Rosenberger

Sustainability Report

YEAR 2020

Report Profile

The following Sustainability Report from Rosenberger Hochfrequenztechnik GmbH & Co. KG (hereafter referred to as Rosenberger) provides an insight into data, strategies, goals and activities concerning the company's commitment to sustainability.

The reporting period is the calendar and fiscal year 2020. The report relates to the corporate headquarters in Fridolfing and was prepared in accordance with the "Core" option of the GRI standards of the Global Reporting Initiative.

This Sustainability Report informs Rosenberger's suppliers, customers, employees (m/f/d) and the public about the sustainability of the company. The report appears every three years.

The topics covered have been identified with the aid of a materiality analysis. The Sustainability Report was last published in 2017.

Peter Rosenberger, CEO of Rosenberger, first explains the company's position on sustainability, followed by a company overview including general figures and data which serve to demonstrate the company's performance. For this purpose, data from the years 2014 to 2020 are compared with the reference year 2009.

For 2020 please note the reporting of emissions was revised in accordance with GRI 305.

A detailed calculation of the GHG emissions was carried out in 2019. This will be used as the basis for GHG emissions in future.

Furthermore, the Sustainability Report provides a detailed insight into the sustainable development of the company.

Contents

Peter Rosenberger, CEO of Rosenberger, on the subject of sustainability

What does sustainable action mean for you and Rosenberger and what effects does this have on the environment?

Rosenberger is a family-run company and is geared towards long-term success. A prerequisite and indispensable to this is sustainable action in all areas. Concerning the environment this means, for example, that we generate energy from renewable sources and actively minimize consumption where possible. This saves resources and money. Equally, third parties, for example our suppliers, need to act sustainably.

This fundamental attitude is also anchored in our corporate philosophy which is published in the Rosenberger Global Mission & Vision and published on our website.

What contribution does Rosenberger make to sustainable development?

We have stringent energy, environmental and occupational safety management and comply with ISO 50001, ISO 14001 and ISO 45001 standards. Nearly one fifth of the energy required at the main site is generated from biomass, and a significant number of heat recovery systems and new buildings are aligned with the latest energy-saving technology.

With the commissioning of a photovoltaic system with 935 kWp for our own power supply, we save around 800,000 kWh of electricity per year. This system reduces our CO_2 footprint by just under 470 metric tons.

In 2020, the CO_2 footprint of our headquarters was systematically determined according to international standards. By investing in green electricity certificates of origin and offsetting through climate protection projects, we were able to achieve CO_2-neutral energy and heat generation in Fridolfing.

Another contribution to sustainable development is our support of the local environment, whether it is sponsoring sports clubs, supporting school and university projects or social aid projects. The communities and people in the area are very important to us.

How important is sustainable action for your company?

Very important! However, I would not limit myself to companies. Companies have greater influence and financial resources, but sustainable action starts with the individual. Only by working together can we meet the challenges of climate change.

Does sustainable action give Rosenberger competitive advantages?

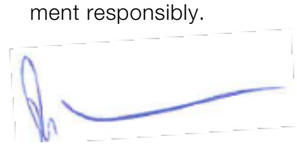
Absolutely. Customers' requirements in terms of environmental and energy standards are becoming ever more stringent. As we meet these requirements, we are more attractive to clients and customers. This benefits not only us, but also the environment.

How do you assess Rosenberger's contribution to electromobility, especially regarding the environment? Have you specifically steered your development and production in this direction?

Electromobility has become more and more important in recent years, and I think that we make an important contribution to this. Fossil fuels are limited and in the not-too-distant future we will have to switch to alternative drive systems. As early as 2007, our Automotive sector invested in high-voltage connector systems for electromobility. In this way, we have been supporting the mobility of tomorrow for years.

What are your personal goals for the company and in relation to sustainable development?

Above all, I would like to ensure the sustainable success of the company and continue to support the international growth of the Rosenberger Group. However, it is also important to me to create a "Green future" for us and the next generations to come by continuing to treat our environment responsibly.



Peter Rosenberger
Chief Executive Officer

Company Profile

Rosenberger Hochfrequenztechnik GmbH & Co. KG is a leading supplier of impedance-controlled and optical connection technology in addition to system components for high-frequency, high-voltage, fiber optics and electronics technology. The main business areas are Communication, Automotive, Medical & Industries, Test & Measurement and CNC machining technology.

With more than 11,800 employees worldwide, Rosenberger operates locations and sales offices in Europe, Asia, North and South America which are responsible for the development, manufacture, and sales of the product portfolio.

In many countries, Rosenberger subsidiaries carry out connector and cable assemblies. This ensures flexibility while creating shared value at a national level which also serves to reduce customs and tax burdens.

With the establishment of a European assembly and logistics center in eastern Hungary and with complete manufacturing plants in China, India, North and South America, Rosenberger is making use of sustainable competitive advantages internationally while also making a valuable contribution to the industrial development of emerging countries.

The company's headquarters, located in Fridolfing, is responsible for the entire administration of the Rosenberger Group worldwide. The core competencies within production include the manufacturing of individual parts, electroplating, stamping and bending technology, automated assembly, sample parts production, and precision manufacturing. The production of well over two billion parts takes place in a total production area of 43,000 m² and is carried out by approximately 1,000 production employees and over 300 production machines. The total number of employees in Fridolfing is around 2,400 people.

Rosenberger was founded in 1958 in Tittmoning by Hans Rosenberger Sr. and has been family-owned ever since. Rosenberger is independent of capital markets and therefore totally focused on its own goals and to furthering its core competencies.

Materiality Analysis

To identify the material issues at Rosenberger, an assessment was carried out.

Action areas:

General Figures and Data

Emissions (Scope 1 and 2)

Year	Reference year 2009	2014	2015	2016	2017	2018	2019	2020
CO_2 emissions (in t)	3,182	5,388	5,301	5,747	6,850	7,360	7,457	554
		-19.9%	-21.9%	-25%	-19.9%	-15.2%	-24.7%	-95%

(relative improvement in terms of value added)

Energy Consumption

Year	Reference year 2009	2014	2015	2016	2017	2018	2019	2020
Energy consumption total (in MWh)	11,392	17,685	18,283	19,686	25,030	26,902	27,797	29,202
		-23.6%	-21.6%	-25.3%	-14.9%	-12.8%	-19.7%	-22.6%
Electricity consumption (in MWh)	9,256	15,328	15,568	17,010	19,729	22,005	23,171	24,118
Heating oil consumption (in MWh)	474	491	687	604	999	335	490	409
Biomass consumption (in MWh)	1,662	1,866	2,028	2,072	4,302	4,562	4,135	4,707

(relative improvement in terms of value added)

Water

Year	Reference year 2009	2014	2015	2016	2017	2018	2019	2020
Water consumption (in m^3)	10,876	15,632	17,679	19,579	23,719	31,717	37,766	33,541
		-29.2%	-20.6%	-22.2%	-15.5%	-8.6%	18.9%	-6.9%

(relative improvement in terms of value added)

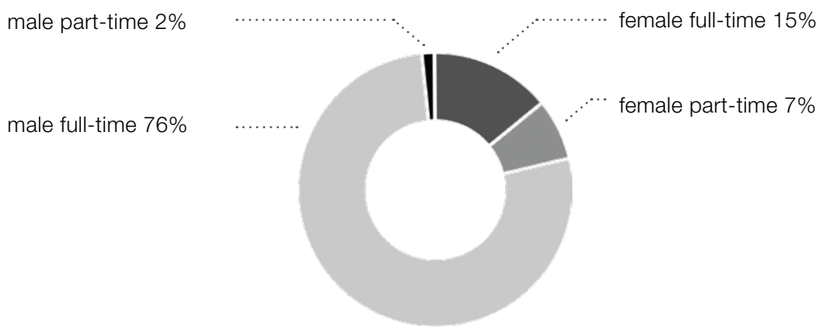
Waste

Year	Reference year 2009	2014	2015	2016	2017	2018	2019	2020
Waste (in t)	212	386	430	391	430	392	584	409
		-10.4%	-0.9%	-20.3%	-21.4%	-30.6%	-5.7%	-41.7%

