500 tons of CO₂ and which is therefore saved.

Heat Recovery

Various heat recovery systems are used to recover heat from exhaust air, air compressors and the oil used for cooling the production processes. The heat generated in this way is currently used to supplement heat generation from biomass, for heating buildings and thus contributes to saving heating oil as an energy source.

The new energy center is equipped with four air compressor and heat recovery systems.

Since 2008, these have recovered around 4,200 MWh (extrapolation to the current reporting year under review) of energy for heating. Accordingly, over 1,000 tons (extrapolation to the current reporting year) of carbon dioxide were saved.

To further increase the efficiency of our heat recovery the waste heat from the compressed air generation is used as process heat for our surface technology.

In this way, the amount of heat energy recovered can be increased to approx. 1.5 GWh per year which enables savings of over 2,000 m³ of wood chips per year.



Photovoltaic System

In the reporting period, Rosenberg installed further photovoltaic systems at the Fridolfing site. As a result, the site now has approx. 4,600 PV modules on a roof area of 7,800 m². The system supplies the company with approx. 1,700,000 kWh of solar power per year, saving almost 715 tons of CO₂ per year. Added to this is the reduction of other emissions such as lead, nitrogen oxide and mercury.

A special feature of the Rosenberg PV system is the so-called zero feed-in. By using 100% of the electricity produced by the solar plant, Rosenberg does not feed into the public Grid, therefore waiving the state feed-in tariff.

Reduction by Vacuum Evaporator System @ HQ in Fridolfing

KPI	Before installation	After installation	Reduction in %
External waste consumption (in t/y)	251	87	-65%
Internal waste water treatment costs (in €/m ³)	104	55	-47%
Fresh water savings (in m ³)	0	1000	This corresponds to a saving of approx. 3% of total consumption
CO ₂ e (in t/y)	15	5	-65%

Emissions Report 2024

Introduction

Climate change is one of the greatest challenges of our time. The issue has long since moved beyond scientific circles to reach the center of society. Politicians, business leaders and the general community are following events and discussions with growing interest. With the Paris Climate Agreement on Nov. 4, 2015, a milestone was reached in climate protection. The international community of states committed itself to the binding goal of limiting global warming to below 2°C. In order not to exceed the remaining CO₂ budget, decarbonization of the economic system is necessary by 2050.

By planning and calculating its carbon footprint Rosenberger is laying the foundation for understanding and managing the emissions from its business activities. In addition, Rosenberger is demonstrating its awareness of climate change by offsetting emissions to become a climate neutral company.

Scope of Calculation

The reporting period in this report covers a full year from January 1 to December 31 and refers to the 2024 fiscal year.

