

# Acting sustainably. Shaping the future.



**Knaus Tabbert is one of Europe's leading manufacturers of motorhomes, caravans, camper vans and caravanning utility vehicles.**

The company, which is based in Jandelsbrunn, Bavaria, employs around 4,200 members of staff and in 2023 manufactured some 31,000 vehicles at four production sites in Germany and Hungary. Knaus Tabbert is a byword for premium quality "made in Germany", a wealth of experience and a great capacity for innovation.

The Group's portfolio spans products for a variety of target groups and a wide range of services for all aspects of caravanning. Over the past few years, Knaus Tabbert has steadily increased its revenue, most recently reaching EUR 1,441 million in the 2023 financial year. As a result, the company has significantly increased its market share once again.

With a strategy geared towards innovation, quality and sustainability, Knaus Tabbert aims to continue its success story in the future.



In 2024, Knaus Tabbert unveiled the KNAUS YASEO, a fully electrified caravan that is specifically designed for use with electric towing vehicles.



## **ENVIRONMENTAL**

- CLEAR STRATEGY TOWARDS **DECARBONISATION**
- **IN-HOUSE GENERATION OF ELECTRICITY AND HEAT** FROM REGENERATIVE ENERGY SOURCES
- INCREASING **ENERGY EFFICIENCY**
- DEVELOPMENT WITH A FOCUS ON **ECO-FRIENDLY PRODUCTS**



## **GOVERNANCE**

- STRUCTURED **CORPORATE GOVERNANCE APPROACH**
- COMPREHENSIVE **CONTROL SYSTEM**
- CLEARLY DEFINED **RESPONSIBILITIES**



## **SOCIAL**

- ATTRACTIVE PROMOTION OF **WOMEN AND DIVERSITY** WITHIN THE WORKFORCE
- OPEN **CORPORATE CULTURE**
- MULTI-FACETED **TRAINING AND FURTHER EDUCATION CONCEPT**



**OUR KEY**  
**SUSTAINABILITY GOALS**

# KEY FIGURES 2023

Group in EUR million	2023	2022	2021	Change 2023/22 in %
Revenue	1,441.0	1,049.5	862.6	37.3
Overall performance	1,474.6	1,078.2	889.3	36.8
EBITDA (adjusted)	123.8	70.1	60.7	76.4
EBITDA margin (adjusted) in %	8.6	6.7	7.0	–
EBITDA	123.8	69.3	59.4	78.5
Earnings per share (undiluted) in EUR	5.81	2.75	2.47	113.5
Dividend per share in EUR	2.90	1.50	1.50	93.3

Environmental	2023	2022	2021	Change 2023/22 in %
CO <sub>2</sub> absolute Scope 1 and 2 in t	3,457	3,335	7,833	4
CO <sub>2</sub> emissions specific in 1,000 t/EUR mil. revenue	2.4	3.2	9.1	–25
Energy consumption absolute in GWh	42.1	39.6	39.8	6
Energy consumption specific in GWh/EUR mil. revenue	29.2	37.7	46.1	–23
Water consumption specific in m <sup>3</sup> /EUR mil. revenue	41.1	64.8	82.2	–37
Waste specific in t/EUR mil. revenue	6.0	6.8	7.7	–12

Social*	2023	2022	2021	Change 2023/22 in %
Total headcount*	4,169	3,948	3,610	6
of which women	1,009	958	834	5
of which men	3,160	2,990	2,776	6
Temporary workers	1,139	976	869	17
Women's quota in the first management level below the Management Board in %	31	–	–	–

Governance	2023	2022	2021	Change 2023/22 in %
Compliance training total	2,297	1,881	348	22
Compliance with the internal Code of Conduct in %	100	100	100	0
Purchasing volume in Germany in %	88	87	–	1

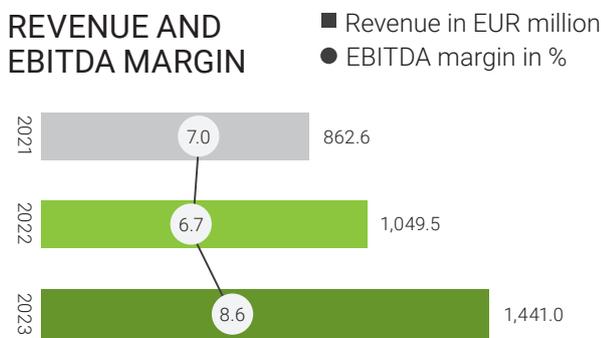
Sales by product category in units	2023	2022	2021	Change 2023/22 in %
Total units sold	30,613	29,556	25,922	3.6
of which caravans	12,029	18,130	14,208	–33.7
of which motorhomes	11,474	7,284	6,659	57.5
of which camper vans	7,110	4,142	5,055	71.7

\* in heads, balance sheet date 31.12.2023

# THE FINANCIAL YEAR AT A GLANCE

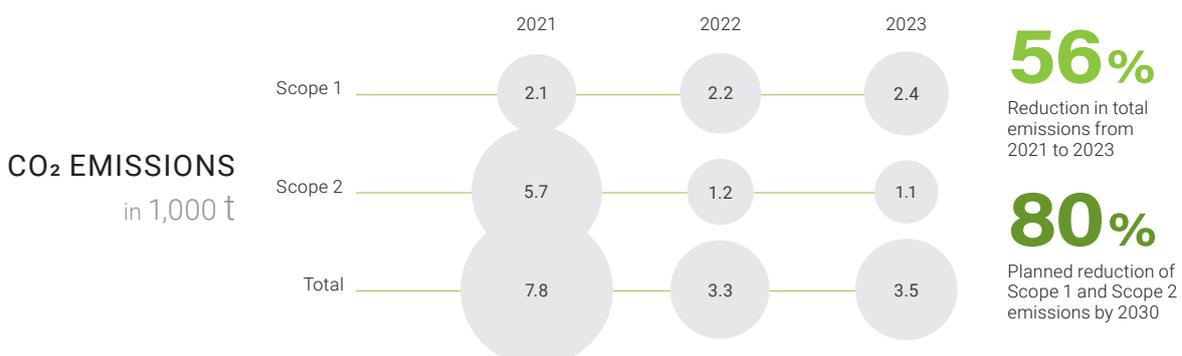
## Highly dynamic revenue development

In the 2023 financial year, Knaus Tabbert recorded revenues of EUR 1,441.0 million, which represents an increase of 37.3 percent compared to the previous year. While this dynamic performance is due to the continued high demand for motorhomes, the Group's multi-brand strategy for the purchase of chassis also contributed to this increase in revenue.



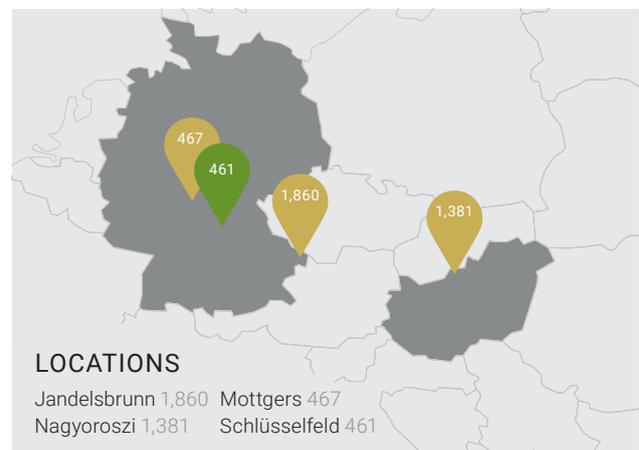
## Reduction of CO<sub>2</sub> emissions

By 2030, Knaus Tabbert aims to reduce its Scope 1 and Scope 2 emissions by 80 percent. Alongside the in-house generation of electricity and heat from renewable sources and the purchase of green electricity, the company is also focussing on the electrification of its vehicle fleet. In 2023, the CO<sub>2</sub> emissions of Knaus Tabbert were more than 50 percent lower than in the base year 2021. Knaus Tabbert is also committed to sustainability in product development and is continuously working on developing lightweight and electrical solutions for its products. For the 2024 model year, the company presented the KNAUS YASEO, a new caravan that is specifically designed for use with electric towing vehicles.



## Attractive employer

A broad range of training and further education opportunities along with health promotion as part of internal health management have contributed to Knaus Tabbert's excellent positioning on the labour market. In the past three years alone, the company was able to recruit around 1,000 new members of staff.



Headcounts as of the balance sheet date 31 December 2023

## Holistic corporate governance approach

In line with its holistic corporate governance approach, Knaus Tabbert completed its Code of Conduct for Employees in 2023 and expanded the scope of its opportunity and risk analysis. Moreover, as part of the implementation of the German Supply Chain Due Diligence Act, Knaus Tabbert reassessed all of its suppliers in 2023, thereby assuming significant responsibility along the entire supply chain.

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## Dear readers

The fight against climate change is one of the greatest challenges of our time. We all have a duty to act to combat global warming. Knaus Tabbert is working intensively on reducing its greenhouse gas emissions along the entire value chain. At the same time, we are actively assuming our responsibility towards society, our employees and all other stakeholders, and are committed to transparent and ethically sound corporate governance. This basic attitude lays the foundation for our long-term economic success.

To address the pressing issues of climate and environmental protection, we have above all set ourselves ambitious sustainability targets which we are resolutely pursuing as part of our corporate strategy. By 2030, we aim to reach a major milestone on this path: By that time, the CO<sub>2</sub> emissions of our production are to be reduced by 80 percent compared to the base year 2021. To achieve this, we are focussing on photovoltaics, energy efficiency, biomass and the purchase of green electricity. Drawing on our innovative strength and expertise, we are working on the

development of increasingly lightweight and fuel-efficient vehicles, thereby improving the carbon footprint of our products in the long term.

Aside from climate and environmental protection, we are also addressing other ESG aspects. Particularly in a tight labour market, we present ourselves as a highly attractive employer offering its employees a wide range of career opportunities. Our success proves us right: in the past three years, more than 1,000 new members of staff chose Knaus Tabbert as their employer.

In connection with the implementation of the new Supply Chain Due Diligence Act, we are currently assessing our suppliers and partner companies with regard to environmental, social and governance aspects. We see this act as a welcome opportunity to position ourselves more sustainably along our entire value chain. We are convinced that responsible action provides the basis for a liveable future. At Knaus Tabbert, we are working every day to make this vision a reality, and are happy to take on the associated challenges.



Wolfgang Speck *CEO* Gerd Adamietzki *CSO* Werner Vaterl *COO*

# 5 ICONIC BRANDS

The Knaus Tabbert Group portfolio comprises five specialised brands: KNAUS and WEINSBERG produce caravans, motorhomes, camper vans and caravanning utility vehicles. TABBERT and T@B focus on the development and production of caravans, while MORELO is one of the leading manufacturers of motorhomes in the Luxury segment. Knaus Tabbert has also been operating the digital rental brand for leisure vehicles, RENT AND TRAVEL, since 2016.

## ***Offers for every target group***

This broad positioning encompassing different product categories and price segments enables Knaus Tabbert to appeal to almost every target group, from price-conscious newcomers to very discerning and experienced caravanning holidaymakers. However, Knaus Tabbert's diverse brand portfolio not only caters to the individual preferences of end customers but also provides the range of products sought by dealers.



## ***Top rankings for registrations***

The European market is dominated primarily by caravans and motorised leisure vehicles such as motorhomes and compact camper vans. Knaus Tabbert enjoys top rankings in the European registration statistics in all three of these product categories. Prices of vehicles range from around EUR 10,000 to EUR 750,000. Each Knaus Tabbert brand in turn satisfies a broad spectrum of demand which not only encompasses a variety of models but also numerous layout and equipment options. In this way Knaus Tabbert accommodates individual user

preferences and requirements from different cultural environments.

While Knaus Tabbert deliberately presents a differentiated external image through its five brands, the company places great emphasis internally on close coordination, synergies and flexibility in production. Modularity, standardisation and building block systems ensure efficient production without compromising the individuality of its products.





## KNAUS IS THE ALL-ROUNDER IN KNAUS TABBERT'S BRAND PORTFOLIO.

*The brand, which has been in existence since 1960, relies on Lower Bavarian craftsmanship and high tech in the development and production of leisure vehicles.*

KNAUS thus embodies brand tradition and innovation, design and functionality in equal measure. One example of the KNAUS team's inventive talent is the revolutionary FibreFrame technology, which was developed in-house and has enabled the brand to position itself once again as an innovation leader in the industry.

As a full-range supplier, KNAUS offers attractive models in all vehicle categories of the mid-price segment: from caravans and partially or fully integrated motorhomes through to compact camper vans and caravanning utility vehicles, which boast supreme living comfort combined with a highly effective use of space.

Lifestyle-orientated and tech-savvy customers whose geographical focus is on the European market, represent the brand's most important target group. Over and above this, the brand also serves the markets in South Korea and Malaysia. The KNAUS range currently comprises four caravan models, nine camper vans and ten motorhome models, each available with different layouts and extension options.



## PRODUCTS BY WEINSBERG ARE OUTSTANDING FOR THEIR ATTRACTIVE PRICE-PERFORMANCE RATIO.

These products are therefore aimed primarily at users who are price-conscious but at the same time place high demands on quality. The brand's portfolio includes caravans, motorhomes, camper vans and caravanning utility vehicles (CUV), whereby user-friendliness and customer service are central to all of the products.

The brand currently offers two caravan models, two CUV models and seven different motorhome models with a range of different layouts and extension options.



**WEINSBERG**

*Dein Urlaub!*



**TABBERT**

*B e w e g e n d e M o m e n t e*



**TABBERT HAS BEEN MANUFACTURING CARAVANS FOR MORE THAN 70 YEARS AND IS THEREFORE ONE OF THE MOST TRADITIONAL MANUFACTURERS IN EUROPE.**

***Today, the brand is a byword for uncompromising quality, underpinned by innovative technical solutions, impressive designs, maximum comfort, durability and safety.***

Caravans from TABBERT not only make for luxurious holiday experiences but also provide permanent living space to many thousands of people in Europe.

These customers in particular often invest more than EUR 100,000 in their caravans and are prepared to upgrade to the latest model at intervals of just a few years.

The brand's target customers are primarily discerning, experienced caravanning holidaymakers and long-term users. Currently, the range of products encompasses six models.

**KNAUS TABBERT DEVELOPS AND MANUFACTURES FIRST-CLASS MOTORHOMES UNDER THE BRAND NAME MORELO.**

***They are outstanding thanks to their superior comfort, excellent workmanship and luxurious fittings.***

MORELO therefore occupies the upper end of the price segment of the Knaus Tabbert product range. Despite efficient series production, MORELO caters to individual customer wishes when manufacturing its motorhomes.

The product portfolio for this brand currently comprises seven different models, each with numerous layout and extension options. The target group of MORELO are luxury-orientated travellers who are unwilling to compromise on quality and comfort, and who are prepared to invest up to EUR 750,000. Despite its relatively short company history – the brand was not launched until 2010 – MORELO held a market share in 2023 of more than 50 percent of the European market for luxury caravans, and is the market leader in this segment.