(relative improvement in terms of value added)

Employees (m/f/d)

Number of employees as of December 2020



Memberships

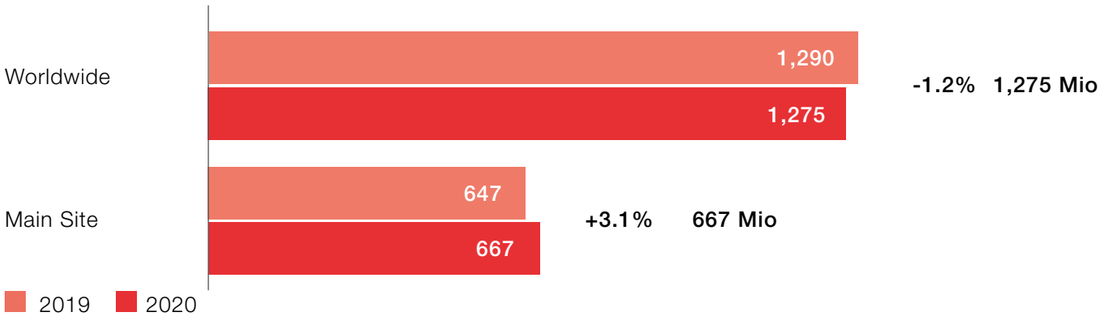
Rosenberger Hochfrequenztechnik GmbH & Co. KG is a member of the following associations and interest groups.

- Energy efficiency network Chiemgau-Rupertiwinkel
- Next Generation Mobile Networks Alliance (NGMN)
- OPEN Alliance
- The Optical Internetworking Forum (OIF)
- Central Association of the Electrical and Electronics Industry e.V. (ZVEI)
- German Surface Technology Association (ZVO)
- German Society Surface Technology (DGO)

Sales

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

In 2020, however, global sales were reduced by 1.2% compared to 2019 due to the Corona pandemic, while sales at the main site increased by 3.1%.

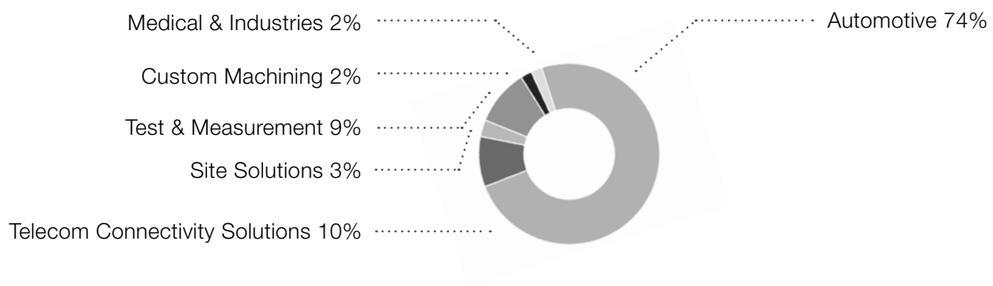


Sales Structure by Business Areas

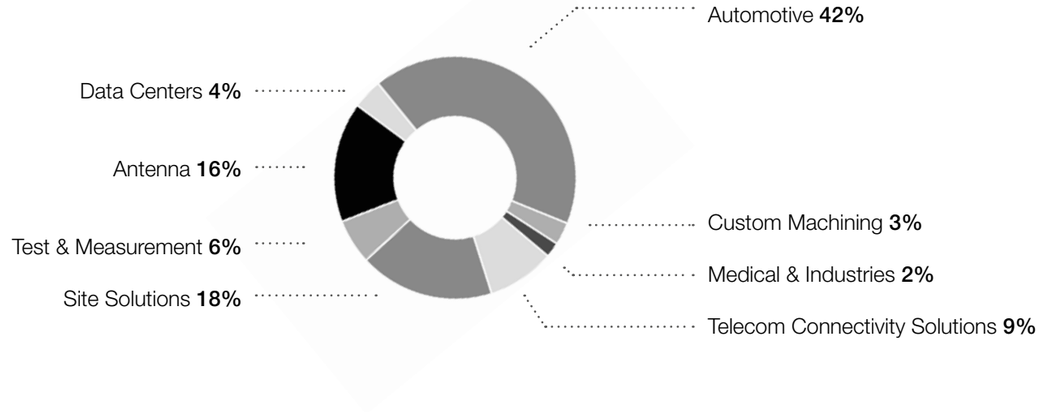
The sales structure by business areas in 2020 is shown by sales at main site and sales worldwide. Mobile communications antenna and data centers are not represented at the main site and therefore not listed. Particularly strong in terms of sales was the automotive sector.

Rosenberger is especially active in electromobility and is a pioneer of innovative solutions for high-voltage products (powertrains and ancillary units) for the mobility of the future.

Sales Structure by Main Site

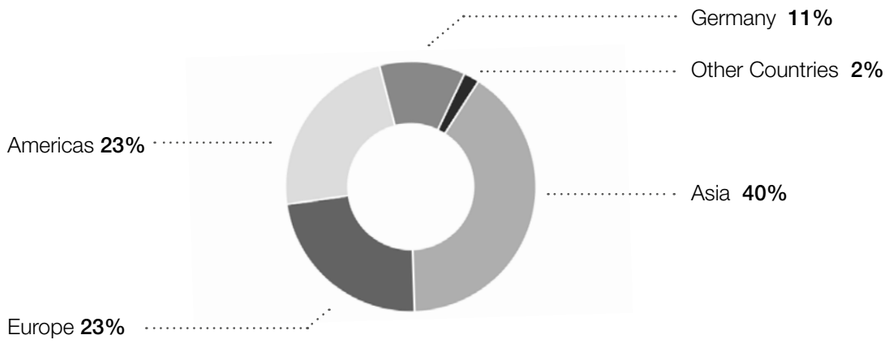


Sales Structure Worldwide



Sales by Regions

The total sales of the Rosenberger Group reached a value of 1,275 million Euros in 2020.



Rosenberger Worldwide

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

Rosenberger Group

Company Headquarters

- Fridolfing, Deutschland

Europe

- Austria: Timelkam
- Denmark: Lynge
- Germany: Augsburg, Laufen, Neuenbürg, Radeberg
- Hungary: Jászárokszállás, Jászberény, Nyírbátor, Taksony
- Italy: Vimercate
- Spain: Madrid
- Sweden: Kista, Vallentuna
- UK: Bradford

North America

- Mexico: Apodaca
- USA: Akron, Pennsauken, Lake Charles

South America

- Brazil: Cacapava - São Paulo
- Chile: Santiago

Asia

- China: Beijing, Dianshan Hu, Dongguan, Shanghai
- India: Manesar, Goa, Pune
- Japan: Tokyo
- Korea: Suwon-City

Management of the Rosenberger Group

The management of Rosenberger Hochfrequenztechnik GmbH & Co. KG comprises the three managing directors: Hans Rosenberger, Peter Rosenberger and Bernhard Rosenberger.

Hans Rosenberger

Chairman of the Advisory Board of the Company, responsible for Group Finance & Controlling, the Custom Machining Center and the subsidiaries in America and Asia.

