

# AERZEN

## Sustainability Report 2022

### Engineering for a sustainable world!

Imagine a world with new solutions for future generations.  
Imagine a world of clean water, renewable energy and less resource consumption.  
Imagine **AERZEN**.



**AERZEN**  
EXPECT PERFORMANCE

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# 1. Foreword from Management

Dear Readers,

„Engineering for a sustainable world“ - this is our claim and shows where the focus of sustainable management lies at AERZEN: global megatrends such as climate change, the growing world population with the associated urbanisation and the resulting increase in demand for clean drinking water, as well as the careful use of natural resources and a predominantly regenerative energy production in the future. As a machine and system manufacturer, we use our innovative strength and our daily actions to find and develop individual solutions for the global challenges in the ranges of wastewater, industry, chemicals, energy, food and maritime applications for a world that will be worth living in in the future.

Climate change and a growing world population require a water supply that is able to provide clean drinking water reliably and sustainably in all regions of the world, as well as to remove pollution efficiently and effectively. This is where AERZEN makes a decisive contribution, as we are one of the few suppliers who meet the high requirements of the water technology industry worldwide. Our many years of experience in customer-specific design, scale-up, construction and process integration of wastewater plants are in greater demand today than ever before. Whether individually, in combination as Performance3 or now as a complete system supplied by AERZEN including the aeration technology, our positive displacement blowers, rotary lobe compressors and turbo blowers are used to produce clean water worldwide with maximum energy efficiency. Together with our customers, we are continuously working on further sustainability solutions.

Beyond water treatment, we clearly demonstrated our role as a leading technology provider in various system-relevant industries in 2022: in pneumatic transport in the basic materials and foodstuffs range, in the maritime sector and in the process gas sector of the chemical industry and power generation. With our energy-efficient machines and systems, total system solutions and comprehensive services, we have helped our customers worldwide to provide their products, processes and services in a sustainable and resource-saving manner, even with the most rigid environmental and production conditions.

Despite some major challenges in the past year, such as the impact of the Coronavirus pandemic and the IT security incident, we never lost sight of our efforts in respect of climate protection and sustainability for our own production as well. For example, we are currently commissioning a PV system at our main plant with an installed performance of 1.5 MWp in the final expansion stage. Over a year, this will enable us to cover around 10 % of our total electricity requirements at the AERZEN headquarters with supplementary renewable energy. Furthermore, our own compressed air supply is being converted to water-injected packages from Aerzen Netherlands, which combine the highest energy efficiency with oil-free operation.

The awarding of contracts in the public sector, is increasingly based on requirements for compliance with sustainability criteria, both nationally and internationally. In the case of EcoVadis, the world's leading ESG platform and relevant for our international customers, we were able to significantly improve our rating here in the year 2022. Through extensive measures taken in the areas of sustainability and compliance concerning „implementation“ and „reporting“, we are aiming to achieve Bronze status by the middle of 2023 and Silver status by the beginning of 2024 at the latest.

The positive feedback from our stakeholders encourages us to continue our sustainability efforts with full commitment and to expand our sustainability strategy. We want to give our commitment even more weight and visibility in the future. You are, therefore, reading the first standalone AERZEN Sustainability Report, which has been prepared in accordance with the standards of the Global Reporting Initiative (GRI).

We report here in more detail and go beyond the mandatory topics of the non-financial group statement. In this report, we take a closer look at our sustainable applications, products, development activities, sustainability in the supply chain and our approach to occupational safety and the environment, among other things. Through these different perspectives, we want to show what we mean by “Engineering for a sustainable world“.

It takes the energy and courage of economically sound companies like AERZEN to drive sustainable innovation. As a technology and quality leader, we're proud to face up to this global responsibility and make our contribution to a more sustainable world.

Cordially yours,

Klaus Peter Glöckner & Björn Irtel  
*Management AERZEN*



## 2. Sustainable applications - Engineering for a sustainable world

### 2.1 Water treatment of the future

#### Energy-efficient and resource-saving

Many wastewater treatment plants consume a lot of energy and resources due to inefficient aeration of the aeration tanks. The aim is to find and exploit untapped savings potential. In order to achieve the highest possible energy and resource efficiency, AERZEN accompanies you from planning to maintenance of a modern machine park.

Rising energy prices, increased cost pressure and the targeted CO<sub>2</sub> reduction according to the Paris Agreement make energy and resource efficiency a major issue for industrial and municipal wastewater treatment plant operators. The cost of electricity in Germany is about 42% higher than the European average - and that was already the case in 2018. The energy crisis has further widened this gap. Water resources are also dwindling worldwide. Resource-efficient treatment is, therefore, becoming increasingly important. With the corresponding know-how, appropriate technology and smart control and regulation technology, it is possible to operate water management in an energy-saving and resource-saving manner.

Modernisation is worthwhile. The investment in modern wastewater treatment usually pays off within 2 years by significantly increasing the operational efficiency of the plant. Even the replacement of existing plants with efficient blower and compressor technology can reduce the operating costs of a wastewater treatment plant by an average of 30%. A holistic view and planning according to the latest technologies and applicable standards avoids unplanned costs.

#### How can energy costs and resources be saved in wastewater treatment?

##### AERZEN provides the solution!

With a 360-degree view on aeration processes, AERZEN developed with AERwater a holistic solution approach with coordinated performance modules. Hardware, software and service interact smoothly. With AERwater, wastewater treatment plants can work energy-efficiently, save resources and be future-oriented.

The AERwater concept addresses the challenges that the wastewater market presents to planners and operators. It helps to adjust plants to the innovations of Water 4.0 and to benefit from them. The aim is to make processes flexible, sustainable and efficient through digitisation and automation.

#### AERwater - the flexible concept for more resource efficiency

AERwater consists of different performance ranges:

- AERaudit provides temporary volume flow, pressure, power and temperature measurement to survey actual load profiles.
- Performance<sup>3</sup> optimises the machine park with bespoke machines and technologies consisting of positive displacement blowers, rotary lobe compressors and/or turbo blowers.
- Machine room optimisation for room ventilation, sound insulation and heat recovery.
- Support with financing, for example with the application for conveying media.
- Support for implementation, for example dismantling, commissioning or rental machines.
- AERsmart forms a master machine control and offers continuous optimisation of the energy balance as well as networking including data analysis and data management.
- With AERprogress, AERZEN offers bespoke solutions based on process and machine data for even more efficient wastewater treatment.
- Service 4.0 provides spare parts and service management.

Wastewater treatment plants offer numerous adjusting screws that can be adjusted to save energy and resources. The holistic concept AERwater appeals to everyone. It enables wastewater treatment plants to achieve the highest possible efficiency and sustainable plant transparency and maintain their long-term competitiveness. The building blocks of the concept can also be integrated independently of each other, in order to take individual steps towards the future.

#### PERFORMANCE<sup>3</sup> - Using technology efficiently

The aeration of wastewater tanks is energy-intensive and must cope with the constantly fluctuating load profile at all times. Only rarely do the machines run at the operating point where they work efficiently and in a resource-saving manner. Performance<sup>3</sup> ensures optimum utilisation of the machine park.

Up to now, mainly blowers of one size have been used. However, the solution lies in the individual design. This can be a mix of different sizes of one technology, or a mix of two or three technologies that work seamlessly together. Of course, there are also load profiles where the use of only one technology and one size is most efficient. Basically, however, it is important to provide bespoke service for the individual load profiles of each plant. Each blower technology supplies a specific load range at the ideal efficiency. Thus, a load-cycle oriented machine park warrants a better adaptation to the demand profile and saves a considerable amount of energy.

### Three machines for more performance

AERZEN offers three different technologies for the aeration of wastewater tanks, which serve different load ranges. The concept is based on the positive displacement blower Delta Blower, the rotary lobe compressor Delta Hybrid and the turbo blower AERZEN Turbo. The strengths of each type of blower compensate for the physical limitations of the other technologies. The turbo blower offers optimum energy efficiency at the design point. Delta Hybrid combines the advantages of the positive displacement blower with those of the screw compressor and delivers the best energy efficiency in the partial load range with a turndown of 25% to 100%. The positive displacement blower also impresses with its wide control range from 25 to 100% and is characterised by its robust and simple design, which makes the Delta Blower the most cost-effective variant.

## 2.2. Ignite the turbo for more sustainability

### AERZEN turbo blowers support the cement and lime industry on the way to climate neutrality

The production of cement and lime is very energy-intensive and, therefore, particularly harmful to the climate. In order to strengthen its future and competitiveness, the industry is working intensively on reducing energy consumption and CO<sub>2</sub> emissions. The cooling and combustion air supply offers great potential for optimisation. By switching from the positive displacement blowers, conventionally used, to state-of-the-art AERZEN turbo blowers, energy savings of up to 30% can be achieved. This is good for the environment, reduces operating costs and improves performance. A real win-win solution.

Cement is one of the most popular and important building materials, but its production is extremely energy-intensive: the cement industry is one of the largest emitters of CO<sub>2</sub> emissions. In 2020, 4.1 billion tonnes of cement were produced worldwide. In the process, 2.17 billion tonnes of CO<sub>2</sub> were released into the atmosphere, which equates to 8% of total global CO<sub>2</sub> production. In comparison, air transport accounts for approximately 3%. If we look at the largest carbon dioxide emitters in German industry, the cement industry is in third place with 20% - after iron and steel production (37.9%) and refineries (24.0%), followed in fourth place by the chemical industry (17.8%). If we add lime as another important building material, the cement and lime industry is responsible for 27.4% of the industry's CO<sub>2</sub> emissions and, thus, occupies second place in the ranking. The industry has been aware of the problem for quite some time and is now working on becoming more climate-friendly. The goal: reduction of CO<sub>2</sub> emissions by 25% by 2030 and achieving climate neutrality by 2050.



*The burning process in the rotary kiln accounts for 90% of the total energy demand of a cement plant.*

## Technology partner of the cement industry

As a longterm partner of the cement industry, AERZEN understands the diverse challenges and supports the industry in its ambitious goals. The highly efficient, oil-free and low-maintenance blower and compressor solutions from the compressor specialist ensure reliable and safe processes and have established themselves around the globe in numerous areas of cement and lime production, whether in the fields of pneumatic conveying, aeration, silo loosening, packaging or cooling and combustion. Oxygen supply is one of the most critical applications in cement production, as a turbulent and large air flow is required to transfer all the heat generated by the burner along the kiln and preheater tower. As a rule, positive displacement blowers provide the required cooling and combustion air. Positive displacement blowers optimally meet the application-specific requirements: high volume flow rates at low pressures of 400 to 500 mbar. These blowers are a comparatively low-cost option. In some cases, screw blowers of the Delta Hybrid type are also used. However, as these machines work according to the principle of internal compression, they are only profitable from a pressure range of at least 500/550 mbar.

## Energy efficiency becomes a decisive competitive factor

„The choice of the solution used is always a trade-off between energy efficiency and investment costs up until now this has favoured positive displacement blowers. But in view of the increasing relevance of the topic of energy efficiency due to rising energy prices as well as global climate goals, it is worthwhile to broaden one’s view and consider more efficient technologies - for example turbo blowers,“ says Stephan Brand, Director Turbo Business at AERZEN, who adds: “Although the initial investment costs for a turbo blower are higher than for a positive displacement blower, the turbo machines are way ahead in terms of energy efficiency, keeping the life cycle costs low - a clear competitive advantage.”

## The AERZEN Turbo is currently unbeatable in terms of energy efficiency

AERZEN has been building turbo blowers since 1911 and has continued to push these packages to the peak of technology over many decades. Today, the AERZEN turbo blower G5plus series is one of the most compact and efficient turbos in its class. “Compared to conventional turbo technology, the energy efficiency is up to 10% higher, and compared to displacement machines, such as positive displacement blowers, savings of up to 30% can even be achieved,“ Stephan Brand points out. This is achieved by using highly efficient individual components, such as the extremely powerful and energy-saving permanent magnet motor, which meets the future requirements of the IE5 classification (Ultra Premium Efficiency) thanks to the particularly aerodynamic design with turbo impeller and spiral casing and the innovative multilevel frequency inverter technology with up to 90% less power loss in the motor compared to conventional inverter technology. Speed control is required in the range of cooler and combustion air as the

volume flow varies. Compared to turbo blowers with standard inverters, the turbo packages from AERZEN are less sensitive to pressure fluctuations and have better control behaviour. As a result, AERZEN turbo packages can be operated far more stably throughout the entire turbo performance range.

## Robust, compact, low-maintenance, quiet and 100% oil-free

In addition, the turbo machines made by AERZEN score with further features, which are advantageous for cement and lime production. Thanks to the compact design, the machine footprint is extremely low. For example, a turbo machine requires only a third or a quarter of the footprint of a positive displacement blower with comparable performance. As a result, the machine room can be a lot smaller. The innovative AERZEN air foil bearing with double coating ensures an increased service life of >80,000 operating hours and maximum reliability. State-of-the-art air filter solution systems ensure optimal operation, even in highly contaminated environments. The packages are sound-optimised and guarantee quiet operation of 72-73 db(A). In addition, the powerful turbo blowers are 100% oil-free, incredibly robust and easy to operate. The maintenance requirement is also extremely low. “The switch from positive displacement blowers to state-of-the-art turbo machines opens up considerable efficiency and performance advantages for the cooling and combustion air supply in the cement and lime industry,“ says Stephan Brand, who adds: “The results are more sustainable processes, optimised performance and reduced costs.”



*The use of ultra-modern AERZEN turbos opens up considerable efficiency and performance advantages for the cooling and combustion air supply in the cement and lime industry!*

## 2.3. Heat recovery - generating process air and saving energy in one cycle

Sustainability and efficiency are indispensable in industry and are undoubtedly among the most important challenges facing system manufacturers and operators today. By its very nature, however, the generation of process air requires a relatively high amount of energy. A large quantity of heat energy, known as process heat, is released in the process. It arises not only in the generated airflow, but also under the acoustic hood due to heat loss from the motor, silencer and compressor.

### Heat recovery concepts from AERZEN

As a manufacturer of high-performance compressors, AERZEN has long been developing innovative solutions to use this thermal energy sensibly and sustainably. The company thus offers plant operators the best compressed air technology and bespoke systems for heat recovery on a one-stop basis.

The potential savings that can result from installing a heat recovery system are immense: up to 85 percent of the heat energy can be easily used for other operating processes, such as water heating, drying processes or preheating burner air. Energy losses, such as those caused by venting the heated air outside, are avoided. Heat recovery therefore means targeted, resource-saving energy conservation.

The goal of every plant designer is to reduce costs by making the most efficient use possible of the energy introduced into a process. The investment costs for a heat recovery system are relatively low and are quickly compensated for by the energy savings. Older systems can also be retrofitted and optimised without great effort. AERZEN is happy to support you with individual solutions. Heat recovery can be implemented for a wide range of processes and applications:

- Feeding central heating systems
- Warm-air heating
- Sludge drying process
- Warm air for processing tasks (e.g. drying processes in production)
- Production of hot water for showers and washrooms
- Service water heating for canteens
- Construction of heat sink
- Swimming pool heating



## 2.4. Hydrogen - the key to an emission-free future

In 2022, the international community continued to have concerns about CO<sub>2</sub> emissions and energy shortages. However, reviving the industrial landscape after the Covid-19 pandemic offers some opportunities on top of the numerous hurdles. Hydrogen - the "oil of the future" is currently dominating the economic development of the energy transition as a central topic. AERZEN - which has always been an impulse generator for innovative compressor and blower technologies - also focuses on solutions for complex hydrogen applications.

### Superlative hydrogen compression: higher differential pressure with only one stage

With the VRW536M, AERZEN is further expanding its portfolio of screw compressors for hydrogen compression. The design and water injection of the innovative compressor stage allow the highest differential pressure to date in a single-stage oil-free

screw in a competitive environment. The result: minimal footprint and significantly reduced investment and operating costs.

Bringing large H<sub>2</sub> volume flows to intermediate and final pressures with just a few compressor stages without having to set up huge lobe compressor systems - this is exactly where the new oil-free VRW536M screw compressor from AERZEN comes in. Compression is based on the principle of oil-flooded screw compressors - with a small but subtle difference: the oil has been replaced by water. The water serves both to cool the gas and to seal the gap, enabling compression to higher differential pressures with high efficiency. This stage can, thus, replace a two-stage system with classic dry screw compressors and is even more energy-efficient. For the customer, this provides significant advantages in terms of footprint as well as investment and operating costs.



### Thoughtful down to the smallest detail

The VRW536M is designed for an operating pressure of up to 10 bar (abs.) and a volume flow of up to 6,000 Nm<sup>3</sup>/h at 50 Hz. The volume flow is controlled by means of a frequency inverter (speed control); the maximum speed change is 1 Hz/s. Pre-drying of the humid H<sub>2</sub> gas is not necessary. Double-acting, water-purged mechanical seals on the conveying chamber ensure 100% oil-free operation. The use of stainless steel on cylinders and rotors guarantees durability and flexible downtimes under pressure with humid gas. The synchronisation of the main and secondary rotors is realised via a pair of gear wheels - there is no contact between the rotors. In this way, the conveying chambers remain unlubricated and there is no contamination/oil contamination of the conveying medium. The VRW536M is available both with and without gearbox (direct drive).



### Wide range of applications

The new package was specially developed for the efficient and safe compression of hydrogen, but it is also ideally suited for other critical applications such as flare gas or contaminated gases. In principle, the VRW536M can be ideally used as a pre-compressor (booster) for subsequent compressor technologies. The scope of supply includes a customer-specific package with auxiliary media, drive train, instrumentation (optionally with machine monitoring), and on request also a complete control system and an acoustic hood.

## 3. Group

### 3.1 General information about the company

AERZEN is a leading global provider of innovative solutions in the range of industrial machines and systems. Since our founding in 1864, we have continued to evolve and pride ourselves on providing our customers with world-class products and services.

Our company is headquartered in Aerzen, Germany, and is represented globally in over 100 countries. With many years of experience and strong technical expertise, we offer bespoke solutions for a wide range of industries, including energy, chemicals, water and wastewater, food and beverage, pharmaceutical and many others.

