

# SUSTAINABLE ACTIONS & IMPACT STORIES





# FOREWORD

Dear Readers,

As a family-owned company deeply rooted in our region, environmental preservation and sustainability are of great importance to us. Together with all partners in our value chain, we are systematically working to bring about long-term positive change.

Since our founding in 1953, our company has remained family-run. A clear sign of our commitment to securing the future is the joint management by the second and third generations.

We aim to maintain and expand our production sites for many generations to come. That is why we focus on the careful use of nature and all available resources — for the benefit of future generations.

We are pleased to present some of our successful initiatives and corporate guidelines in this report.

*Christa Hammerschmidt*

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*Frank Hammerschmidt*

Executive Management





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# COMPANY

FACTS AND FIGURES  
CODE OF CONDUCT  
GUIDING PRINCIPLES, VISION AND MISSION



## 1.1. FACTS AND FIGURES

The founding of the company by Ernst Roeser in 1953 was based on an innovation: the application of screen printing for glass decoration. Thanks to technological advancements, this 2,000-year-old technique could now be applied directly to glass — and shortly thereafter to plastic materials as well. Since then, we have remained true to our innovative roots and have perfected additional methods for decorating glass, plastic and aluminium. Roeser can look back on more than 70 years of experience in refining glass and plastic containers for the cosmetics, beverage, and healthcare industries. Today, we are a dynamic company and one of the world's leading providers in the field of packaging decoration. Roeser operates at two main sites in Germany, which are only 5 km apart: Kleintettau in northern Bavaria and Spechtsbrunn in Thuringia.

Additionally, two sister companies – Vallo & Vogler GmbH in Lower Saxony and Trebes GmbH in Bavaria – belong to our group. Across all four locations, around 400 employees carry out up to 400 million product refinements per year and serve more than 200 customers. All sites contribute to the sustainability efforts of the entire corporate group.

Our company is also progressive when it comes to gender equality: Women naturally hold leadership positions here. Two of our three managing directors are women – as are the heads of both production and operations. For years, we've been sending a clear message: competence knows no gender.

We also actively promote diversity in training. For example, young women in our company are learning technical professions that have traditionally been male-dominated.



## 1.2. CODE OF CONDUCT

Our company places great importance on ethical standards and compliance with applicable laws. The Code of Conduct outlines the guidelines and principles for the business behavior of all employees and external partners.

It serves as a guiding framework for our organization and encourages all individuals to act in accordance with the law. Responsibility for adhering to these principles lies with every employee and partner within the Roeser Group.

Our Code of Conduct covers the following topics:

- \_Social Responsibility
- \_Employee Health and Safety
- \_Protection from Harassment and Abuse
- \_Working Conditions
- \_Business Practices and Fair Competition
- \_Quality and Energy Management
- \_Sustainability
- \_Confidentiality Obligation
- \_Data Protection
- \_Applicability of the Code of Conduct
- \_Selection of Suitable Employees, Suppliers, and Business Partners
- \_Violations of the Code of Conduct
- \_Whistleblower System



## 1.3. GUIDING PRINCIPLES, VISION AND MISSION

Roeser's vision is to offer first-class decoration services for glass and plastic packaging – with strong family values, rooted in the region, and leading across Europe.

Our mission statement reflects who we are, what we stand for, our objectives, and how we collaborate — both among employees and with our business partners. Our five core values — competence, respect, reliability, team spirit, and efficiency are reflected in everything we do.

Our mission is built on six key pillars:



Complete Decoration – All decoration options from a single source



Responsibility for the Environment and the Region



Innovation and Technological Leadership



Customer Service and Solution Orientation



Commitment to Quality



Collaboration and Solidarity





# SUSTAINABILITY

ECONOMY  
ECOLOGY  
SUSTAINABILITY-ORIENTED PROJECTS

PRINCIPLES  
GOALS  
INITIATIVES





Sustainability has been a deeply rooted principle of our company since its founding. Management actively promotes it across all areas. Our ambition is to continuously enhance the sustainability of the Roeser Group and its affiliated companies, consistently challenging and improving the status quo.

## 2.1. ECONOMY

### 2.1.1. Sustainable Corporate Governance

As a long-standing, regionally rooted family business, we are committed to sustainable corporate goals. Long-term planning and continuous investment in new technologies and in the expertise of our employees form the foundation of our ability to remain competitive and high performing in the future.