THE PRODUCT RANGE UNDER THE T@B CARAVAN BRAND, FOUNDED BY KNAUS TABBERT IN 2001, IS PRIMARILY AIMED AT A LIFESTYLE-ORIENTATED TARGET GROUP.

*All four models from T@B feature a retro design with a contemporary touch, and are reminiscent of classic caravans.*

This gives them a considerable edge over other caravans on the market. However, they are by no means notable for their unique, eye-catching design alone. Intelligent extension concepts and well thought-out details offer a high level of living comfort in a limited space.



## RENT AND TRAVEL

RENT AND TRAVEL is one of the largest digital platforms in Germany and Italy for renting leisure vehicles. It also functions indirectly as an important sales tool for Knaus Tabbert products. This is because around 40 percent of all buyers choose to rent a motorhome or caravan before going ahead with a purchase.

Currently, more than 2,500 rental vehicles can be booked through RENT AND TRAVEL. As a result, potential buyers come into contact with the diversity of the Knaus Tabbert brand at an early stage, ideally leading them to develop a keen interest in it. RENT AND TRAVEL therefore not only gives holidaymakers the opportunity to enjoy an unforgettable camping experience, but also frequently represents the first step towards owning their own motorhome.



# CAMPER VANS



*Leisure or holidays?  
Our camper vans are  
ready for anything.*

Camper vans are compact, versatile camping vehicles. As a rule, they are classic vans with a homely interior design. From bed solutions with space for up to six people, a wet room through to a kitchen – a camper van

offers all the comfortable amenities of larger motorhomes in a smaller space. At Knaus Tabbert, we offer camper vans from the WEINSBERG and KNAUS brands.

# MOTORHOMES

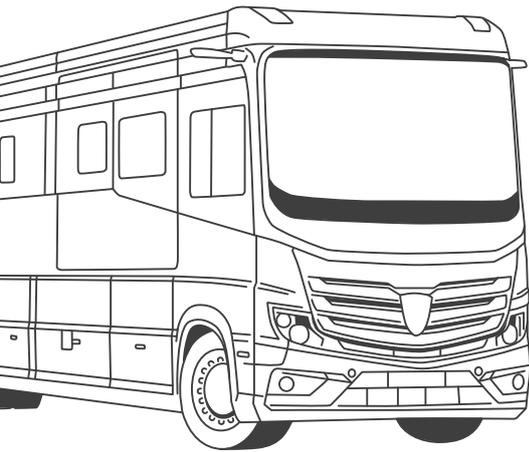
*From the classic alcove to modern,  
fully integrated vehicles.*

In contrast to camper vans or CUVs, vehicle models in the motorhome category are based on a completely new body. Here, externally manufactured base vehicles are used exclusively while the body is manufactured entirely by Knaus Tabbert. Semi-integrated, alcove and fully integrated models fall into this category. In semi-integrated models, the transition from the driver's cab to the living area is clearly identifiable. In the case of alcoves, there is a bed above the driver's cab, giving the vehicle its typical appearance featuring a "forward-facing roof".

The transition from the driver's cab to the living area is not visible in fully integrated vehicles, thereby creating a particularly

spacious interior. The size and available space can vary in motorhomes, but various bed and bathroom solutions as well as a living room with seating arrangement and kitchen are always incorporated.





# LUXURY LINERS

*Mobile luxury with every feature you could possibly wish for.*

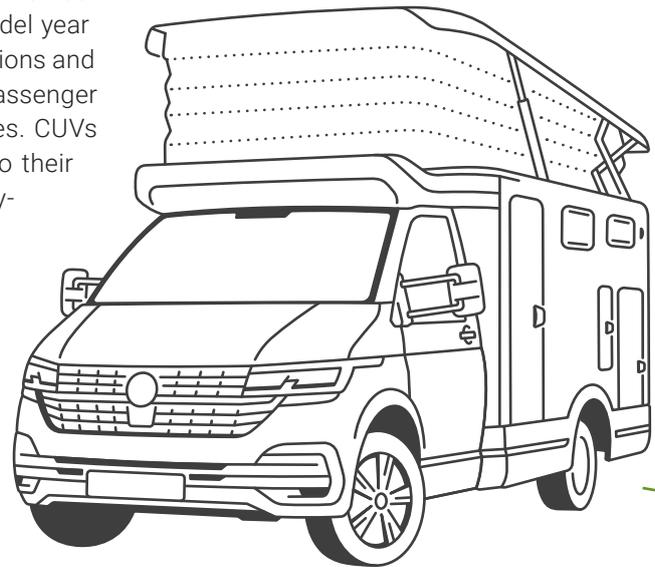
Luxury liners are mounted on lorry frames as standard, which means that their interior space is similarly generous. As the name suggests, these

touring vehicles epitomise pure luxury and contain every feature imaginable. Luxury liners from MORELO combine an outstanding, elegant design with supreme travel comfort.

# CUVs

*The vehicle class for everyday use and holidays.*

The caravanning utility vehicles (CUV) from KNAUS marked the start of a new era in camping vehicles in model year 2023. Thanks to their extremely compact dimensions and high driving dynamics, they are comparable to passenger cars and can easily be used as everyday vehicles. CUVs therefore boast real first-car potential. Thanks to their innovative lifting-roof concept, CUVs offer everything in a small space that camping fans know and appreciate in large motorhomes. This includes a full kitchen and a fully equipped wet room alongside comfortable beds.



# CARAVANS

*The perfect trailer for every need.*

Also known as trailers, caravans are fully equipped trailers for motor vehicles. In contrast to motorhomes, caravans do not have their own drive. Depending on the brand, caravan models feature various bed and bathroom solutions, living areas with a comfortable seating arrangement and a small kitchen. Knaus Tabbert supplies caravans for different target groups and needs, and in different price ranges from the following brands: T@B, WEINSBERG, KNAUS and TABBERT.



# COMPANY

## COMPANY PORTRAIT

Knaus Tabbert has been developing and manufacturing motorhomes, caravans, camper vans and Caravanning Utility Vehicles (CUV) for more than 80 years. The company's product portfolio comprises the brands KNAUS, WEINSBERG, TABBERT, MORELO and T@B. In terms of market share, Knaus Tabbert ranks among the leading and most renowned manufacturers of leisure vehicles in Europe. In addition, the Group operates RENT AND TRAVEL, one of the largest rental platforms for leisure vehicles in Europe.

### **Sustainability as the basis for long-term corporate success**

At Knaus Tabbert, sustainability is deeply rooted in tradition. For one, this is reflected in the company's high-quality products. When purchasing a leisure vehicle, customers make a long-term decision and rely on Knaus Tabbert's promise of quality. The trust placed in us creates great responsibility towards our customers and their expectations for long-lasting and sustainable use.

The products and services from Knaus Tabbert AG enable people to travel the world in their own four walls. It is for good reason that the company's motto goes as follows: "With products from Knaus Tabbert AG, you will feel at home wherever you are." Many users of leisure vehicles share a strong closeness to nature. A considerate approach to our environment is therefore an important concern for them.

In order to live up to these demands in the long term, Knaus Tabbert is actively shaping the future of the industry. Being open to new ideas, innovative strength, the willingness and ability to develop creative and sustainable product solutions, and a close dialogue with customers form the basis for this.

Sustainable corporate management at Knaus Tabbert is not only about the company's product portfolio. Responsibility towards the environment and society, its employees, suppliers and investors, as well as all other stakeholders, is a cornerstone of its corporate culture. Knaus Tabbert is convinced that lasting economic success can only be achieved on the basis of responsible conduct without compromise.

This sense of responsibility is reflected in all processes within the company and along its entire value chain: from the product idea to development, the selection of suppliers, production, sales, various services and the final use of Knaus Tabbert products.

### **Regional roots, global presence**

Knaus Tabbert primarily distributes its products in Europe, but also enjoys a global market presence. Nevertheless, the Group views itself as a company firmly rooted in the region, which benefits from the strong tradition of Central European craftsmanship. As such, Knaus Tabbert is well aware that its corporate success is largely dependent on its employees from the respective regions of its production sites. Knaus Tabbert therefore has a strong interest in a flourishing regional economy.

### **Attractive employer**

Knaus Tabbert is highly valued as an employer. The company actively promotes the enthusiasm and commitment of its employees for the success of the Group. Personal development and creating meaningful jobs are therefore high on the agenda of Knaus Tabbert's human resources policy. Within the company, there is a strong sense of solidarity between managers and employees, based on trust and fairness, which enriches daily working life. Knaus Tabbert's corporate culture is characterised by a healthy balance of professionalism and goal orientation, and humanity and mutual respect. Communication and dealings with one another are marked by both factual clarity and appreciation for others. This fundamental attitude, in turn, means that the basic mindset of the workforce is also focussed on the overall well-being of the company.

### **Group and locations**

Knaus Tabbert AG is the listed parent company of the Knaus Tabbert Group, based in Jandelsbrunn, Germany. It is led by the Management Board, which currently consists of three members. The work of the Management Board is monitored by the Supervisory Board, which comprises six shareholder representatives and six employee representatives, thus ensuring a balanced composition.

As of 31 December 2023, Knaus Tabbert AG held 100 percent of the shares in the following companies:

- Caravan-Welt GmbH Nord, Bönningstedt
- Knaus Tabbert Kft, Vac, Hungary
- HÜTTLrent GmbH, Maintal
- MORELO Reisemobile GmbH, Schlüsselfeld
- CFC Camping Freizeit Center GmbH, Freiburg
- WVD Südcaravan GmbH, Freiburg

Knaus Tabbert currently produces at three locations in Germany (Jandelsbrunn, Schlüsselfeld, Mottgers), and at one location in Hungary (Nagyoroszi).

## **Diverse brand and product portfolio**

The Knaus Tabbert product portfolio comprises the five product brands KNAUS, WEINSBERG, TABBERT, T@B and MORELO. KNAUS and WEINSBERG develop and produce caravans, motorhomes, camper vans and Caravanning Utility Vehicles (CUV). TABBERT and T@B specialise in caravans, while MORELO is a leading manufacturer of luxury motorhomes. In addition, Knaus Tabbert operates an online rental platform for leisure vehicles under the RENT AND TRAVEL brand.

### **Offers for all target groups**

As the customer target groups of the individual brands differ, Knaus Tabbert offers attractive products and services for both price-conscious beginners and demanding and experienced users of leisure vehicles. The company thus covers all product and price segments, from starter models to the ultimate high-end luxury segment. This broad portfolio of brands not only caters to individual customer preferences, but also provides the variety of products required by retailers.

### **Leading market position in Europe**

Caravans and motorised vehicles such as motorhomes, camper vans and CUVs dominate the European market. Knaus Tabbert occupies top positions in the European registration statistics in all three product segments. The products on offer range in price from approximately EUR 10,000 to EUR 750,000.

### **Variety meets tradition**

In each of the three product segments, the KNAUS, TABBERT and WEINSBERG brands, which have been around since the founding years of caravanning in the 1960s, as well as the more recent MORELO and T@B brands, offer a wide range of products that unite the distinctive features of European cultural diversity. Caravanning stands for mobility with accommodation and living in a compact space. Regardless of the destination or travel plans, Knaus Tabbert offers the perfect layout tailored to all lifestyles and personal preferences.

### **Differentiation on the outside, standardisation within**

While Knaus Tabbert consciously promotes diversity externally through its five brands, internally it relies on close coordination, synergies and flexible production. Modularity, standardisation and module-based systems ensure efficient production without compromising the uniqueness of its products.

## **Business model and strategy**

Value creation at Knaus Tabbert ranges from research and development to production, sales and the servicing of leisure vehicles. As of the balance sheet date 31 December 2023, Knaus Tabbert employed approximately 4,200 members of staff, including nearly 980 temporary workers, at the company's four production and administrative sites in Germany and Hungary.

### **Efficient and flexible production**

The manufacturing locations are organised as a highly efficient production network. This enables the Group to manufacture motorhomes, caravans, camper vans and CUVs on one production line, if required. Moreover, consistent standardisation of manufacturing processes enables Knaus Tabbert to produce the same models of all Premium brands at nearly all locations, which considerably increases flexibility within the production network. As products are exclusively made to order, the company is able to react quickly to market changes and sales fluctuations, contributing to the optimisation of its working capital.

In terms of invoiced units, sales at the sites in Jandelsbrunn, Mottgers, Schlüsselfeld and Nagyoroszagai totalled 30,613 vehicles in the 2023 financial year. With its five-brand strategy, Knaus Tabbert is able to offer attractive products in nearly all price ranges, and for virtually all target groups, without competing individual brands within the Group.

### **Extensive distribution network**

The vehicles are distributed through an extensive dealer network that has grown over many years, and which consisted of more than 500 dealers in the Premium segment and 50 dealers in the Luxury segment as of 31 December 2023. The Group sells vehicles in the Premium segment directly to end customers through its own trading companies. In addition to the dealer network, Knaus Tabbert offers its customers access to service stations throughout Europe via its cooperation partner MAN.

### **Rentals as a strategic sales channel**

To complement its product offering, Knaus Tabbert has been running the digital rental platform RENT AND TRAVEL since 2016, allowing users to rent leisure vehicles from the Group's broad brand portfolio. The platform connects customers, travel agencies and rental stations, and is currently the leading rental platform for leisure vehicles in Germany. RENT AND TRAVEL expanded to Italy at the end of 2023, with plans to enter other European markets in 2024. The regular renewal of the hire fleet by



its rental partners constitutes an additional sales channel for Knaus Tabbert. At the same time, this market segment also serves as a highly efficient instrument for acquiring new customers, as many renters decide to purchase their own leisure vehicle. In the 2023 rental season, the offering of RENT AND TRAVEL comprised more than 2,000 vehicles.

### **Focus on organic growth**

Knaus Tabbert's strategic focus is on organic growth based on sustainable productivity and capacity increases. In 2023, new production areas totalling 22,000 square metres went into operation at the Jandelsbrunn site. A second production line is currently being constructed at the production site for the MORELO luxury brand. Overall, Knaus Tabbert's production capacity was increased to up to 35,000 vehicles per year by the end of 2023.

## **SUSTAINABILITY AS A FUNDAMENTAL COMPONENT OF THE CORPORATE STRATEGY**

Sustainability is a key component of Knaus Tabbert's corporate strategy. The Group is pursuing a holistic approach encompassing all ESG aspects: in the area of climate and environmental protection, the company has laid out a concrete roadmap for reducing its greenhouse gas emissions along the entire value chain. With regard to social matters, the company focuses on fair and respectful treatment of its employees and ensuring equal opportunities within the company. In the area of governance, Knaus Tabbert relies on an all-embracing corporate governance approach as well as binding corporate guidelines.

### **Reducing CO<sub>2</sub> emissions along the value chain**

In the area of environmental protection, Knaus Tabbert is continuously reducing its carbon emissions along the entire value chain. The company plans to reduce its greenhouse gas emissions in production by 80 percent by 2030 compared to the base year 2021. It is thus implementing highly effective measures relating to energy efficiency and the use of renewable energy sources.