Our product portfolio includes a range of machines and systems of positive displacement blowers according to the Roots principle, rotary lobe compressors, screw compressors and turbo blowers. These high-quality products are characterised by their efficiency, reliability and innovative technology. They enable our customers to optimise their production processes, reduce energy costs and minimise their environmental impact at the same time.

As a company, we are aware of our responsibility towards society and the environment. We have developed a sustainability strategy that combines environmental protection, social responsibility and economic performance. We rely on energy efficient technologies, sustainable supply chains and responsible corporate governance to make a positive contribution to sustainability.

Our success is not only based on our products, but also on our dedicated and highly qualified employees. Their expertise and passion are the key to our innovative strength and customer satisfaction. We promote an open corporate culture based on team-work, continuous development and mutual respect, as well as tolerance.

As the AERZEN Group, we are committed to further strengthening our position as a global market leader. We continuously invest in research and development to advance our technologies and develop new solutions. At the same time, we are in close dialogue with our customers to understand their requirements and offer them the best possible solutions. Distinctive customer orientation in all company sections is the key to our success. Orientation towards customers and development of products are aimed at geographic market requirements and application areas of our products. Our special process knowledge and strongly de-

veloped know-how enable us to offer innovative and environmentally friendly system solutions. In this way, we can always pursue our goal of promoting sustainability.

Our goal is to create sustainable value for our customers, employees, partners and society. Through our years of experience, technical expertise and focus on sustainability, we strive to be a trusted partner for our customers and to shape a successful future together.

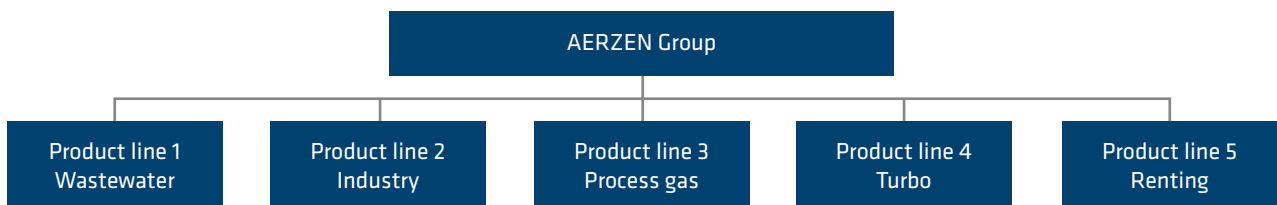
### 3.2. Sustainable organisational structure

The carefully chosen organisational structure in the AERZEN Group is the key to implementing a successful sustainability strategy.

we have increased the agility of the divisions and can individually provide faster and more targeted solutions for the requirements of our global customers.

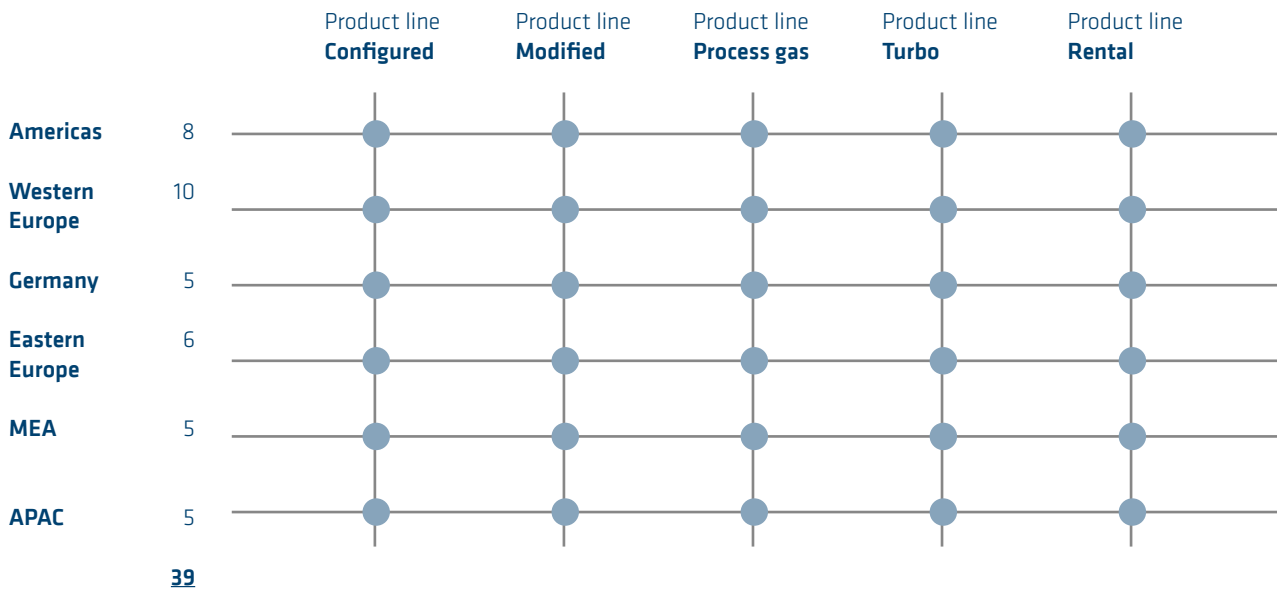
By changing from a strictly structure-oriented organisation with strong central divisions such as technology or production to a process-oriented organisation divided into 5 product lines,

Below is an overview of the individual product lines with the respective products:



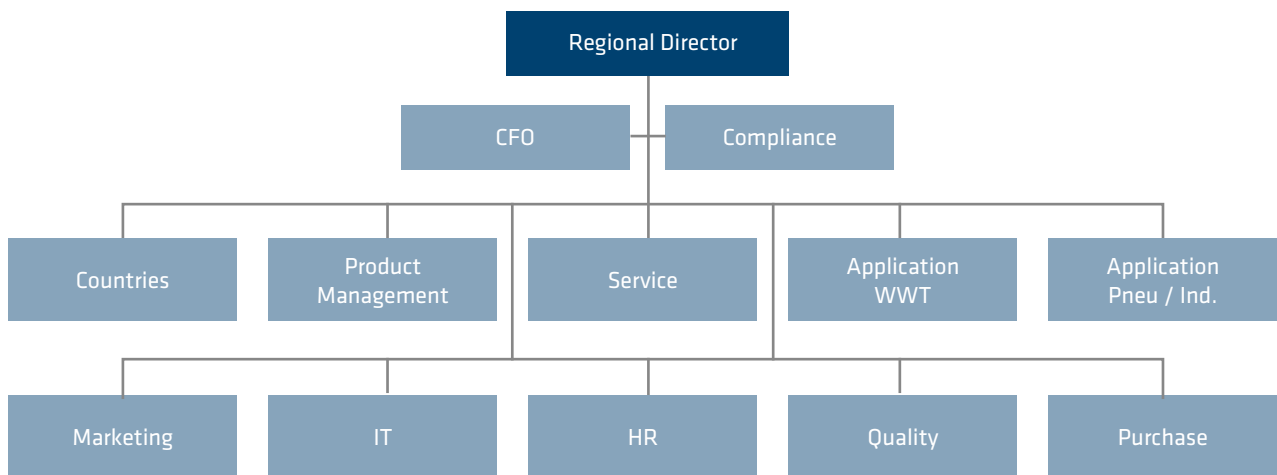
The individual product lines have been introduced at all production and sales companies worldwide and the cross-functional matrix positions shown in the following chart are currently being created in all regions. The aim is to have central positions / contact persons for the operational and central divisions in all regions and for all product lines in order to be present in the market quickly with high-quality solutions and answers for our customers.

Cross-functional structure matrix of the AERZEN Group:



The new organisational structure of the AERZEN Group enables us to find and implement system solutions in the direction of sustainability in a more targeted and rapid manner. The agile structures and the clarity about the correct contact persons warrant this fast and accurate solution path. This allows us to improve in the areas of sustainability and customer orientation.

The new organisational structure also makes it easier for us to collect and evaluate data and key figures for the regions centrally. The reorganisation thus also supports rapid communication and even better customer orientation.



*Typical structure of a production company in a region with the positions for the operational and central divisions*

## Certifications of the AERZEN Group

These are the certifications  
of the largest production site:

DIN EN ISO 9001, DIN ISO 45001, DIN EN ISO 14001, DIN EN ISO 50001, DIN ISO 22000, ISO 27001 under development.

The following overview shows in detail the certifications of all subsidiaries:

	Mgmt. System	Environment Mgmt.	Health & Safety	Energy
	ISO 9001 ff	ISO 14001	ISO 45001	ISO 50001
Aerzener Maschinenfabrik GmbH	X	X	X	X
<b>Western Europe</b> (not consolidated)				
Aerzen Deutschland	X			
Aerzen Iberica S.A.	X			
Aerzen France S.A.S	Jan 24			
Aerzen Belgium N.V.	X			
Aerzen Nederlande	X			
Aerzen Nederlande ASP	X			
Aerzen Machines Ltd.	X			
Aerzen Italia - s.r.l.	X	X	X	
Aerzen Schweiz AG	X			
Aerzen Austria				
Handelsgesellschaft m.b.H.	X			
Aerzen Scandinavia AB	X			
Aerzen Finland Oy Ab				
Aerzen Rental Division Nederlande	X			
Aerzen Turbo Europe GmbH	X			
Emmerthaler Apparatebau GmbH	X			
RKR Gebläse und Verdichter GmbH	X			
<b>Eastern Europe</b>				
Aerzen Adria d.o.o.				
Aerzen CZ s.r.o	X			
Aerzen Hungaria KFT.	X			
Aerzen Polska Sp. z o.o.				
Aerzen Romania S.R.L.	X	X	X	
Aerzen RUS Ltd				
Aerzen Slovakia s.r.o	X			
<b>MEA</b>				
Aerzen Airgas (Pty.) Ltd.	X			
Aerzen Gulf LLC	X			
Aerzen North Africa LLC				
Makine Sanayi Ve Ticaret Ltd. Sti	X			
Airgas Compressors (PTY) Nigeria Ltd.				

Americas				
Aerzen USA Corporation	X			
Aerzen Rental USA, LLC				
Aerzen Canada Blowers Compressors Inc.	X			
Aerzen Mexico SA de CV	X		X	
Aerzen Colombia S.A.S.				
Aerzen do Brasil Ltda.				
Aerzen Chile S.A.	X			
Aerzen Andina-Peru S.A.C.				
Aerzen Argentina S.R.L				
APAC				
Aerzen Asia Pte. Ltd.				
Aerzen China	X			
Aerzen Machines India PVT. LTD.	X	X	X	
Aerzen Australia Pty.Ltd.				
Aerzen Turbo Co. Ltd.	X			

### 3.3. Economic performance

In terms of our economic performance, the AERZEN Group recorded the following key figures in the years 2021 and 2022:

	2021	2022
Incoming orders in EUR million	523.1	656.2
Turnover in EUR million	406.3	519
EBITDA in EUR million	52.4	75.8
EBITDA % of turnover	12.9	14.6
ROCE [%]	17.7	24.2
Employees (annual average without apprentices)	2,428	2,529

The greatly increased order intake in 2022 reflects our customers' confidence in our products and services and shows the strong interest in our solutions.

**Turnover** is an important indicator of the growth and success of our company. The increase in turnover compared to the previous year shows a positive development and the confidence of our customers in our products.

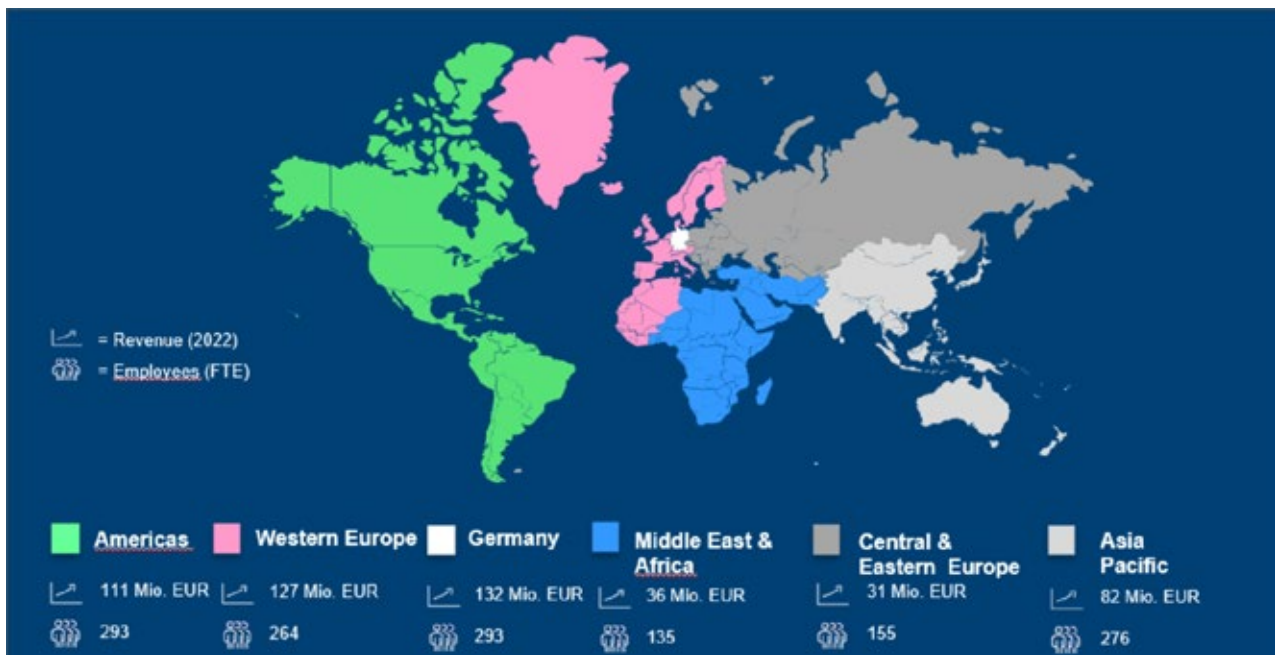
**EBITDA** (earnings upstream of interest, taxes, depreciation and amortisation) is a key figure that reflects the operational profitability of our company. The increase in EBITDA shows improved profitability and efficiency of our operations.

The **EBITDA %** of turnover indicates what percentage of turnover is generated as EBITDA. The increase in the percentage shows improved profitability and efficiency in the use of our resources.

**ROCE** (Return on Capital Employed) is a ratio that indicates the profitability of the capital employed. The increase in ROCE shows that we were able to use the capital employed effectively and achieve a good return.

The number of employees (annual average headcount without trainees) shows the growth and development of our company. The increase in the number of employees indicates a positive development and shows our commitment to creating attractive workplaces.

The next graphic shows the different regions with turnover and employees.



These key figures illustrate the economic performance of the AERZEN Group and show our continuous growth and profitability. We are proud of our employees, who contribute significantly to our success.

### 3.4. Investments and innovations

Region	2022	2023	2024	2025	2026	2027	Total
Aerzener Maschinenfabrik GmbH	730,000 €	4,841,667 €	25,186,667 €	8,171,667 €	10,573,000 €	11,030,000 €	60,533,000 €
other EMEA		13,700,000 €	3,000,000 €				16,700,000 €
WE		4,880,000 €	5,800,000 €	3,000,000 €	3,250,000 €	3,700,000 €	20,630,000 €
CEE			3,000,000 €				3,000,000 €
MEA		1,475,000 €	2,550,000 €	500,000	500,000 €	500,000 €	5,525,000 €
AMERICAS		7,610,000 €	3,320,000 €	3,200,000 €	1,900,000 €	1,900,000 €	17,930,000 €
APAC		6,295,000 €	5,900,000 €	1,000,000 €	500,000 €	500,000 €	14,195,000 €
General		4,610,000 €	2,020,000 €	7,030,000 €	3,880,000 €	3,980,000 €	21,520,000 €
Subtotal	730,000 €	43,411,667 €	50,776,667 €	22,901,667 €	20,603,000 €	21,610,000 €	160,033,000 €
M&A Transactions	13,000,000 €	40,100,000 €	19,200,000 €		9,000,000 €		81,300,000 €
Total	13,730,000 €	83,511,667 €	69,976,667 €	22,901,667 €	29,603,000 €	21,610,000 €	241,333,000 €

In order to be able to produce sustainably and in a way that is fit for the future, investments are crucial. In the period from 2022 to 2027, the AERZEN Group plans investments and projects totalling approximately 241 million euros. The largest investments are planned for Aerzener Maschinenfabrik GmbH, with an amount of approximately €60.5 million.

Among the planned investment projects, the following scaled projects will play a significant role: new machining centres for complete piston and rotor production without machine changeover, and the construction of a fully automatic high-bay storage system. This storage system will enable us to opti-

mise our logistical processes and make them more efficient. Furthermore, a 5 megawatt test department is planned in order to be able to adequately test large process gas compressors from the 700 series onwards and our new oil-injected screw compressor VMY 836 within the scope of the international standard ISO 1217. The investment involved here is around €5 million.

In the course of making these investments, the production of housing parts will also be relocated to external suppliers. As a result, we are striving to centralise the manufacturing of pistons and rotors at Aerzener Maschinenfabrik GmbH. In order to

realise this, a new machine park will be required, enabling us to manufacture the components internally. This step will not only increase efficiency but will also contribute to improved quality.

Furthermore, significant investments are planned or are already in progress for new product ranges of the various product lines, such as for the Delta Hybrid 2.0, the S-Compressor or the new VMY 836. These investments aim to provide our customers with innovative and powerful solutions that are both energy efficient and environmentally friendly.

The planned investments and projects in the period from 2022

to 2027 show our commitment to continuously improve production and our technologies.

## 3.5. Contribution to regional economic growth

The AERZEN Group strives not only to be successful as a company, but also to make a positive contribution to regional economic growth. As a global company with headquarters in Aerzen, Germany, we understand the importance of our anchoring in the region and the role we can play in promoting the local economy. In the following section, we explain our contribution to regional economic growth.

### Workplaces and employment

As one of the largest employers in the region, we create workplaces and provide employment opportunities for a wide range of skilled professionals. Through our investments in research and development, production, sales and services, we create a sustainable employment base and contribute to strengthening the regional economy. We also train skilled workers and offer young people in the region an entry into working life. The social offer for employees, such as dragon boat racing, football or the company fire brigade, also attracts new employees to us.