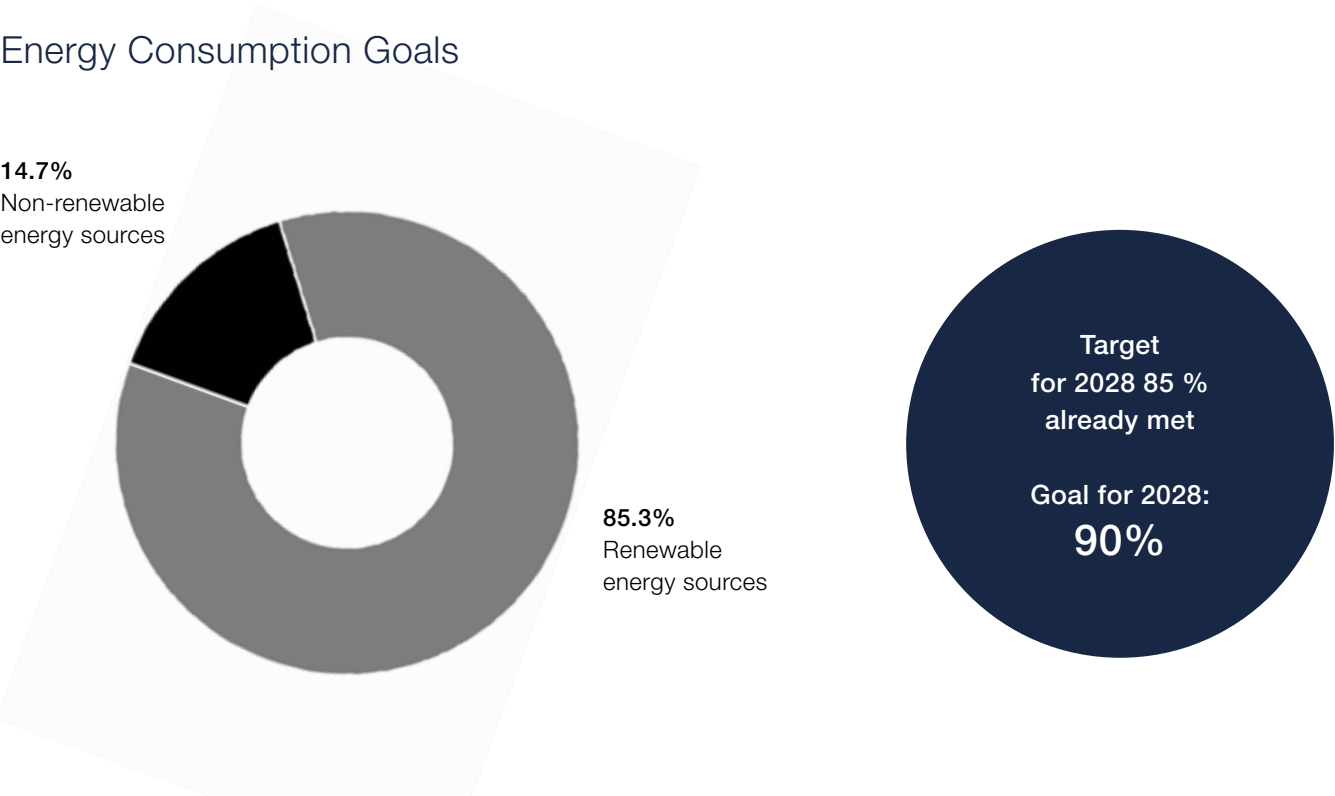
To define organizational boundaries, a company must choose an approach for the consolidation of greenhouse gas emissions. This step is particularly important for companies that have joint ventures or equity investments in other companies, as the emissions may differ depending on the consolidation approach. When using the equity share approach, the GHG emissions are recognized on the basis of the company's share in the equity of the operation. Alternatively, the control approach takes into account the emissions over which the company has control, either financially or operationally. To determine the greenhouse gas emissions of Rosenberger Hochfrequenztechnik GmbH & Co. KG, the operational control approach was chosen.

The reporting was carried out at Group level. The following activities of the 24 production sites were recorded and taken into account. In accordance with the Greenhouse Gas Protocol, reporting on Scope 1 and 2 is relevant as an operational boundary.

Reduction of GHG Emissions

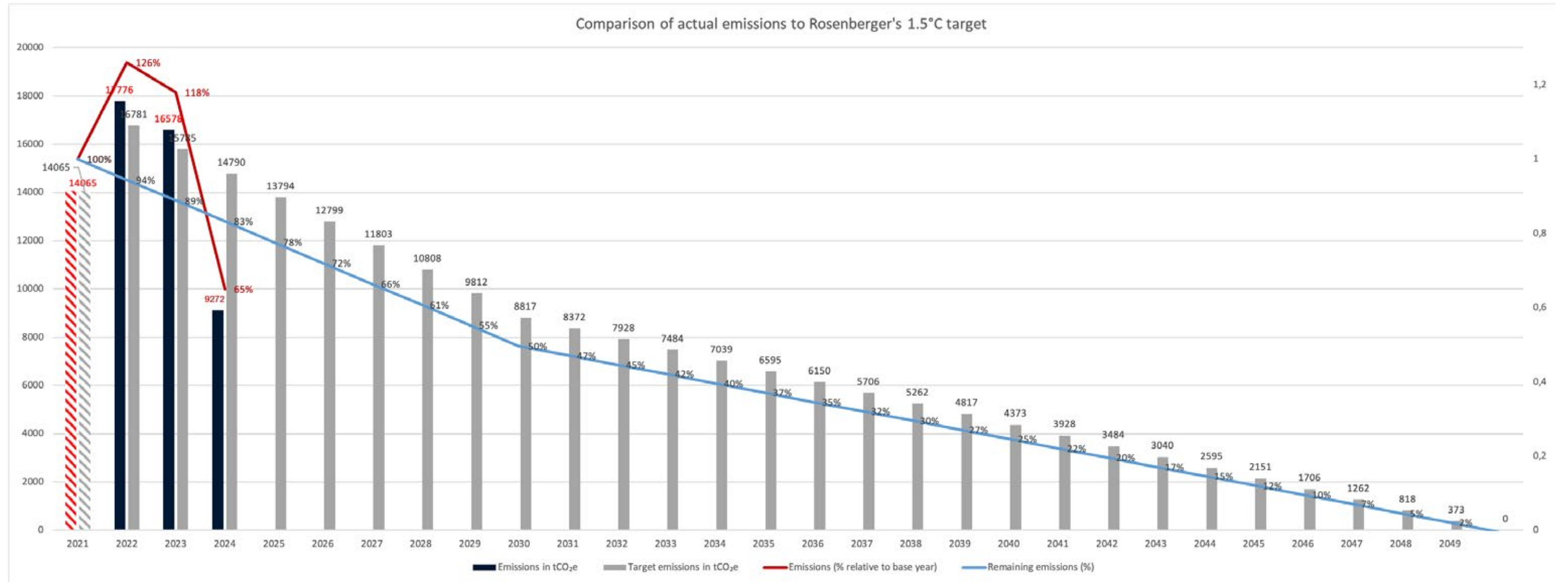
The Scope 1 CO₂ equivalents of 626 tons were offset by means of a climate protection project. Rosenberger stands for the global use of electricity from renewable energies. Currently around 85% of the electricity consumed comes from renewable sources. The goal for 2028 is to increase this share to at least 90%.