In product development, Knaus Tabbert is placing a particular focus on making leisure vehicles increasingly lighter, quieter, safer and more environmentally friendly. Innovative lightweight solutions such as the KNAUS FoldXPand rear construction, the Dyonis Chassis or the FibreFrame technology developed in-house provide the basis for this.

When selecting its suppliers, Knaus Tabbert relies on its own Supplier Code of Conduct and the provisions of the German Supply Chain Due Dilligence Act as the basis for evaluating potential business partners with regard to their environmental and climate protection measures.

In addition, Knaus Tabbert is also involved in external projects to reduce greenhouse gas emissions. In such collaborations, Knaus Tabbert places a clear emphasis on regionality and the verifiability of the goals achieved.

### **Responsibility as an employer**

Sustainable corporate management also involves the creation of attractive and secure jobs. Knaus Tabbert employees benefit from various perks such as the company's health management programme. With its comprehensive training and further education opportunities, the in-house Knaus Tabbert Academy ensures that employees are able to grow both personally and professionally over the course of their career.

### **Conscious choice of suppliers**

Knaus Tabbert also lives up to its responsibility by carefully selecting its suppliers and partner companies, which are likewise expected to practise sustainable corporate management. In return, the Group benefits from reliable business relationships and stable supply chains in the long run. Due to the global shortage of semiconductors, there were massive difficulties in the supply of motorised chassis, particularly in the 2022 financial year, resulting in significantly lower production volumes at Knaus Tabbert. To counteract this development, the company increased the number of its chassis suppliers in 2023 to five: Stellantis, MAN, VW Commercial Vehicles, Mercedes and Ford.

## **INTEGRATED CORPORATE GOVERNANCE**

Knaus Tabbert responds to the dynamic changes in the company's environment with a structured governance approach. The Group's internal Risk Management System (RMS) identifies and monitors potential risks and opportunities of the company. This is supported by the Internal Control System (ICS) and Compliance Management System (CMS). The ICS ensures proper financial reporting and supports the efficient organisation of processes. The CMS comprises all group-wide measures to ensure compliance with laws and binding internal regulations. It fulfils an important management and monitoring function at Knaus Tabbert.

## THE CARAVAN INDUSTRY – A LOOK BACK TO 2023

Caravans and motorhomes made in Germany are in high demand, both at home and abroad. As in previous years, the German caravanning industry continued to produce under difficult conditions in 2023. Company order books remain well filled. At 133,568 units, 3.3 percent more vehicles were produced overall than in the previous year. Of this number, 51,984 vehicles were exported. The industry's annual turnover increased to around EUR 15.3 billion.

Despite the continued high interest in German leisure vehicles, vehicle manufacturers have been producing under difficult conditions for more than two years. Factors such as the shortage of motorhome chassis, rising production costs and a shortage of skilled workers have had a significant impact on production in the recent past. Nevertheless, the industry was able to continue working off the high order backlog in 2023. The first improvements in delivery times were achieved in 2023.

### *Motorhome production recovers, caravan production scaled back*

Thanks to the improved availability of vehicle chassis, motorhome production increased by 18.3 percent compared to the previous year to 88,699 units. Over the course of the year, 30,917 motorhomes (+9.3 percent) were exported. Due to the shortage of chassis, manufacturers of both vehicle types increasingly shifted to caravans in 2022, thereby achieving a significant increase in production for this segment. As expected, the improved availability of chassis for motorhomes led to a reduction in the number of caravans produced: in 2023, 44,869 caravans (-17.4 percent) were produced in German plants, with 21,067 units (-20 percent) were exported to other countries.

A closer look at the general economic conditions reveals that the German caravanning industry continues to face major challenges: in addition to the shortage of skilled labour across all sectors as well as rising energy and material costs, some bottlenecks in logistics remain. Due to numerous volatile factors, it is still unclear when the industry will be able to produce under relatively normal conditions again.

## BUSINESS PERFORMANCE AT A GLANCE

Knaus Tabbert recorded strong revenue growth in the 2023 financial year. Group revenue thus increased to EUR 1,441.0 million (previous year: EUR 1,049.5 million). This corresponds to an increase of 37.3 percent compared to the comparative period 2022.

### GROUP KEY FIGURES

<i>in EUR mill.</i>	2023	2022	Change
Revenue	1,441.0	1,049.5	37.3%
Total output	1,474.6	1,078.2	36.8%
EBITDA (adjusted)	123.8	70.1	76.6%
EBITDA margin (adjusted)	8.6%	6.7%	
EBITDA	123.8	69.3	78.6%
EBIT	95.4	45.5	109.8%
EBIT margin	6.6%	4.3%	
Equity ratio	28.2%	26.4%	

This substantial increase in revenue is attributable to the multi-brand strategy for chassis and the associated high demand for motorhomes (caravans and camper vans) from the Knaus Tabbert Group.

Inflationary price increases of approximately 7 percent additionally supported sales growth.

Since the middle of the 2022 financial year, Knaus Tabbert has been producing motorhomes and camper vans of the Premium Knaus and Weinsberg brands on seven different chassis from five independent manufacturers (Stellantis, MAN, VW Commercial Vehicles, Mercedes and Ford), and no longer from just one manufacturer (Stellantis). The Morelo brand representing the Luxury segment uses chassis from Mercedes Actros and Iveco Daily.

The Premium segment accounted for EUR 1,274.3 million of Group revenue (previous year: EUR 918.8 million). A further EUR 166.8 million (previous year: EUR 130.7 million) was generated in the Luxury segment. Group revenue mainly resulted from the sale of leisure vehicles.

The Aftersales segment, which essentially comprises the spare parts business for all brands, and does not constitute a business segment with separate reporting, contributed EUR 24.0 million to revenue (previous year: EUR 24.3 million).

In light of the positive developments in the first nine months of the 2023 financial year and the results of purchase price negotiations in the third quarter of 2023, Knaus Tabbert concretised and revised upwards its forecast for the full year 2023, communicated in the Annual Report in March 2023, in September 2023.

Overall, the development of business has thus completely fulfilled management's expectations from the adjusted forecast. This assessment also takes into account findings gained after the end of the financial year.

# INTERVIEW

## UNDERSTANDING SUSTAINABILITY AS AN OPPORTUNITY

AN INTERVIEW WITH COO WERNER VATERL AND SUSTAINABILITY MANAGER HUBERT HOLZBAUER ABOUT THE GOALS ACHIEVED AND SET AS WELL AS THE PRIORITIES FOR SUSTAINABILITY AT KNAUS TABBERT AG.

*Mr Holzbauer, you have been Head of Sustainability Management at Knaus Tabbert for just over a year. What is your impression up to now of how important this issue is for the company?*

**Hubert Holzbauer:** Sustainable management has become exceedingly important for the majority of companies, especially in light of progressive climate change. This is all the more true for Knaus Tabbert owing to the fact that most users of our products have a special affinity with nature and actively require us to adopt a sustainable approach. For this reason, we do not see sustainability as a road block, but rather as an opportunity to achieve long-term economic success for the Knaus Tabbert Group. This way of thinking is extremely pronounced throughout the company.

*Mr Vaterl, as COO you are part of the Knaus Tabbert Management Board and are responsible for production. At the same time, the area of ESG is also part of your remit. Why is that?*

**Werner Vaterl:** To guarantee our corporate success, it is essential to develop our production operations on a sustainable basis as the measures we take to achieve this usually also yield long-term cost benefits, one such example being a reduction in our resource and energy consumption. We also ensure that we are able to attract and retain sufficiently motivated, qualified and, ultimately, healthy employees. This strengthens our competitiveness in relation to other European market players. Incidentally, our commitments in terms of sustainability do not only apply to production, but to our entire supply chain. It therefore makes sense to assign this to my area of responsibility, which also includes purchasing.

*You have set yourself the target of reducing your Scope 1 and Scope 2 emissions by 80 percent by 2030 compared to the base year 2021. How far have you progressed along this path?*

**Werner Vaterl:** When it comes to production, we focus primarily on energy efficiency, making sure that we use energy from renewable sources. This has already enabled us to reduce our CO<sub>2</sub> emissions by over 50 percent compared to the base year. At the beginning of 2023, we put new production facilities into operation at our site in Jandelsbrunn; these are powered 100 percent by renewable energy, some of which we produce ourselves. We operate one of the largest photovoltaic roof systems in Eastern Bavaria here. At the same time, we are working intensively on new, renewable raw materials, and are making good progress in this area too.



**How are you dealing with the tense situation on the labour market?**

**Hubert Holzbauer:** Knaus Tabbert is traditionally regarded as an attractive employer, and there are good reasons for this: In addition to fair pay and high standards in terms of job security and health protection, we offer our colleagues a wide range of opportunities for personal and professional development, such as those provided by the Knaus Tabbert Academy. We also actively promote the health of our colleagues through our comprehensive health management programme. In the past few years, we have been able to recruit around 1,000 new employees to join our company. Our success at recruiting is proof that we are excellently positioned in the labour market thanks to the offerings I have just mentioned.



**Electrification is also gaining momentum in the recreational vehicle sector. How are you responding to this trend?**

**Werner Vaterl:** In 2023, we launched the KNAUS YASEO caravan, a product that is designed for use with electric towing vehicles and which was our targeted response to the growing demand for electrified recreational vehicles. The model is not only lighter, it also has significantly less drag than comparable caravans. What is more, its interior features gas-free electrical appliances as standard, and

even bidirectional charging is possible with this model. We intend to push further in this direction in terms of product development in the future.

**For many companies, the area of governance is being shaped by the new Supply Chain Due Diligence Act that has come into force. How are you faring in implementing its complex provisions?**

**Hubert Holzbauer:** The Act does indeed pose major challenges for many companies. And, of course, we are also addressing it in detail. In 2023, we once again assessed our suppliers in terms of their risk to our supply chain. This in-depth survey required by the Supply Chain Due Diligence Act has confirmed Knaus Tabbert's purchasing strategy. We source around 90 percent of our purchasing volume from European suppliers, many of whom are local, and with whom we generally enjoy long-standing and very cooperative business relationships. This makes it easier for us, on the one hand to implement the Supply Chain Due Diligence Act. On the other hand, this orientation enables us to secure our supply chains in the long term. This is because we can assume that our partners will be able to weather future developments in the area of sustainability and will therefore continue to supply us with high-quality products in the future.

**In 2023, you founded the non-profit Knaus Tabbert Foundation. With what in mind?**

**Werner Vaterl:** The Foundation was born out of the idea of pooling our social commitment and making it more transparent. The focus is on supporting people in need, promoting public health, sports and other non-profit or charitable organisations. One of the Foundation's particular concerns is to provide financial support to employees in need. Knaus Tabbert AG is the sole shareholder of this non-profit-making, limited company, which nevertheless acts completely independently in accordance with its Articles of Association.

**What are your planned priorities for sustainability in 2024?**

**Hubert Holzbauer:** This year, we will continue resolutely along the path we have already outlined towards reducing CO<sub>2</sub> emissions. We anticipate that measures to improve energy efficiency in production will yield particularly significant progress. We also intend to transition our company fleet successively to electric and hybrid vehicles. This not only applies to our company car fleet, but also to forklift trucks and other vehicles used in production. Many of these are already powered by electricity, but we wish to intensify our efforts in this area. On the one hand, we expect this to result in lower emissions, while

on the other hand, electric vehicles are often cheaper to run and therefore offer economic benefits as well.

What I have already said applies to all of these initiatives: We see sustainability not only as an obligation, but also as a valuable impetus for Knaus Tabbert to develop further, and from which it can also benefit economically.

***Sustainability and ESG criteria are becoming increasingly important in the financial market. How are you positioned here?***

**Werner Vaterl:** As a public limited company, we naturally make ongoing use of the credit and capital market for our financing. And of course we are also aware that the topic of sustainability has become much more important for banks and investors since the Paris Climate Conference in 2015. ESG ratings and rankings are therefore becoming increasingly relevant in this environment. This is one of the reasons why we not only focus on specific measures, but also deliberately on transparent reporting and supplying a comprehensive range of information, as can be found on our website for instance.

# SUSTAINABILITY MANAGEMENT



## MATERIALITY ANALYSIS

The overall objective of materiality analysis is to identify the most relevant sustainability issues for a company. On the one hand, the analysis assesses the impacts of the company's operations on the environment and society, as well as their extent, scope and the potential for remediation. On the other hand, it includes an assessment of the influences of financial materiality that arise for the company in the respective areas. These include financial opportunities and risks that could impact the company's current and future financial materiality as a result of external influences in the areas of Environmental, Social and Governance (ESG).

Knaus Tabbert performed a materiality analysis for the first time as part of its Sustainability Report 2021. To this end, the impacts of the company's operations were analysed with regard to the 17 Sustainable Development Goals (SDGs) of the United Nations. From this, 24 topics were derived, which were subsequently analysed at two levels: Knaus Tabbert's stakeholders assessed the relevance, and Knaus Tabbert the impacts, of its business activities on the environment and society.

For its Sustainability Report 2023, Knaus Tabbert for the first time evaluated the influencing factors in accordance with the extended requirements of the European Social Reporting Standards (ESRS). In this materiality analysis, financial risks were only assessed qualitatively. As part of the more detailed assessment of financial risks planned for the 2024 financial year, their impacts will also be assessed and presented quantitatively.

### Assessment process

The process for identifying and assessing the impacts of the company's operations as well as their risks and opportunities for Knaus Tabbert are described below.

#### Impact materiality

To assess the impacts, both negative and positive, current and potential impacts of the company's operations on the defined topics were first identified. The results were reviewed and approved by management. The current negative impacts were then assessed in terms of their severity. The potential negative impacts were assessed in terms of their severity and likelihood of occurrence. The severity of the impacts was determined by assessing their scale, their scope in relation to the number of people affected or the size of the geographical area (scope), and their remediability (irremediable character). In the case of negative impacts on human rights, their severity was weighted more heavily than their likelihood of

occurrence. In the case of current positive impacts, materiality was determined by assessing the extent and scope; in the case of potential positive impacts, materiality was determined by assessing the scale, scope and likelihood of occurrence. Severity was assessed on a rating scale from 0 to 5:

- 0 no impact
- 1 minimal impact (local; few people affected)
- 2 low impact (regional; some people affected)
- 3 medium impact (national; many people affected)
- 4 high impact (continental; high number of people affected)
- 5 very high impact (global; all people affected)

The likelihood of occurrence was also assessed on a scale of 0 to 5:

- 0 zero likelihood of occurrence
- 1 very low likelihood of occurrence
- 2 low likelihood of occurrence
- 3 medium likelihood of occurrence
- 4 high likelihood of occurrence
- 5 very high likelihood of occurrence

When determining the materiality of topics with regard to their impacts, the ratings of the individual assessment categories were added together and prioritised according to their respective totals. For instance, if a topic was rated 5 in all three categories (scale, scope and irremediable character), the total rating for this topic was 15. The threshold for classifying a topic as material was a total of 8. No specific activities, business relationships or other factors were given special weighting during the collection of data or evaluation. Nevertheless, consideration was given to whether impacts arise from the company's own operations or along the value chain.