By managing financial resources consciously and responsibly, we are able to achieve healthy growth and ensure the long-term stability of our

company. We follow a conservative financing strategy, aiming to remain as independent as possible from external financial partners.

In addition, we have defined clear targets in the areas of energy management, water consumption, waste reduction and CO<sub>2</sub> reduction — and we are continuously achieving measurable progress in these areas.

### 2.1.2. Energy Management

Our main environmental impact stems from the use of significant amounts of energy like electricity and natural gas for our production processes. The majority of this energy is used for pre- and post-treatment of the products we decorate. This is necessary for ink adhesion and is required by our customers for quality reasons.

Therefore, our main ecological initiatives concentrate on reducing our energy intensity and improving energy efficiency. We measure energy intensity with the Energy Performance Indicator (EnPI = kWh consumed per Euro of revenue). We track and optimize this since 2014.

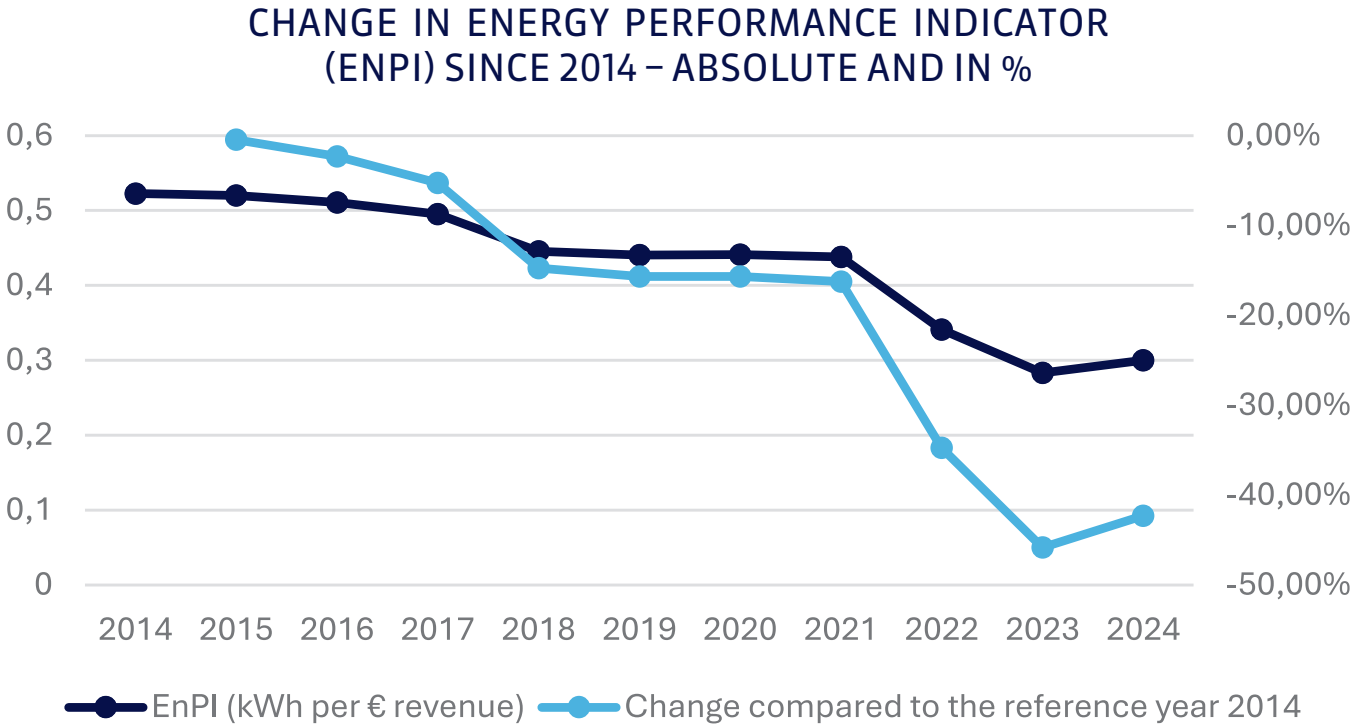
In the first optimization period up to 2020 we had a target of improving this measure by 5% in total or 1% per year. We overachieved this with reductions of 16% overall in the period.

For the period from 2020 to 2025 we set ourselves the target to improve again by 10% in total or 2% per year. The evaluation of the data up to 2024 already shows that this target will again be clearly exceeded: From 2020 to 2024 the EnPI has been reduced by 31,9%. For electricity it was reduced by 33,6% and for gas it was reduced by 27,0%.