### Value chain and suppliers

We work closely with a wide range of suppliers and partners in the region. By promoting a sustainable supply chain and supporting local businesses, we help to maintain and promote workplaces and economic activity in the region. In addition, we can save CO<sub>2</sub> through the short delivery routes. We focus on long-term relationships with our suppliers and offer them the opportunity to develop together with us.

### Innovation and research

As a technology-oriented company, we invest in innovation and research to continuously develop our products and solutions. We work closely with regional research institutions, universities and innovation centres. Through this cooperation, we contribute to regional innovation.

### Cooperation with local institutions and organisations

We are actively involved in regional networks, associations and business organisations. Through this cooperation, we support initiatives and projects to promote regional economic growth, for example by sharing best practices and promoting skilled labour.

### Social engagement

As a responsible employer, a high level of local social engagement is important to us. We are involved in many social and charitable projects and provide support to local educational and cultural initiatives, sports clubs and other non-profit organisations. Due to our social commitment, we strengthen social cohesion and regional well-being. By sponsoring clubs, among others, we help to maintain social activities. We also support graduation classes with donations in order to get involved socially, which especially helps young people.

The AERZEN Group is proud to be an active player in the regional economic environment and to contribute to sustainable economic growth. We remain committed to further expanding our cooperation with the region in order to jointly promote a prosperous, future-oriented and sustainably healthy economy.

## 4. Corporate strategy and goals

### 4.1. Description of the sustainability strategy

The AERZEN Group knows the importance of sustainability and strives to minimise environmental impact, take social responsibility and achieve economic benefit. This sustainability strategy serves as a guide for our future activities and aims to ensure that we reach our sustainability goals.

#### Reduce environmental impact

##### a) **Improve energy efficiency**

We will optimise our production processes to reduce energy consumption and to improve energy efficiency. We will use renewable energies wherever possible and advance the introduction of energy efficient technologies.

##### b) **Resource management**

We will take measures to minimise the consumption of water, raw materials and other natural re-sources. This includes implementing recycling programmes, reducing waste and advancing a circular economy.

##### c) **Emission reduction**

We will monitor our emissions and continuously look for ways to reduce them. This includes using more environmentally friendly materials, introducing low-emission technologies and advancing environmentally friendly transport and logistics solutions.

#### Social responsibility

##### a) **Employee engagement**

We will ensure that our employees are involved in the sustainability process and raise awareness of sustainable action. This includes training programmes, supporting a safe and healthy working environment and involving employees in decision-making processes.

##### b) **Supplier management**

We will ensure that our suppliers follow sustainable practices. This includes implementation of supplier assessments to ensure that social and environmental criteria are met. We will work with our suppliers to achieve improvements and build sustainable supply chains as part of compliance with the Supply Chain Sourcing Obligations Act (SSA).

##### c) **Community**

We will actively advance the communities in which we operate. This includes support for social and regional projects. We strive to have a positive impact on the local economy and community.

#### Economic benefit

##### a) **Sustainable innovation**

We will invest in research and development to develop innovative solutions which offer both ecological and economic advantages. We will look for new business opportunities associated with sustainability and align our products and services accordingly.

##### b) **Risk management**

We will identify and assess risks and opportunities related to sustainability. Based on a comprehensive analysis, we will take measures to minimise potential risks and at the same time take advantage of opportunities for sustainable growth.

##### c) **Transparent reporting**

We will report regularly on our progress with regard to sustainability. We will inform our stakeholders about our sustainability performance and encourage dialogue with them.

#### Conversion and monitoring

We will set clear targets and milestones for our sustainability journey and monitor progress regularly. The responsibility for implementing this strategy lies with all employees, and we will establish internal processes to ensure that sustainability goals are integrated into all areas of the company.

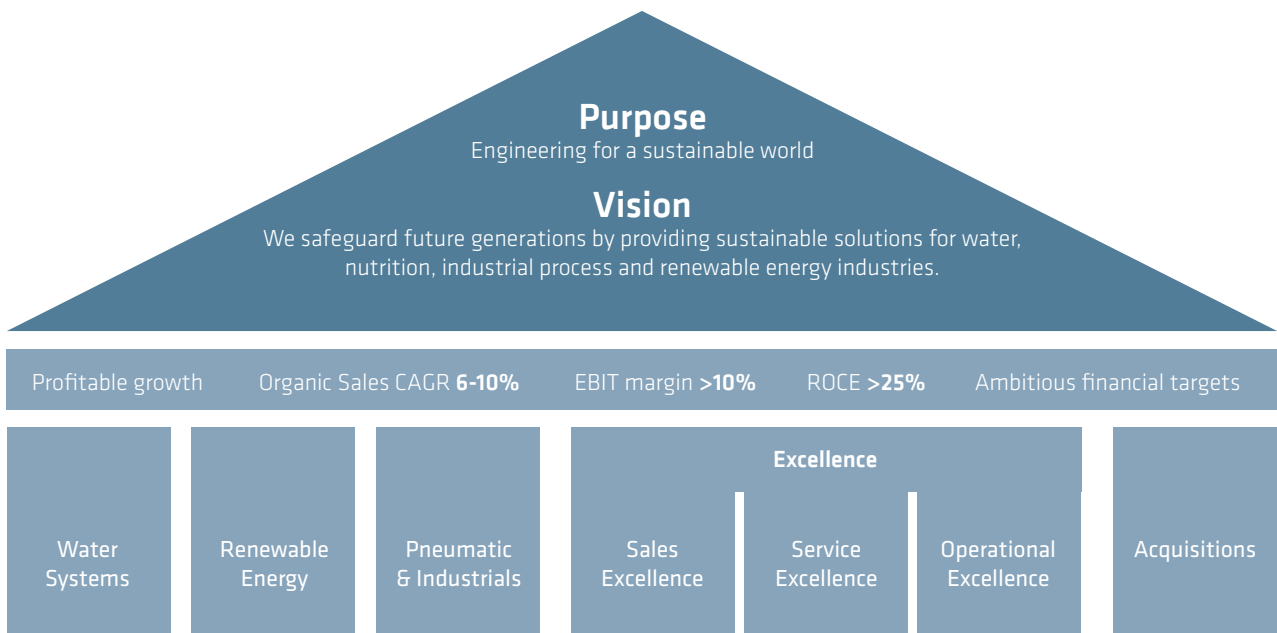
This sustainability strategy is regularly reviewed and updated to ensure that it meets changing requirements and best practices. We are committed to being at the forefront of sustainability and making a positive contribution to society and the environment.

#### Mission 2027

By means of our Mission 2027, we at AERZEN would like to combine sustainability and economic success. Our mission is to develop and implement solutions which take into account both ecological and economic aspects. At the same time, we pursue the goal of being economically successful and offering our customers innovative products and services. With our Mission 2027, we want to show that sustainability and economic success can go hand in hand and have a positive impact on our environment and society:



# Mission 27



## Overall energy optimisation

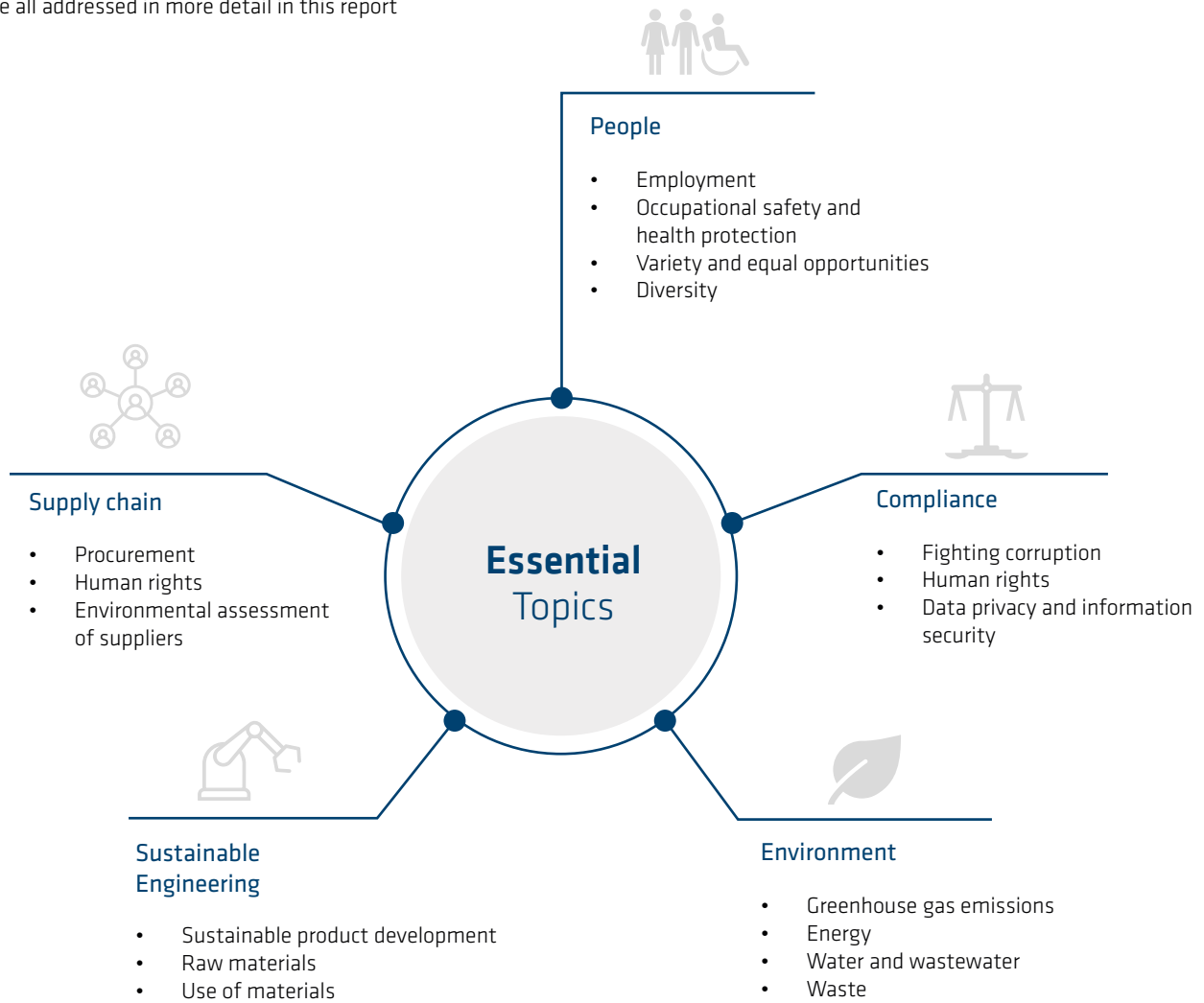
At AERZEN, we pursue a comprehensive sustainability strategy aimed at providing energy efficient solutions to our customers. An important part of this strategy is, among other things, in the range of waste water, the purchase of aeration manufacturers, in order to be able to offer holistic systems with high energy efficiency at AERZEN.

We are aware that the operation of ventilation systems can have a significant impact on our customers' energy consumption and environmental impact. That is why we are actively working to offer our customers products that meet high energy efficiency standards while minimising their carbon footprint. We are committed to providing our customers with bespoke solutions that meet their specific requirements while being sustainable. We attach great importance to working with manufacturers who develop environmentally friendly technologies and meet high standards in terms of energy efficiency and CO2 emissions.

Our efforts to achieve overall energy optimisation for customers are a component of our holistic approach to sustainability. We strive to work with our customers to minimise environmental impact and create a sustainable future. By conveying energy efficient ventilation systems, we contribute to the reduction of energy consumption and the fight against climate change.

Our aim is to continue to provide innovative solutions and help our customers achieve their sustainability targets. We are firmly convinced that energy efficient overall optimisation not only brings ecological benefits, but also offers economic advantages for our customers.

The following chart provides an overview of the key sustainability-related topics that are of central importance to us. They are all addressed in more detail in this report



### Sustainability assessments

AERZEN is proud to regularly undergo sustainability assessments with renowned organisations such as EcoVadis and IntegrityNext. These assessments allow us to measure and improve our performance and progress on environmental, social and management issues.

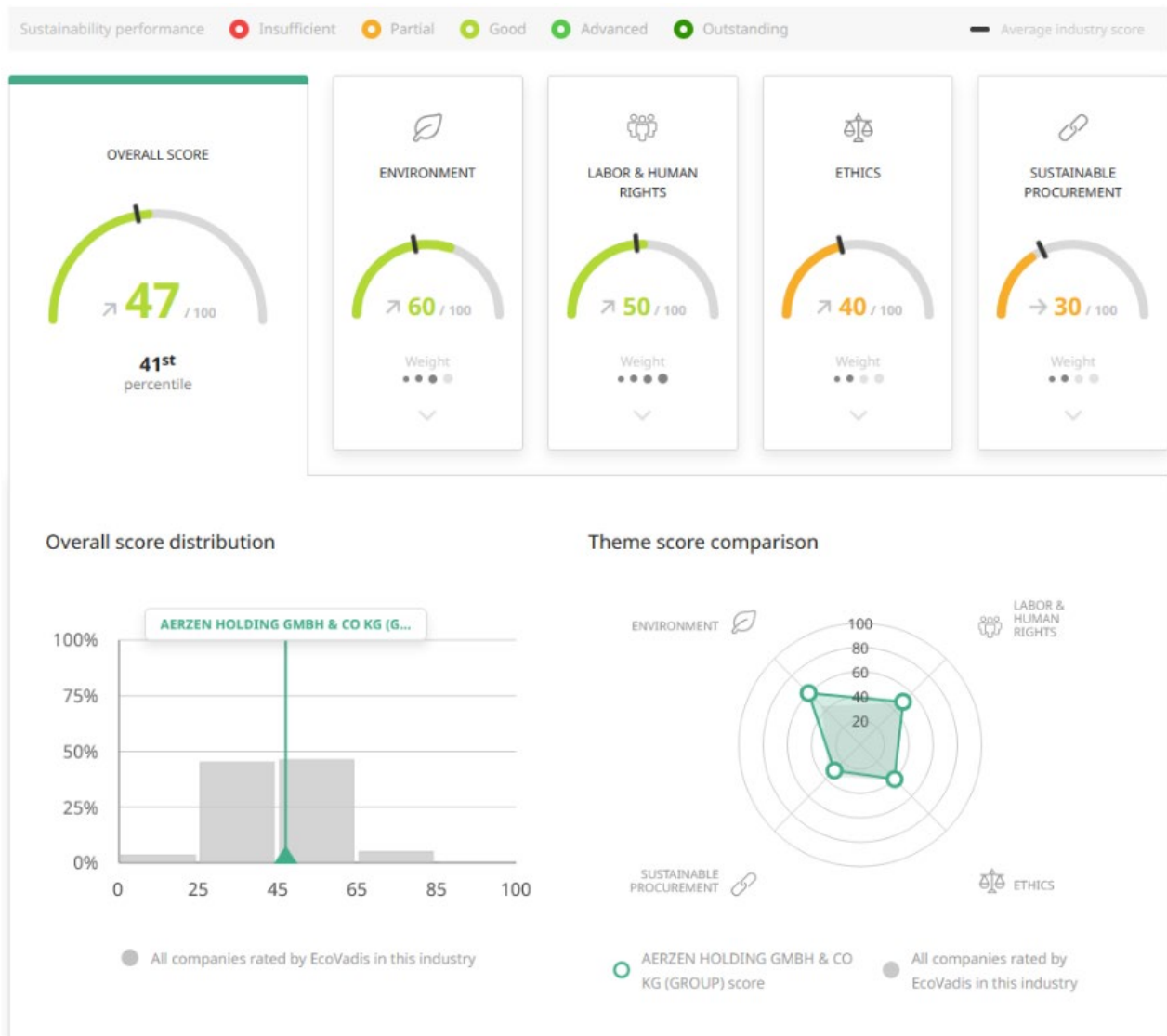
According to the EcoVadis assessment results, we achieved an overall score of 47. This confirms our continuous efforts to implement and meet sustainability standards in our business operations. As a company, it is important for us to be transparent and to document our sustainability performance to our customers, partners and stakeholders.

Our goal for the year 2023 is to achieve the bronze medal and further expand our sustainability efforts. We are confident that our dedicated actions and initiatives will help us achieve this award and continue our positive contribution to sustainability.

In addition, we are pleased to announce that AERZEN is in the top 22% of companies assessed by EcoVadis in the sector “Manufacture of General Machinery”. This ranking reflects our commitment to environmental issues and confirms our position as a pioneer in the sector. We will use this positive momentum to further improve our performance and set new sustainability targets.

Participating in sustainability ratings such as EcoVadis and IntegrityNext is of great importance to us because, on the one hand, they help us measure our progress and compare ourselves with other companies. On the other hand, clients are increasingly demanding good ratings for participation in public orders. These connections encourage us to continuously improve and further increase our contribution to the environment and sustainable development.

Here is our scorecard at EcoVadis:



Here is our rating at IntegrityNext:



## 4.2. Contribution to regional economic growth

### General targets

As a supplier of machines and solutions in the range of compressed air, process gas and vacuum technology, the AERZEN Group has already proven its strong alignment with sustainability in the past. The AERZEN Group has set itself the following long-term sustainability targets.

#### **Energy efficiency**

AERZEN Group aims to develop and offer energy efficient solutions to reduce the energy consumption of its machines and help customers optimise their energy demand.

#### **Resource efficiency**

The aim is to improve resource efficiency in production, minimise waste and promote the use of recycled or recyclable materials.

#### **Emissions reduction**

AERZEN Group takes measures to minimise emissions from its products and processes.

#### **Product life cycle optimisation**

AERZEN Group strives to optimise the total life cycle of its products, from manufacture and operation to disposal or recycling. This includes the development of products with longer service life, easy maintenance and repair.

**Innovation and research:** AERZEN Group invests in research and development to develop innovative solutions that help customers achieve their sustainability targets. This includes the development of intelligent control systems, improved efficiency technologies or new scopes of application.

#### **Employee engagement and job security**

AERZEN Group focuses on creating a safe and healthy working environment and on training and engaging employees on sustainability issues.

#### **Supply chain management**

AERZEN Group ensures that its suppliers follow sustainable practices and comply with social and environmental standards.

#### **Transparent reporting**

AERZEN Group is committed to measuring, tracking and transparently reporting on its sustainability performance to increase accountability to stakeholders. Annual reporting on the topic of sustainability is aimed for.