As the impact assessment for the 2022 financial year was performed in accordance with the ESRS requirements for the first time, no long-term monitoring of the identified impacts is yet in place.

#### Financial materiality

In order to determine the influences of defined topic areas on Knaus Tabbert, the data required for the assessment was first collected, collated and then approved by management. These included resources and business relationships on which the company is dependent, a description and presentation of the value chain, and an assessment of the current and potential opportunities and risks in the respective topics.

In order to determine the influencing factors, the company's dependence on external influences must first be analysed. The company's business success is thus dependent on factors from two basic categories: the continuous use of resources (natural resources, labour, etc.) and the reliability of relationships (with financial institutions, customers, other stakeholders, etc.).

In the continuous use of resources category, risks and opportunities can arise from the following external influences:

- changes in pricing and profit margins
- changes in markets and available supply
- changes in the reduction of inventories and remaining inventories as well as changes in the potential for maintenance and restoration and the costs thereof
- changes in political or regulatory constraints

In the reliability of relationships category, risks and opportunities may arise from changes to the most important stakeholder relationships for Knaus Tabbert due to external influences. This could affect the following stakeholder groups, among others:

- financial institutions and providers of financial capital
- companies in the supply chain, including contractors
- customers
- external interest groups (media, associations, NGOs, etc.)
- by extension society/communities

To be able to fully assess the external influences on Knaus Tabbert, the extent to which changes in the continuous use of resources (e.g. through pricing) or in the reliability of relationships (e.g. with financial institutions) could arise in the respective sustainability topics was analysed. In addition, the effects on financial and intellectual capital, financing, manufacturing, natural resources, human resources, social issues and relationships were analysed. The impacts on capital were assessed on a scale of 0 to 4:

- 0 resources: no short-, medium- or long-term consequences; relationships: neutral/no current or foreseeable reactions
- 1 resources: possible short-, medium- or long-term consequences; relationships: indications of current or highly probable negative/positive reactions in the short term
- 2 resources: consequences that are possible in the short term, strong in the medium term and very strong in the long term; relationships: current negative/positive reactions with disadvantages/advantages in the future

- 3 resources: consequences that are possible and strong in the short term, very strong in the medium term or long term; relationships: negative/positive current reactions, strong negative/positive reactions in the future
- 4 resources: very expensive consequences in the short term; relationships: strong current negative/positive reactions or very probable reactions in the future

When determining the materiality of topics in terms of their influences (financial materiality), the highest-rated category is decisive for each of the topics assessed. The assessment is based on the level of risk or the size of the opportunity, and the likelihood of occurrence.

The likelihood of occurrence is categorised and defined as follows:

LIKELIHOOD OF OCCURRENCE	ASSESSMENT
Up to 10%	Very unlikely
Up to 30%	Unlikely
Less than 50%	Rare
Larger or equal to 50%	Probable

As the assessment of the influences for the 2023 financial year was performed in accordance with the ESRS requirements for the first time, long-term monitoring of the identified influences is not yet in place.

### Stakeholder survey

To continue to ensure the business success of the Knaus Tabbert Group in the future, the expectations, needs and demands of the Group's most important internal and external stakeholders must be evaluated and taken into account. External stakeholders include customers, investors, politicians, NGOs and suppliers, while internal stakeholders include employees, among others. We have analysed and prioritised their degree of dependency and influence in a stakeholder mapping, thereby defining seven relevant stakeholder groups.

Stakeholders were surveyed using software and with external support. The views of banks and the Supervisory Board were obtained in personal interviews, while employees, retailers, end customers, investors, insurance companies and suppliers were surveyed using an online questionnaire.

The assessment of the relevance of the topics from a stakeholder perspective was weighted on a scale of 1 to

4, with 1 standing for less important topics and 4 for essential topics. In the survey, each topic was assessed by the relevant stakeholders.

### **Materiality matrix**

To prepare the materiality matrix, the defined topics were analysed, as described, at three levels:

- assessment of the influences on Knaus Tabbert (financial materiality)
- assessment of the impacts of Knaus Tabbert's business operations on the environment and society
- assessment of materiality from the perspective of the most relevant stakeholders

Knaus Tabbert followed the methodology of the European Sustainability Reporting Standards (ESRS) for the survey and analysis. Determining the relevance threshold for assessing the influences and impacts was at the discretion of the company; it was defined by the Management Board. The process described above (assessment of influences and impacts) gave rise to the materiality matrix. Knaus Tabbert views the materiality analysis as a continuous process into which topics from stakeholders or newly identified influences and impacts of the company can be integrated at any time.

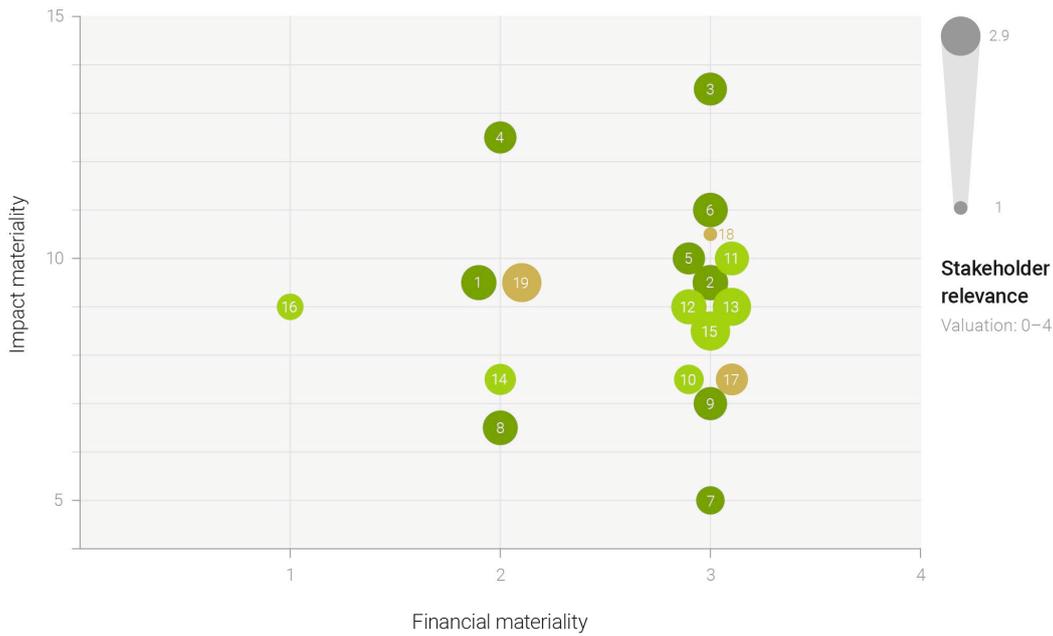
Potential material topics that exceed the relevance threshold of 8 for the assessment of impacts, or the relevance threshold of 2 for the assessment of influences, are considered relevant for the sustainable strategic development of the company. They were therefore included in the list of material topics of Knaus Tabbert AG.

Topics below the relevance threshold were not taken into account for the time being. The survey will, however, be repeated and validated at regular intervals. Of a total of 24 relevant topics, 19 exceeded the thresholds of 8 and 2, and were therefore classified as material.

The stakeholder survey can be regarded as an optional third dimension. The decisive factors for materiality are the influences and impacts from the double materiality analysis.

The Management Board of Knaus Tabbert AG has reviewed and confirmed the list of material topics and the materiality analysis. The chart shows the topics of relevance to Knaus Tabbert.

In a next step, material topics that strongly overlap in terms of their influences or impacts were grouped into a single field of action. In total, ten fields of action were thus derived.



**ENVIRONMENTAL**

- 1 Eco-friendly/recyclable materials

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- 2 Environmental impacts and human rights along the supply chain

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- 3 Greenhouse gas emissions in the company

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- 4 Energy and emissions in production

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- 5 Climate neutrality of the company

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- 6 Reduced-emission drive systems

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- 7 Biodiversity

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- 8 Waste management

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- 9 Water consumption and contamination

**SOCIAL**

- 10 Stakeholder involvement

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- 11 Equal opportunities for all

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- 12 Employee training and further education

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- 13 Social responsibility for employees

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- 14 Co-determination and participation of employees

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- 15 Health and safety in the workplace

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- 16 Social engagement

**GOVERNANCE**

- 17 Circular economy and business models

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- 18 Compliance and anti-corruption

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- 19 Continuous improvement of economic performance

**SUSTAINABLE DEVELOPMENT GOALS**

The Sustainable Development Goals, or SDGs for short, are 17 goals adopted by all member states of the United Nations in 2015 to address global economic, social and environmental challenges. This agenda for sustainable development by 2030 covers a variety of topics, including the fight against poverty, education, health, environmental protection, climate protection, economic growth and gender equality. The SDGs are designed as a universal action plan to be implemented primarily by governments,

corporations and civil society around the globe. For businesses, the SDGs provide a framework for defining and pursuing sustainability goals. By integrating the SDGs into their business strategy, companies can contribute to achieving the goals of the 2030 agenda while putting their business on a more sustainable footing. As a responsible company and internationally operating group, supporting these global development goals is an important task for Knaus Tabbert. To make an active contribution to the SDGs, an SDG analysis was last conducted in 2021, and a workshop was held to identify the goals that are directly supported by the company's business

activities. The extent to which the various fields of action of the Knaus Tabbert Group contribute to the individual SDGs is shown in the overview below.

FIELD OF ACTION	SDGs
<b>SOCIAL</b>	
Health and safety in the workplace	3, 8, 9
Employee training and further education	4, 8
Social responsibility, diversity and equal opportunities	5, 8, 10
<b>ENVIRONMENTAL</b>	
Climate and environmental protection in the company	7, 9, 12, 13
Reduced-emission drive systems	9, 13
Eco-friendly/recyclable materials	12, 15, 17
<b>GOVERNANCE</b>	
Compliance and anti-corruption	10, 16
Human rights and environmental impacts in the supply chain	1, 3, 8, 10
Continuous improvement of economic performance	8, 12
Social commitment	1, 5



## MANAGEMENT AND SUSTAINABILITY ORGANISATION

### Corporate governance as a basis

As a listed company, Knaus Tabbert AG is subject to German stock corporation law and is committed to complying with the principles of the German Corporate Governance Code. The company's management team comprises the Management Board and the Supervisory Board. The Management Board is responsible for sustainably increasing the company's shareholder value.

This also includes taking into account all measures relevant to sustainability in the company's processes. In addition to the annual and multi-year economic planning, the tasks of the Management Board also include planning and implementing a sustainability strategy. Knaus Tabbert's sustainability strategy stipulates specific targets to be achieved by 2030, which will subsequently be adjusted in five-year increments until 2045.

The Supervisory Board monitors the work of the Management Board, and discusses the measures taken, their progress and targets with the Management Board at regular Supervisory Board meetings.

### Composition and competences of the Management Board

The Management Board of Knaus Tabbert AG is composed of three board members: Wolfgang Speck (CEO/CFO), Gerd Adamietzki (CSO) and Werner Vaterl (COO). The composition of the Management Board complies with the requirements of the Second Leadership Positions Act (FüPoG II).

An age limit of 67 years generally applies to members of the Management Board.

All members are closely involved in the company's operations and independently manage the business area assigned to them under the Rules of Procedure. A detailed presentation of individual areas of responsibility and portfolios can be found on the website of Knaus Tabbert AG under <https://www.knaustabbert.de/en/company/management/>.

When filling management positions in the company, the Management Board pays attention to diversity and strives in particular to give due consideration to women and different nationalities. All employees at the first management level receive training on ESG topics. The members of the Management Board attended ESG training on one occasion. Further training is provided as and when required.

### Composition and competences of the Supervisory Board

The Supervisory Board is tasked with advising and monitoring the Management Board in its running of Knaus Tabbert AG. The Supervisory Board appoints the members of the Management Board in accordance with statutory provisions and the Articles of Association. Monitoring and advising the Supervisory Board also includes sustainability issues.

The composition of the Supervisory Board of Knaus Tabbert AG complies with legal requirements and the company's Articles of Association. It is composed of eight male members and four female members, of whom six were elected by the Shareholders' Meeting in accordance with the provisions of the German Stock Corporation Act (AktG), and six by employees in accordance with the provisions of the German Co-Determination Act (MitbestG). This results in a women's quota of 33.33 percent in line with legal requirements.

Eight members of the Supervisory Board are considered independent in accordance with the German Corporate Governance Code. This is equivalent to a share of 66.67 percent.

The Supervisory Board has adopted a competence profile for its composition. According to this profile, the Supervisory Board as a whole should have the competences that are deemed essential for the activities of the Knaus Tabbert Group. These include, in particular, in-depth experience and expertise in the area of sustainability. Three members of the Supervisory Board of Knaus Tabbert AG – Esther Hackl, Jana Donath and Ferdinand Sommer – possess specialist knowledge of sustainability issues. This corresponds to a share of 25 percent.

The Supervisory Board holds at least two meetings per calendar half-year. As a rule, at least five plenary meetings are held per calendar year. Further information on the composition, competences, duties and working methods of the Management Board and Supervisory Board, including their bodies, can be found in the chapter 'Corporate Governance' of the Annual Report 2023 of Knaus Tabbert AG and on the company's website.

### **Sustainability Steering Committee**

As part of Knaus Tabbert's sustainability management, the Sustainability Steering Committee is the central steering body for the strategic development of the company's sustainability strategy. The Sustainability Steering Committee comprises the CFO (Chief Financial Officer), the COO (Chief Operating Officer), all site managers as well as representatives from other specialist departments. The Committee convenes four times a year and decides on measures and initiatives together with the Sustainability Manager. Furthermore, the project managers from the respective fields of action meet each quarter. The Sustainability Manager is responsible for overseeing the measures relating to the strategic sustainability topics. He is a member of the Steering Committee and reports directly to the COO responsible for ESG topics.

On the Management Board of Knaus Tabbert AG, COO Werner Vaterl is responsible for sustainability. He is also a member of the working group of the German Caravanning Industry Association (CIVD), which seeks to promote the topic of sustainability within the industry. The respective site managers are responsible for implementing the measures defined as part of the sustainability strategy at the respective locations.

Where necessary, the Sustainability Steering Committee makes recommendations to the entire Management Board on the implementation of measures and the achievement of targets proposed by the sustainability teams listed below. The Supervisory Board receives regular reports, but at least twice a year, on sustainability issues and the associated attainment of targets.

### **Sustainability teams**

To implement the sustainability strategy, the Knaus Tabbert Sustainability Manager works together with a total of four teams that provide the Sustainability Steering Committee with important information, develop strategic plans and measures, and report on the achievement of targets or deviations therefrom. In addition, opportunities and risks relating to sustainability are assessed by the teams in their respective functional areas. This professional input also serves as basic information for the materiality analysis.