As a result, we have significantly improved our energy efficiency and made an important contribution to sustainable business development. This development was accelerated, among other points, by the energy crisis in Germany in the years 2022/2023, which was the result of the war between Russia and Ukraine and the corresponding changes in German energy supplies and prices. The most significant energy savings have come from the targeted change

of production methods from ceramic screen printing to UV and LED-UV screen printing. While very energy-intensive high-temperature (approx. 600°C) gas or electric lehrs are required for curing ceramic screen printing, UV printing requires only UV light for curing. The next step which is currently under way is the change from conventional UV- to LED-UV curing, again saving significant amounts of electrical energy.

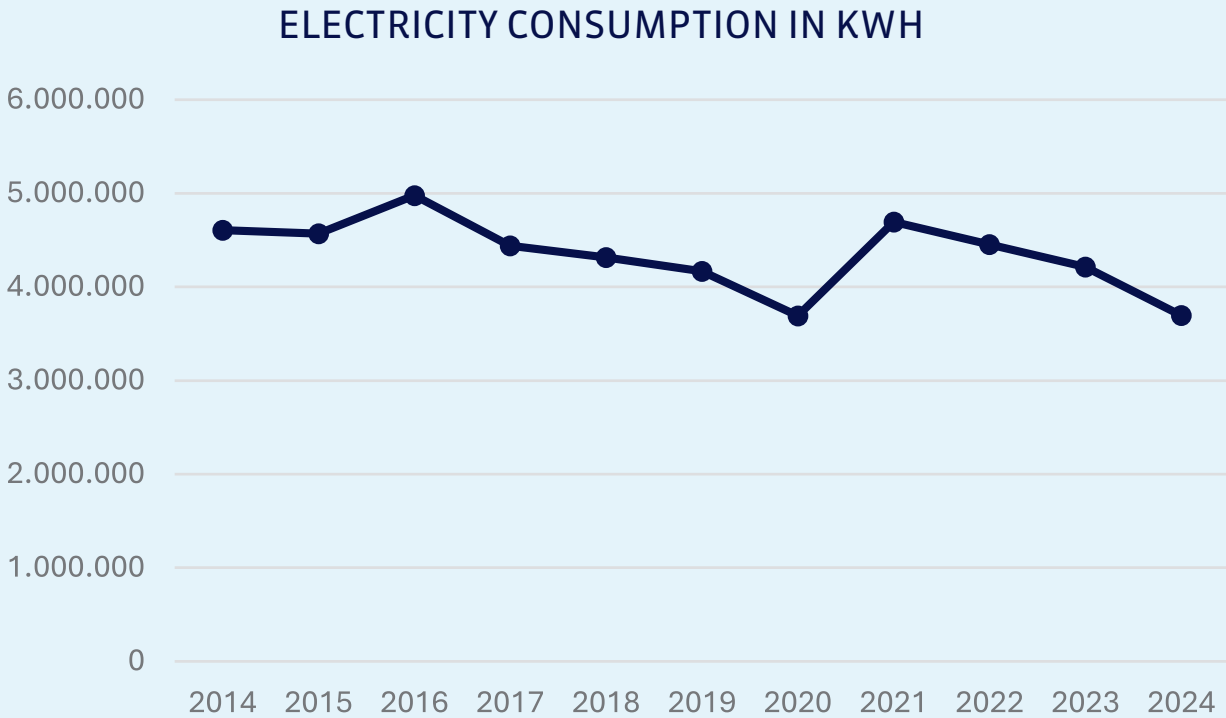


These optimization processes go along with intensive process and product development on the part of our ink suppliers with whom we work closely on development projects. Due to this and due to the capital-intensive investments, which need to be made on the way, the optimization process requires periods of several years for each significant savings step. Beyond

this, all viable energy-saving measures like LED lighting, heat recovery from compressors, building insulation, and so on are already being implemented, reflecting our commitment to responsible energy management and continuous improvement. Apart from improving energy efficiency, a complete switch to green electricity has been considered and analysed in

detail. Since the cost-benefit ratio is too unfavourable currently, this option is not currently being pursued. The current electricity mix which we receive from our supplier already contains 50% - 60% renewable energy. To further increase the share of renewable electricity, we are currently evaluating the sourcing of regionally generated wind or solar power with the use of PPAs or otherwise. If this proves feasible, the proportion of renewable energy could be significantly increased starting already in 2026. There are currently several large renewable energy projects for wind and solar power running in the immediate surroundings of our production plants, which we actively support. As soon as electricity from the region becomes available, we intend to purchase it. Furthermore, we have had several projects to install solar power panels on the roofs of our production buildings. Due to legal restrictions regarding the