Energy Consumption Goals



KPI	2022	2024	2028	2030
Increase in the percentage of renewable energy used in total energy consumption	63%	85%	90%	95%
Emissions Scope 1 and 2	-20%	-35%	-50%	-60%
Emissions Scope 3	-5%	-15%	-20%	-30%
Waste	-5%	-10%	-15%	-20%

Scope 1 and 2:
Rosenberger's Progress Toward the 1.5 °C Emissions Reduction Pathway



Social Responsibility

Management Approach

The commitment to social and ethical responsibility is an essential part of the Rosenberger corporate philosophy. The Rosenberger Group is committed to full compliance with social and ethical conventions according to the international standard SA8000®.

The standard includes, for example, the prohibition of child labor and forced labor as well as discrimination and physical disciplinary measures. In addition, a degree of regulation governing health and safety in the workplace and compliance with statutory working time are covered by this standard.

The safety regulations at Rosenberger are stringent as we consider ourselves responsible for the well-being of our employees. For this reason, our employees are subjected to regular training courses which cover general safety-relevant topics and regulations for the respective area of work.

Social and Ethical Responsibility

The implementation and monitoring of the principles set out in the corporate “Social and Ethical Responsibility” mission statement are the responsibility of the management and the employee representatives.

This mission statement is binding for all Rosenberger sites, in Germany and overseas. Rosenberger suppliers are requested to do everything necessary to implement this mission statement within their companies.

Rosenberger supports clubs, schools, cultural organizers, and social projects in the surrounding communities. As part of this, Rosenberger is involved in sports sponsoring in amateur and team sports clubs, especially in the promotion of young talent in the children's and youth sector, while also making important contributions to social projects, such as rescue services, hospital facilities and crisis intervention teams.

Declaration of Principles on Human Rights and Environmental Risks

Our Approach Respect for Human Rights and the Environment

This policy statement explains and reaffirms our requirements for responsible and sustainable behavior as set out in our Mission Statement and the Supplier Code of Conduct. Both documents are an integral part of the agreements with our employees and suppliers. At Rosenberger, the customer and social responsibility for our employees are at the center of our thoughts and actions.

Our entrepreneurial activities are therefore based on the following guidelines and standards:

- Universal Declaration of Human Rights of the United Nations
- International Covenant on Civil and Political Rights
- International Covenant on Economic, Social and Cultural Rights
- Declaration of the International Labor Organization (International Labor Organization, ILO) on the Fundamental Principles and Rights at Work Labor
- Guiding Principles on Business and Human Rights of the United Nations
- Principles of the UN Global Compact
- OECD Guidelines for Multinational Enterprises (Chapter IV)
- SA 8000® standard



Our Human Rights and Environmental Risk Management

We are aware that our business activities may also be associated with human rights and environmental risks. We are supplier to the electrical and electronics industry with our Interconnect and Test & Measurement business areas, as well as for the automotive industry with our Automotive business area. For this reason the human rights and environmental risks that exist for the electrical and electronics industry as well as the automotive industry, are also important for Rosenberger.

For both industries, the extraction and processing of raw materials, especially metals, is associated with increased human rights and environmental risks. These metals are often mined in countries with higher governance and human rights challenges and in some cases in small-scale mining. Several metals are essential for our products.