The teams are divided into the following areas:

- health, social and equal opportunities
- climate and environmental protection within the company (Scope 1 and 2)
- climate and environmental protection along the value chain (Scope 3)
- responsible corporate management

The teams communicate closely with the Sustainability Manager and form a company-wide network of experts in their respective areas. This ensures that the measures defined in the sustainability strategy are implemented within the organisation and at all of the company's locations. The teams support the site managers with the implementation of the sustainability strategy. The Sustainability Manager supplies the individual teams with relevant input. To this end, he monitors sustainability developments and trends, analyses the impacts on Knaus Tabbert, and supports the specialist departments with the implementation of measures.



**Incentive system**

The sustainability targets of Knaus Tabbert AG are taken into account in the company's management remuneration. As part of the definition of its sustainability strategy, Knaus Tabbert has also adjusted short and long-term sustainability targets for the Management Board. Depending on the respective area of responsibility, they contain specific goals.

Examples include sustainability targets relating to climate and environmental protection, and social targets such as increasing employee satisfaction and diversity within the company. Sustainability targets are included in

the short-term incentive plans (STIP) of the respective Management Board members.

Moreover, variable-remuneration agreements linked to sustainability targets have been concluded with the majority of the company's managers. These targets are defined by the Management Board.

**Integrating opportunities and risks into risk management**

The company responds to the dynamic changes in Knaus Tabbert's wider environment with a structured governance approach.

The Group's internal Risk Management System (RMS) plays a key role in the context of ESG risks and opportunities. Its primary objective is to ensure the continued existence and growth of the Knaus Tabbert Group at all locations, taking into account potential opportunities and risks. The entrepreneurial risks and opportunities associated with the company's business activities are to be identified, assessed and actively managed at an early stage to enable proactive corporate management.

Increasing ESG requirements, both legally binding and non-binding, could give rise to additional financial expenses. Similarly, non-compliance with obligatory regulatory requirements and the company's own sustainability and climate protection targets could give rise to liability and reputational risks.

Knaus Tabbert identifies and monitors risks and opportunities each quarter using software-based reporting and following a bottom-up and top-down approach. The time horizon for the assessment is approximately one year.

ESG risks and opportunities with potential impacts on employees, society and the environment have been conceptually incorporated into Knaus Tabbert's risk and opportunity identification process. However, the timeframe for analysing risks and opportunities of this kind has not been explicitly defined. Non-financial risks and opportunities are currently only assessed in qualitative terms at

Knaus Tabbert. The RMS is supported by an Internal Control System (ICS) and a Compliance Management System (CMS). Currently, Knaus Tabbert does not assess business opportunities and risks that are not ESG-related.

At Knaus Tabbert, the methodology of its Internal Control System is based on the Internal Control Framework COSO II, which describes internal control and monitoring elements for key processes within the company. This involves supporting objectives to ensure proper financial reporting, to improve the efficiency and effectiveness of processes, and to comply with the legal framework.

The CMS encompasses all group-wide measures to ensure compliance with laws and binding internal rules. It fulfils an important management and monitoring function at Knaus Tabbert. Its objective is to ensure compliance with all internal and external regulations.

All three of Knaus Tabbert's specialised governance systems are supported and monitored by the Group's Internal Audit department. The Management Board and the Audit Committee of the Supervisory Board are informed about the results of the RMS, the ICS and the CMS four times a year.





TABBERT  
Świeższe Momenty



# SOCIAL

## RESPONSIBILITY TOWARDS EMPLOYEES

Together with its workforce of around 4,200 employees, Knaus Tabbert is shaping the leisure industry of the future. The Group relies on an open corporate culture characterised by fair cooperation, equal opportunities and personal development possibilities.

As a responsible employer, Knaus Tabbert is committed to creating an attractive and safe working environment for its staff. This fundamental attitude is not only an expression of its particular appreciation of its employees; it also allows Knaus Tabbert to secure a competent workforce, enabling the Group to continue to grow and achieve economic success. Knaus Tabbert promotes equal opportunities and possibilities for personal and professional (further) development for all employees through a wide range of measures and initiatives and specific company guidelines. At the same time, the company has a zero-tolerance policy when it comes to discrimination, corruption, harassment in the workplace or the violation of human rights. Further information on these topics can be found in the chapter 'Governance' of this Report.

### **Alignment with the SDGs and close employee contact**

When defining its sustainable goals in the social area, Knaus Tabbert is guided by the Sustainability Development Goals (SDGs) of the United Nations. In order to assess the actual and potential material impacts of Knaus Tabbert's business activities on its employees and to take appropriate (counter) measures, the company's management maintains close and regular dialogue with its workforce, either directly or via employee representatives. In addition to this direct communication channel, Knaus Tabbert also carries out employee surveys. You can read more about this further below in this section of the Report.

### **Employee structure and changes**

As of 31 December 2023, the Knaus Tabbert Group employed 4,169 members of staff, including temporary workers, at its sites in Jandelsbrunn (1,860), Mottgers (467), Schlüsselfeld (461) and Nagyoroszi (1,381). All personnel figures below refer to the four aforementioned production sites.

In the 2023 financial year, the number of employees joining and leaving the Group totalled 1,147 and 726 respectively, resulting in a fluctuation rate for the entire Knaus Tabbert Group, i.e. the ratio of departures to the average

total number of employees, of 18 percent. This figure is well below the German average and underlines Knaus Tabbert's attractiveness as an employer, which is a key asset for the company in a highly competitive labour market.

### **Employee representatives**

Employee representatives at the sites in Jandelsbrunn, Mottgers and Nagyoroszi act as a link between the workforce and management. There are no employee representatives at the Schlüsselfeld site. In total, 89 percent of Knaus Tabbert's workforce is served by employee representatives.

### **Protection against loss of earnings and special leave**

Knaus Tabbert employees at the German sites are protected against loss of earnings in the event of illness, parental leave or work-related accidents, in accordance with applicable German law, through sick pay, parental allowance and retirement benefits etc. Under legally binding collective agreements in Germany, full-time employees are entitled to special leave such as parental leave, maternity leave and time off to care for a relative. Similar legal regulations apply in Hungary, which exclude loss of earnings for the above-mentioned reasons. Employees in Hungary are also entitled to parental leave, care leave and maternity leave.

In the 2023 financial year, 4 percent of the Group's employees took special leave.

### **Severely disabled members of staff**

At Knaus Tabbert, the proportion of severely disabled employees group-wide stood at 4.0 percent.

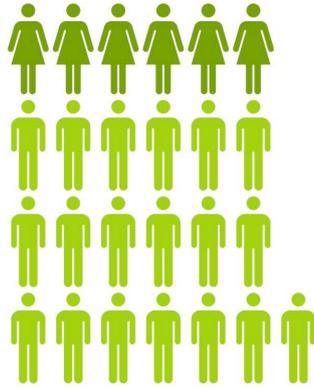
## FIELD OF ACTION HEALTH AND SAFETY AT THE WORKPLACE

Protecting the health of its employees and promoting their physical and mental well-being are key elements of Knaus Tabbert's occupational health and safety policy. The measures taken by the company in this area go far beyond the minimum standards required by law. All employees enjoy the highest possible protection to promote and maintain their health and to prevent work-related accidents. The field of action 'Health and safety at the workplace' encompasses all production sites and employees of the Knaus Tabbert Group.

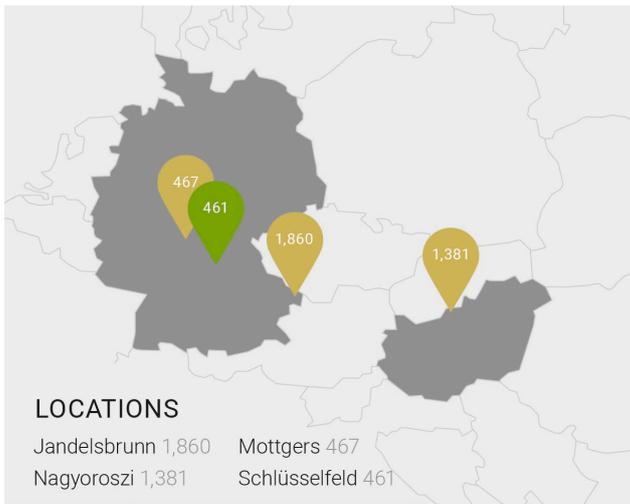
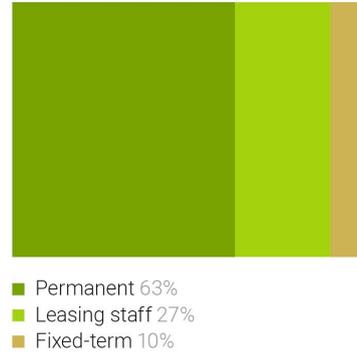
GENDER DISTRIBUTION

**24%**  
female employees

**76%**  
male employees



EMPLOYMENT RELATIONSHIP



Headcount as of 31 December 2023

AGE

**26%**  
30 or younger

**49%**  
Between 30 and 50

**25%**  
Over 50

**Health and safety policy**

The health and safety policy of Knaus Tabbert is governed by the relevant legislation, regulations and other guidelines. These serve as the basis for various programmes and guidelines that the company has introduced and defined to ensure a safe working environment and to minimise health risks.

In accordance with the German Occupational Health and Safety Act, Knaus Tabbert regularly carries out systematic risk assessments at its German sites. These involve identifying potential hazards and taking appropriate measures to minimise the risk of accidents. All employees receive in-depth training on the topic of health and safety in the workplace. In this way, Knaus Tabbert ensures that its employees know and comply with all relevant laws, safety instructions and regulations.

In order to identify causes and potential safety hazards and implement improvement measures, all work-related

accidents and near misses are analysed according to a specially developed procedure. In addition, the company offers its employees regular medical examinations by a company physician and thus proactively promotes the health of its workforce. These measures also cover potential psychological risk factors. The company is currently working on establishing a professional occupational health management system at all locations; in Jandelsbrunn, such a system was introduced in 2023. Among other benefits, employees have the opportunity to participate in health screenings, Nordic walking and yoga courses as well as fruit weeks. In the 2023 financial year, more than 500 employees took advantage of such programmes to promote their health. In the long term, these offers are to be integrated into the health management system in a targeted manner and made available at other Knaus Tabbert locations, tailored to the respective local conditions.

Responsibility for health and safety at the workplace lies with the respective managers. They are supported by a

network of internal safety officers, first aiders, the Works Council, external company physicians, safety specialists and fire prevention officers. An occupational health and safety committee meets regularly to discuss issues relating to this field of activity. The committee also carries out inspections and develops preventative measures on this basis to improve health and safety at the workplace.

### **Occupational accident rate as a key performance indicator**

Knaus Tabbert does not have its own occupational health and safety management system. Instead, accidents are avoided and analysed by a comparable internal organisation, and specific accident prevention measures are derived. Knaus Tabbert is supported in this by internal and external safety experts. To control and check the effectiveness of these measures, Knaus Tabbert records the lost time accident rate (LTAR) per million hours worked. This figure includes accidents that result in at least one day of absence. By 2030, Knaus Tabbert aims to reduce the LTAR within the Group by 35 percent to 20.5 compared to the base year 2021. In the 2023 financial year, the LTAR stood at 21.8, representing a significant improvement on the previous year (26.2).

In the 2023 financial year, Knaus Tabbert recorded 118 reportable occupational accidents and no work-related illnesses. No cases of work-related mental illness were reported.

### **Working group on occupational safety**

This positive trend is due in part to the occupational safety working group established in the 2022 financial year. One of its objectives is to raise awareness of the topic of occupational safety within the company. In addition, the working group has optimised the process to be initiated in the event of a work-related accident and expanded it to include a detailed cause analysis and improved internal communication. Further results of the working group included occupational safety inspections and the implementation of occupational safety instructions during the onboarding process for new members of staff.

In 2023, Knaus Tabbert managers received in-depth instruction on occupational safety as part of an annual training course.

Work-related accidents at Knaus Tabbert mostly involve cuts to the hands that occur when handling parts or using tools, as well as foot injuries caused by tripping while walking or climbing stairs. Comprehensive prevention measures were defined and implemented for both accident groups in 2023. Knaus Tabbert placed a particular

focus on providing its workforce with personal protective equipment. This included the introduction of safety shoes throughout the company. The use of cut-resistant gloves was trialled in test groups. In order to increase the acceptance of personal protective equipment among the workforce, Knaus Tabbert actively involved its employees in its design.

### **Reducing hazardous substances**

In order to increase the health protection of its employees, Knaus Tabbert avoids exposing them to hazardous substances to the greatest extent possible. The company is guided by the so-called STOP principles, relying on substitution, technical measures, organisational measures and personal measures.

The primary goal is to replace substances that are detrimental to health with less hazardous alternatives as far as possible. Specifically, Knaus Tabbert verifies whether the use of a less harmful alternative is possible before using a material classified as a hazardous substance in accordance with the European REACH regulation. Only once this can be ruled out is the substance approved by a safety specialist in the ERP system. Since 2021, every hazardous substance has been recorded in the company's SAP system before being introduced and may only be approved for use by the safety specialist responsible in each case. As part of this process, Knaus Tabbert has already rejected the use of some substances for series production due to their hazardous characteristics. Since 2023, existing substances have also been successively substituted and replaced with less hazardous alternatives if technically feasible.

In the medium and long term, Knaus Tabbert aims to minimise the absolute number of hazardous substances and standardise them across the Group for each activity.

### **Noise protection**

Noise can occur at various points in Knaus Tabbert's production process. Noise sources that are detrimental to health are minimised directly at their point of origin through technical protective measures. Knaus Tabbert addresses unavoidable noise risks with a series of further measures that were developed, not least, by the internal project group on the topic of noise. Knaus Tabbert assesses potential noise hazards when purchasing new systems and machinery. Safety experts, plant managers, maintenance staff and the Works Council collaborate closely on the implementation of measures to prevent noise hazards. New measures are being implemented by maintenance staff in cooperation with the hall managers.

By measuring noise levels in Knaus Tabbert's production facilities on a regular basis, so-called noise areas are identified and visualised in a noise register. Specific operational areas where technical protective measures such as enclosures and sound-absorbing walls have been implemented include production lines for chassis assembly, production milling machines and the company metal workshop.

Employees who work in noisy areas are required to wear hearing protection. The provisions are defined in close cooperation with the company medical service and management staff. In a project that is currently being implemented at the production sites in Jandelsbrunn and Mottgers, and which is to be extended to Nagyoroszi and Schlüsselfeld in the medium term, the hearing protection devices are customised to the respective employees in order to ensure a high level of wearing comfort. Knaus Tabbert hopes that this measure will increase the willingness to wear personal protective equipment, as this is the only way to avoid occupational illnesses and the associated long-term damages to health.

## FIELD OF ACTION EMPLOYEE TRAINING AND FURTHER EDUCATION

Knaus Tabbert considers the know-how and commitment of its employees to be fundamental to its success, particularly in a market environment marked by continuous technological change. Knaus Tabbert therefore promotes the individual skills of its employees through targeted training and further education. In addition, training measures are implemented with the goal of increasing the motivation and job satisfaction of its staff.