### Concrete targets

Thanks to these fundamental aims, we have set a series of concrete sustainability targets to measure our efforts and progress in different fields and to ensure that we achieve them. In the following section we present some of these targets.

## Short-term and long-term goals

Till 2025	Till 2030
<b>Sustainable Engineering</b>	
Start basic consideration of life cycle analysis	Basic consideration of life cycle analysis
Start of development end-of-life concept	Development end-of-life concept
Start reducing environmentally harmful materials	Reducing environmentally harmful materials
<b>People</b>	
Zero reportable accidents at the head office	Zero reportable accidents worldwide
Reactivation GeSI Team	
	Occupational safety certifications worldwide
Recording and evaluation of near-accidents in the headquarters	Recording and evaluation of near-accidents worldwide
Increase the proportion of women in the company's workforce	Increase the proportion of women in the company's workforce
No recalls in the context of ISO 22000 certification	No recalls in the context of ISO 22000 certification
<b>Environment</b>	
Collect scope 1 and 2 emissions for more locations	Capture scope 1 and 2 emissions worldwide
Capture scope 3 emissions for standard applications	Record scope 3 emissions for advanced applications
Reduce the company's use of solvents	Reduce the company's use of solvents
Reduce water consumption in relation to turnover at headquarters	Reduce water consumption in relation to turnover worldwide
Electricity savings of 1.2% per year at headquarters	Electricity savings of 1.2% per year at headquarters
Savings of 0.9% per year in thermal energy at headquarters	Savings of 0.9% per year in thermal energy at headquarters
<b>Supply chain</b>	
All suppliers have signed our code of conduct	All suppliers have signed our code of conduct
All suppliers are assessed on ESG issues (greater than € 75,000 turnover)	An improvement among the risk suppliers regarding the ESG issues
	Checking the origin of environmentally relevant substances
<b>Compliance</b>	
Zero compliance violations	Zero compliance violations
Advanced training by local compliance officers	
100% of the employees have received compliance training	100% of the employees have received compliance training

These sustainability targets are an integral part of our long-term strategy and commitment to sustainable development. We will regularly monitor progress, take action and adjust our targets accordingly to ensure that we achieve our sustainability targets and make a positive contribution to society and the environment.

## 5. Environment

### 5.1 AERZEN environmental policy

The AERZEN Group, a global manufacturing company, places the highest priority on the environmental footprint of both its own production and the manufactured equipment during its use phase. In this chapter of our sustainability report, we would like to provide an insight into our efforts and progress in the area of environmental protection and ecological responsibility.

Our focus is on key issues such as carbon dioxide emissions, water and waste management, energy consumption and efficiency. With targeted measures, we strive to reduce negative environmental impacts and ensure sustainable business practices.

As a responsible company, we know the importance of biodiversity and nature conservation. We are aware that our operations are in close contact with natural ecosystems and we strive to ensure that they have no negative impact on them. Therefore, we adhere to strict environmental regulations and show consideration for the protection of natural habitats and biodiversity.

In the following sections of the report, we provide more detail about our environmental targets, measures and results. Key sustainability-related data is collected and consolidated for continuous measurement and review. Here, annual reports from the respective commissioned persons highlight the current status, making it easier to pinpoint deviations and irregularities. The most important and relevant data appears in the respective subsections.

We are proud of our progress and look forward to providing our stakeholders with a transparent overview of our environmental performance. Through our ongoing environmental efforts, we strive to make a positive contribution to sustainability and the protection of our planet.

These principles are firmly anchored in our environmental policy, which we will explain below

In view of the increasing pressure on life-supporting ecological systems, securing and improving quality of life requires a constant striving to meet the company's environmental targets.

All employees of our company pursue these targets, while taking into account cost optimisation according to the following points:

- Recycling-friendly development and production of durable products with the lowest possible energy consumption and sound emission.
- Materials with the least possible variations.
- Use of materials with the lowest possible weight and optimal reusability.

- Manufacturing of our products on 80,000 m<sup>2</sup> company premises with 40,000 m<sup>2</sup> of covered production halls with the lowest possible environmental impact.
- Products which are easily dismantled, easy to repair and retrofit.
- If possible, silencers in metallic design without the use of fibre insulation: see discharge silencers of the Delta Blower series.
- Primers with water-soluble paint.
- Company-owned block-type thermal power station using electrical energy and waste heat to reduce pollutant emissions.
- Use of packing materials made from renewable raw materials.
- Preservation of our products with biodegradable oils.
- Collection and sorting of residual materials by material and residual waste.
- Documentation of tasks and responsibilities for environmentally relevant activities or procedures in the form of works regulations and work instructions. We are guided by recognised national and international standards and align our business processes with the DIN EN ISO 14001 and DIN EN ISO 50001 standards. Aerzener Maschinenfabrik is certified according to DIN EN ISO 14001 and DIN EN ISO 50001. The certificates can be accessed on the homepage [www.aerzen.com](http://www.aerzen.com).
- In addition to striving for the best possible environmental protection, striving for the safety of products and workplaces is an integral part of the company's philosophy.
- Environmental and health protection, as well as occupational safety, are understood as management tasks. In the safety manual (SH01801), it is pointed out that safety and economic success are equally important company targets at AERZEN and that productivity and economic efficiency must not be at the expense of safety.
- In order to meet the qualitative requirements of new and upgraded workplaces, employees receive targeted internal and external training.

Furthermore, the headquarters and the location in Italy have DIN EN ISO 14001 certification (see enclosure)

The key figures set out in the following sections always refer to the business year from October to September of the following year.

## 5.2. Reducing greenhouse gas emissions

In this chapter of our sustainability report, we would like to give you an overview of our measures, progress and targets to reduce our CO<sub>2</sub> emissions.

As a manufacturing company with a global network of locations, we understand the responsibility for our ecological footprint. Our strategic alignment is on measuring, monitoring and reducing our greenhouse gas emissions.

In the following sections, we will go into detail about our emission sources, targets and strategies. We report on progress in energy efficiency measures, renewable energy and other initiatives to reduce emissions.

Our target is to develop long-term solutions that not only reduce our own emissions, but also help our customers and partners achieve their sustainability aims. We believe that collaboration and knowledge sharing within the sector is crucial to finding effective measures to limit climate change. Therefore, the following greenhouse gas emissions are recorded for the largest production site:

### Scope 1 – Direct greenhouse emissions:

AERZEN subsumes the consumption of fuels such as fuel oil, natural gas and diesel.

### Scope 2 – Indirect greenhouse emissions:

AERZEN reports on electricity and district heating, for example.

Key figures from 2019 to 2022 (in tCO<sub>2</sub>eq)

Year	Scope 1	Scope 2
2019	1330	4063
2020	1225	3755
2021	1196	3561
2022	2006	2763

CO<sub>2</sub> emissions referred to turnover

	2021	2022
Turnover in €million	259,1	264,1
tCO <sub>2</sub> eq on €1million turnover	18,4	18,1

In the period from 2019 to 2022, AERZEN achieved an overall reduction of 13% in its greenhouse gas emissions at the AERZEN location.

From 2021 to 2022, the total value of scope 1 and 2 emissions remained almost unchanged (approx. 4700 tCO<sub>2</sub>eq). Compared to the year 2021, we recorded changes in 2022 with regard to our emission classes. While scope 1 emissions increased significantly, we saw a decrease in scope 2 emissions. This development is due to the commissioning of our block-type thermal power station at the end of 2021, which will require increased use of natural gas. This enabled us to increase our own energy production and at the same time reduce the purchase of external energy, which led to offsetting emissions overall.

However, in relation to turnover, a reduction in CO<sub>2</sub> emissions of 1.7% from 2021 to 2022 was achieved. In absolute terms, this means that in 2022 only 18.1 tCO<sub>2</sub>eq per €1million of turnover were emitted. These figures demonstrate AERZEN's commitment to minimising its environmental footprint and ensuring sustainable operation.

## Outlook

AERZEN places particular emphasis on continuously improving our climate reporting, especially in the range of extended green-house gas emissions (Scope 3). One example of this is our continuous supplier development, for example by converting foundries to induction furnaces. Our future focus is to increase sales of the more energy efficient Delta Hybrid to our customers. Thanks to the expected wider use of the Delta Hybrid, we aim to achieve a significant reduction in emissions during the operating period. This measure actively contributes to reducing our environmental footprint and underlines our commitment to providing sustainable solutions.

Furthermore, we are currently carrying out internal projects to quantify greenhouse gas emissions along our value chain (up-stream/downstream). One current project focuses on the calculation of the product carbon footprint of machines

used in the wastewater industry. We are working to identify exactly what the climate impact of our products is and to make it transparent. The concrete results are expected in the 2023/2024 reporting period.

This expanded climate reporting allows us to better understand the impact of our products across their total life cycle and take more targeted action to reduce emissions. By focusing on the total value chain, we can help our customers and partners achieve their own sustainability targets and together make a positive contribution to combating climate change.

## 5.3. Sustainable energy management

AERZEN is actively committed to a sustainable energy policy and attaches great importance to energy efficiency and savings. To achieve these goals, we have an ISO 50001 energy management system in place at AERZEN headquarters. This system supports us in implementing effective energy optimisation measures and enables us to continuously monitor and improve energy consumption.

Our main objective is to achieve and exceed an annual energy efficiency increase of at least 2%. Energy Tax Act, which stipulates annual electricity savings of 1.2% and heat savings of 0.9%, but also to go beyond them.

To monitor the development of our environmental and energy indicators, we work closely with the management representative. The key figures are audited on the basis of an annual management review to ensure that they meet the targets and standards. The annual targets for the following year are derived from the key figures determined. The definition and determination of the individual key figures are laid down in our internal instructions.

In the following section, we would like to introduce you to some of our energy-saving projects:

### **Use of photovoltaics**

We have installed a photovoltaic system on the roof of Hall 20 with an output of approximately 520 kWp. This plant enables us to reduce our electricity purchases from external sources. In 2023, we are also planning the installation and commissioning of a further photovoltaic system with an output of approximately 1000 kWp on the roof of Hall 21

### **Conversion of the heating from oil to gas**

We have converted the total heating system of AERZEN HQ buildings to gas, in order to optimise energy consumption and to ensure a more efficient use of resources.

### **Heat recovery**

The waste heat generated off the test field is partly used to pre-heat the return flow temperature of the internal heating system. This reduces energy consumption and enables sustainable use of thermal energy.

### **Reconstruction of the hall lighting**

In hall 2, we modified the existing hall lighting from fluorescent lamps to energy-efficient LED equipment. This measure enabled us to significantly reduce electricity consumption for lighting.

### **Replacement of the switch cabinet cooling equipment**

We replaced 70 switch cabinet cooling appliances on production machinery and plants with more energy efficient models. In this way, we have reduced energy demand and contribute to increasing overall efficiency.



## Energy consumption in AERZEN in recent years

Year	Energy consumption in kWh
2019	22.425.049
2020	22.700.101
2021	21.544.181
2022	12.731.943

Below you will find an overview of our energy performance indicators (EnPI) for the years from 2018/2019 to 2021/2022:

### EnPI 2018/2019:

Gas EG1: gas consumption per floor area  
 = 6,016,796 kWh / 66,302 m<sup>2</sup> = 90.7483  
 Fuel oil EH1: fuel oil consumption per floor area  
 = 265,337 kWh / 66,302 m<sup>2</sup> = 4.0019  
 Power E1: electricity consumption per product volume  
 = 14,743,806 kWh / 37,365,772 m<sup>3</sup>/h = 0.3946

### EnPI 2019/2020:

Gas EG1: gas consumption per floor area  
 = 5,966,638 kWh / 66,302 m<sup>2</sup> = 89.9915  
 Fuel oil EH1: fuel oil consumption per floor area  
 = 10,038 kWh / 66,302 m<sup>2</sup> = 0.1514  
 Power E1: electricity consumption per product volume  
 = 14,728,755 kWh / 37,998,572 m<sup>3</sup>/h = 0.3876

### EnPI 2020/2021:

Gas EG1: gas consumption per floor area  
 = 5,865,176 kWh / 66,302 m<sup>2</sup> = 88.4615  
 Fuel oil EH1: fuel oil consumption per floor area  
 = 0 kWh / 66,302 m<sup>2</sup> = 0  
 Power E1: electricity consumption per product  
 = 13,165,065 kWh / 28,114,986 m<sup>3</sup>/h = 0.4683

### EnPI 2021/2022:

Gas EG1: gas consumption per floor area  
 = 5,865,176 kWh / 66,302 m<sup>2</sup> = 148.922487  
 Fuel oil EH1: fuel oil consumption per floor area  
 = 0 kWh / 66,302 m<sup>2</sup> = 0  
 Power E1: electricity consumption per product volume  
 = 15,040,644 kWh / 37,355,556 m<sup>3</sup>/h = 0.4026

We are proud of our progress in energy savings to date and will continue to strive to continuously improve our energy efficiency. Thanks to targeted projects and the use of modern technologies, we want to reduce our ecological footprint and make a sustainable contribution to environmental protection.

## 5.4. Sustainable water management

Water is an essential resource for life on our planet, and access to safe drinking water and adequate sanitary facilities is a fundamental human right. At AERZEN, we are fully aware of the importance of water as a critical resource.

Water consumption in m<sup>3</sup>

Year	Water consumption in m <sup>3</sup>
2019	8.960
2020	9.686
2021	8.129
2022	9.407

In 2022, we recorded the water withdrawal at our largest production site, which includes production, services and administration. In total, we took 9,407 cubic metres of water. We measure and monitor our water consumption to get an exact picture of our resource use and take targeted water efficiency measures.

In 2021, our water consumption was reduced to 8,129 cubic metres due to a temporary production downtime caused by a hacker attack. This exceptional circumstance led to a temporary reduction in consumption. In 2022, however, production continued as usual, resulting in an increase in water consumption to over 9,000 cubic metres.

At AERZEN, we use environmentally friendly practices to ensure that our water resources are protected and maintained. We use retention ponds and separation systems to ensure that no contaminants are released into the environment. These systems help us to properly treat and clean wastewater and rainwater before it is released back into the environment.

By using these retention basins and separation systems, we ensure that our production process has no negative impact on water quality and that our activities are in line with environmental standards. We strive to use our resources responsibly and use water efficiently.

At AERZEN, we understand the importance of water as a valuable resource and are committed to using it responsibly. We will continue our efforts in the future to ensure that we use water sustainably and help protect our environment.

## 5.5. Sustainable waste management

Monitoring of waste from generation to recovery or disposal

At AERZEN the following types of waste are produced: residual waste, wood, waste paper, coating materials, solvents, cleaners, emulsion, metal sludge, etc. They are separated into non-hazardous waste and hazardous waste. An overview of all waste generated at AERZEN with the waste code numbers and the associated disposal companies with the respective disposal routes can be found in the following section.



## Waste generation in AERZEN in recent years

	Waste generation in tonnes (2022)
Total weight of waste recycled	3.392
Total weight of hazardous waste	572
Total weight of non-hazardous waste	2.820

Waste with different waste code numbers is collected separately. Due to the amendment of the Commercial Waste Ordinance, which came into force on 01.08.2017, the separation of waste has gained particular importance. By separating waste by type in the individual ranges, we comply with legal and official requirements on the one hand and can keep the amount of residual waste generated at the lowest possible level on the other.

A total of 25 types of waste were generated. According to the waste catalogue, 11 waste types are classified as hazardous waste and 14 waste types as non-hazardous waste. Details can be found in the waste balance sheet.

The waste quantities and types generated are recorded, documented and presented in tabular form in the operational waste balance sheet. The waste balance sheet provides an overview of the last three years. The separate collection rate for this reporting period is 97.26%.

## Hazardous waste

No.	Waste key	Waste type	Quantity	Disposer / Disposal route
1	070304 gA	Solvent, cold cleaner	2.027 L	REMONDIS Medison GmbH Recycling
2	080111 gA	Old paints and varnishes	3.58 t	GVE Gesellschaft für Verwertung und Entsorgung GmbH Thermal utilisation
3	120109 gA	Emulsion	482.92 t	W. Wienkemeier GmbH Klus 6a, 32825 Blomberg
4	130802 gA	Emulsion crack detection booth	3.603 t	Lobbe Entsorgung West GmbH & Co KG CP-Anlage
5	120116 gA	Blasting media residues	2.45 t	PreZero Service Mitte GmbH & Co. KG Landfill site
6	120118 gA	Abrasive slurry	44.392 t	GVE Gesellschaft für Verwertung und Entsorgung GmbH Thermal utilisation
7	120118 gA	Filter fleece covered with abrasive slurry	21.698 t	GVE Gesellschaft für Verwertung und Entsorgung GmbH Thermal utilisation
8	130205 gA	Waste oil	6.8 m <sup>3</sup>	Avista Oil, Uetze-Dolbergen thermische Verwertung
9	130205 gA	Oil separator contents	0 t	Lobbe Entsorgung West GmbH & Co KG CP plant
10	150202 gA	Oil filters, oily and greasy operating resources	3.12 m <sup>3</sup>	Müllverbrennung Bielefeld GmbH Schelpmilserweg 30, 33609 Bielefeld
11	160504 gA	Pressurised gas packings	0.08 t	PreZero Service Mitte GmbH & Co. KG
12	160601 gA	Lead batteries	1.191 t	PreZero Service Mitte GmbH & Co. KG Recycling and recovery

Non-hazardous waste

No.	Waste code	Waste type	Quantity	Disposer / Disposal route
1	020204	Grease separator	4,0 m <sup>3</sup>	Detmolder Abwasser GmbH Recycling
2	030105	Sawdust and wood shavings	60 m <sup>3</sup>	Carpentry Garvens Thermal utilisation
3	200201	Document destruction	4,206 t	PreZero Service Mitte GmbH & Co. KG (Fa. PAROPA)
4	150101	Paper and cardboard (press container)	79,19 t	PreZero Service Mitte GmbH & Co. KG Recycling
5	150102	Foil / plastics (press container)	25,20 t	PreZero Service Mitte GmbH & Co. KG Recycling and recovery
6	150103	Waste wood	256,50 t	Budde GmbH Recycling and thermal utilisation
7	150103	Waste wood (pallet sales)	3575 pcs.	Palettenservice Franzke Repair+ Recycling
8	160604	Dry batteries	0,403 t	PreZero Service Mitte GmbH & Co. KG Recycling and recovery
9	200201	Green waste	18,96 t	Entsorgungspark Hameln - Recycling
10	200301	Residual waste (press container)	77,77 t	Enertec Hameln GmbH thermal utilisation
11	160216	E-scrap (flat BS, monitors, TV)	110 pcs.	Domotronic GmbH Recycling and recovery
12	160213	E-scrap (printers, copiers...)	4700 kg	Domotronic GmbH Recycling and recovery
13	160211	Refrigerators	2 pcs.	Domotronic GmbH Recycling and recovery
14	170107	Construction waste	0 t	Nahrwold Bromberg 19, 32683 Barntrup
15	200108	Kitchen and canteen waste	6240 L	ReFood GmbH & co. KG Animal feed production

Non-hazardous waste

No.	Waste code	Waste type	Quantity (t)	Disposer / Disposal route
1	120101	Steel chips	703,93	Nahrwold GmbH, Foundries, Recycling
2	120101	Casting chips	1082,06	Adolf Lentze GmbH, Foundries, Recycling
3	120102	Steel core scrap	159,76	Nahrwold GmbH, Foundries, Recycling
4	120102	Cast core scrap	248,34	Nahrwold GmbH, Foundries, Recycling
5	120102	Mixed scrap	47,50	Nahrwold GmbH, Foundries, Recycling
6	120102	Sheet metal scrap	18,22	Nahrwold GmbH, Foundries, Recycling
7	120102	Hard metal scrap (Widia)	0,46	Nahrwold GmbH, Foundries, Recycling
8	120102	HSS scrap	0,10	Nahrwold GmbH, Foundries, Recycling
9	120103	Aluminium chips	0,36	Nahrwold GmbH, Foundries, Recycling
10	120104	Aluminium core scrap	0,53	Nahrwold GmbH, Foundries, Recycling
11	120104	Brass + gunmetal	2,45	Nahrwold GmbH, Foundries, Recycling
12	170411	Copper cable	0,00	Nahrwold GmbH, Foundries, Recycling
13	170411	Copper E-motor	0,58	Nahrwold GmbH, Foundries, Recycling

## Compliance with relevant instructions

All disposal sites are regularly inspected and the condition of the disposal sites is checked.