structural stability in our low mountain range area this is not possible, unfortunately. We continue to assess options in this area considering new technological possibilities, like photovoltaics on facades. Given that the building in Kleintettau is not structurally suitable for the installation of solar panels, an assessment is currently underway to determine whether a carport structure could serve as an alternative solution for implementing photovoltaic systems on site. Our energy goals focus on maintaining and further improving our current low electricity intensity and evaluating the feasibility of increased use of renewable energy. The following analysis examines and explains the development of electricity and gas consumption over the period from 2014 to 2024. The results are presented in the form of diagrams in order to clearly illustrate relevant trends and changes over time.





## 2.2. ECOLOGY

### 2.2.1. Resource-Efficient Machinery and Processes

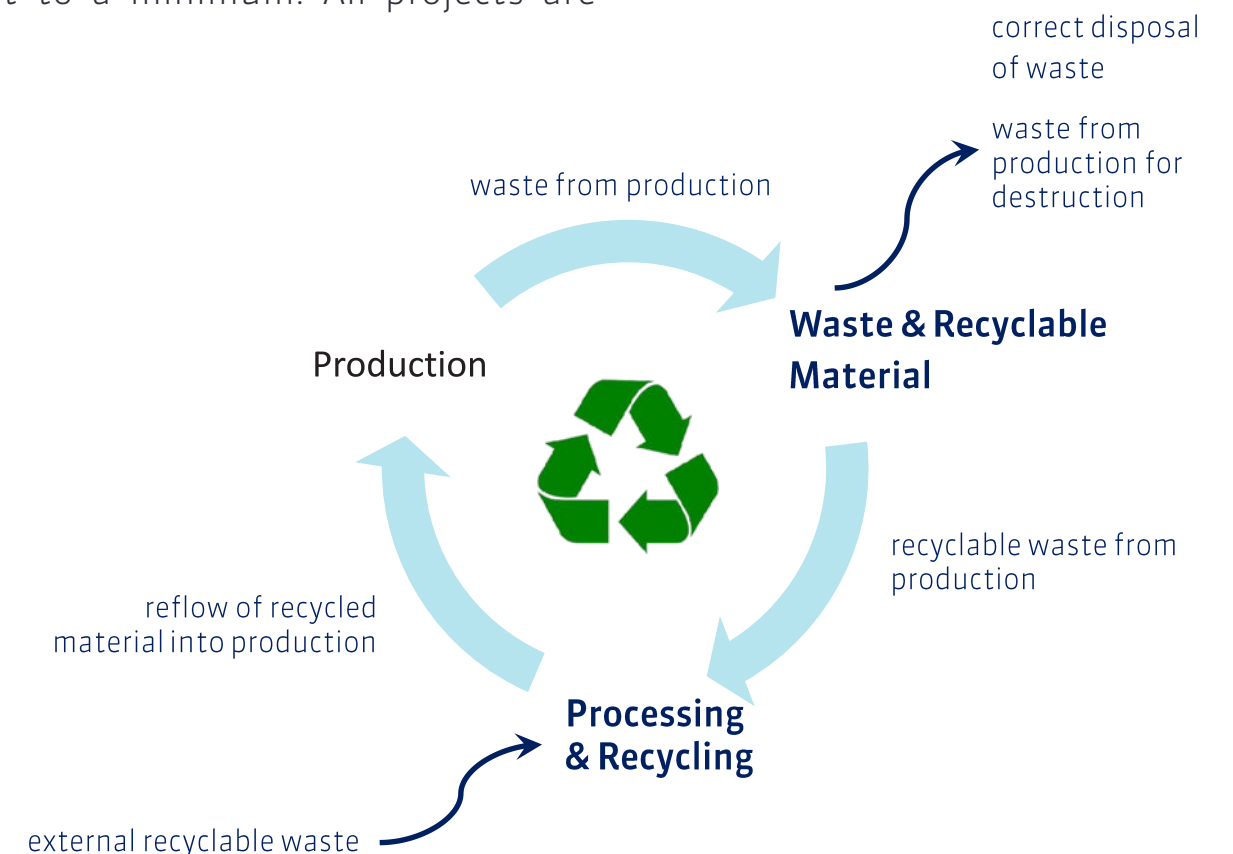
Protecting the environment is a top priority for us. That's why we implement a wide range of measures to reduce our energy consumption and resource use to make our operations as environmentally friendly as possible:

- We continuously replace older machines and drying ovens with the latest technology. This allows us to reduce energy consumption through greater efficiency and cutting-edge innovations. Our production uses state-of-the-art technology for packaging decoration.
- Many of our fully automated and digitized systems are equipped with modern camera-based quality control. These systems detect even the smallest printing defects in real time, helping to minimize waste and preserve resources.
- For an increasing number of decoration processes, we are switching to low-temperature organic inks as an alternative to high-temperature ceramic processes. We recommend finishes that can be dried at temperatures below 200 °C or cured using energy-efficient UV and LED UV drying. This results in significant savings in gas and electricity.
- By using filtered intake air and precise exhaust control, we extend the life span of our UV lamps by at least 50%.
- Our ovens are continuously optimised and heat curves monitored for optimum functioning and efficiency. Any excessive heat is used for keeping the building warm.
- We exclusively use heavy metal-free, REACH-compliant inks.
- In prepress, we rely on environmentally friendly substances and use direct laser exposure for screen and cliché production.
- With the help of digitization, we aim to reduce and eventually eliminate the use of paper in both production as well as administration we made significant progress in this area.
- We utilize CAD software to accurately translate customer specifications into production designs, thereby ensuring high precision and minimizing waste.
- We do not use energy intense climatisation devices.

### 2.2.2. Waste Reduction and Recycling

The waste management cycle describes the exact process of waste disposal at Roeser. All recyclable waste is directed into appropriate recycling streams, and proper disposal ensures the protection of our environment. To reduce paper consumption — and thus the need for disposal — we switched to email invoicing many years ago. As a result, we have already reduced our paper usage by more than 30%. In addition, all other documents are, wherever possible, stored electronically or duplicated digitally. By reusing shipping boxes and materials, we are also able to reduce the consumption of cardboard and help protect the environment. Our strict quality management and standardized processes ensure that waste in our production is kept to a minimum. All projects are

continuously analysed throughout the year to identify efficiencies and further improve processes. In 2024, total waste disposal costs rose to €23,446.28, up from €20,163.07 in 2023. This increase is primarily due to rising disposal fees charged by service providers, despite a reduction in total waste volume. Compared to the previous year, total waste volume decreased by approximately 17.5%. Significant savings in paper and plastic waste contributed to this reduction. However, higher unit prices — especially for paper/cardboard and commercial waste — led to an overall cost increase. By washing and reusing protective gloves we use when handling our customers' products we ensure the highest product quality and cut waste.





### 2.2.3. Investments in and Procurement of Renewable Energy

In the area of three of our production facilities, several large new projects for renewable energy are currently under way or already completed.

The solar park in Langenau, only 3 km from our production plant, was completed in 2025. It has a capacity for close to 10 MWp and will generate almost 10.000.000 kWh per year. The purchasing of electricity from this park is currently evaluated together with the operator.

The Wind and Hydrogen Park Rennsteig is a joint project by several municipalities in Bavaria together with an investor to promote renewable energy. One of the participating municipalities is home to our production plant in Kleintettau.

The park will include 15 latest-

technology wind turbines with a total capacity of over 100 MW. A hydrogen production facility is planned in addition. Several of the wind turbines will be situated only 2-3 km from our production facility, opening up the possibility of direct supply of electricity to our plant. Electricity from the wind park will be available from 2026 or 2027.

The goal is to ensure regional energy supply and contribute to the energy transition. These projects enjoy strong public support and are actively supported by Roeser as well. Subject to feasibility, we may also consider sourcing electricity from that location or participating in the wind farm project. A detailed assessment is still required.







## 2.3. SUSTAINABILITY-ORIENTED PROJECTS

### 2.3.1. LED-UV print

To eliminate the need for energy-intensive ovens when curing printed colors on products, we are working on using UV printing to ensure long-lasting adhesion of the ink. This method already enables significant energy savings. An ongoing project is focused on further reducing energy consumption by switching to LED

UV technology. While the technical feasibility is already in place, we are currently fine-tuning the durability and print quality to ensure that the final product meets our high standards. Once these parameters are optimized, additional energy savings can be realized.