Lifelong learning is an inherent part of daily working life at Knaus Tabbert. The company therefore implements a wide range of training and further education measures to promote the professional development of its employees. These include apprenticeships, internal and external training courses, and further education programmes. The Knaus Tabbert Academy, which serves as a central hub, organises the majority of the training measures. With its initiatives in this area as well as its comprehensive set of personnel marketing measures, Knaus Tabbert is an attractive local employer and successfully counters the existing shortage of skilled workers. The organisational measures and KPIs described below apply to employees at all production sites.

### Personnel development and organisation

Responsibility for employee development and their further education and training is borne centrally at the company headquarters in Jandelsbrunn by the Human Re-

sources department, which reports directly to the Management Board. On the basis of a clearly defined HR strategy, Knaus Tabbert manages its activities and processes and establishes focal points. Training measures are agreed with the Management Board as part of the personnel budget planning.

### Increase in training hours

In the 2023 financial year, the number of training hours per employee was 4.9 hours at the Jandelsbrunn site, 4.4 hours in Mottgers, 6.8 hours in Schlüsselfeld, and 364.4 hours in Nagyoroszi, Hungary. The big difference in Hungary can be attributed to state-subsidised training measures for employees. By 2030, the training time per employee at each location is to be increased to at least five hours per year.

The total number of training hours in the 2023 financial year stood at 517,582 hours, 60 percent of which were undertaken by men and 40 percent by women.

Training requirements are systematically identified on a regular basis. To this end, managers' report their employee budget plans to the company's personnel department once a year. The respective training requirements are determined either as part of employee appraisals or according to changing professional requirements within the company. Human Resources is responsible for organising training seminars, which include further training measures and advanced training to become a master craftsman or technician, as well as extra-occupational courses of study.

### Focus on safety

In the 2023 financial year, Knaus Tabbert placed a particular focus on safety training. Courses included the handling of diisocyanates, fire prevention officer and firstaider training and high-voltage training. Other key topics included data protection, IT applications, caravan technology, leadership skills, communication and health promotion. In 2022, a training portal was developed for the sites in Jandelsbrunn and Mottgers, through which employees have been able to access the Group's comprehensive range of training opportunities since 2023.

The goal set for the 2023 financial year of creating 70 apprenticeships across the Group, of which 40 in the field of caravan technology, has been met. However, not all apprenticeship places were filled. The number of available apprenticeships in 2023 stood at 85. The training quotas to be achieved are defined once a year by the Management Board and Human Resources.

### **Increased training quota**

As already mentioned, Knaus Tabbert aims to increase its training quota in the medium and long term. In order to be able to assess the progress made towards this goal, the company calculates its training quota once a year. This includes internal training courses, external further education, master craftsman courses, also part-time, as well as internal and in-house training courses held by external instructors. The quota does not include dual study programmes, apprentices or trainees on leave. The Nagyoroszi site recorded an increased training rate in 2023 as employees in Hungary are trained on the job through state-subsidised measures.

### **Training workshop of the Knaus Tabbert Academy**

At Knaus Tabbert, new members of staff are prepared for their tasks in the company at specially created learning facilities. At the Hungarian site and in Jandelsbrunn, this takes place in a so-called training workshop. As part of a structured onboarding process, new employees are familiarised with their future workplace in the training workshop. The physical separation from the production area ensures a high degree of safety. The new members of staff are assisted by experienced personnel. This also allows us to reliably determine whether a new employee is suitable for a particular job in the respective working environment.

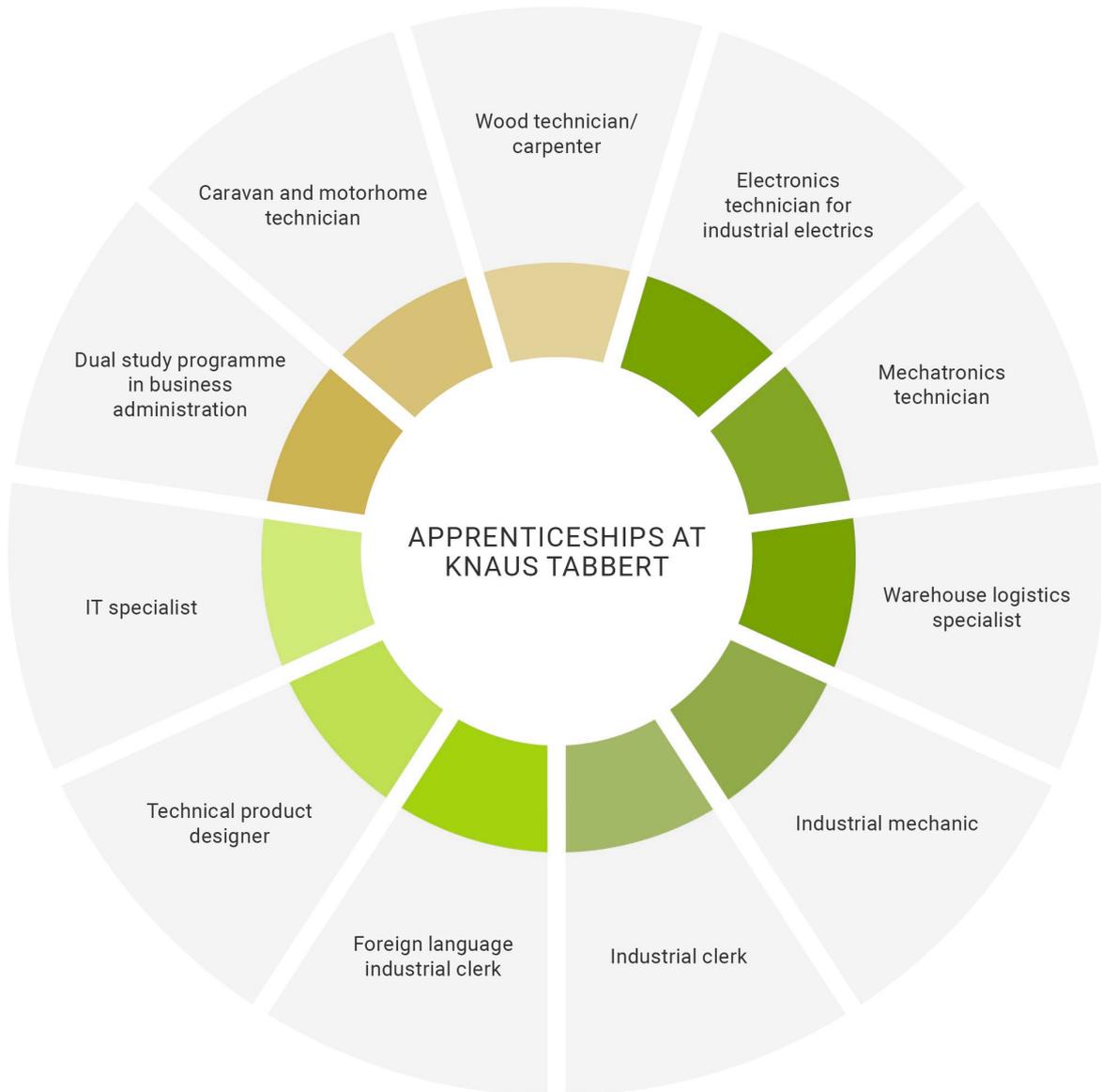
For Knaus Tabbert, the training workshop is also an important tool for ensuring consistently high production quality. The company expects this project to reduce staff turnover, decrease the need for rework and avoid product complaints.

### **Solid professional training**

In order to secure skilled employees in the future, Knaus Tabbert invests heavily in the training of young people. The company thus attaches great importance to dual vocational training – simultaneous education at a vocational school and within the company. Knaus Tabbert's training programme comprises up to ten apprenticeships and one dual course of study. With this broad offering, the company is not only securing qualified specialists for the future, but is also actively countering the shortage of skilled workers. These training and development opportunities make Knaus Tabbert an attractive local employer in the region of each location. The company regularly attends training and university fairs to promote its offering on the job market. In addition, Knaus Tabbert offers its own programme designed to get children interested in technical vocational training, and organises factory tours for schools to give young people a direct insight into company practice. A collaboration with the Bavarian environmental protection association BUND Naturschutz is planned for the 2024 financial year.

### **Practical and certified training programmes**

The training programmes at Knaus Tabbert are characterised by practical and business-oriented learning, enabling participants to develop and expand their skillset for a successful career. The Knaus Tabbert site in Jandelsbrunn has been awarded Chamber of Industry and Commerce certification as an examination centre.



***New apprenticeship for the caravanning industry***

The booming caravanning industry urgently needs industry-specific specialists to counteract the current shortage of skilled manpower, which primarily affects manufacturing and trade. In the past years, Knaus Tabbert therefore joined forces with the German Caravanning Industry Association (CIVD), the German Caravanning Trade Association (DCHV) and the Central Association of Body and Vehicle Technology (ZKF) to develop the new training course for caravan and motorhome technicians, which is recognised throughout Germany. Knaus Tabbert played a key role in the development of this new, three-year apprenticeship programme. The first apprentices to enrol in this programme have been receiving training at the Jandelsbrunn site since September 2023.

***Increased training quota***

Knaus Tabbert determines a training quota to quantitatively evaluate its training offerings. This is calculated by dividing the number of apprentices by the number of employees, excluding temporary workers. For 2023, the quota at the headquarters in Jandelsbrunn and in Schlüsselfeld fortunately increased, while the quota in Mottgers remained unchanged despite its growing workforce.

Currently, no vocational training is offered at the Hungarian site in Nagyoroszi, as no dual training system exists in Hungary.



### **Regular employee appraisals**

Training and further education is also the subject of regular employee appraisals at Knaus Tabbert. The aim is to improve the exchange of information and knowledge, to optimise work processes, and to motivate and retain employees in the company in the long term.

## **FIELD OF ACTION EQUAL OPPORTUNITIES AND SOCIAL RESPONSIBILITY**

The equal treatment of employees, regardless of gender, age, origin, disability or religious affiliation, is a cornerstone of Knaus Tabbert's corporate culture. The Group currently employs staff from 48 nations and views diversity as an asset. Diversity is actively promoted within the Group through various initiatives. The field of action 'Equal opportunities and social responsibility' encompasses the entire workforce and all of the company's production sites, and includes all temporary workers.

### **Clearly defined responsibilities and processes**

Responsibility for this field of action lies with Knaus Tabbert's personnel management, which reports directly to the Management Board. All measures and processes in this field of action are managed on the basis of a clearly defined personnel strategy. In addition, the Group's corporate culture is characterised by constructive, respectful and regular dialogue between the Management Board and employee representatives.

In order to assess the attractiveness of the working environment, Knaus Tabbert conducts anonymous employee surveys every two years at all four production locations. The surveys are made available to employees in various languages, both digitally and in paper form. The participation rates were 70 percent in Jandelsbrunn, 60 percent in Mottgers, 40 percent in Schlüsselfeld and 70 percent at the Hungarian site in Nagyoroszi. The results form the basis for future planning and personnel retention measures.

### **Collective bargaining agreements and job catalogues**

By systematically applying collective bargaining agreements, Knaus Tabbert creates a uniform framework to ensure that all employees are treated and paid equally and fairly. All employees at the company's German production sites are subject to the provisions of the respective collective bargaining or in-house agreements. The collective agreements are based on the statutory minimum wage applicable in Germany. White-collar staff are

grouped according to their tasks and assigned to the respective remuneration group in accordance with the collective bargaining agreement or in-house agreement.

At the Jandelsbrunn and Mottgers sites, approximately 93 percent of employees and 97 percent of temporary workers were paid according to collective agreements in 2023. In Schlüsselfeld, 95 percent of employees are subject to in-house agreements. No statutory collective agreements exist in Hungary. However, employees there receive remuneration well above the statutory minimum wage.

In addition, a job catalogue was developed for the sites in Jandelsbrunn and Mottgers to provide a systematic description of jobs. All employees who perform the same job listed in the catalogue generally receive the same pay. The catalogue is optimised on an ongoing basis.

In 2022, Knaus Tabbert began a description of the creation of the job catalogue at its Nagyoroszi site, which also includes a definition of the specialist knowledge required. Employees were classified for the first time in 2023. The employee responsible for the job catalogue at the Jandelsbrunn site is also supervising the implementation of the project in Nagyoroszi. The aim is to ensure remuneration in Hungary that is fair and comparable with that in Germany. At Knaus Tabbert's Hungarian production facility, equal pay according to qualifications is stipulated for all employees through a uniform entry-level wage. The jobs are assigned to corresponding remuneration groups.

Following a trial period and an individual assessment by several managers, employees in Nagyoroszi are allocated to jobs and assigned to the appropriate remuneration group on the basis of their performance achieved. This ensures a transparent and comprehensible remuneration system at all Group locations.

### **Pay structure**

Excluding apprentices, interns and temporary staff, the ratio of the highest-paid person to the median in the 2023 financial year stood at 23.59. The gender pay gap across the Group was 16.3 percent and therefore slightly below the average for Germany and Hungary. This difference in earnings can be attributed to manual jobs, which are often better paid and are predominantly performed by men due to their technical vocational training.

### **Promoting women**

For Knaus Tabbert, diversity also means filling management positions with a balanced ratio of women and men.

As a company in the automotive industry with a high proportion of assembly and manual work, the Knaus Tabbert workforce is heavily male-dominated. Promoting women should therefore be given special attention. In September 2020, the Management Board therefore set a minimum target of 33 percent for the proportion of women at the first management level of the Knaus Tabbert Group below the Management Board, and 22 percent for women at the second management level below the Management Board. This resolution is valid for a period of 5 years. Both targets were achieved in the 2023 financial year, and are to be further increased in the medium and long term. Further information on the targets for filling management positions can be found in the Annual Report 2023 of Knaus Tabbert AG.

By forming the internal project group Women@Work in the financial year 2022, Knaus Tabbert aims to boost its image as an attractive employer for female employees and female managers. The aim of Women@Work is to recruit women and to support current female employees in their professional development.

The package of measures included reworking Knaus Tabbert's job advertisements, which previously had a very technical design. With the adapted visual imagery, the focus was shifted from vehicles to people. In terms of content, the requirement profiles were also revised and supplemented with a personality profile. In this way, Knaus Tabbert aims to attract more women.

Furthermore, the works canteen in Jandelsbrunn has been redesigned, and now offers a larger menu, which is communicated more effectively within the company. The canteen at the Mottgers site is currently undergoing extensive refurbishment.

### **Diversity in communication**

In its quarterly employee magazine, Knaus Tabbert communicates a wide range of content relating to trade fair appearances, prizes and awards, employee rewards, information for apprentices, new recruits and ideas management within the Group.