Any deficiencies identified are immediately discussed with the competent persons responsible. The implementation of the defined measures is checked during the subsequent inspection.

All certificates of disposal or recovery, as well as all accompanying and acceptance certificates for the waste to be disposed of, are available and can be inspected. All waste generated at the AERZEN headquarters is disposed of by certified waste management companies. The valid certificates of the waste management companies are stored in the system. Before the certificates expire, the new valid certificates are requested.

The main disposal facilities of the hazardous waste disposal companies have been inspected and checked by the waste management officer on site. When a waste management company changes, the corresponding waste management facilities of the new waste management company are also inspected and checked.

## Declaration by company employees on waste separation and disposal

Together with the water protection officer, two large inspections were carried out in conjunction with waste consultations.

General inspections and consultations take place quarterly at the waste collection points and disposal stations. Here, problems with waste handling, separate waste collection and disposal are discussed.

When employees become aware of practices requiring instruction during tours of the premises, they shall be instructed accordingly. Special attention is drawn to environmental protection, clean and proper use of storage areas and safe storage of bundles/reservoirs.

## Development and introduction of environmentally friendly processes and products

The processes of hazardous waste disposal are defined by legal and administrative regulations and associated permits (with assessment by specialised authorities). The market is constantly monitored by the Waste Operations Officer with regard to technical, legal and price developments.

Due to the sharp rise in energy costs, most specialist waste management companies have announced and implemented price adjustments and supplementary energy cost surcharges from April 2022.

## Paper separation in the offices

The majority of waste generated in offices is paper. Until now, the paper from the offices was disposed of as residual waste. Since January 2020, paper has been collected separately in offices and disposed of as waste paper. With the implementation of paper separation in the offices, the amount of residual waste has been further reduced.

## Waste generation in tonnes (recyclable waste, hazardous waste, non-recyclable waste)

Waste can have a significant negative impact on the environment and human health if it is not dealt with adequately. These impacts frequently extend beyond the region where the waste is generated or disposed of.

We are continuously working to reduce our solvent footprint by making a reinforced switch to water-soluble paints. This contributes to environmental protection and the safety of our employees. Our aim is to gradually reduce the use of solvent-based paints and to introduce innovative solutions.

## Solvent balance

More than five tonnes of solvents are consumed at AERZEN every year, so a solvent balance must be drawn up. We are pleased to announce that the 2022 reduction plan in terms of solvent consumption has been successfully implemented at the largest production site. The actual solvent emission was 4450.8 kg, which is an impressive 3074.0 kg lower than the target emission. This significant difference illustrates our commitment and efforts to take environmentally friendly measures and minimise solvent consumption. We continue to do our utmost to continuously improve our solvent footprint and achieve our aims in line with our sustainability targets.

## 6. Social performance is sustainability

### 6.1. Employment at AERZEN

It is our 2,500 qualified employees in over 50 companies worldwide who actively shape the exciting, challenging development of AERZEN and prove the promise to our customers “Expect Performance” every day. The contribution of each individual is important for the overall result. People are the basis for the future increase in value of the company. AERZEN wants to remain an attractive employer and therefore relies on a culture of honest, sincere and loyal cooperation. AERZEN is convinced that comprehensive training and further education, as well as lifelong learning, are part of a fulfilling working life. Under the joint responsibility of all those involved, AERZEN creates a healthy working environment in which workplace-related illnesses and accidents are eliminated as far as possible. Diversity and equal opportunities are not only core values, but they are also prerequisites for success in an international environment. AERZEN is committed to respecting human rights and the generally accepted core labour standards of the International Labour Organisation (ILO).

Human Resources (HR) is a recognised and important central division at AERZEN and reports directly to the CEO.

On 1 October 2022, our fundamentally new HR set-up, aligned with AERZEN’s product line organisation, was launched, with which we underline the strategic relevance of HR management for AERZEN’s future viability. HR has moved closer to the operational business and supports the management of the product lines and central divisions at headquarters. Payroll, shared services, people development and recruiting complete the HR division and make it a partner of business.

Against the backdrop of demographic change and increasing competition for talent, AERZEN relies on regularly and successfully recruiting diverse, qualified people. Retaining them as employees is another essential task of human resources management. Both are prerequisites for satisfied employees and for the future viability of the company. AERZEN has therefore been reporting on newly hired personnel and on fluctuations in the number of new hires since the 2019 reporting year.



**100 new employees  
2022 hired**

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A total of 100 new hires were made at the AERZEN headquarters in 2022, compared to 25 new hires in 2021. The significantly higher number of new hires in the past financial year

is mainly due to the achievement of the company’s aims until 2027, succession planning and the lower hiring figures of previous years.

A total of 41 employees left the parent company compared to 9 departures in the year 2021. The fluctuation rate in the previous year was 3.87 per cent. In the year 2021, the turnover rate was 0.85 per cent.

#### Active employee participation: workshops

In the context of the reorganisation undertaken in 2022, AERZEN has developed a new concept in close cooperation with the works council to respond to feedback from the workforce and to be able to ensure their active participation in the development and future-proofing alignment of the company.

The workshops focused on the general satisfaction of the employees, the identification of process errors and the simultaneous introduction of suggestions for improvement. The results of the survey were available in autumn 2022 and showed the remarkable way in which employees want to get involved and contribute to the success of the company. Such loyalty and willingness to help is impressive and fills the management with pride every day.

The areas that were found to be most in need of improvement were staff communication, the focus on customer centricity and the effectiveness of guidance.

The employee-employer relationship at AERZEN is characterised by a long-standing, appreciative dialogue and interaction with employee representatives as well as equal co-determination on the Supervisory Board of the company. The Supervisory Board consists of representatives of the shareholders (50%) and representatives of the employees (50%). As the employee representatives on the Supervisory Board are elected by the overall German workforce, the interests of all German employees are represented at company level in the shape of co-determination. At AERZEN, there is a works council at headquarters and local works councils at the German subsidiaries Aerzen Deutschland, RKR and Emmerthaler Apparatebau. These regulate local issues at company level in the form of company agreements.

The collective agreement of the Lower Saxony metal & electrical industry applies to around 1100 employees (previous year around 1060 employees) at AERZEN headquarters. This information is based on data from the national personnel management system “P&I Loga”. For all other employees, either regulations on an individual contractual basis or in-house collective agreements apply.

## Variety and equal opportunities

AERZEN operates in a challenging international market environment with a wide range of stakeholders that impact the company in many different ways - from customers and competitors to the workforce, government and society. AERZEN meets the many challenges of this culturally diverse environment with the principle of diversity. AERZEN defines diversity based on four personal criteria - origin, gender, age and qualifications - and two organisational criteria: mobility and flexible working. The latter refers to both the working hours and the place of work. Other diversity characteristics, such as disability or sexual orientation, are taken into account as part of equal opportunities. AERZEN not only employs more people with disabilities than the regulator requires, but also supports the appreciative employment of people with intellectual disabilities by awarding contracts to project promoters. In order to promote diversity at all levels as far as possible and thereby create an attractive working environment, AERZEN also takes modern flexible working practices into account and supports mobility within the Group.



**Around 1100 employees**  
employed according to  
collective agreements

## 6.2. Sustainable Leadership at AERZEN Group

### Leadership development

In the sphere of leadership development, AERZEN followed up on the situation as the pandemic was coming to an end and provided individual support to managers in difficult leadership situations. To this end, individual coaching and support for individual departments was offered and implemented. In the second half of the year, the upcoming reorganisation was accompanied by a variety of workshops for information and participation at all management levels.

Our sustainable leadership culture is characterised by the AERZEN leadership principles, which are exemplified on a daily basis:

In order to help our employees feel more attached to the company over the long term, AERZEN offers employees various sporting and health-related activities outside their working hours. These include, among others:

- Company football
- Dragon boat team
- Running group
- Cycling group
- Factory Fire Brigade

**We lead our personnel by means of agreed aims.**

We trust all employees, leaders and partners whose objectives are concentrated on our goals.

We demand and encourage our employees' willingness to perform, initiative and sense of responsibility

We promote cross-divisional communication and teamwork. Information exchange is important to counteract one-sided departmental thinking.

**We ensure that informed deputies are on site in times of absence.**

We communicate and inform openly, directly, freely, steadily and honestly.

**We managers are role models.**

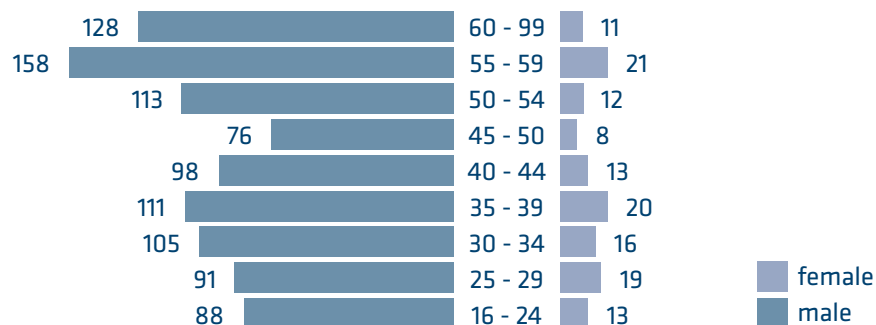
## 6.3. Training and development opportunities for employees

### Age structure

From the age structure at the AERZEN headquarters, it is easy to deduce that the company will face major challenges in the next 5-10 years in terms of succession planning for employees leaving the company. Demographic development is making recruiting not insignificantly more difficult, which is why the internal training of tomorrow's skilled workers and managers as well as the optimisation of internal work processes, will become increasingly important.

With a total of 1101 employees, 133 women and 968 men work at the AERZEN headquarters. An important goal is therefore to attract more women as employees to AERZEN, despite the difficult starting position specific to the industry.

### Age pyramid



In order to continue to find the best solutions for our customers and to remain competitive in the future, AERZEN is looking for the most talented leaders who will continue our success story with their own ideas, passion and will. And this in the best of company - as we at AERZEN are a global team. We stand together and attach great importance to personal relationships - always reliable, respectful, open and fair.

The training workshop is the central location for technical training and also enables students and pupils to gain an initial insight into the working world at AERZEN during an internship. The departments supported students with practical semesters and theses. AERZEN offers students a range of opportunities to combine theoretical knowledge with practical experience.

### Learning and further education

Even in 2022, face-to-face events were still partly restricted by requirements in the context of the pandemic. As a result, in addition to occasional face-to-face meetings, internal and external training continued to be conducted in video format or as webinars. For this purpose, external events were booked as needed. Product knowledge and internal training were also implemented in different formats by the specialist departments. Furthermore, worldwide sales and sales-related employees were provided with product training in internationally staffed webinars. For the first time since the pandemic, international sales training courses could take place in person. Experience has shown that the different formats can be combined well.

Furthermore, 2 dual courses of study were realised in cooperation with universities of applied sciences. These training courses lead to bachelor's degrees in various disciplines in six to seven semesters. AERZEN has also aligned the practical phases with challenging projects internationally for dual students.

### Old-age provision

We provide our employees with financial security based on collectively agreed remuneration and the company pension scheme, the AERZEN pension.

### Training at the head office

In the year under review, 17 young people started training in 8 commercial and industrial/technical professions at AERZEN's headquarters.

The system for in-house pension provision creates value for AERZEN and our national employees and thus secures our common future. Employees have the opportunity to actively shape their retirement provision together with AERZEN. For AERZEN, the company pension scheme offers the opportunity to respond to demographic change and to retain qualified specialists in the company on a long-term basis. AERZEN strives to constantly optimise the existing administration processes as well as the service structures of the pension scheme in order to increase both transparency and safety in this way.



## 6.4. Occupational safety and health protection

### Occupational safety and health protection

The commitment to continuous improvement in the areas of occupational safety, health protection and health and well-being promotion in terms of responsible action is part of the corporate philosophy within the AERZEN Group and is documented in the company's health and safety policy.

#### The AERZEN health and safety policy

The commitment to continuous improvement in the fields of safety, health and environmental protection in the sense of responsible action is part of the corporate philosophy of Aerzener Maschinenfabrik GmbH.

As a family-owned company, AERZEN is, by tradition, strongly employee-oriented and attaches great importance to the health and well-being of its employees.

Therefore, this is always taken into account in any further development / change of corporate culture or corporate strategies.

- The areas of activity of workplace health promotion are mainly determined in the industrial safety committee, but also in meetings, by means of workplace inspections and improvement suggestions. The detailed procedure and legal bases are described in our safety manual SH01801.
- Occupational safety, health and environmental protection are understood as management tasks. Duties and obligations are bindingly defined in the corporate guidelines. The safety manual points out that safety and economic success are equally important corporate goals at AERZEN and that productivity and economic efficiency must not be at the expense of safety or health. Our quality policy is based on recognised national and international standards and our business processes are in full alignment with the standards of DIN EN ISO 45001. Aerzener Maschinenfabrik is certified according to DIN EN ISO 45001. The certificate can be accessed on the home page [www.aerzen.com](http://www.aerzen.com).

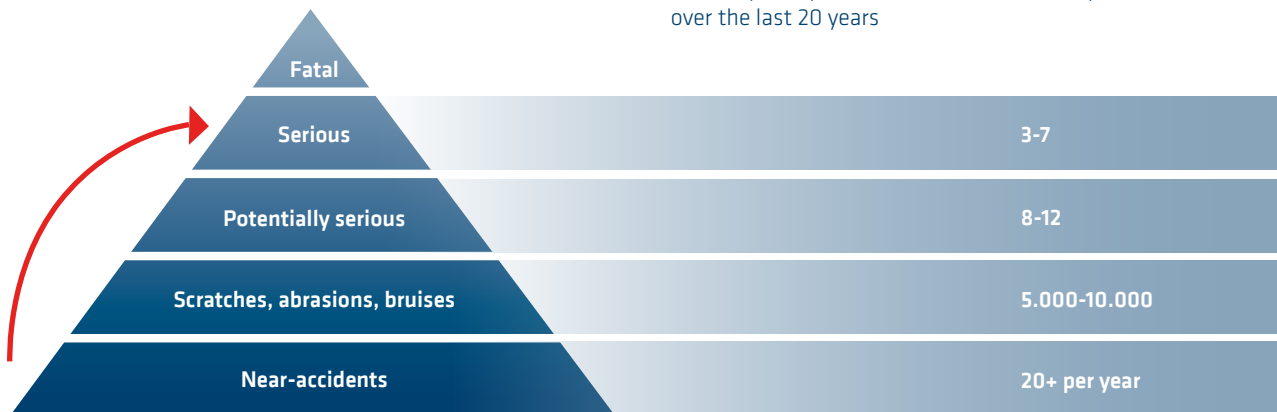
- Every new planning process, be it the setting up of workplaces (offices and industrial workplaces) or the procurement of new machines, involves the occupational safety specialist and the company medical officer, so that safety, ergonomic and health-related aspects are taken into account from the beginning.
- Since 1950, AERZEN has maintained a plant fire brigade to ensure the safety of its employees and the neighbourhood. The factory fire brigade is also called in for operations outside the company premises.
- As early as the mid-1990s, efforts were already being made to find ways and means of improving the company's general health situation. Since 1996, we have been carrying out a health promotion project in cooperation with a health insurance company and the relevant trade association. Since then, we have been providing systematic health advice and support to our employees, which goes beyond the prescribed limits. For many years now, our company medical officer has been conducting recruitment examinations with an individual and detailed health consultation. The safety engineer and the company medical officer give regular lectures on current topics.

Within the context of the integrated management system, the parent company is certified according to ISO 45001.

Individual other production and sales companies have also already been certified, and the aim is to gradually transfer all companies to certification via the multisite certification currently being set up by the AERZEN parent company in order to systematically safeguard our high standards of occupational safety and health protection.

The ongoing objective for the whole AERZEN Group resulting from our health and safety policy and ISO 45001 certification is a „zero accidents philosophy“. This high standard is accompanied and monitored by a series of practical measures. The background to this very ambitious claim is the awareness that only through this strict philosophy can the probability of a serious or fatal occupational accident be greatly reduced.