### 2.3.2 Sustainable Renovation for Resource Savings

Roeser is committed to continuously reducing the energy consumption of its buildings and therefore regularly invests in energy-efficient upgrades. A key component of this strategy is the ongoing renovation and optimization of the building infrastructure, particularly with regard to insulation and overall energy performance. In August 2025, the next stage of this effort will begin with

the partial renovation of the roof. Several sections have already been modernized in previous years; the upcoming phase will expand the scope of this work. The enhanced insulation is expected to significantly reduce heating energy demand, contributing to environmental protection and lowering operational costs over the long term.



# QUALITY AND PROGRESS

INNOVATION  
AUTOMATION  
INNOVATIVE COATING SYSTEM  
SMART QUALITY CONTROL



ROESER  
Decoration

ROESER.  
Passion for Decoration





## 3.1. INNOVATION

Our company relies on the latest and most advanced technology for packaging decoration in all decoration options that we offer. When selecting our machinery, we pay close attention to energy consumption as well as resource and climate protection.

## 3.2 DATA-DRIVEN AUTOMATION FOR HIGHER EFFICIENCY

Since 2023, machine data acquisition (MDA) has no longer been limited to a pilot project but has become a standard feature in all new machines. The aim is to collect, structure, and visually present all machine and process data. By continuously analyzing this data centrally, energy consumption, machine utilization, and personnel deployment can be optimized in a targeted manner. This not only leads to more efficient production processes but also results in a measurable reduction in energy use and CO<sub>2</sub> emissions – making a direct contribution to environmental and climate protection.

Another important development step will be the integration of a planning tool into the MDA systems. This enables production orders to be centrally planned within a single system and automatically transmitted to the respective machines. As a result, machines receive real-time information about upcoming jobs and

can seamlessly transition from one production task to the next without manual intervention. This improves utilization and responsiveness, reduces downtime, and increases process reliability.

This data-driven approach is further enhanced by the growing use of modern automation technologies such as robotic grippers, bowl feeders, and intelligent sorting systems. These ensure precise part handling and a smooth workflow in automated production environments. Importantly, automation is not intended to replace human labor but to complement it in a meaningful way: repetitive or physically demanding tasks are automated, allowing employees to focus on more complex, creative, and value-adding activities. The vision is a collaborative working environment where humans and machines work together to drive efficiency, sustainability, and innovation.



### 3.3 INNOVATIVE COATING SYSTEM

The newly introduced, electrically heated coating system, that was installed in Spechtsbrunn in 2025, is a first of its kind in Germany. Most other systems in the market use natural gas for curing the lacquer on glass. Our system uses electricity exclusively. It is specifically designed for coating glass bottles and jars, offering a

highly efficient and environmentally conscious solution. The system uses water-based paints, which are significantly more sustainable than solvent-based alternatives. These coatings do not compromise the recyclability of the finished product, making them particularly suited for circular economy applications.

### 3.4. SMART QUALITY CONTROL

Ensuring consistent quality in glass manufacturing remains a technical hurdle, particularly due to the material's inherent transparency and reflective surfaces. Traditional optical inspection systems often struggle to deliver reliable results under these conditions.

To tackle this challenge, a collaborative research initiative was launched in 2025 involving a German university and a European camera technology

provider. The project focuses on developing an AI-driven inspection solution tailored to the unique properties of glass. The outcome will be a sophisticated algorithm that enhances the performance of industrial print-inspection cameras. This advancement is expected to improve production oversight, reduce defect rates, and preserve valuable resources by minimizing material and energy waste.





# SOCIAL RESPONSIBILITY

LEARNING AND DEVELOPMENT  
WORKFORCE SATISFACTION  
WORK-LIFE-BALANCE  
PARTNERSHIPS



**ROESER.**  
Passion for Decoration





Sustainable business success begins with the people who contribute to it every day with dedication and a strong sense of responsibility. Our company places great importance on treating all employees fairly, respectfully, and supportively. Through a wide range of benefits – from health initiatives and flexible working hours to professional development opportunities – we foster a work environment where employees feel valued and motivated to perform their duties conscientiously.

This culture of appreciation not only enhances employee satisfaction and engagement but also strengthens long-term loyalty. However, our current age structure shows that a significant portion of our workforce is approaching retirement age. As a result, the number of employee departures is primarily due to retirements, reflecting the demographic shift we are actively addressing through targeted succession planning, knowledge transfer and automation initiatives.

## 4.1. VOCATIONAL EDUCATION AND PROFESSIONAL DEVELOPMENT

A high-quality education and training program for our employees forms the foundation of our company's success. Roeser places great importance on in-house vocational training and the subsequent hiring of trainees, almost all of whom receive an offer for permanent employment. Our trainers and specialists share their knowledge with the next generations. To retain young talent within the company, we are happy to support them with additional training opportunities.