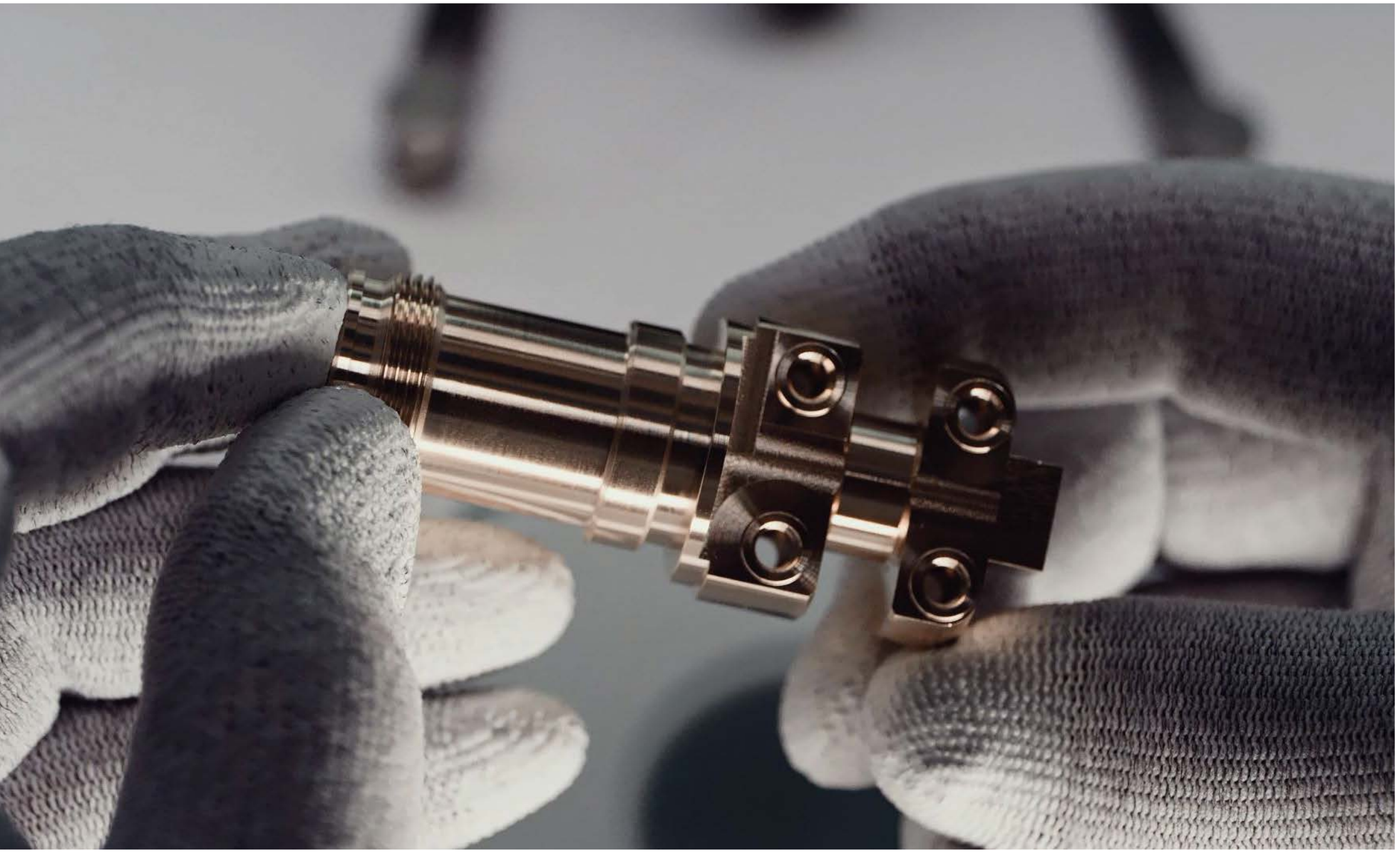
Peter Rosenberger

Chief Executive Officer (CEO), responsible for the Rosenberger Group worldwide.

Bernhard Rosenberger

Chief Technical Officer (CTO), responsible for the global R&D of the Rosenberger Group.

Corporate Mission



Mission & Vision

At Rosenberger, the customer is always at the center of our thinking and actions. Our corporate philosophy includes the ambition to improve products with innovations and ideas and to provide customers with the best possible quality.

Committed and motivated employees are pre-requisites to meet the demands of producing high quality products and solutions. Rosenberger therefore strives to provide attractive jobs for all employees and to promote their personal development through targeted training and further education.

Rosenberger also sees itself as responsible for sustainable, environmentally-friendly management. Therefore, from the receipt of customer order to product development, selection of suppliers and production and delivery of the product, acting environmentally is an important factor. The targeted selection of suppliers, materials and increased efficiency of production processes and their workflows leads to more environmentally compatible products and consistent traceability of the ecological balance.

The goal is to become a "Top 3" manufacturer of high-speed connection technology for our target markets of communication, automotive, test & measurement and medical & industries, and to maintain this top position.

Bishop & Associates, a market research company specializing in the electronic connector market, regularly conducts customer satisfaction surveys and publishes the results as a ranking. For example, Rosenberger was as a top 2-supplier for connectors in 2015, a sign of the high regard of our customers when it comes to the company’s products and services.

Code of Conduct

The success of the company is based to a large extent on integrity, observance of the law and fairness, as well as respectful interaction - both with employees and business partners. This Code of Conduct is an integral part of our corporate mission statement and embodies particularly important principles and values which the company and its employees adhere to worldwide. The managers are aware of their role model function and bear a high level of responsibility in implementing the Code of Conduct.

It comprises the following ten articles. The Rosenberger website contains detailed information on the articles below:

Art. 1: Compliance with the law

Art. 2: Avoidance of conflicts of interest

Art. 3: Conduct towards business partners and third parties (above all prohibition of corruption)