**Remark:** The figures are based on the responses of thousands of participants in SafeStart® workshops and seminars over the last 20 years



Occupational safety, health and environmental protection are understood as management tasks. Duties and obligations are clearly defined in the corporate guidelines. The safety manual points out that safety and economic success are equally important corporate goals at AERZEN and that productivity and economic efficiency must not be at the expense of safety or health. Quarterly workplace inspections which must be documented by managers in their areas of responsibility ensure that occupational safety is firmly anchored in the consciousness of employees and that individual workplace hazards can be quickly identified and remedied according to the STOP principle (Substitution, Technical, Organisational, Personal Protective Equipment).

If necessary, workplace-specific or generally applicable risk assessments including operating instructions must be prepared, which must be undertaken annually via e-learning or by the supervisors together with the UVV's in a binding manner.

In Germany, staff training on occupational safety and health protection is primarily carried out in the legally prescribed annual UVV training courses. UVV stands for accident prevention regulation of the employers' liability insurance associations and this regulates the processes for the safe handling of technical working and operating resources. The accident prevention regulations represent binding obligations for every company and every insured person with regard to safety and health protection in the work-place. Country-specific training in accordance with the respective instructions is the local responsibility of the management and site management.

The topic of occupational safety is an integral part of all shop floor regular communications and, if necessary, is quickly passed on to the necessary responsible persons via the corresponding cascade for the implementation of appropriate measures.

The respective occupational safety specialist in the companies advises and informs the management on the status of occupational safety, improvements, occupational safety organisation, accident statistics and the required personal protective equipment.

With the introduction of ISO standards 14001, 22000, 45001 and 50001, a central SHEF team (Safety, Health, Environmental, Food) was also established, consisting of responsible persons in the quality division, occupational health and safety specialists, works doctors, works council and the required representatives for fire protection, water protection, waste, etc., in order to identify, channel, derive measures and monitor issues in a weekly communication. An overall report by the person responsible for quality is submitted annually to the top management within the management review in order to derive goals and measures for the following years within the scope of a PDCA process. Supplementary annual internal and external SHEF audits also serve as part of the PDCA process to identify any problems in the context of occupational safety and health protection and to remedy these together with the top management via the annual management review.

AERZEN is, by tradition, strongly employee-focused and places great importance on the health and well-being of its employees. Beyond the legal requirements, AERZEN considers it to be its duty to protect its own employees and people whose workplace is controlled by AERZEN or who work on AERZEN's orders, as well as - insofar as it can be influenced - the employees of customers and suppliers.

The fields of action for workplace health promotion are mainly identified in the occupational health and safety committee (ASA), consisting of management, works council and works doctor, but also in the group meetings, through workplace inspections and through suggestions for improvement. The detailed procedure and legal basis are described in our safety manual.

AERZEN offers its employees ergonomic working environments wherever possible. Safety officers monitor occupational safety in the factory. Regular training keeps the employees' know-how in dealing with machines and hazardous materials up to date. Occupational health services are available at AERZEN locations for employees as well as external persons working there, and the confidentiality of medical data is guaranteed.

### Health management

For comprehensive preventive health care and with the background of demographic change, AERZEN also operates a wide range of preventive health measures in addition to the occupational safety described above. For example, the GeSi (Healthy and Safe) team aims to improve employee awareness of healthy lifestyles through individual actions and special health days.

For many years now, our company medical officer has been conducting recruitment examinations with an individual and detailed health consultation. Our occupational safety specialist and our company doctor regularly give lectures on current topics.

AERZEN continues to expand its health management system. As part of a project, for example, AERZEN is planning offers on stress management for employees who are under particular pressure. Staff workshops were held to systematically find out which requirements are mandatory in terms of applicable law and which are desirable from the staff's point of view. Such offers are within the local responsibility and will be incorporated into health management, as local self-reliance and especially established offers are to be promoted.

Workplace integration management (BEM) is an approach to overcoming incapacity for work, preventing recurrence of incapacity for work and maintaining the workplace (The legal basis is Social Code IX, §84 para.2). An internal BEM team, consisting of employer and employee representatives who are recognised as trusted persons within the company, is contacted at an early stage by managers and employees.



### Travel safety management

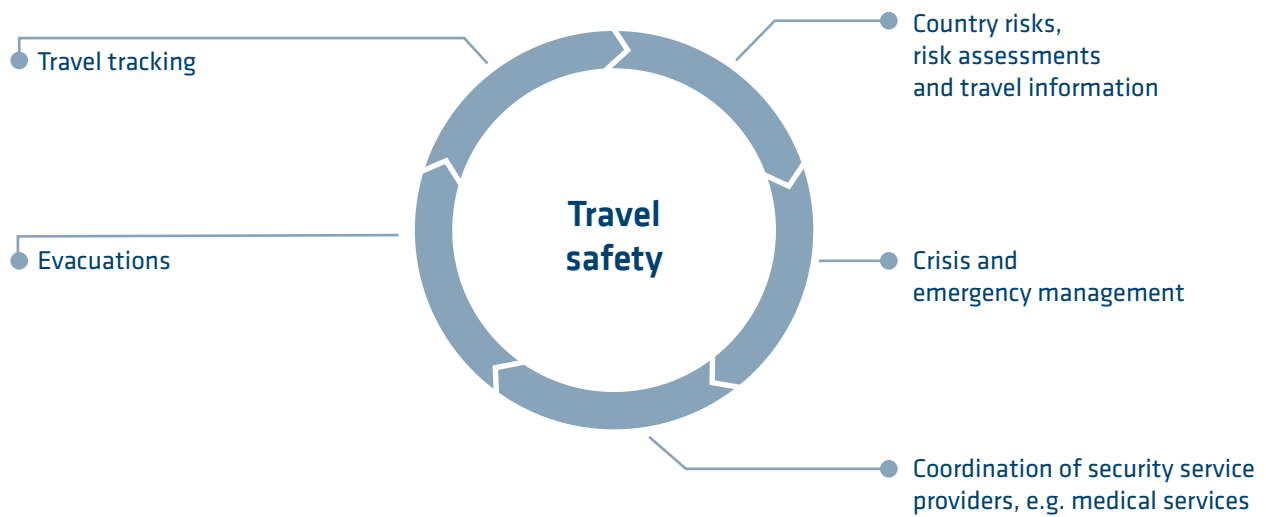
AERZEN offers comprehensive services in advance of a business trip and fulfils its duty of care for its staff accordingly.

Appropriate preventive measures can be discussed and planned in the course of travel preparations. Measures are offered for particularly affected employment groups (services, sales, employees for planned project commissioning as well as After Sales orders in high risk countries).

Our occupational physician will provide individual travel medical advice for employees travelling abroad.

The need for a first-aid kit varies on a case-by-case basis. For tropical health care or inadequate health care provision in the destination country, individual consideration of travel duration, travel conditions, destination country and activity of the traveller is essential.

With regular updates on the intranet (AIP), AERZEN ensures that all employees receive information and access to all services offered.



## 6.5. Management of key figures in the range of occupational health and safety

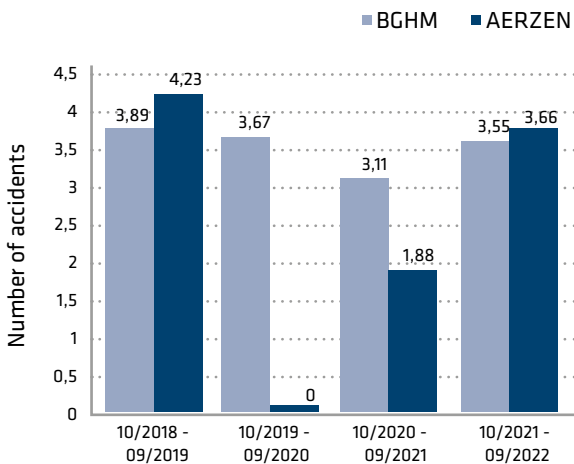
For the analysis and derivation of occupational health and safety measures, AERZEN has set up a comprehensive system to compile and monitor key data under the scope of ISO 45001. This includes a wide range of evaluation criteria for occupational accidents (severity of the accident, injured body parts, age of the accident victims and potential cause of the accident), which help to establish more targeted measures.

The number of reportable occupational accidents in the 2022 reporting period was in line with the long-term average and, fortunately, was almost 3 times lower than the BGHM industry indicator (Employer's Liability Insurance Association for Wood and Metal). Due to the manufacturing activities of the company, injuries to fingers, hands and eyes always have the potential to be serious, but through measures taken in the range of PPE (personal protective equipment), noticeable improvements have also been achieved here. In terms of the causes of accidents, „carelessness“ again predominates. This is addressed in more detail in the table below.

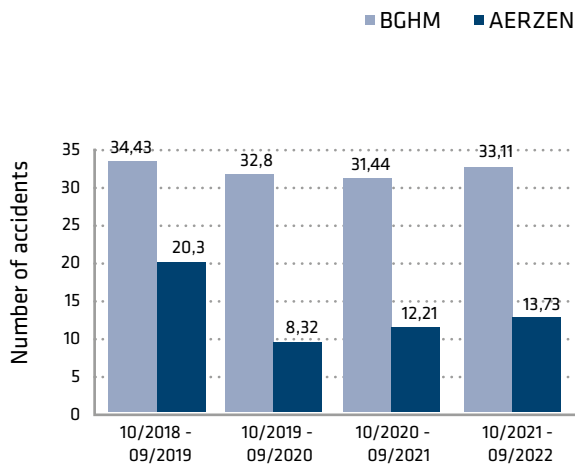
Accident statistics from October 2018 to September 2022

No.		2018/2019 10.2018-09-2019	2019/2020 10.2019-09-2020	2020/2021 10.2020-09-2021	2021/2022 10.2021-09-2022
1	Reportable occupational accidents	24	9	13	15
	Accidents that do not have to be reported	10	7	4	9
	Minor accidents (first-aid book entries)	82	77	57	22
	Commuting accidents reportable	5	0	2	4
	Commuting accidents not reportable	6	8	5	3
	Near accidents	7	3	1	2
	Company sports accidents	0	0	0	0
2	Hours worked	1.586.902	1.473.970	1.262.677	1.455.654
3	Accident frequency per 1 million working hours [UH = (accident * 1 million) / hours worked]	UH=15,12	UH=6,11	UH=10,29	UH=10,30
4	Occupational accidents per 1000 fulltime workers (Accidents/VA x 1000)	20,3 VA=1180	8,32 VA=1082	12,21 VA=1065	13,73 VA=1092
5	Days lost due to accidents (lost hours due to accidents)	251 (262) (1757)	108 (125) (756)	124 (132) (868)	175 (191) (1225)
6	Accident severity [US = (lost days * 1000) / hours worked]	0,16	0,07	0,09	0,12

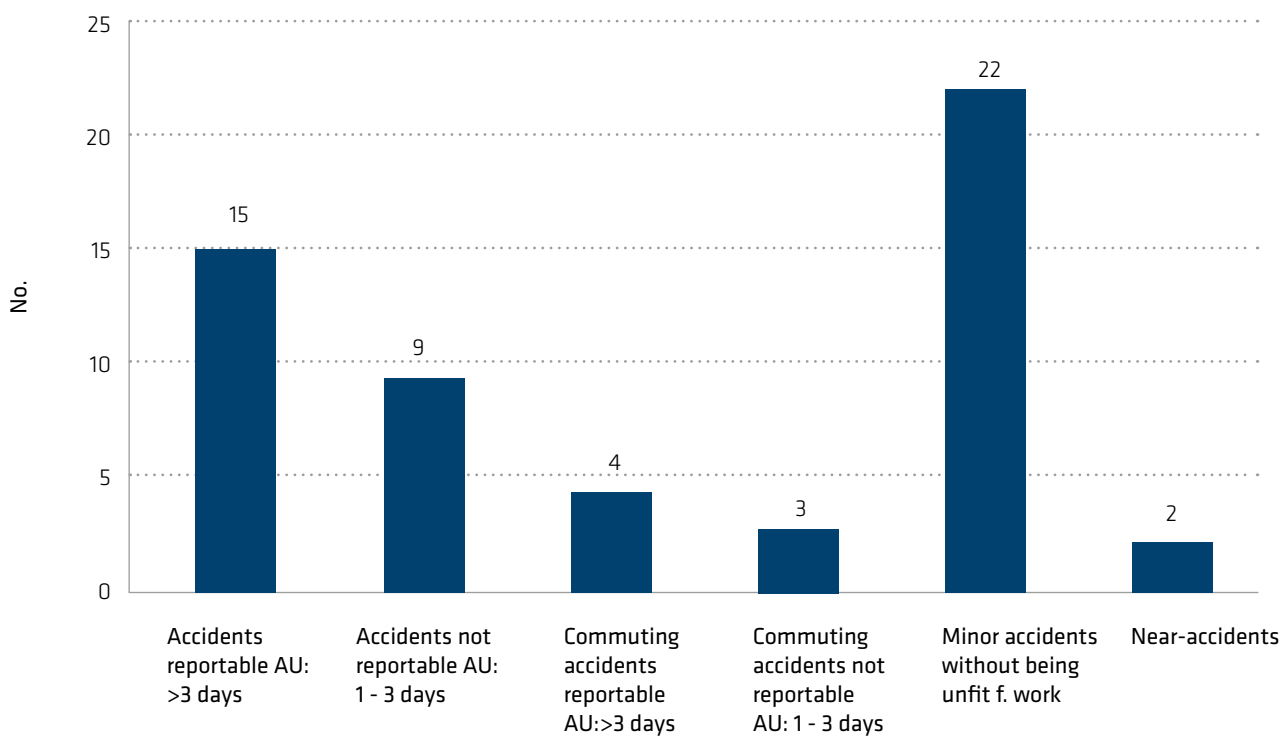
Comparison of reportable commuting accidents per 1000 fulltime workers



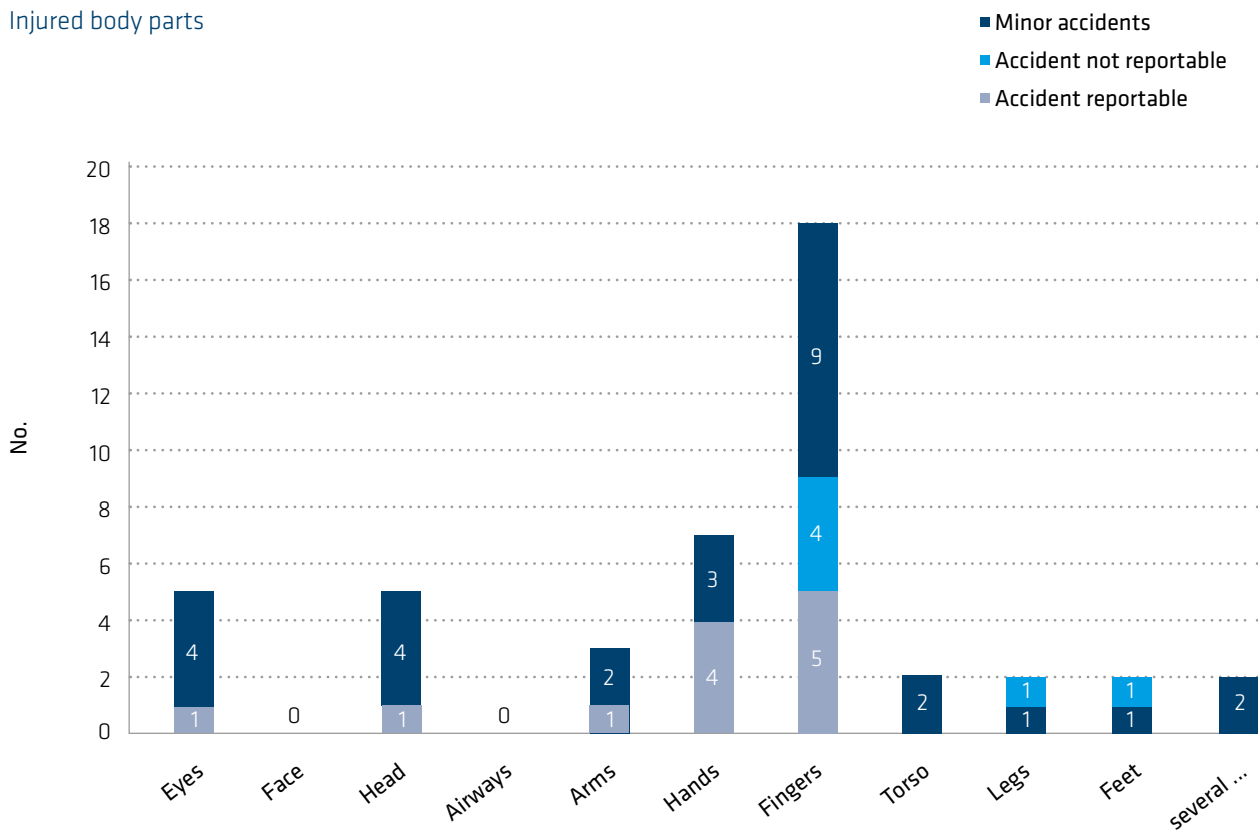
Comparison of reportable occupational accidents per 1000 fulltime workers