Particularly noteworthy here are copper and gold, and to a small extent cobalt and nickel for coatings and as alloy components. Further human rights risks include working time and occupational safety risks in the production of electronic components - particularly in Asian countries and all production steps with a high manual content. We counter the risks through our human rights and environmental risk management. In our risk analysis we include all relevant internal departments and apply tools and information.

We prevent the violation of human rights and environmental obligations in our own business area through training, work instructions and, where appropriate, internal audits.

This is combined with continuous monitoring of risk analysis, which incorporates information from our whistleblower system. We expect that our suppliers share our values. They therefore confirm our Supplier Code of Conduct as the basis for our cooperation.

We continue to use risk analysis tools that are provided by industry associations and public authorities, which especially consider the country of origin, the type of activity and existing certifications. All risk mitigation measures are reviewed regularly and, on an ad-hoc basis. We do not accept any violations of human rights obligations in our own business area and rectify these immediately. In the same way, our suppliers must also ensure that human rights and environmental risks are mitigated as far as possible in their value chain. This is set out in our Supplier Code of Conduct, which is mandatory.

Complaints Procedure

Our employees and business partners can report actual or potential breaches of regulations via our whistleblower system. The processing of reports of (potential) breaches of regulations are handled by specially qualified employees (e.g. in particular from the Compliance department), who carry out a risk-based review and initiate appropriate risk-mitigating measures. Rosenberger is committed to protect whistleblowers in accordance with the applicable laws.

Human rights and good working conditions

- Prohibition of child labor
- Prohibition of forced labor and slavery
- Right to health and safety in the workplace
- Compliance with legal requirements regarding working and rest periods
- Freedom of association and the right to collective bargaining
- Equal opportunities and protection against discrimination
- Prohibition of withholding an appropriate wage
- Prohibition of land grabbing
- Guarantee of compliance with human rights even when using own security forces or private security service providers

Environment and Emissions

- Emissions must be kept to a minimum and must comply with all applicable legal and regulatory requirements. They must not be likely to affect the production of food, access to drinking water or harm the health of people.
- Legal requirements and international conventions on environmental protection or the restriction of certain substances must be complied with. These include, but are not limited to the Minamata Convention, the EUPOP Regulation and the Basel Convention.
- Transparency in complying with this declaration of principles is important to us. It creates trust with our employees, customers, suppliers and the public and helps us with continuous improvement. We therefore report annually in accordance with the official requirements and on our homepage about the results of our risk assessment, the risk mitigation measures and any existing residual risks.

External Reports

Rosenberger has been involved in initiatives for many years and reports to the following platforms:

- CDP
- EcoVadis
- NQC SAQ5.0
- Integrity Next

Cooperation with Universities

In university sponsoring, Rosenberger cooperates in projects and partnerships with colleges and universities and supports them with expert know-how and product samples.

Currently, sponsorship projects are underway with the Federal Ministry for Education and Research, the Bavarian Ministry of Economic Affairs and the German Federal Ministry for Economy and Energy. Rosenberger promotes employee activities in health and sports with fun and enjoyment of sporting activities, team spirit and collegial cohesion outside the company considered a matter of priority.

Rosenberger Teams Participate in:

- City runs
- Company soccer tournaments
- Ice field hockey tournaments
- Ice stock sport tournaments
- Bike races

For more than four years Rosenberger has been running an employee competition making a valuable contribution to both the protection of environmental and charitable organizations. In the annual challenge "Schlag den Peter" (Beat Peter), employees are encouraged to go to work by bicycle. It takes place in summer and winter.

For every kilometer cycled, Peter Rosenberger donates to a charitable institution. In the 2024 Bike Challenge, 220 employees took part and achieved in total 191,715 kilometers. This saved 38 tons of CO2 that would otherwise have been emitted by car.



Sustainable and social projects, clockwise from top left:

- Award for the Laufen site as a "Blooming Company" by Thorsten Glaube (Bavarian State Minister for the Environment and Consumer Protection)
- Charity golf tournament in Anthal golf resort
- Training day at the Fridolfing site
- Health meeting point: free fitness studio for Rosenberger employees (m/f/d)

Sustainable Development Goals



Sustainable Development Goals (SDGs) have been created by the United Nations and comprise 17 political goals for sustainable development in ecological, economic and social areas. The objective of the SDGs is to counter global challenges such as poverty, water scarcity, climate change and injustices of all kinds and to implement the targets by the year 2030.