Art. 4: Dealing with confidential information

Art. 5: Handling of business assets

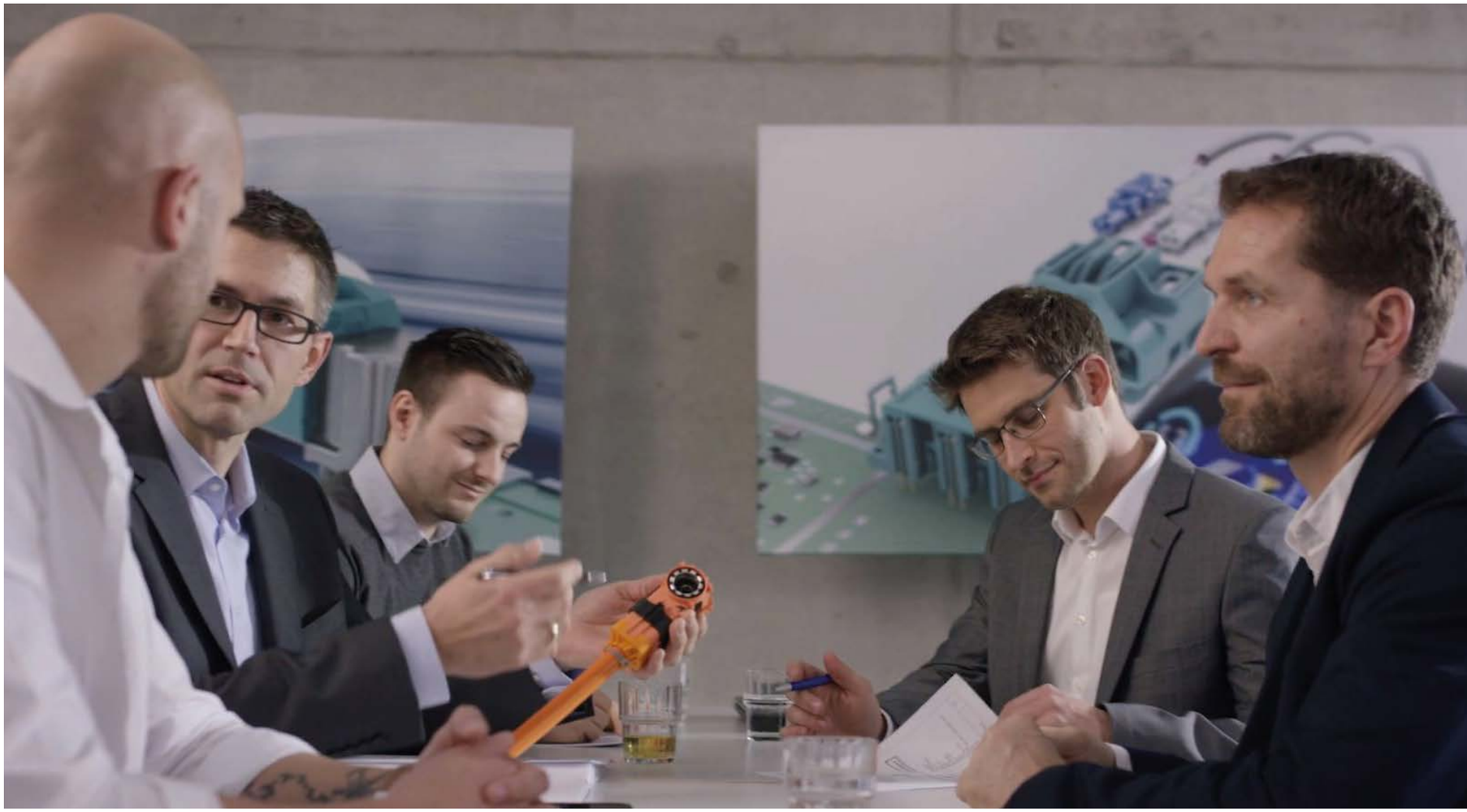
Art. 6: Prohibition of discrimination

Art. 7: Protection of the environment

Art. 8: Product safety

Art. 9: Violation of the Code of Conduct

Art. 10: Information and training



Economics

Management Approach

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

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

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

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

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

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

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

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

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

Stakeholder Management

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

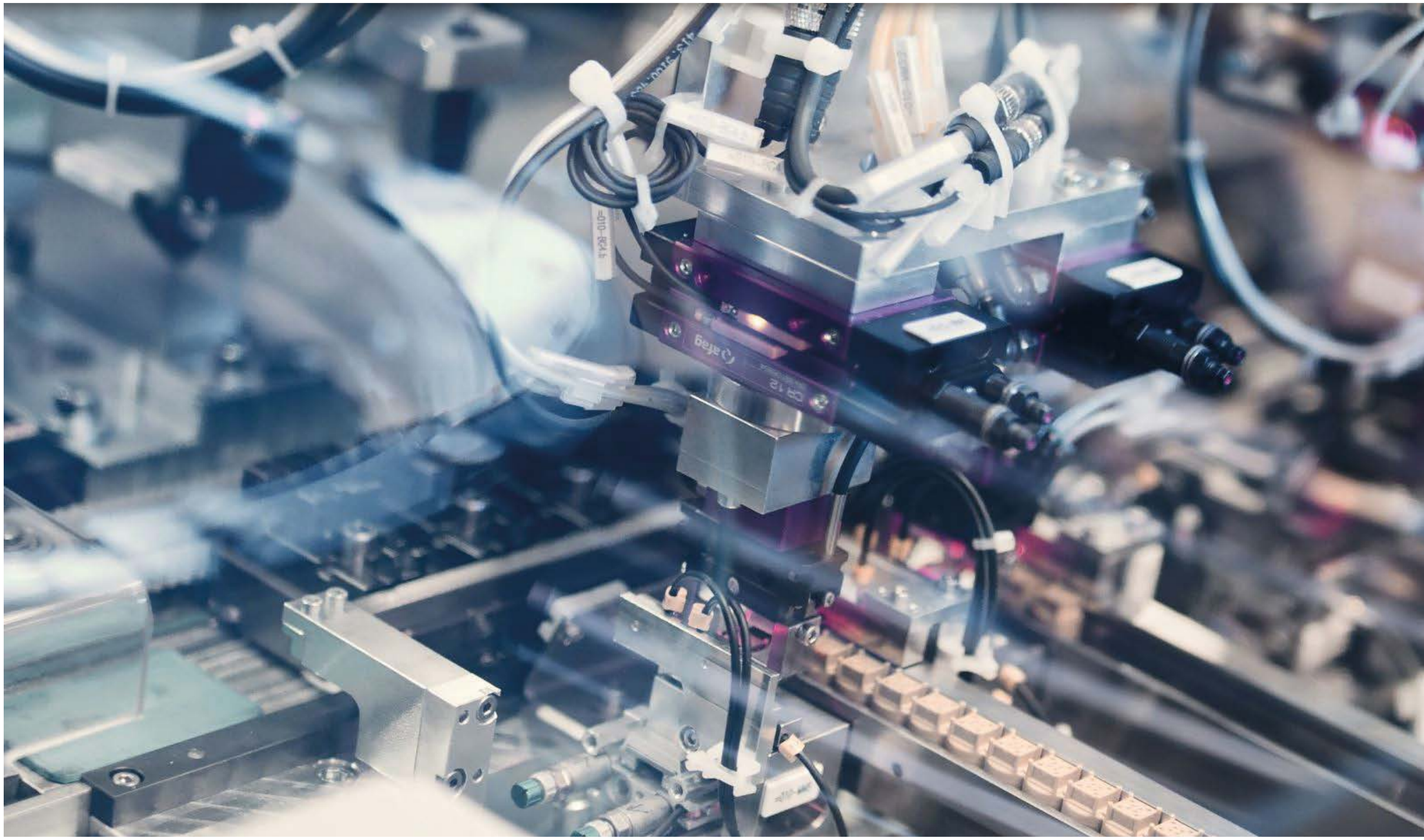
The company's stakeholders are listed below:

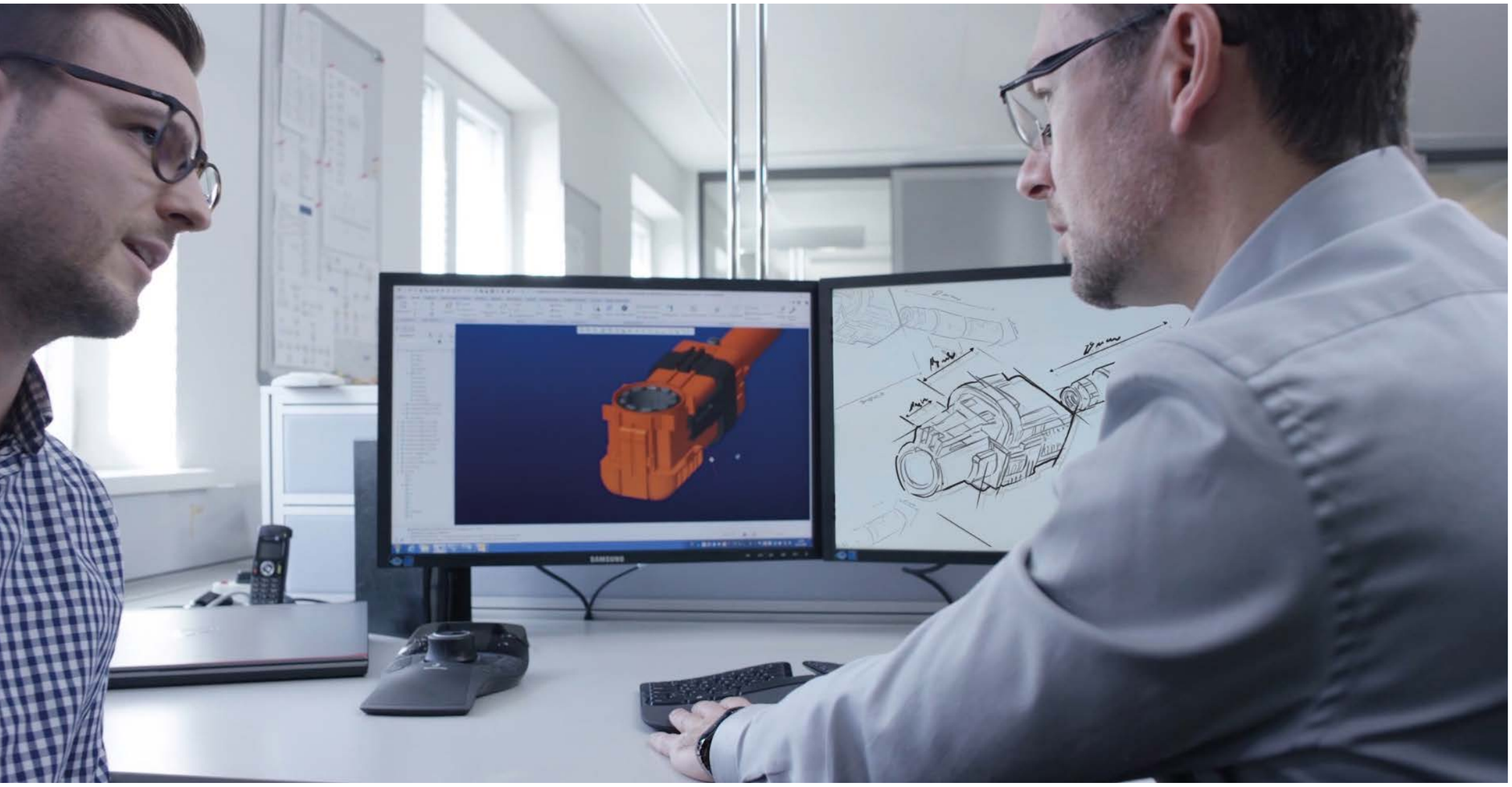
- Shareholders: Rosenberger family
- Customers
- Suppliers
- Employees
- Municipality, county, state, authorities
- Neighbours, residents of the surrounding area
- Rosenberger subsidiaries
- Universities
- Other external partners: logistics companies, driving services, construction and trade companies,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