To introduce young people to our company, we cooperate with local schools. As part of this initiative,

employees from our company visit schools to present various vocational training opportunities. Afterwards, students are invited to spend a day in our production facilities, where they can explore different professions and try them out for themselves. This creates a tangible connection to the careers available within our company.

Using a qualification matrix for all employees, we identify training needs and tailor our training programs accordingly. In this way, we both support and challenge our employees to achieve top performance.



## 4.2. EMPLOYEE INVOLVEMENT IN SUSTAINABILITY EFFORTS

At Roeser, we aim to raise awareness among our employees for sustainability and environmental responsibility. This commitment goes beyond resource-saving measures in production — such as using digital scanners in quality control to reduce paper consumption. We also create practical opportunities that encourage sustainable behavior in everyday life. For example, employees can charge their e-bikes free of charge on-site. In doing so, we not only support environmentally friendly commuting but also demonstrate how easily sustainability can be integrated into daily routines. Since the introduction of the JobRad program, the number of employees (7,39%) taking advantage of

this offer has been steadily increasing. Although the number of users at the Kleintettau and Spechtsbrunn sites is still relatively low, this is mainly due to the fact that many employees either walk to work or use shift buses. In addition, the company owns an electric vehicle among its company-owned cars and even has its own charging station. Employees can also use a card to charge their private electric cars there – at a reduced rate. Nevertheless, there is a noticeable rise in interest in sustainable mobility – a trend we are committed to supporting and encouraging further.



## 4.3. MONTHLY INITIATIVES FOR EMPLOYEE WELLBEING

At Roeser, the satisfaction and wellbeing of our employees are at the heart of our corporate culture. To create a positive working environment and actively support the health of our workforce, we regularly implement a variety of monthly initiatives that strengthen team spirit and contribute to personal development.

In the last year, we kicked off the year with a cheerful Carnival celebration, where colorful donuts brought joy and a sense of community to the workplace. This was followed by a “Working Together” workshop, which focused on enhancing communication and collaboration among colleagues. Physical wellbeing was also a priority: during the company run, employees had the opportunity to be active together and experience team spirit in a dynamic setting.

We also placed a spotlight on both mental health and emergency preparedness. Employees participated in a defibrillator training session and

took part in activities that raised awareness around mental wellbeing. Furthermore, we supported relaxation and recovery by offering a discount for the Bad Steben thermal spa, providing a welcome break during the winter season.

After this we featured two important topics: a first aid course equipped employees with life-saving skills, while an information session on living wills and powers of attorney offered valuable guidance on personal planning. And another highlight was the visit from an ice cream truck which brought smiles and a refreshing treat to the team during the summer heat. These examples are part of our holistic approach to fostering employee satisfaction, promoting health, and cultivating a workplace culture built on appreciation, motivation, and mutual support.



## 4.4. WORK-LIFE-BALANCE

Our employees are our greatest asset. That's why we strive to offer flexible solutions to help them balance work and family life. With over 20 different working time models, we provide nearly everyone with an option tailored to their individual needs. We also offer our employees various home office options.

Wage levels at our site are aligned with regional standards and, in some areas, slightly above average. This reflects our commitment to fair and responsible compensation practices, particularly in rural regions, while ensuring a balanced and sustainable working environment.

## 4.5. REGIONAL INNOVATION PARTNERSHIP

As part of its commitment to regional innovation, Roeser is partnering with the Technology Transfer Center of Upper Franconia (TTZ) on a forward-thinking project aimed at integrating artificial intelligence into industrial imaging systems. The objective is to create a smart detection mechanism within machine cameras that can identify production anomalies—such as misprints—at an early stage.

This proactive approach enables manufacturers to trace defects back to their source and implement targeted improvements, significantly lowering the volume of discarded products. By reducing waste and optimizing resource usage, the initiative not only boosts operational efficiency but also supports more sustainable production practices. Through the use of AI, Roeser is taking meaningful steps toward environmentally responsible manufacturing.





## 4.6. RESEARCH INCENTIVES FOR INNOVATION

To enable continuous investment, targeted funding programs such as the Research Allowance („Forschungszulage“) are applied for. This is a tax incentive granted to companies investing in research and development. The funds are used, for example, to finance development work on new processes that are more efficient and conserves resources.

We also received an award in the “Umweltinnovationsprogramm”, administered by the German Ministry of the Environment for the implementation of a new machine type with very efficient curing processes based on LED-UV.