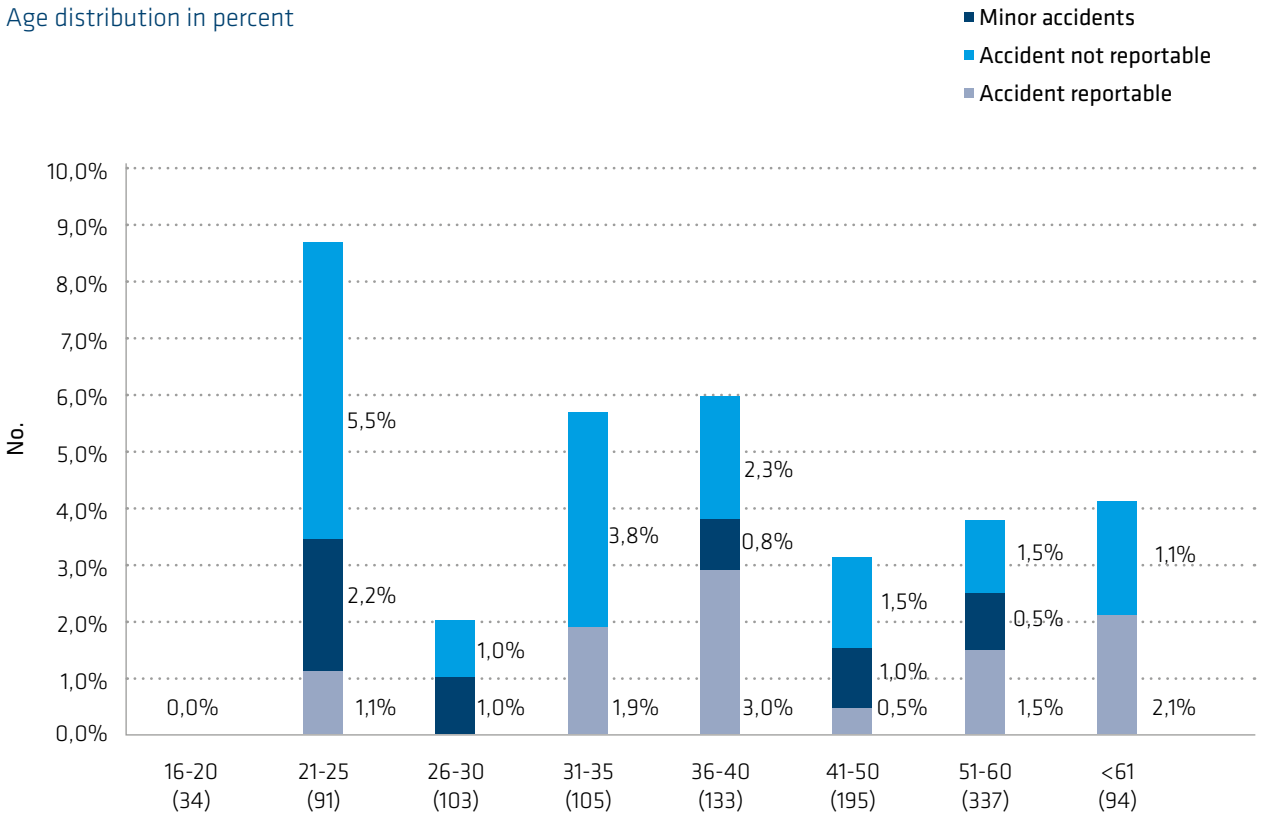
## Total accidents



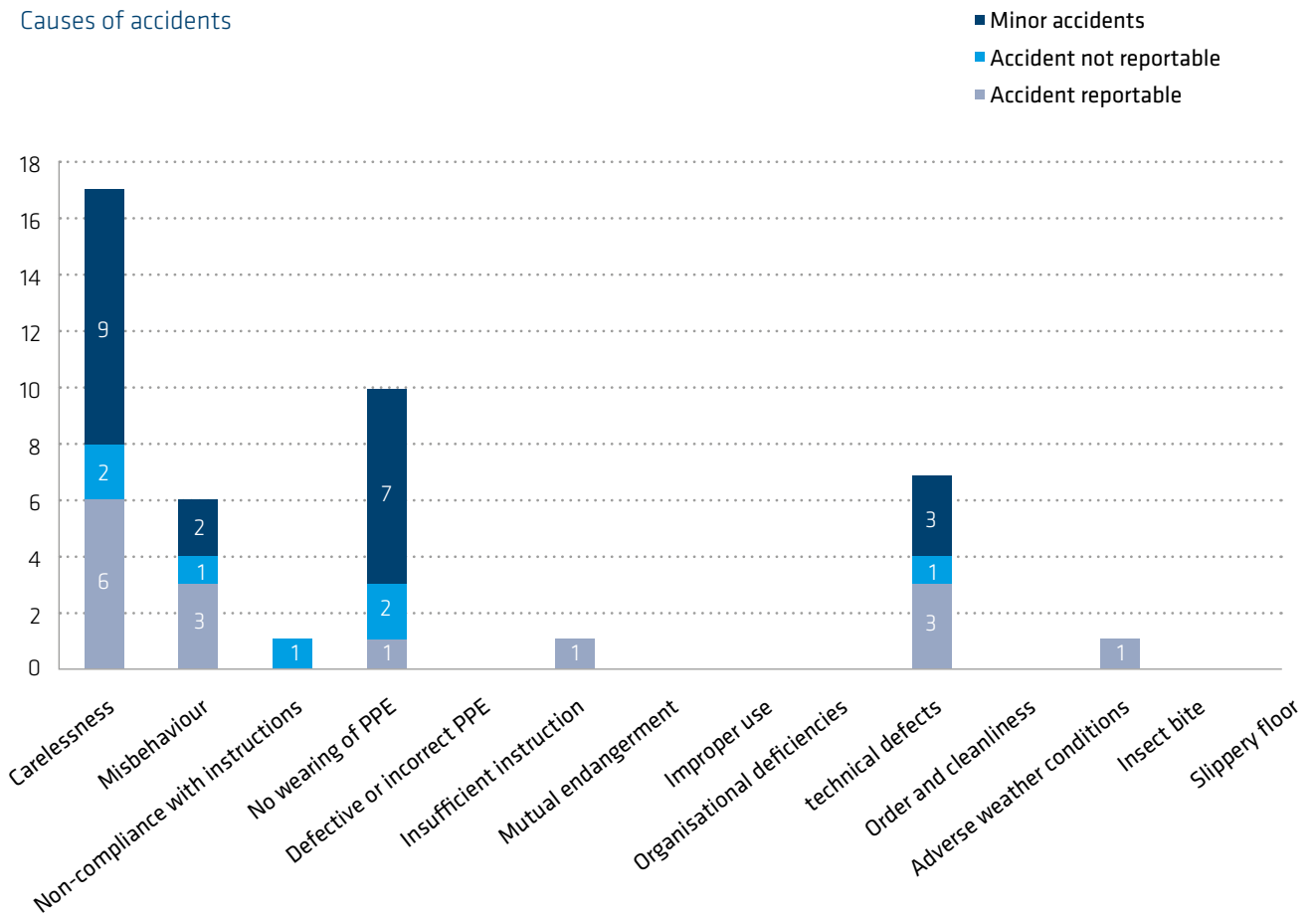
## Injured body parts



### Age distribution in percent

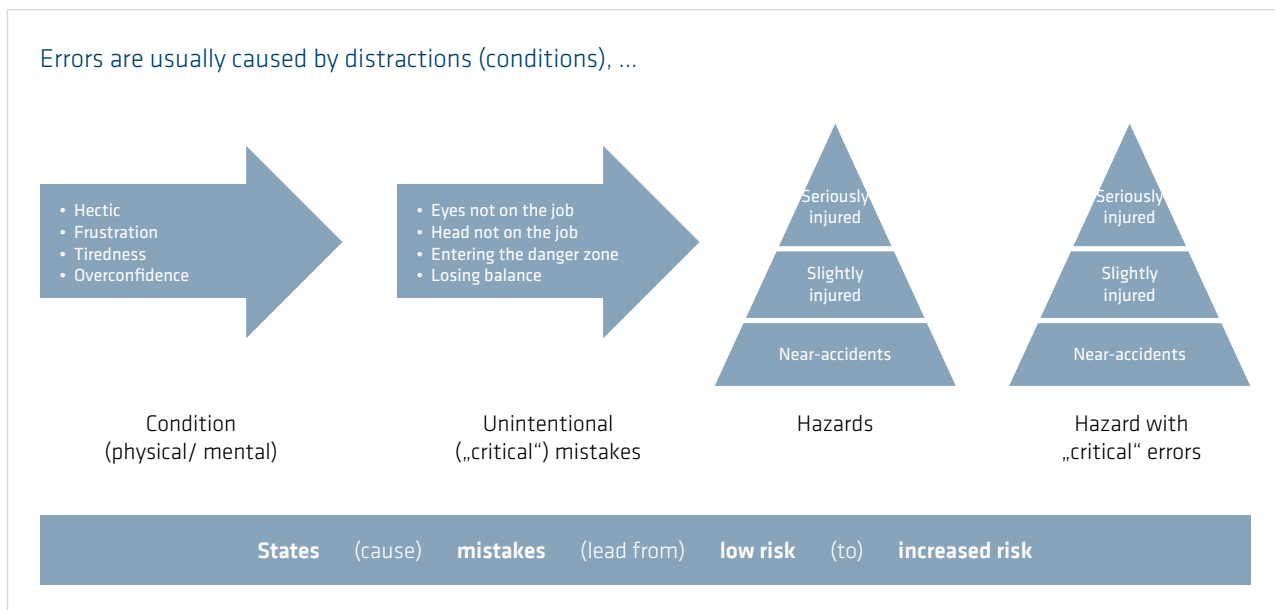


### Causes of accidents



The precautionary approach to occupational safety and health continues to be consistently implemented: for example, in addition to real accidents at work, AERZEN has also been recording and analysing near-accidents at the AERZEN headquarters for a number of years via regular shop-floor reviews in order to identify sources of danger at an early stage, prevent accidents and increase employees' awareness of potential accident risks. Just like actual accidents, AERZEN also subjects near accidents to an analysis and a targeted follow-up process with fixed responsibilities and a defined package of measures. This approach serves as a complementary means of getting closer to the zero-accident goal step by step.

The topic of „awareness“ is also of central importance in connection with the leading cause of workplace accidents, which is „carelessness“. Together with the company „Safestart“, a project was initiated last year in selected parts of the company which should help raise the employee awareness that behind the sometimes difficult to grasp concept of „carelessness“ there are actually always 4 specific behavioural patterns (overestimation of one's own capabilities, frustration, doing things at a hectic pace and tiredness.) These can all be individually recognised and eliminated. Initial results and feedback from the divisions involved and from the analysis of casualties are very positive here.



## 7. Governance, responsibility and ethics

### 7.1. Business ethics and responsible corporate governance

#### Responsible corporate governance

In order to safeguard the interests of all stakeholders, a company must create a regulatory scope that defines which rules, instructions, values and principles apply and how their compliance is organised and monitored by the company. This regulatory scope, also known as corporate governance, reflects the risks and opportunities associated with business activities on the one hand and those arising for the company from global developments on the other.

AERZEN would not be a part of the global industrial technology elite if the Group had not, from the very beginning, represented integrity, fairness and legal conformity - compliance - as the highest good in its field of activity. Responsible corporate governance is just as much the basis of AERZEN's success as its technological expertise.

Care, fairness, transparency, ethical behaviour and respect for the interests of all stakeholders characterise AERZEN's dealings with employees, business partners and the public. In this way, AERZEN protects its reputation as a trustworthy business partner.

#### Compliance Management

The basis of corporate responsibility and sustainable value creation is legal compliance and thus adherence to all legal requirements. It is the responsibility of the company's management to ensure legal conformity and thus to guarantee compliance with external requirements and internal guidelines.



AERZEN's Compliance Management System is based on six specific principles that are applied throughout the Group:

- Compliance with domestic and foreign law
- Safeguarding ethical, ecological and social interests
- Advancing a culture in which concerns can be raised without fear Commitment to a company in which there is no place for corruption or other criminal acts
- Advancing fair competition
- Protection of human rights

Compliance with antitrust law and the avoidance of corruption and bribery are fundamental components of fair competition.

The new Compliance Management System at AERZEN uses various tools to ensure compliance with the principles. This includes, among other things, training, and, in the event of violations, low-threshold access to a reporting channel. Since 2022, AERZEN has been working intensively on the implementation of a new compliance management system based on the elements of IDW PS 980. To this end, compliance officers were appointed at local and regional level, and guidelines, processes and training for core topics were developed. Through comprehensive organisation, documentation and communication, AERZEN takes care to move safely in business worldwide, in line with applicable laws and its own high standards of compliance.

AERZEN's aims are to prevent potential misconduct, identify any violations, take action to eliminate them, and to mitigate or rectify them where appropriate. All AERZEN employees must ensure that no compliance violations are committed in their respective areas of responsibility.

## Responsibility and organisation

The Group Compliance Officer reports to the spokesperson of the AERZEN management board. The designated local compliance officers at each location act as the first local contact partners for local compliance issues. The organisation is complemented

by regional compliance officers as a link between the local units and the Group Compliance Officer. They ensure that regional specificities are adequately taken into account in compliance issues and that isolated solutions are reduced to a minimum.

The Group Compliance Officer is in regular contact with the regional and local Compliance Officers to discuss key topics and issues at Group, regional and local level.

## Compliance Policies

Within the Group, a Code of Conduct and compliance guidelines based upon it apply to the topics of anti-corruption, conflict of interest, dealing with service providers, competition law, export control as well as due diligence in the supply chain and data privacy. To ensure that these guidelines are adhered to in the daily work and have the cooperation of employees, suppliers and other business partners, the rules are clearly communicated and have been brought to the attention of all employees.

The documents are available to all employees worldwide and are regularly updated and thematically supplemented. The Code of Conduct can be found on the Group's website. A detailed presentation of the AERZEN Compliance Management System, including guidelines, is available on the AERZEN intranet to all employees at any time.

## 7.2. Preventive measures, training and reporting system

### Preventive measures

In compliance, processes for the prevention of compliance violations play an essential role. As part of the introduction of the Compliance Management System, compliance risks were evaluated of which compliance requirements were derived that are to be integrated into the operational processes. The implementation is currently in the final phase.

AERZEN considers its internal control system to be an important tool for the management of process and compliance risks. AERZEN has therefore realigned the internal control system. New, group-wide release rules have been adopted for the main

business transactions. These will be supplemented by standards for process controls to be implemented in the Group in the second half of 2023.

AERZEN has defined clear rules for business partner checks and has rolled out a sanctions screening tool across the whole group of companies. These checks serve to verify and control business partners and are carried out on a mandatory basis in order to detect risks arising during a cooperation as well as in the run-up to a new business relationship and to take the necessary risk-minimisation measures. The latter can lead to

the termination of the business relationship.

Due to the recent export restrictions and economic sanctions, further measures have been taken, in particular to raise the awareness of the sales division in order to prevent related risks. In future, commercial agents and other service providers supporting sales will be evaluated by means of a standardised self-disclosure. Any cooperation must be approved by the respective Regional Director.

As part of the planned introduction of a strategic risk management system in 2023, compliance risks and necessary risk-reduction measures will be included in the Group's risk report in the future. This comprehensive approach will also cover the requirements of the Supply Chain Sourcing Obligations Act.

## Training

AERZEN has implemented an e-learning platform on anti-corruption, antitrust as well as export control and data privacy in 2023. The training content, which is mandatory for employees to complete, depends on their area of activity and responsibility. Basic training such as anticorruption is mandatory for all commercial employees. In future, new employees will be assigned the necessary training content as soon as they join the company. The training offer is constantly being expanded thematically.

E-learning training needs to be repeated regularly to refresh what has been learned. On a final test, employees confirm that they have completed the respective training and that the contents have been brought to their attention in a comprehensible manner.

In addition, face-to-face training is provided; this can be teaching with physical presence or through online media. These serve for deepening the knowledge or are aimed at those employees whose languages are not yet included in the online training catalogue. In addition, this training can also reach

those workers who do not have access to the group-wide e-learning platform. This training is given by the regional or local compliance officers.

## Violations of laws and instructions

In the case of violations of compliance rules, the violation is sanctioned according to the degree of culpability and severity. The sanctions range from admonishment to warning to dismissal. In particularly serious cases, AERZEN reserves the right to sue the party concerned for damages or to report the violation to the competent authority.

AERZEN expects all employees to report potential and actual compliance violations. In particular, managers have to ensure that serious misconduct is reported to the Group Compliance Officer.

## Reporting system and alternative reporting channels

A reporting channel is an instrument designed to ensure adherence to compliance rules. With an ombudsman system in place, AERZEN has established a reporting system that guarantees the greatest possible protection for the whistleblower.

The ombudsman's contact details and important explanations on how to file a report are made accessible to staff and external parties on our homepage. In countries where this is allowed, persons giving tip-offs can remain anonymous. The use of this established reporting channel is not binding. Employees and external parties can also report alleged violations through other channels.

It is customary and established that a report is forwarded to the Group Compliance Officer in any case. The associated guideline describes the responsibilities and process steps in case of a report.

## 7.3. Human rights and social standards

### Core elements of corporate due diligence

Without exception, AERZEN is against child and forced labour and stands for fair wages as well as freedom of assembly and freedom of expression. There is zero tolerance for discrimination, harassment and violations of corporate principles, no matter where in the value chain they occur. Awareness raising, training and action will ensure that high social standards are maintained everywhere and that human rights are respected at all times. AERZEN's principles and guidelines do not only apply to em-

ployees, but also to suppliers and other business partners. They are a prerequisite for the establishment and continuation of business relationships. All business activities must be conducted in accordance with the UN Guiding Principles on Business and Human Rights and the core labour standards of the International Labour Organization (ILO) and in strict compliance with local laws:

Fairness and respect in the workplace, towards colleagues and business partners

- Discrimination against workers will not be tolerated. AERZEN stands for equal opportunities
- Attention is paid to appropriate and fair remuneration on the basis of local market conditions
- Ensuring compliance with local laws on maximum permissible working hours
- Child labour and other forms of human exploitation are not tolerated
- Workers are recruited with written employment contracts and on the basis of documented employment relationships in accordance with the law
- Workers' right to freedom of opinion and expression is respected

To meet our corporate due diligence obligations to respect and uphold human rights we follow the OECD Due Diligence Guidance for Responsible Business. AERZEN has set out and communicated the principles in a policy statement on respect for human rights and in the Code of Conduct.

As part of the introduction of strategic risk management, ESG risks will be regularly evaluated in the future and, if necessary, appropriate improvement measures will be implemented. These will then be reviewed for effectiveness and summarised in a risk report. A complaints mechanism for employees and external business partners has already been established through the Ombudsman.

### Sustainability in the supply chain

With globalisation and the increasing division of labour in production, supply chains have branched out around the world. This gives rise to a responsibility for companies to ensure social and environmental standards in their supply chain as well. The introduction of the Supply Chain Sourcing Obligations Act in Germany and the discussions on an EU-wide supply chain law show that the topic is becoming increasingly important and regulated.