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

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

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





Quality Management

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

Customer Satisfaction

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

Process-Oriented Management

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

Error Prevention and Continuous Improvement

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

Comprehensive Quality Management

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

Quality Planning and Assurance

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

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

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

Supply Chain at Rosenberger

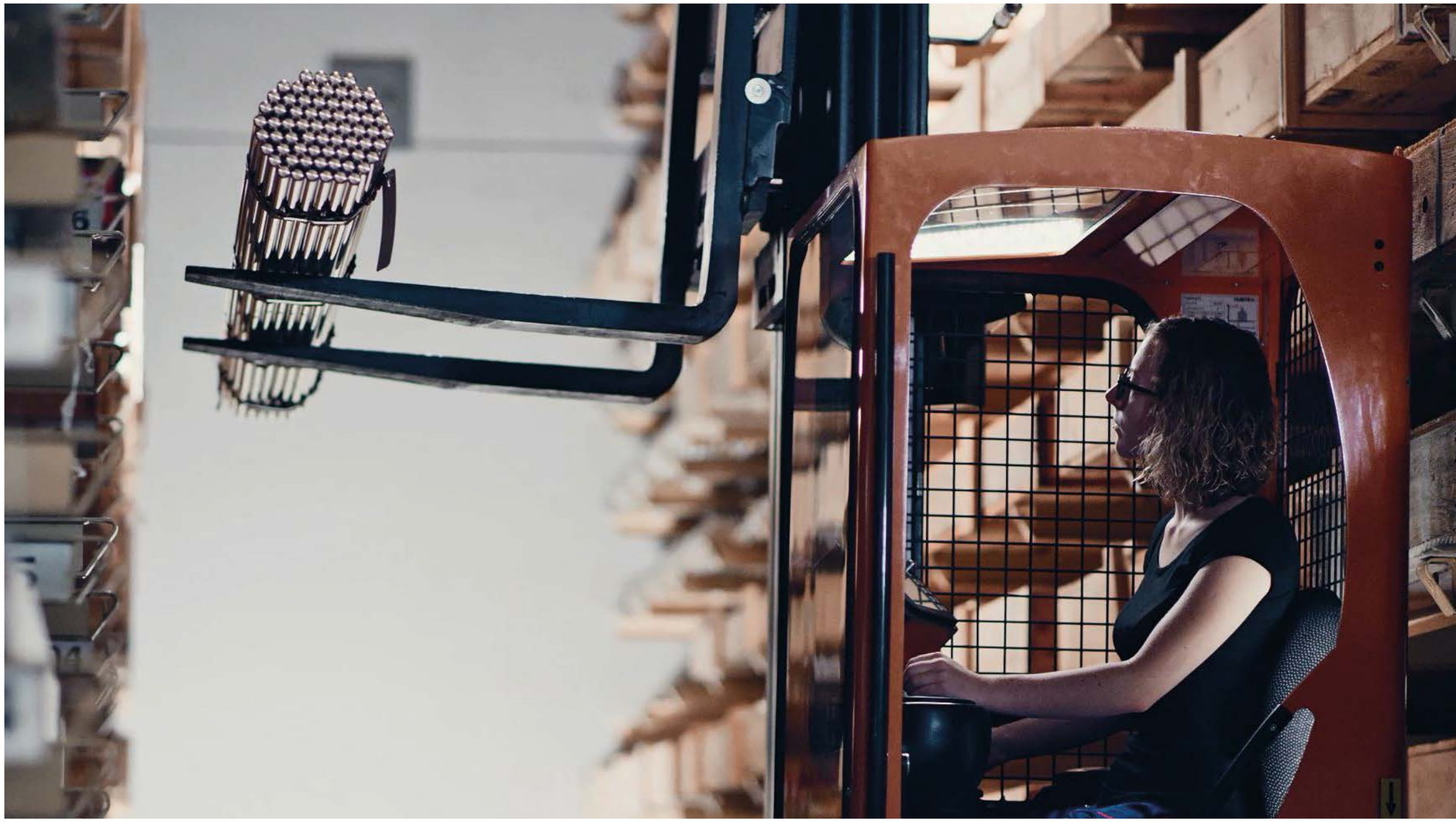
Rosenberger maintains a comprehensive integrated management system and is certified according to the quality management standards IATF 16949 (International Automotive Task Force), DIN EN 9100 (aviation, aerospace and defense) and ISO 9001.

Furthermore, Rosenberger is certified to the environmental management standard ISO 14001 and the energy management standard ISO 50001.

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

According to the maxim, "Think global, act local", Rosenberger strives to maintain a high proportion of local suppliers. This corporate strategy enables shorter distances resulting in reduced transportation times. Currently, the Fridolfing site procures approx. 90 % of its purchasing volume from countries in the European Union.

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



Ecology

Management Approach

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

For maintaining compliance and to help ensure the ongoing development of the company, senior management sets annual targets derived from each department. In addition to meeting the primary objectives of the Rosenberger Group – including preservation and conservation of natural resources – the avoidance and proper disposal of harmful emissions and waste is given great importance.

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

Strategic collaboration with research institutes also helps in the development of new corporate strategies. For example, the Rosenheim Technical University is currently developing a targeted management concept for resources.

Environmental and Energy Targets

One objective for the 2020 reporting period was the further development of the energy performance indicator. A bachelor thesis analyzed the suitability of the existing energy performance indicator as a reliable control instrument. Furthermore, the expansion of the necessary meter structure for recording electricity, water and heat was planned. Since then, the meter structure has been continuously expanded.

Another successfully implemented goal was the commissioning of a second energy center to ensure the supply of energy with electricity and compressed air. The new energy center has several large-scale transformers and air compressors with the latter also being utilized for heat recovery. The amount of energy available has nearly been doubled and the compressed air capacity increased by two thirds.