Consequently, Rosenberger believes it has a responsibility and is committed to fulfilling these goals. The following development goals are of particular relevance:

SDG 3: Health and Well-Being

Rosenberger considers the well-being of its employees and people in the vicinity and therefore offers employees courses on preventive care in health and nutrition.

SDG 4: High-Quality Education

Rosenberger trains young apprentices in technical professions and offers various dual study programs. In addition, it is important to pass on knowledge and know-how, so that all employees can benefit from existing experience.

SDG 5: Gender Equality and
SDG 10: Reduce Inequalities

Rosenberger treats all employees equally, regardless of gender and physical limitations. Rosenberger takes a stand on discrimination of any kind within its workforce.

SDG 8: Decent Work and Economic Growth

Rosenberger offers attractive jobs, reasonable working hours and various social benefits.

SDG 9: Industry, Innovation and Infrastructure

Rosenberger is characterized by a high proportion of added value and innovative strength.

SDG 12: Responsible Consumption and Production Patterns

Rosenberger is continuously working on improvements to its products and production processes to save and recycle as much material as possible.

SDG 13: Climate Protection Measurements

Rosenberger cares about the environment. For this reason, continuous efforts are being made to reduce CO₂ emissions and energy consumption in the company.

Specification	Subject	Comment	Page
Organization Profil			
102-1	Organization name		2
102-2	Activities, brands, products and services		6, 7
102-3	Company headquarters		6, 7
102-4	Operating sites		14, 15
102-5	Ownership and legal form		6, 7
102-6	Markets served		6, 7
102-7	Size of organization		7
102-8	Information on employees and other staff		12
102-9	Supply chain		26, 27
102-10	Significant changes in the organization and its supply chain	no changes	
102-11	Precautionary approach and precautionary principle		26
102-12	External initiatives		30-33
102-13	Memberships of associations and interest groups		12
Strategy			
102-14	Statement by the chief operating decision maker		4, 5
Ethics and Integrity			
102-16	Values, principles, standards and norms of conduct		16 - 19, 26 - 31
Leadership			
102-18	Governance structure		14, 15
Stakeholder Engagement			
102-40	List of stakeholder groups		22, 23
102-41	Collective agreements	Rosenberger is not bound by collective agreements	
102-42	Stakeholder identification and selection		22, 23
102-43	Approach to stakeholder engagement	No explicit stakeholder engagement measure in the context of reporting	22, 23
102-44	Key issues and concerns raised		22, 23
Reporting procedure			
102-45	Entities included in the consolidated financial statements		10, 11
102-46	Procedure for determining the content of the report and the delimitation of topics		2
102-47	List of material topics		42, 43
102-48	Restatement of information	Presentation of global data	
102-49	Change in reporting	Presentation of global data	
102-50	Reporting period		2
102-51	Date of last report	2022	
102-52	Reporting cycle		2
102-53	Contact point for questions regarding the report		44
102-54	Declaration on reporting in accordance with the GRI standards		2
102-55	GRI content index		42, 43
102-56	External audit	No external audit	

Specification	Subject	Commment	Page
Ecology			
302-1	Energy consumption of the organization		10, 11
303-1	Water withdrawal by source		10, 11
305-1	Direct GHG emissions (Scope1)		10, 11
305-2	Indirect energy-related GHG emissions (Scope2)		10, 11
305-3	Other indirect GHG emissions (Scope3)		10, 11
305-5	GHG emissions reductions		10, 11, 34, 35
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions		10, 11
306-1	Wastewater discharge by quality and point of discharge		30, 33
306-2	Waste by type and disposal method		30, 33
306-3	Significant leakage of harmful substances	No significant leakage of harmful substances present	
306-4	Transportation of hazardous waste	No own transportation of hazardous waste	

List of Abbreviations

CO ₂	Carbon Dioxide
t	Tons
MWh	Megawatt-Hours
m ³	Cubic Meter
m ²	Square Meter
SEC	Securities and Exchange Commission
CFSI	Conflict-Free Sourcing Initiative
ISO	International Organization for Standardization
IATF	International Automotive Task Force
VDA	German Association of the Automotive Industry
DIN	German Standards Organization
EN	European Standard
BImSchG	Federal Emission Control Act
kW	Kilowatt
ARC	Autonomic Robotic Carrier
BHW	Biomass Heating Plant
kWh	Kilowatt-Hours
SDG	Sustainable Development Goals
GHG	Grerenhouse Gas

Contact person
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Head of Environment and
Approval Management



Website

For further informations refer to our website:
www.rosenberger.com

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