## 7.4. Data privacy and information security

### Protection of personal data

As an innovative, global company, information and its use to achieve the company's targets is of paramount importance. The AERZEN Group protects the personal rights of everyone whose personal data is processed. This includes employees, customers, suppliers, other contractual partners and job applicants and applies to all AERZEN companies and departments that handle personal data.

Data protection violations can lead to significant fines and in some countries even to fines and imprisonment. The Europe-

AERZEN has summarised the requirements of the Supply Chain Sourcing Obligations Act in a guideline. This is supplemented by a declaration of principles on the observance of human rights and a supplier code of conduct, the principles of which are to be confirmed by the suppliers.

A supplier self-disclosure with a focus on human rights, social standards, the environment and other selected compliance issues, such as corruption and antitrust law, is the starting point for future supplier evaluations.

AERZEN has classified the suppliers of its existing global portfolio (with a purchasing volume of more than EUR 75,000 p.a.) into three risk classes using an ESG index. All suppliers are asked to confirm compliance with the requirements of the supplier code of conduct. Those suppliers with a mean and high ESG risk will be asked to prepare a self-disclosure in the first step. Depending on the results of the self-reporting, further measures will be adopted by the Sustainability Council together with the local responsibility holders. The monitoring of the implementation is carried out by the Sustainability Council and reviewed within subsequent regular risk analyses. The process is defined internally, documented accordingly and will be carried out for the first time in 2023.

The guidelines and standards listed regarding social, ethical and ecological criteria follow international guidelines such as the principles of the UN Global Compact, the Charter of the International Chamber of Commerce (ICC) and the relevant conventions of the International Labour Organisation (ILO). AERZEN expects its suppliers to comply with these standards and encourages them to carry this responsibility into their respective supply chains.

an General Data Protection Regulation (GDPR), which has had to be complied with since 25 May 2018, provides that violations can be punished with fines of up to 4% of the group's turnover. Finally, data protection breaches can cause lasting damage to the reputation of the AERZEN Group. AERZEN therefore insists on the implementation of data protection mechanical specifications and reserves the right to take measures against anyone who disregards data protection law. This includes, for example, disciplinary measures.

The target is to prevent data privacy incidents or breaches with a data privacy policy. Employees are trained through face-to-face meetings and e-learning measures. The procedure for the safe and data-compliant destruction of personal and strictly confidential data is defined by a deletion concept.

For the time being, the privacy policy and the deletion concept apply to subsidiaries with a location in Germany. Planning is already underway to extend the privacy policy and the deletion concept to subsidiaries within the European Union and the United Kingdom.

Compliance with data protection requirements and applicable data protection laws is regularly reviewed. Implementation is the responsibility of the external data privacy officer, Datenschutz Nord.

## Information security

The objective of information security is to protect company-relevant information - its own as well as that of customers and partners - by ensuring the confidentiality, integrity and availability of this information. Confidentiality means preventing or minimising unauthorised access to information. Integrity guarantees the reliability and correctness of information. Availability means that authorised persons have lawful and undisturbed access to data, objects and resources.

# 8. Products

## 8.1. Product safety

At AERZEN, we place the highest value on the safety of our products and compliance with the applicable EU directives. In particular, the Machinery Directive 2006/42/EC forms an important part of our product safety strategy.

To ensure the safety of our machines, we carry out risk assessments on all our products. In doing so, we identify potential risks and develop appropriate measures to minimise or eliminate these risks.

Compliance with EU directives is confirmed on a subsequent declaration of conformity. This document proves that our machines comply with the requirements of the Machinery Directive and meet all relevant safety standards. It also serves as proof of the conformity of our products to the legal requirements.

Furthermore, we equally comply with the national regulations of the respective countries in which we distribute our products. We are aware that specific safety standards and requirements may apply in different countries. Therefore, we adapt our products and processes accordingly to comply with national regulations and to ensure the safety of our customers.

The protection of information is defined in the Information Security Policy. The policy is based on the ISO 27001 standard and is composed of a series of high-level information security regulations; it sets out the organisation's approach regarding information security management.

The Information Security Management System (ISMS) Framework directive describes the management system, which consists of security measures to protect against internal and external attacks. The ISMS enables AERZEN to counter growing security threats with effective and efficient methods to protect sensitive information of all types - intellectual property (copyrights, trademarks, patents and trade secrets), strategic and personal data as well as information on prices, but also other expertise processed by AERZEN - from theft, loss, unauthorised disclosure, unlawful access, misuse, modification and destruction.

The Information Security Management System is to be introduced and lived throughout the AERZEN Group. It should be ready for certification by the end of 2023. The parent company will be certified first, before the subsidiaries are certified in further steps. The Chief Information Security Officer is the global process owner of the ISMS and is responsible for determining the level of security. He establishes and monitors information security policies, requirements, processes and procedures.

Compliance with EU directives and national regulations is of the utmost importance to us, as it ensures that our products meet the highest standards in terms of safety. We strive to continuously improve our production and quality processes to ensure the protection of our customers and users of AERZEN products. Product safety is a key concern for us, and we do everything in our power to ensure that our machines comply with current safety standards. By complying with EU directives and national regulations, we help to ensure a high level of safety for our customers and the users of our machines.

## 8.2. Sustainable product design and development

At AERZEN, we consider sustainable product development to be a central part of our corporate philosophy, true to our motto "Engineering for a sustainable world!" Our machines and systems help to improve the environmental balance of your applications by delivering excellent performance in the process while reducing energy consumption. In addition, our products are characterised by low maintenance and high durability, which also helps to improve the eco-balance of your investment. After all, the more durable the product, the less costly it is to repair or to procure spare parts for.

We attach great importance to considering the issue of sustainability as early as the product specification. This document defines the requirements for the entire life cycle of our products. In close cooperation between product management, sales and customers, binding points are defined in the requirement specification that support sustainable product development. The following criteria are integrated in the requirement specification:

### Efficiency

- Efficiency improvement energy savings
  - Compressors exclusively with direct drive instead of belt drive
  - Use of more efficient motors
  - Further development of the intake and exhaust air concept
  - Reduction of pressure losses with package accessories
- CO<sub>2</sub> reduction
- Adjustable machines / FI
- Reduction of life cycle costs or TCO (operating costs and services)
- Digital services including extension of the sensor system
  - Monitoring of the operating state
  - Energy optimisation

### Resources and materials

- No use of critical materials
- Use of recycled materials
- Biodegradable oils or food grade oils including reduction of oil quantities
- Reactive silencers
- Possibility of waste heat utilisation by means of an aftercooler or for space heating
- Weight saving: saving steel (material in general)
- Reduction of maintenance intervals to minimise the use of resources
- Plug & Play solution: less material used, e.g. savings on electric cables and switch cabinet materials
- Stages:
  - rotors without coating
  - Revision at site/ no complete exchange necessary

- Coating for components in contact with media: suitable for foodstuffs

### Environment and atmosphere

- Certified oil-free operation according to ISO8753-1:2010 class 0
- Prevention of leaking oil lines through internal piping and pressure-tested hoses
- Use of an oil drip pan in the event of an accident
- Compactness
  - > smaller rooms with lower energy demand
  - > Saving packaging materials during transport
    - Extension of the turndown --> Large volume flow range due to fewer machines
    - High reliability, even in difficult ambient conditions
      - High bearing life LH10  $\geq$  40,000 Oh
    - Customers' health and safety
      - Compliance with the relevant laws at all administrative levels as well as holding various supplementary product certifications
    - Reduction of noise emissions (machine noise and pipe noise)
    - Sealing gas version --> Gas not from conveying chamber

### Production and social issues:

- Manufacture of the compressor stages in Germany
- Global procurement strategy only via suppliers who comply with the AERZEN CoC

The requirement specification then becomes the specification, in which the market's sustainability requirements are translated into technical specifications. Our main target in product development is to increase energy efficiency. We use environmentally friendly operating materials and comply, for example, with the requirements of the Dodd-Frank Act with regard to conflict materials. Compliance with international directives such as RoHS and REACH, where certain substances are not used, is a matter of course for us.

We attach great importance to the documentation of compliance with sustainability and safety requirements. This allows us to transparently demonstrate to you, the customer, that our products meet the highest standards of sustainability. Our sustainable product development ensures that our machines and systems not only meet your requirements, but also make a positive contribution to the environment. We strive to continuously develop innovative solutions that offer both economic and environmental benefits. Our sustainable products support you in achieving your own sustainability targets and shaping a sustainable future - engineering for a sustainable world!

## 9. Supply chain and sustainable procurement

### 9.1. Sustainable Supply Chain - Compliant with the Supply Chain Duty of Care Act

The AERZEN Group is committed to building a sustainable supply chain and ensuring responsible procurement of products and services. We recognise the importance of ethical, social and environmental standards along the entire value chain. In this section, we would like to present the measures and initiatives we have already implemented in the range of supply chain and sustainable procurement.

#### Supplier evaluation and code of conduct

We have already conducted a comprehensive supplier risk analysis. Criteria such as environmental impact, social responsibility, working conditions and ethical standards are taken into account. Based on this assessment, we have developed a supplier code of conduct that clearly defines our sustainability expectations and requirements.

#### Obligation of the suppliers

To ensure that our suppliers support our sustainability goals, we will send the code of conduct to all suppliers with a turnover higher than €75,000 by 30.06.2023. These suppliers are required to read, understand and sign the code of conduct to confirm their compliance with the requirements set out therein.

#### Risk Suppliers and Self-Assessment

We recognise that certain suppliers may be at higher risk regarding sustainability issues. Therefore, we will identify high risk suppliers and subject them to a self-assessment process. This self-assessment enables us to evaluate their sustainability performance exactly and to introduce appropriate measures for improvement, if required.

#### Assessment of the Supply Chain Sourcing Obligations Act (LkSG)

We are aware of the importance of the new Supply Chain Sourcing Obligations Act (LkSG) and will be conducting a comprehensive assessment of our suppliers in relation to the requirements set out therein by the end of 2023. This includes assessing compliance with human rights, environmental standards and social responsibilities along the entire supply chain.

#### ESG issues with new suppliers

We already place great emphasis on ESG (Environmental, Social, Governance) issues when selecting new suppliers. We will directly request ESG aspects when procuring products and services and ensure that potential suppliers meet our sustainability standards. This enables us to work with suppliers who meet our sustainability requirements from the beginning.

By implementing these measures, we strive to build a transparent, responsible and sustainable supply chain. We are committed to ensuring that our suppliers share our values and support our sustainability goals. Through continuous review and cooperation, we ensure that our supply chain meets the highest standards of ethics, social responsibility and environmental protection.

## 9.2. AERZEN Procurement Network

As a globally active machine and system manufacturer with several production and purchasing companies, the AERZEN Group is facing the challenge of establishing and managing an efficient procurement network. Given the company's global presence and the large number of production sites, a well-coordinated procurement network, the AERZEN Procurement Network, is crucial for maintaining the company's competitiveness.

The AERZEN Procurement Network is a complex network of suppliers, contractors and all AERZEN buyers worldwide that ensures the smooth flow of materials and components, optimising efficiency and costs. Our procurement network creates global transparency regarding the purchase of materials and components at the Group's various locations. This allows us to take advantage of economies of scale, receive volume discounts and reduce overall procurement costs. At the same time, however, local requirements and special features are taken into account to ensure smooth integration of the individual production sites.

To further improve the transparency and efficiency of the AERZEN Procurement Network in the future, the AERZEN Group relies on the use of technology and digital solutions. By using data analysis and automated procurement systems, the company can transparently optimise the procurement process, identify bottlenecks and shorten delivery times. This reduced supply bottlenecks in the group, especially during the Covid-19 pandemic.

In global sourcing, we also firmly believe that sustainability and economic success can go hand in hand. Through our networked sourcing activities across all AERZEN purchasing companies, we ensure that our sustainable supply chain across the AERZEN Group meets the highest standards of ethics, social responsibility and environmental protection.

As at the AERZEN headquarters, green procurement practices are actively promoted throughout the AERZEN Procurement Network. This includes, for example, the selection of suppliers with environmentally friendly production processes and the use of sustainable materials. When selecting new suppliers, uniform qualification criteria apply throughout the Group, which must be fulfilled by the supplier and are regularly checked by our globally acting quality managers.

Overall, coordinating the worldwide procurement activities of a globally operating group with several production and purchasing companies is a complex challenge. However, through careful selection of suppliers, effective coordination of logistics activities and the use of technology, the AERZEN Procurement Network can build a transparent, efficient and sustainable procurement network. This enables the AERZEN Group to manage a sustainable supply chain network, optimise costs and thereby strengthen its competitiveness and increase customer satisfaction.

# 10. Enclosure

## Certificates

  
**DNV**

# MANAGEMENT SYSTEM ZERTIFIKAT

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Zertifikat-Nr.: 10000406014-MSC-RwA-DEU	Datum der Erstzertifizierung 09. März 2015	Gültig: 09. Dezember 2022 – 08. März 2024
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Hiermit wird bescheinigt, dass das Unternehmen

**AERZEN**

**Aerzener Maschinenfabrik GmbH**  
Reher Weg 28, 31855 Aerzen, Deutschland  
sowie die im Anhang aufgeführten Standorte

ein Umwelt-Managementsystem in Übereinstimmung mit dem folgenden Standard eingeführt hat  
und anwendet:  
**ISO 14001:2015**

Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:  
**Entwicklung, Konstruktion, Fertigung, Montage, Vertrieb und Service von Gebläsen  
und Verdichtern**

Ort und Datum:  
Barendrecht, 06. Dezember 2022

Zertifizierungsstelle:  
DNV - Business Assurance  
Zwolseweg 1, 2994 LB Barendrecht,  
Netherlands



  
MGMT. SYS.  
RvA C 124

  
INTERNATIONAL  
ASSOCIATION  
OF  
REGISTERED  
CERTIFICATION  
BODIES



**Erie Koek**  
Vertreter des Managements

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Bei Verstöß gegen die im Zertifizierungsvertrag genannten Bedingungen kann das Zertifikat seine Gültigkeit verlieren.  
AKKREDITIERTE STELLE: DNV Business Assurance B.V., Zwolseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102922699, www.dnv.com/assurance





# MANAGEMENT SYSTEM ZERTIFIKAT

Zertifikat Nr.:  
10000406767-MSC-RvA-DEU

Datum der Erstzertifizierung:  
09. März 2015

Gültig:  
09. März 2021 – 08. März 2024

Hiermit wird bescheinigt, dass das Unternehmen



**Aerzener Maschinenfabrik GmbH**  
Reher Weg 28, 31855 Aerzen, Deutschland

ein Energie-Management-System in Übereinstimmung mit dem folgenden Standard eingeführt  
hat und anwendet:

**ISO 50001:2018**

Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:

**Entwicklung, Konstruktion, Fertigung, Montage, Vertrieb und Service von Gebläsen und  
Verdichtern**

**Der Anwendungsbereich des Systems am Standort umfasst alle Prozesse/ Anlagen unter  
Kontrolle des Unternehmens**

Ort und Datum:  
Barendrecht, 12. März 2021



Zertifizierungsstelle:  
DNV - Business Assurance  
Zwolseweg 1, 2994 LB Barendrecht, Netherlands

Eric Koek  
Vertreter des Managements

Bei Vorstell gegen die im Zertifizierungsvortrag genannten Bedingungen kann das Zertifikat seine Gültigkeit verlieren.

AKKREDITIERTE STELLE: DNV GL Business Assurance B.V., Zwolseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102022040, [www.dnvgl.com/assurance](http://www.dnvgl.com/assurance)



# MANAGEMENT SYSTEM CERTIFICATE

Certificate no.  
100000009-MSC RvA-0211

Initial certification date:  
20 April 2020

Valid  
20 April 2020 – 19 April 2025

This is to certify that the management system of  
**Aerzener Maschinenfabrik GmbH**  
Reher Weg 28, 31855 Aerzen, Germany

has been found to conform to the Food Safety Management System standard:  
**ISO 22000:2018**

This certificate is valid for the following scope:

**Development, design, manufacture, assembly, sales and service of blowers, compressors for the food industry. Category J**

**Entwicklung, Konstruktion, Fertigung, Montage, Vertrieb und Service von Gebläsen, Verdichtern für die Lebensmittelindustrie. Kategorie J**

Place and date:  
Barendrecht, 27 February 2023



For the issuing office:  
DNV - Business Assurance  
Zwijloring 1, 2994 LB Barendrecht,  
Netherlands

*Sabrina Bianchini*

Sabrina Bianchini  
Management Representative

Link of full text of conditions as set out in the Certification Agreement may be found in the Certificate Issuance  
ACCREDITED UNIT: DNV Business Assurance B.V., Zwijloring 1, 2994 LB Barendrecht, Netherlands - TEL: +31(0)102050500 www.dnv.com/assurance



# MANAGEMENT SYSTEM ZERTIFIKAT

Zertifikat-Nr.:  
10000400091-MSC-RvA-DEU

Datum der Erstzertifizierung  
12. April 2019

Gültig:  
06. Dezember 2022 – 11. April 2025

Hiermit wird bescheinigt, dass das Unternehmen



## **Aerzener Maschinenfabrik GmbH**

Reher Weg 28, 31855 Aerzen, Deutschland

sowie die im Anhang aufgeführten Standorte

ein Managementsystem für Sicherheit und Gesundheit bei der Arbeit in  
Übereinstimmung mit dem folgenden Standard eingeführt hat und anwendet:  
**ISO 45001:2018**

Dieses Zertifikat ist gültig für die folgenden Produkt- oder Dienstleistungsbereiche:  
**Entwicklung, Konstruktion, Fertigung, Montage, Vertrieb und Service von Gebläsen  
und Verdichtern**

Ort und Datum:  
Barendrecht, 06. Dezember 2022

Zertifizierungsstelle  
DNV - Business Assurance  
Zwolsseweg 1, 2994 LB Barendrecht,  
Netherlands



Erik Koek  
Vertreter des Managements

Bei Verstoß gegen die im Zertifizierungsvertrag genannten Bedingungen kann das Zertifikat seine Gültigkeit verlieren.  
AKKREDITIERTE STELLE: DNV Business Assurance B.V., Zwolsseweg 1, 2994 LB, Barendrecht, Netherlands - TEL: +31(0)102502099, www.dnv.com/assurance