Surface Treating Technology

In 2017 a new production building for the coating of surfaces, the most expensive single investment in the company's history, was put into operation. The construction of this new electroplating facility not only involved new equipment but also the implementation of safety precautions which of course meet the European standards for the best technology available.

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

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

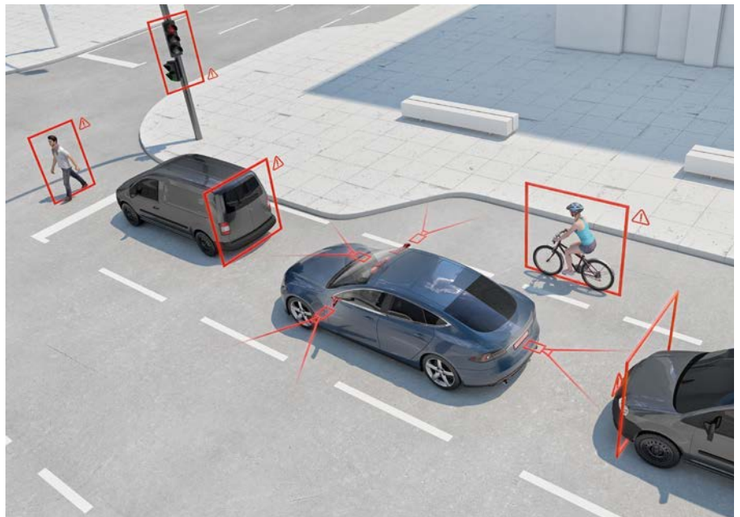
Automotive – Electromobility

In 2000, Rosenberger entered the automotive market. Since then, the company has developed standard connector systems and customer-specific solutions of the highest quality with an excellent price-performance ratio, meeting the renowned high demands of the automotive industry.

The priority in many automotive applications using Rosenberger products, for example autonomous driving or driver assistance systems, is to ensure precision and reliability.

It is necessary to determine exact positioning, continuously determine routes, recognize and classify objects. High data volumes from multiple cameras, various sensors and navigation sources must be captured, transmitted and evaluated - all in real time. The market share of vehicles with combustion engines will steadily decline over the next decades while the importance of electromobility for passenger and freight transport is set to increase sharply. Of high importance will be electric motors that can also run on electricity from renewable energy sources, such as photovoltaic, hydropower and wind power. This will reduce greenhouse gas emissions and particulate pollution, having a positive impact on the environment and air quality, especially in urban areas.

With new product developments Rosenberger is making a significant contribution to the electromobility of tomorrow.



Water, Wastewater and Waste

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

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

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

Plants & Systems

Chip and Oil Treatment Plant

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

Biomass Heating Plant

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

Rosenberger can cover a large part of its heating requirements by using the biomass heating plant. To satisfy the same energy demand using heating oil would require 420,000 liters of oil. This would correspond to an emission of approx. 1,121 tons of CO_2 and which is therefore saved.

Heat Recovery

Various heat recovery systems are used to recover heat from exhaust air, air compressors and the oil used for cooling the production processes. The heat recovered is used to heat buildings and thus contributes to saving heating oil. The new energy center with two new air compressors also has a heat recovery system. Taking into account the new compressors installed since 2008, the 4,200 MWh of thermal energy recovered from these was used for heating purposes. Accordingly, over 1,000 t CO_2 have been saved.

Photovoltaic System

In the summer of 2020, Rosenberger installed a photovoltaic system with 3,000 modules and 935 kWp for its own self-sufficiency. The plant supplies the company with approx. 800,000 kWh of solar electricity power per year, thus saving almost 470 t CO_2 per year.

In addition, there is a reduction in other emissions such as lead, nitrogen oxide or mercury.

A special feature of the Rosenberger PV system is the so-called zero feed-in. Rosenberger uses 100% of the electricity produced by the solar plant, does not feed it into the public grid and therefore waives the state feed-in tariff.

SERVUS System

To increase efficiency and improve work ergonomics, Rosenberger has developed the SERVUS system for transporting and storing small parts. ARC (Autonomic Robotic Carrier), autonomous robots handle the transporting of these parts by moving them on rails (running under the roof of the hall) to the respective loading terminal. This system automatically transports the goods to personnel, keeping the number involved in manual transport to a minimum, while also facilitating traceability and reducing the number of personnel required.

Emissions Report 2020

Introduction

Climate change is one of the greatest challenges of our time. The issue has long since moved beyond scientific circles to reach the center of society. Politicians, business leaders and the general community are following events and discussions in this context with growing interest. With the Paris Climate Agreement on Nov. 4, 2015, a milestone was reached in climate protection. The international community of states committed itself to the binding goal of limiting global warming to below 2°C. In order not to exceed the remaining CO_2 budget, decarbonization of the economic system is necessary by 2050.

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

Scope of Calculation

The reporting period in this report covers a full year from January 1 to December 31 and refers to the 2020 fiscal year.

The organizational parameters used in the calculation concern the activities at the main site in Fridolfing. These are considered and accounted for using the operational control approach.

Greenhouse gases are generated by a wide variety of activities within a company. According to the Greenhouse Gas Protocol, all direct and indirect emissions from the purchase of energy (Scope 1 and 2) must be recorded. For a company's carbon footprint to be meaningful, other relevant activities that belong to a company's indirect emissions (Scope 3) should also be recorded.

Scope 1

- Fuel consumption for heating systems
- Fuel consumption in the vehicle fleet
- Coolant losses

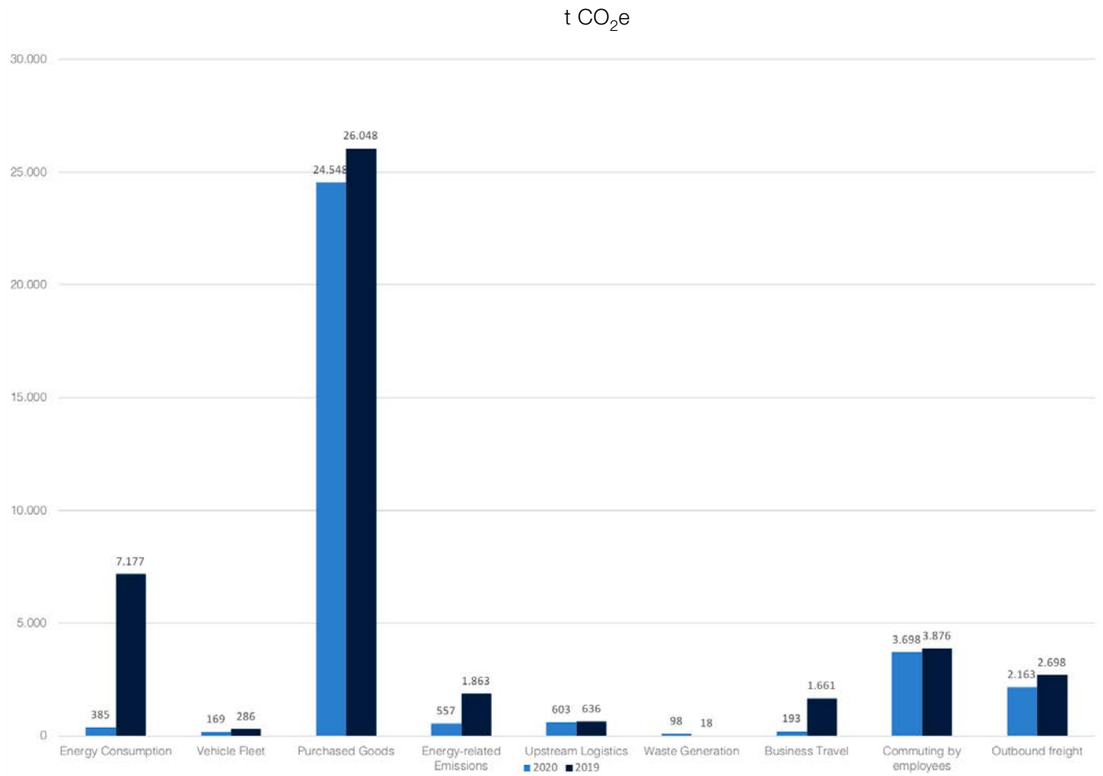
Scope 2

Only purchased electricity is accounted for under Scope 2. The greenhouse gas emissions from the generation of purchased electricity is calculated using the market-based approach.