In order to communicate more effectively with employees of different nationalities, the company is also currently working on setting up a multilingual communication system. Important information is to be made available in different languages so that it can be easily understood by all Group employees. In 2020, an employee portal was established at the Jandelsbrunn and Mottgers sites to provide staff with company information. In future, the portal and its content from various departments and locations will be made available to all Group employees. In addition to providing standardised information, Knaus

Tabbert aims to use the portal to strengthen the team spirit within its workforce.

The launch of a smartphone app is planned for spring 2024, which will provide Knaus Tabbert employees with even more direct access to important information. The basic functions of the app include individual language settings that allow all content to be displayed in the employee's native language. The app serves as a portal for all functions within the Group and includes numerous services such as an employee store, rental offers for vehicles, and much more besides.

In order to improve employee communication at all levels, Knaus Tabbert has created a new function, which was filled by a female employee in 2023. Her task is to develop and implement a multi-thematic concept for a uniform internal communication strategy throughout the Group. She is also responsible for the editorial design of in-house releases, the employee magazine and presentations for internal events. Their organisation thereof and any follow-up work is also the responsibility of the new employee. As the point of contact for all internal communication issues, her job is to ensure a uniform flow of information within the Knaus Tabbert Group.



# ENVIRONMENTAL

## ACTIVELY COMMITTED TO ENVIRONMENTAL AND CLIMATE PROTECTION

Holidaying in a caravan, motorhome or camper van goes hand in hand with experiencing nature. Knaus Tabbert therefore views active environmental and climate protection as a special obligation. On the one hand, the company ensures that its production processes conserve resources and produce as few emissions as possible. It also draws on its innovative strength to develop low-emission vehicles, thereby ensuring a responsible approach to the environment in its downstream value chain as well.

At Knaus Tabbert, the Management Board is responsible for all fields of action relating to environmental and climate protection. The specific measures are implemented by the production sites in cooperation with various specialist departments and are coordinated and monitored by the group-wide sustainability management.

### FIELD OF ACTION CLIMATE AND ENVIRONMENTAL PROTECTION WITHIN THE COMPANY

Measures relating to decarbonisation, the protection of our environment and increasing energy efficiency are as much a part of Knaus Tabbert's corporate strategy as the steps the company is taking to adapt to advancing climate change. In its double materiality analysis carried out for the first time in 2023, the opportunities and risks arising for Knaus Tabbert in the area of climate and environmental protection were identified and evaluated. The findings from the analysis were used by the company's risk management to selectively adjust its sustainability strategy and to prepare for long-term environmental impacts in the supply chain, water scarcity or the availability of resources.

A clear focus at Knaus Tabbert is on reducing greenhouse gas emissions in production. In addition, the company is working on specific initiatives to reduce waste and the consumption of water. By using environmentally friendly materials and chemicals, negative environmental impacts are to be gradually reduced in this area as well.

#### **Climate protection**

Knaus Tabbert continues to adhere to the goals of the Paris Climate Agreement and thus to limiting global warming to 1.5 or a maximum of 2 degrees Celsius. Moreover, the company is committed to the European Union's climate protection targets for 2050. A major milestone along this path is to be reached as early as 2030.

By then, the company plans to reduce its Scope 1 and Scope 2 emissions by 80 percent compared to the base year 2021.

To achieve this ambitious goal, the company is currently focussing on its vehicle production at all four production sites in Germany and Hungary. In the long term, however, the Group's entire value chain is to contribute to achieving overall climate neutrality at Knaus Tabbert. Since the 2023 financial year, the company's Scope 3 emissions have also been successively recorded. The first comprehensive report on this will be published in 2025 for the 2024 financial year.

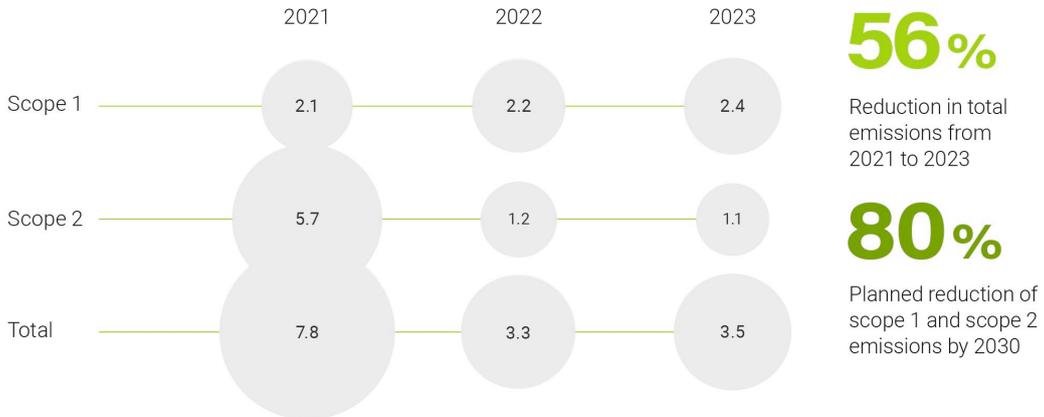
To collect reliable data, Knaus Tabbert has been using a standardised data acquisition system throughout the Group since 2023, and has defined clear responsibilities for data entry at the Group's locations. As a result, the volume of reportable and reliable key figures is successively increasing.

While Knaus Tabbert's emissions targets are based on absolute values, the Appendix to this Report also contains key figures on CO<sub>2</sub> emissions in relation to group revenue. In the 2023 financial year, no greenhouse gases generated by the Knaus Tabbert Group were reduced or stored; this is not planned even after achieving its long-term CO<sub>2</sub> reduction targets.

To offset emissions that currently cannot be avoided, the company supports local compensation projects. In selecting these projects, social and economic aspects are always taken into account alongside ecological considerations. In addition, only projects that are certified according to the Gold Standard are selected. This enabled the Knaus Tabbert Group to offset approximately 300 tonnes of CO<sub>2</sub> in the 2023 financial year. Among other initiatives, Knaus Tabbert is involved in the regional Klimalandwirt project in the district of Freyung-Grafenau. This project goes far beyond mere carbon compensation and also includes the promotion of biodiversity and humus-optimised soil management.

Notwithstanding its participation in such compensation projects, Knaus Tabbert is continuing to work towards its long-term goal of minimising CO<sub>2</sub> emissions to the greatest extent possible. Knaus Tabbert does not have an internal CO<sub>2</sub> pricing system, as the Group generates only relatively small quantities of emissions. Specifically, the company produces around 3,500 tonnes of CO<sub>2</sub> per year. Knaus Tabbert believes that internal pricing would not produce any significant steering effects.

**CO<sub>2</sub>-EMISSIONS**  
in 1,000 t



**Developments in the reporting period**

In the 2023 financial year, Knaus Tabbert's CO<sub>2</sub> emissions were roughly on a par with the previous year. However, with Scope 1 and Scope 2 emissions of 3,457 tonnes, they were around 56 percent lower than in the base year 2021.

This significant decrease in CO<sub>2</sub> emissions in 2022 and 2023 compared with base year 2021 is primarily attributable to the substantial additional purchase of green electricity, but also to effective measures taken to increase the efficiency and lower the overall consumption of energy. In 2022, energy consumption was thus initially reduced despite a significant increase in group revenue and major building extensions. In 2023, however, emissions

were slightly higher than in the previous year. On the one hand, this is the result of the increase in revenue for the Knaus Tabbert Group of around 37 percent. On the other hand, emissions from Knaus Tabbert's dealerships were included for the first time in the calculation for 2023. However, this should not have a negative impact on the Group's overarching emission reduction target of 80 percent by 2030.

In order to achieve an 80 percent reduction in its Scope 1 and Scope 2 emissions by 2030 compared to the base year 2021, Knaus Tabbert has defined the individual targets described in the following four pillars, which are to be met by all production sites in Germany and Hungary.

**4-PILLAR STRATEGY TO REDUCE CO<sub>2</sub> EMISSIONS**



**1** Technology change  
**FROM FOSSIL FUELS TO REGENERATIVE SOURCES**

90% of the heat at the production sites from renewable sources and halving the CO<sub>2</sub> emissions of the company fleet.

**2** Energy efficiency  
**CONTINUOUS INCREASES**

Savings of 2% of the annual electricity consumption based on energy efficiency projects.

**3** Energy sourcing  
**100% GREEN ELECTRICITY**

Today, our main production sites in Germany exclusively source green electricity.

**4** In-house generation  
**ELECTRICITY PRODUCED IN-HOUSE**

Covering 10% of electricity requirements from own generation.

### ***Pillar 1: Technology change for the generation of heat and the vehicle fleet***

By switching to carbon-neutral technologies for its heat supply and vehicle fleet, Knaus Tabbert aims to achieve significant reductions in its emissions. A large proportion of the heat energy required at the sites in Jandelsbrunn and Mottgers is currently generated from biomass. The share of thermal energy obtained from the use of such renewable raw materials stood at 74 percent group-wide in the 2023 financial year. The aim is to increase this figure to 90 percent by 2030.

In 2023, Knaus Tabbert completed the construction of a biomass heating system at its Schlüsselfeld site. Initially, a new building at the site was connected to the plant. However, the capacity of the heating plant is sufficient to also heat the existing buildings with biomass in the coming years.

To date, Knaus Tabbert has installed 20 charging stations for electric service vehicles at its German sites in a bid to establish a climate-friendly vehicle fleet. The proportion of vehicles with alternative drive systems in the service vehicle fleet increased from 20 percent in 2021 to 35 percent in 2023. By 2030, the CO<sub>2</sub> emissions generated by the Group's service vehicle fleet are to be reduced by around 50 percent compared to the base year 2021.

### ***Pillar 2: Increasing energy efficiency***

Through targeted measures, Knaus Tabbert is continuously increasing its energy efficiency in production. Specifically, the aim is to use less energy for the same output, or to increase output with the same energy input, with Knaus Tabbert focussing primarily on energy savings. Each year, the company aims to save around 2 percent of the electrical energy used in the previous year. This is a dynamic target value, meaning that it may also fall with increasing efficiency. Should more energy be consumed than in the previous year following an expansion of operations, for example, the company will commit to higher energy savings in the following year.

In the 2023 financial year, numerous projects to increase energy efficiency were pursued or newly launched throughout the Group, including the following three individual projects:

- LED lighting: Knaus Tabbert is gradually converting all of its plants to LED lighting. Currently, around 95 percent of the production area in Jandelsbrunn is equipped with this energy-saving lighting.
- Machinery and plants: By converting to energy-efficient drive systems, machinery and systems used by

Knaus Tabbert in production can be operated with less energy input.

- Compressed air leaks: In 2023, Knaus Tabbert introduced a group-wide management system for compressed air leaks. The aim is to minimise leaks in the company's compressed air systems. The measures include on-site inspections several times a year to detect leaks using special detection devices.

### ***Pillar 3: Purchasing electricity from renewable sources***

In the 2023 financial year, the share of electricity from renewable sources in the Knaus Tabbert Group was 70 percent. This represents a significant increase over the base year 2021 with a share of only 22 percent. At the company's German production sites, 100 percent of the electricity purchased is generated from renewable sources. By 2030 at the latest, all of Knaus Tabbert's production sites will be powered exclusively by green electricity, subject to availability.

### ***Pillar 4: Expanding in-house generation***

By 2030, Knaus Tabbert aims to generate 10 percent of the electrical energy used at its production sites in-house. Most recently, a photovoltaic system with an output of up to 750 kilowatts was put into operation at the Jandelsbrunn site in summer 2023. This is one of the largest roof systems in Eastern Bavaria. The share of electricity generated in-house in the Knaus Tabbert Group's total electricity consumption is currently 4.2 percent. A photovoltaic system is to be installed at the Schlüsselfeld site in 2025.

### ***Building sustainably***

At the beginning of 2023, a new production hall was opened at the Knaus Tabbert production site in Jandelsbrunn. When planning the building, the company carefully examined the possibilities for sustainable construction and took efficient measures to ensure that the new hall, which covers an area of around 24,000 square metres, roughly the size of two football fields, can be operated in the most eco-friendly way possible. The building is thus supplied exclusively with renewable energy: air conditioning of the hall is achieved using heat pumps and a highly efficient absorption chiller. The photovoltaic system mentioned above supplies the necessary electricity; if required, additional heat energy is generated by a biomass plant.

### ***Environmental protection***

Environmental management at Knaus Tabbert focuses on sustainably reducing water consumption and on the

specific waste volume in relation to group revenue compared to the previous year.

### **Progress made in the reporting period**

In the 2023 financial year, Knaus Tabbert was able to significantly reduce its specific environmental performance indicators in relation to group revenue, compared to the previous year, in the areas of waste and water consumption.

The reduction in the quantity of waste and water consumed was primarily achieved through measures and projects derived from the following key principles:

- Knaus Tabbert regards production waste as a resource and aims to recycle it as effectively as possible. Identified recyclable materials are reused.
- Knaus Tabbert endeavours to create a closed-loop economy and to use eco-friendly and recyclable materials. Please also refer to the section 'Field of action Environmentally friendly and recyclable materials' further on in this Report.
- Knaus Tabbert is successively reducing the amount of waste and hazardous waste.
- Knaus Tabbert monitors and minimises its water consumption and waste water volumes.
- Knaus Tabbert uses water sparingly, for example through recirculation and using rainwater.

### **Waste management**

In the financial year 2021, Knaus Tabbert initiated a multi-stage project in the area of waste management aimed at improving resource efficiency. Since 2022, the measures have been implemented in two steps:

#### **Step 1: System for data collection and indicators together with a detailed analysis of the quantities of waste generated at all production sites**

The new data acquisition system and system of indicators allows for improved comparisons of waste volumes at all Knaus Tabbert locations. For each site, the total volume of waste and the waste volume by disposal type can be recorded in absolute and relative figures. In addition, waste is classified as hazardous or non-hazardous, and according to the disposal types of reuse, recycling and landfill. On this basis, Knaus Tabbert defines projects aimed at reducing waste volumes.

The increase in the absolute volume of waste in the 2023 financial year is attributable to the strong revenue growth and the associated higher number of units produced, as well as the shift in the product mix towards motorised vehicles, and also to extensive new construction activities. Despite these developments, Knaus Tabbert was able to effectively limit the increase in waste volumes through a series of projects.

#### **Step 2: Defining and prioritising individual projects**

Projects that Knaus Tabbert implements in the area of waste management are mainly defined decentrally at the respective production sites. The measures to reduce waste that were initiated in the 2022 financial year and continued in 2023 included the following projects:

- implementation of a uniform and structured system for waste separation and disposal in production throughout the Group
- optimising the measurement of GRP roofs to reduce waste and make more efficient use of the resources employed
- returning the tarpaulin covers from delivered chassis to the manufacturers
- recycling of plastic parts of dismantled chassis

### **Water management**

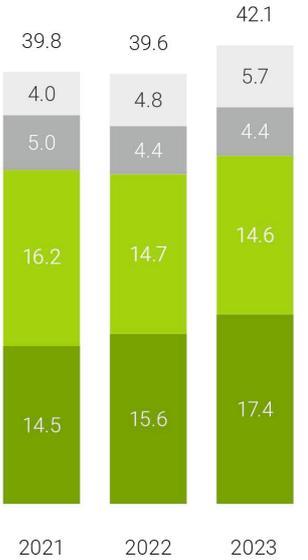
The efficient use of water is another key issue in the production process at Knaus Tabbert. In 2022, the company began for the first time to calculate its absolute water consumption and its specific water consumption. In 2023, a group-wide water management system was set up, as part of which the number of water meters was increased and the data collected was collated in a digital system. As a result, water and wastewater volumes can now be continuously monitored and analysed.