## 4.7. CONTRIBUTION TO THE SUSTAINABLE DEVELOPMENT GOALS (SDGs)

As part of our commitment to responsible and sustainable business practices, we align our strategy with the United Nations Sustainable Development Goals (SDGs). These 17 global goals serve as a strategic framework to guide our environmental, social, and economic impact and to contribute meaningfully to sustainable development.

In the reporting year 2024/2025, we focused our sustainability strategy on three SDGs that are particularly relevant to our business:

- **SDG 8 – Decent Work and Economic Growth:**

We are committed to ensuring fair working conditions and safe workplaces—both within our company and throughout our supply chain. This includes occupational health and safety measures, employee training programs, and strict adherence to international labor standards by our partners. Our employees benefit from a high degree of flexibility in their work arrangements and receive fair, performance-based compensation. We actively encourage their participation and input: through our established employee suggestion system, team members can contribute ideas and improvements, while an anonymous feedback box provides a space for personal concerns.

To strengthen team spirit and social cohesion, we organize various events each year – including company outings and sports activities such as participation in regional corporate runs. These initiatives not only enhance employee satisfaction and team spirit but also promote a healthy and motivating work environment.



- **SDG 12 – Responsible Consumption and Production:**

We actively contribute to sustainable value creation through resource-efficient production processes, waste reduction, and responsible sourcing. Our sites continuously work to reduce material consumption and increase recycling rates. Our machinery is regularly maintained and kept up to date to ensure safe, efficient, and uninterrupted operations. When investing in new equipment, we place particular emphasis on energy efficiency and resource conservation. We deliberately choose modern technologies that not only optimize our production processes but also help reduce our environmental footprint.

- **SDG 13 – Climate Action:**

Climate protection is a key focus of our sustainability strategy. We have defined clear targets for reducing greenhouse gas emissions and are investing in renewable energy, energy-efficient technologies, and climate-friendly logistics solutions. We have significantly exceeded our initial goals of reducing energy consumption since 2014. We have a total improvement of over 40% by now already in terms of energy intensity. Nevertheless, we continue to work actively on further lowering our energy usage and minimizing waste.

We are currently evaluating the feasibility of implementing solar energy systems at our sites. Where structural conditions do not allow for this, we aim to source green electricity or power from regional providers. As of now, more than 50% of our electricity already comes from renewable sources – a significant milestone on our path toward climate-friendly business operations.

All measures are supported by measurable key performance indicators (KPIs) and clear timelines. Progress is regularly reviewed and transparently reported in this document.





# INSIGHTS

LOOKING AHEAD  
IMPRESSUM





## 5.1. LOOKING AHEAD

Sustainability is not a final destination, but an ongoing journey. This report outlines the actions we have taken, the progress we've made, and the challenges we continue to address in our commitment to responsible and future-oriented business practices.

We are proud of the steps we've already taken together with our employees, partners, and customers — and we recognize that there is still more to do. Our next priorities include further reducing our energy consumption and actively fostering collaboration with sustainable and innovative programs and initiatives.

We see this report not as a conclusion, but as a foundation for further improvement. Transparency, open dialogue, and continuous learning will continue to guide our approach.

Thank you for your interest in our sustainability report.





## 5.2. IMPRESSUM

### 5.2.1. Explanation of Reporting

The data from the years 2024 and 2025 serve as the basis for the preparation of this sustainability report.

The key figures presented in this report refer to the fiscal years 2024 and, in part, 2025. Additional information may relate to projects and measures from previous years and is marked accordingly.

This report has not been subject to an external audit.

All information, data, and key figures contained in this report were carefully collected and provided by the respective sites. Figures are rounded. Despite the utmost care, rounding, typing, or printing errors cannot be completely ruled out.

### 5.2.2. Scope of the Report

The report includes data and key figures from the companies and sites within the reporting scope. Excluded are subsidiaries that do not belong to the reporting scope or are included in separate financial statements.

### 5.2.3. Notes on Production Operations

During the reporting period, special events or operational particularities may have influenced certain key figures. These are explained in the report where applicable.

### 5.2.4. Participants and Contact Persons

The report was prepared with involvement from the management team as well as relevant departments and site representatives, including but not limited to:

- Controlling
- Health and Safety Management
- Energy Management
- Quality Management
- Human Resources
- Purchasing
- Sales
- Marketing
- Sustainability Management





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**R**  **E S E R**   
Passion for Decoration