Scope3

- Purchased goods (raw materials)
- Energy-related emissions
- Upstream logistics (plant transport)
- Waste generation
- Business travel
- Commuting by employees
- Leased facilities
- Outbound freight

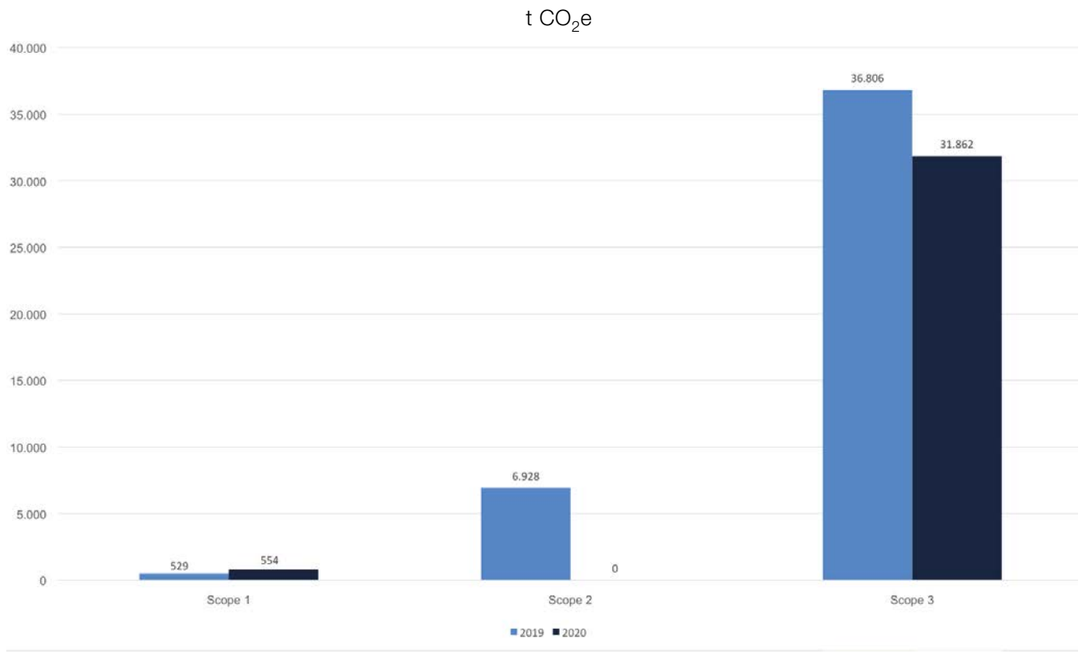
GHG Balance



Overview of the emission sources of Rosenberger Hochfrequenztechnik GmbH & Co. KG

	Sources of Emissions	Greenhouse Gas Emissions in CO_2e		Share	
Year		2019	2020	2019	2020
Scope 1	▪ Heating systems ▪ Vehicle fleet ▪ Coolant	529 t	554 t	1.2%	1.7%
Scope 2	▪ Purchased electricity	6,928 t	0 t	15.7%	0%
Scope 3	▪ Purchased goods ▪ Energy-related emissions ▪ Upstream logistics ▪ Waste generation ▪ Business travel ▪ Commuting by employees ▪ Leased facilities ▪ Outbound freight	36,806 t	31,862 t	83.2%	98.3%
Total		44,262 t	32,416 t	100.0%	100.0%

Total Emissions by Scope.
The table shows which activities are recorded in each scope, which emissions are generated, and what proportion they account for of the total corporate carbon footprint.



Overview of breakdown of emissions by Scope

Reduction of GHG emissions

Scope 1 CO_2 equivalents of 554 metric tons were offset by means of a climate protection project in India.

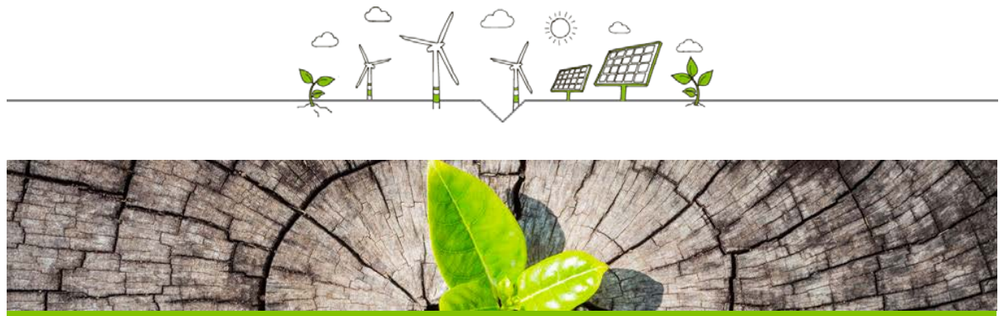
firstclimate
Grüne Energie, Klimaneutral, Wasser

Engagiert, Natürlich.

Urkunde

für

Rosenberger Hochfrequenztechnik GmbH & Co. KG



Durch die Geschäftstätigkeit der Firma
Rosenberger Hochfrequenztechnik GmbH & Co. KG
entstanden im Jahr 2019

554 Tonnen CO_2-Äquivalenten

Mit dieser Urkunde bestätigt First Climate, dass diese Emissionen durch Emissionseinsparungen des Klimaschutzprojektes

Kinnaur Wasserkraftwerk, Indien

ausgeglichen und die entsprechenden Emissionsminderungszertifikate stillgelegt wurden.

Bad Vilbel, März 2021

Dr. Jochen Gassner, CEO

www.firstclimate.com

Klimaneutral 2020 mit First Climate

FC-Reg-Cert-ID: 704012

The Scope 2 CO_2 equivalents of 24,118 MWh of electricity were offset by means of guarantees of origin (green electricity from Polish wind power plants).

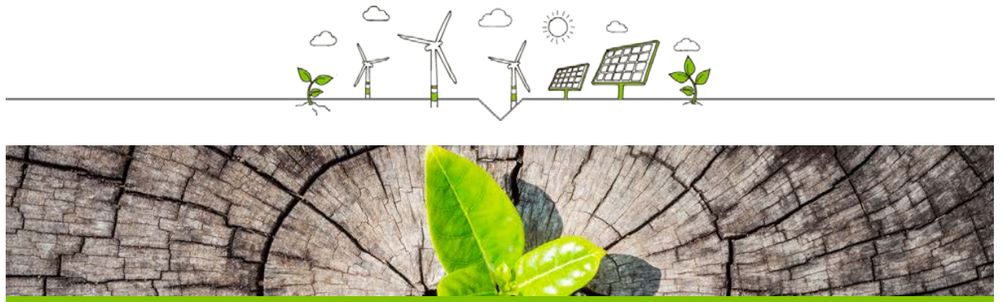
firstclimate
Grüne Energie, Klimaneutral, Wasser

Ökostrom-Zertifikat

Hiermit bestätigen wir der

Rosenberger Hochfrequenztechnik GmbH & Co. KG

den Bezug von 100 % Ökostrom gemäß der Qualitätskriterien
der First Climate Markets AG.



Die Liefermenge beträgt für das Jahr 2020 insgesamt
24.118 MWh

und beruht auf Herkunftsnachweisen über die Energieerzeugung in ausgewählten polnischen Windkraftanlagen.

Maßgeblich zur Entwertung sind die Regelungen des „Certificates of Origin Register“ der Towarowa Gielda Energii S.A.

Bad Vilbel, im März 2021

Dr. Jochen Gassner, CEO

www.firstclimate.com

Ökostrom mit First Climate

FC-Reg-Cert-ID: 704014.1

Social Responsibility

Management Approach

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

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

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

Social and Ethical Responsibility

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

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

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

Cooperation with Universities

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

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

Rosenberger Teams Participate in:

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

For more than two years Rosenberger has been running an employee competition making a valuable contribution to both the protection of environmental and charitable organizations. In the annual challenge "Schlag den Peter" (Beat Peter), employees are encouraged to go to work by bicycle. It takes place in summer and winter. For every kilometer cycled, Peter Rosenberger donates 50 cents to a charitable institution. In the 2017 Summer Bike Challenge, 72 employees took part and achieved a total of 2,960 rides, covering 71,800 kilometers. This saved 14 tons of CO_2 that would otherwise have been emitted by car.

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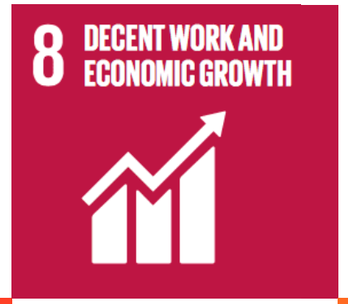
Sustainable Development Goals



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

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

SDG 3: Health and Well-Being
Rosenberger considers the well-being of its employees and people in the vicinity and therefore offers employees courses on preventive care in health and nutrition.

SDG 4: High-Quality Education
Rosenberger trains young apprentices in technical professions and offers various dual study programs. In addition, it is important to pass on knowledge and know-how, so that all employees can benefit from existing experience.

SDG 5: Gender Equality and
SDG 10: Reduce Inequalities
Rosenberger treats all employees equally, regardless of gender and physical limitations. Rosenberger takes a stand on discrimination of any kind within its workforce.

SDG 8: Decent Work and Economic Growth
Rosenberger offers attractive jobs, reasonable working hours and various social benefits.

SDG 9: Industry, Innovation and Infrastructure
Rosenberger is characterized by a high proportion of added value and innovative strength.

SDG 12: Responsible Consumption and Production Patterns
Rosenberger is continuously working on improvements to its products and production processes to save and recycle as much material as possible.

SDG 13: Climate Protection Measurements
Rosenberger cares about the environment. For this reason, continuous efforts are being made to reduce CO_2 emissions and energy consumption in the company.

GRI-Index

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306-3	Significant leakage of harmful substances	No significant leakage of harmful substances present	

List of Abbreviations

List of Abbreviations

GmbH & Co. KG	Gesellschaft mit beschränkter Haftung & Companie Kommanditgesellschaft
CEO	Chief Executive Officer
CO_2	Carbon Dioxide
t	Tons
MWh	Megawatt-Hours
m^3	Cubic Meter
m^2	Square Meter
COO	Chief Operating Officer
CTO	Chief Technology Officer
SEC	Securities and Exchange Commission
CFSI	Conflict-Free Sourcing Initiative
ISO	International Organization for Standardization
IATF	International Automotive Task Force
VDA	German Association of the Automotive Industry (Verband der Automobilindustrie)
DIN	German Standards Organization (Deutsches Institut für Normung)
EN	European Standard (Europäische Norm)
BImSchG	Federal Emission Control Act (Bundes-Immissionsschutzgesetz)
kW	Kilowatt
ARC	Autonomic Robotic Carrier
BHW	Biomass Heating Plant
kWh	Kilowatt-Hours
SDG	Sustainable Development Goals
GHG	Greenhouse Gas

Imprint

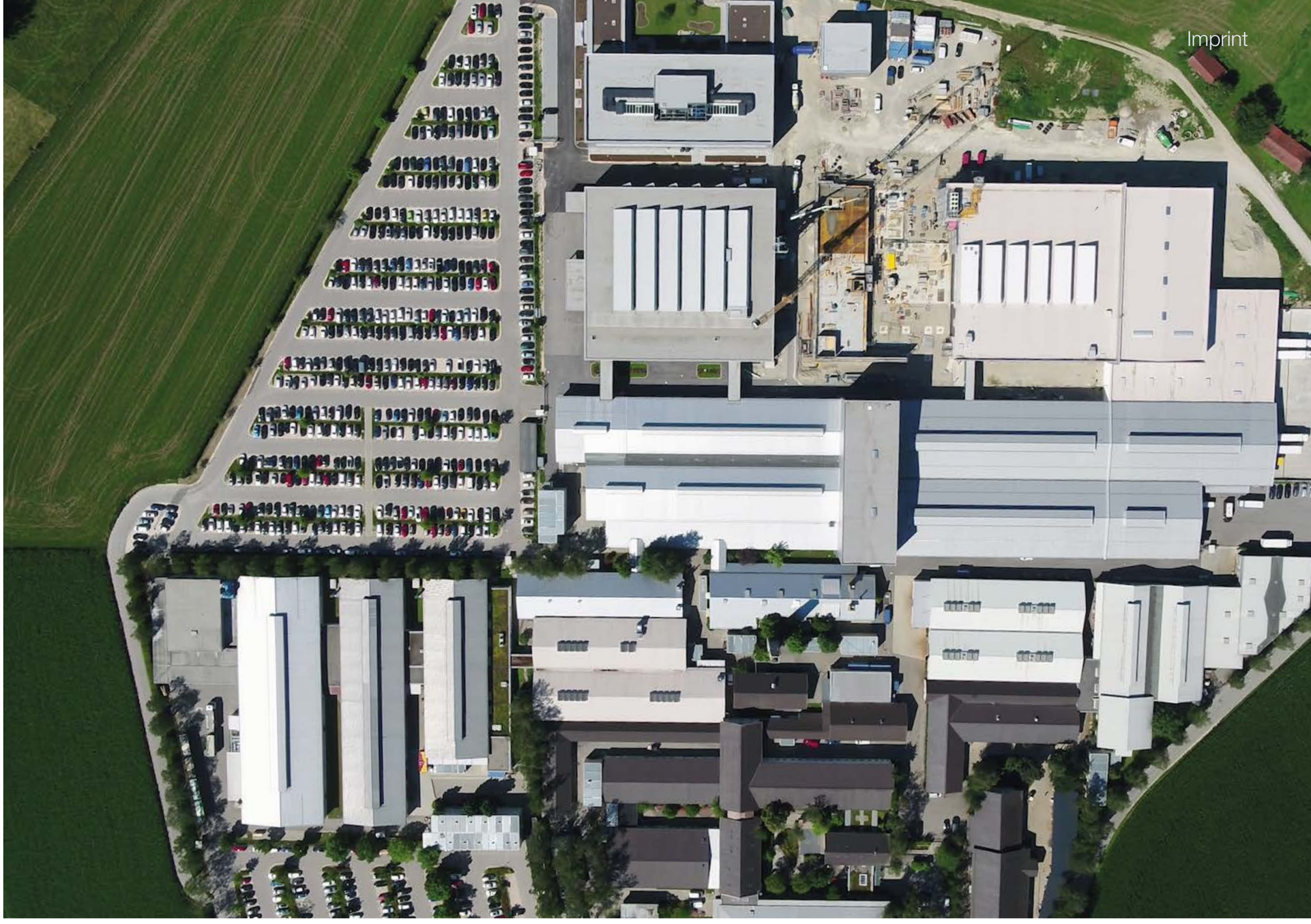
Contact person for the report

Martin Schnelzer

Head of environment and approval management

Note

For better readability, only the masculine form is used in this report. Employee stands for m/f/d (male/female/diverse).



Website

For more information refer to our website:
www.rosenberger.com

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