In the past two years, Knaus Tabbert was able to significantly reduce its water consumption and waste water volume. This success is primarily due to a specific project that was launched in Jandelsbrunn in 2022 and involved the use of a new sprinkler system for leak testing of vehicles. Thanks to the economical system, which runs on rainwater, fresh water consumption at the site was significantly reduced despite a higher output and an increase in the number of employees.



**ENERGY CONSUMPTION**

in GWh



- Electricity (75% regenerative)
- Biomass (100% regenerative)
- Natural gas (not regenerative)
- Other<sup>1</sup> (not regenerative)

<sup>1</sup> Fuels such as diesel, petrol, heating oil or liquefied gas

**SPECIFIC WASTE VOLUMES**

in t/EUR million revenue



**SPECIFIC WATER CONSUMPTION**

in m³/EUR million revenue



The values for 2021 and 2022 only include German locations.

**FIELD OF ACTION ECO-FRIENDLY AND RECYCLABLE MATERIALS**

As a manufacturer of leisure vehicles, Knaus Tabbert attaches particular importance to the materials it uses. On the one hand, the materials must meet high standards in terms of quality and durability. On the other hand, they should also be environmentally friendly and recyclable, whereby recyclability must be ensured both for production waste and for recycling at the end of a vehicle's life cycle. As some Knaus Tabbert vehicles are used for a period of more than 20 years, the company thinks far ahead when selecting materials during the development process, and develops future-orientated and sustainable leisure vehicles on this basis.

On the one hand, Knaus Tabbert considers renewable materials such as wood to be environmentally friendly. In addition, the company uses recyclable plastics and metals as well as durable and repairable special plastics such as glass fibre reinforced plastics (GRP).

During the design of its vehicles, Knaus Tabbert already takes into account the materials required for subsequent

production. So-called minimal material design provides the basis for resource-saving production processes while simultaneously reducing emissions over the many years in which the vehicle is in operation, as less fuel is consumed due to the lower vehicle weight.

Another important measure is to reduce material waste in production. Minimal material waste can be achieved by processing the wood-based materials on specially designed equipment (nesting machines). Recyclable residual materials such as plastic or aluminium are recycled in close cooperation with the respective suppliers, thereby remaining part of the value chain in line with a circular economy.

**Sustainable selection of materials**

The careful selection of materials and the corresponding processing techniques are key components of the highly complex product development processes at Knaus Tabbert. These involve the collaboration of teams from the areas of research and development, design, production, quality management and management.

Together with its suppliers, Knaus Tabbert assigned the materials used in the company to three categories in 2023: renewable raw materials, recyclable materials, and recycled materials. With respect to their properties, some materials could be assigned to more than one category. Knaus Tabbert has thus created a significantly improved foundation for recording different material groups, also allowing materials that are not single-origin to be taken into account. Due to this significant change in data collection, however, key figures can no longer be compared with those of previous years.

Data from all plants are centrally recorded and processed at the Jandelsbrunn site.

When selecting its materials, Knaus Tabbert is limited by external factors:

- Limited influence on suppliers: Knaus Tabbert has no influence on the choice of materials by the respective manufacturer for the motorhome chassis selected.
- Availability of recycled materials

### **Lightweight construction as a benchmark in caravanning**

The use of lightweight construction technologies promotes the environmental compatibility of leisure vehicles. This is because weight reduction can significantly decrease vehicle fuel consumption over many years. In the medium term, lightweight construction also enables the development of leisure vehicles with electric drives and an increased range when using caravans with electric towing vehicles. Moreover, lightweight construction always goes hand in hand with a minimal use of materials, thereby conserving resources right from the production stage. In many cases, lightweight plastic materials also increase the attractiveness of leisure vehicles due to their improved malleability and freedom of design when it comes to the vehicle interior.

As in previous years, Knaus Tabbert was actively involved in the network of the German Lightweight Construction Interest Group (Interessengemeinschaft Leichtbau e.V.) in 2023. The association addresses various aspects of lightweight construction and offers Knaus Tabbert an important platform for the transfer of know-how and the further development of technologies and concepts.

### **Lightweight construction in furniture design**

The furniture installed in the interior of a leisure vehicle contributes significantly to the overall weight. The three Group brands KNAUS, WEINSBERG and TABBERT have been exploiting this lever for a long time to reduce the

weight of their models. In the coming years, Knaus Tabbert aims to further advance the area of lightweight furniture construction. This will require a change in production techniques and the switch to machines specially designed for this purpose.

### **KNAUS**

For the 2024 model year, the KNAUS brand has once again expanded its portfolio with new products featuring lightweight furniture construction. In addition to the SÜDWIND, SPORT and AZUR series, which have been available since 2022, the company launched its innovative YASEO model, a fully electric caravan that is ideal for use with electric towing vehicles, not least due to its low weight. In the motorhome segment, KNAUS also presented new variants in 2024 featuring lightweight furniture construction technologies. In total, the KNAUS lightweight portfolio currently comprises five series: TOURER VAN, TOURER CUV, LIVE-I, VAN TI PLUS and VAN VAVE.

### **WEINSBERG**

WEINSBERG was the first brand of the Knaus Tabbert Group to equip its motorhomes with lightweight furniture. Today, its portfolio in this area includes the CaraCore, CaraHome, X-Cursion Van, X-Cursion CUV, CaraSuite and CaraLoft models.

### **TABBERT**

The TABBERT brand has also been relying on lightweight furniture construction since the model year 2023. The first model was a caravan from the PEP PANTIGA series, and TABBERT presented the SENARA series for the model year 2024.

### **Lightweight chassis construction**

Taking into account all stability and safety requirements, lightweight technology can also help to reduce the weight of chassis. When developing a lightweight chassis for its caravan model CaraOne 500 DFK, KNAUS achieved a weight saving of more than 15 kilograms compared to a conventional chassis.

Meanwhile, Knaus Tabbert is opting for lightweight chassis for more and more caravan series. In 2021, only two models of the WEINSBERG brand were equipped with such chassis. Since then, this number has doubled thanks to new models from the KNAUS brand. Knaus Tabbert plans to further expand its offering in the coming years.

## Outlook for 2024

In addition to lightweight material construction, which Knaus Tabbert has considerably enhanced in recent years, the company is currently focusing on structural and system lightweight construction. In the future, several functions are to be integrated into individual components, and the load-bearing capacity and dead weight of components are to be optimised.

## FIELD OF ACTION REDUCED-EMISSION DRIVE SYSTEMS

The transport sector is responsible for a large share of greenhouse gas emissions in Europe. As a developer and manufacturer of leisure vehicles, Knaus Tabbert is addressing the associated challenges, and is developing new solutions for environmentally-friendly travelling on the basis of its high level of technological expertise and willingness to innovate.

The measures the Group is taking to reduce its CO<sub>2</sub> emissions in production are described in further detail in the chapter 'Field of action Climate and environmental protection within the company' of this Report. However, when it comes to the emissions generated by the use of Knaus Tabbert vehicles, other solutions are required, specifically those enabling the use of electric motors. In this regard, Knaus Tabbert views itself as the innovation leader of the industry.

For the field of action 'Emission-reduced drive systems', a project group has been set up within the Group, which is working on an extended form of pre-development. The team evaluates new concepts and technologies that could be applied by Knaus Tabbert, thereby developing a basis for decision-making for the Management Board, which in turn decides on the implementation of such projects. The project group comprises members from all relevant specialist areas and focuses on solutions for low-emission or emission-free drive technologies that could be applied to motorhomes. The initiatives are driven not least by the European Union's goal of banning the use of combustion engines in cars and lightweight commercial vehicles by 2035.

For Knaus Tabbert, one of the biggest obstacles on the way to achieving this goal is the fact that the company does not produce the chassis for its motorised motorhomes itself, but sources them from various manufacturers. Knaus Tabbert is therefore working closely with its supply partners on these issues.

## From the study to the series model

In 2021, Knaus Tabbert presented a study for a motorhome with a hybrid drive system at the CARAVAN SALON in Düsseldorf. The study was intended to illustrate a possible path towards a motorhome featuring an electronic license plate, allowing it to be driven in green zones. To reach a minimum range of 600 km, the study vehicle is equipped with a range extender. Since 2022, Knaus Tabbert has been refining this concept with the aim of further reducing the weight of the vehicle and being able to offer it at a competitive price. In addition, Knaus Tabbert is currently working on safety aspects, which represent another important step on the way to obtaining road traffic approval for the concept.

In another project, Knaus Tabbert is working on the development of an e-caravan equipped with its own battery and an electric drive motor. This motor is intended to reduce the load of the towing vehicle, thereby increasing the range of the vehicle combination. Extensive testing of several functional prototypes is currently being carried out. In the meantime, Knaus Tabbert has begun talks with the German Federal Motor Transport Authority regarding approval for series production. A caravan that has already been approved for road use is currently in the extended testing phase, during which it has not only demonstrated its high performance in terms of safety, but also further advantages such as improved road holding. Knaus Tabbert is currently making preparations for an initial roll-out of this new model.

## Reducing emissions from new vehicles

Knaus Tabbert determined and defined the CO<sub>2</sub> emissions from its new vehicle fleet as a significant non-financial performance indicator for the first time in the 2020 financial year. The measurements are based on the WLTP (Worldwide Harmonized Light Vehicles Test Procedure).

In 2022, Knaus Tabbert adjusted its strategy for the procurement of base vehicles, and has been purchasing models from five different manufacturers since the autumn of 2022. This change in strategy has led to a shift in the vehicle fleet towards lightweight commercial vehicles. This prevents a comparison of the currently determined CO<sub>2</sub> emission levels with those of previous years, as lightweight commercial vehicles are tested according to the World Harmonized Stationary Cycle (WHSC). Nevertheless, Knaus Tabbert will continue to pursue the overarching goal of reducing the emissions of its new vehicle fleet.

When it comes to electromobility, Knaus Tabbert is studying the technologies that are currently available. On the other hand, the company is also keeping a close eye on

the latest developments in similar industries in order to be able to apply them to Knaus Tabbert vehicles as quickly as possible. Last but not least, improved environmental performance is to ensure the future viability of leisure vehicles for users. In order to integrate new developments into its models as quickly as possible, Knaus Tabbert relies on the use of individual components that can be quickly integrated into production. Economic aspects are also taken into account in the process. After all, the aim is to be able to offer electrically powered leisure vehicles at a competitive price. Knaus Tabbert is convinced that this is the only way to achieve a sustainable reduction in its CO<sub>2</sub> emissions.

As electric drive systems are becoming established, digital solutions for vehicle control are also evolving. Knaus Tabbert is collaborating with development partners and higher education institutions to implement such solutions in its vehicles. The aim is to make leisure vehicles even safer and more comfortable to use without disproportionately increasing their complexity.



# GOVERNANCE

## TRANSPARENT AND LEGALLY COMPLIANT CORPORATE MANAGEMENT

Transparent and legally compliant corporate management is the basis for the trust placed in Knaus Tabbert by its customers, business partners, shareholders, employees and the general public. It is also a central prerequisite for sustained economic success of the company.

Compliance with all statutory requirements forms the basis for successful corporate management at Knaus Tabbert. The Group actively promotes and demands honest, law-abiding and responsible conduct from its employees at all locations, at all organisational levels, and in all divisions. In this way, Knaus Tabbert ensures economic success in the long term and avoids negative consequences from violations such as penalties or fines. The principles of conduct that the company adheres to are also demanded of its business partners, thereby striving for a high sense of responsibility and transparency along its entire supply chain.

## FIELD OF ACTION COMPLIANCE AND ANTI-CORRUPTION

To ensure compliance and anti-corruption throughout the entire Knaus Tabbert Group, the company is implementing a wide range of measures covering all divisions of the company and its entire supply chain. In this way, Knaus Tabbert aims to ensure that all persons working in the company and those affiliated with it – from production staff to management, the Management Board and business partners – are aware of the importance of this topic and act in accordance with Knaus Tabbert's basic principles.

### *Code of Conduct for employees*

Knaus Tabbert has summarised these basic principles for its employees in its own Code of Conduct. The contents of the Code were defined by the Management Board and serve as a set of values guiding all decisions within the company. In addition to instructions for lawful conduct, it also contains binding company-specific guidelines for ethically correct behaviour, which are intended to ensure fair competition, respect for human rights, anti-corruption, money laundering prevention, product compliance, occupational safety, data protection and data security as well as IT security.

### **Topics covered by the Code of Conduct for employees**

The Code of Conduct is a central instrument of Knaus Tabbert's Compliance Management System (CMS). It is available in several languages and is actively brought to

the attention of all employees of the company; new members of staff are given a copy during the onboarding process. The Code can be consulted at any time via the company's intranet, where an overview of the Group CMS is also available. The Code of Conduct can be accessed by the public on the Knaus Tabbert website ([www.knaustabbert.de](http://www.knaustabbert.de)).

Knaus Tabbert has also implemented a policy management system for the efficient communication of current compliance-related topics to a select group of managers and multipliers. With this system, call-offs by the persons addressed can be digitally tracked. In line with Knaus Tabbert's decentralised organisational structure, it is at the discretion of managers and supervisors to determine the extent to which they will inform and train their employees on guidelines for correct conduct. In addition, Knaus Tabbert organises a wide range of training courses for a large number of employees with IT access.

Qualified contacts are available within the Group to respond to queries and for reports of possible violations of the Code of Conduct. In addition to the behavioural rules defined in the Code of Conduct, further regulations and work instructions relating to specific key topics apply at Knaus Tabbert.

These include:

- Group Anti-Corruption Policy
- Supplier Code
- Security Policy for IT security, data protection and data security
- Insider Policy

### **Compliance organisation**

Knaus Tabbert has created a group-wide compliance organisation to inform its employees of possible legal risks and to support them in complying with local and international laws.

Overall responsibility for compliance within the Knaus Tabbert Group lies with the Management Board, which is monitored by the Supervisory Board. The Compliance Committee reports to the Management Board, and comprises the Chief Financial Officer (CFO), the Chief Operating Officer (COO) and the Chief Compliance Officer. As the highest authority within the compliance organisation, the Compliance Committee manages and monitors all activities aimed at preventing legal violations and regularly reports to the entire Management Board and the Supervisory Board on all compliance-relevant issues.

Specialist managers as well as division and department heads, who form a group-wide network of compliance officers, play a particularly important role within the compliance organisation. In their respective areas of responsibility, they are tasked with implementing all compliance requirements and report directly to the Compliance Com-

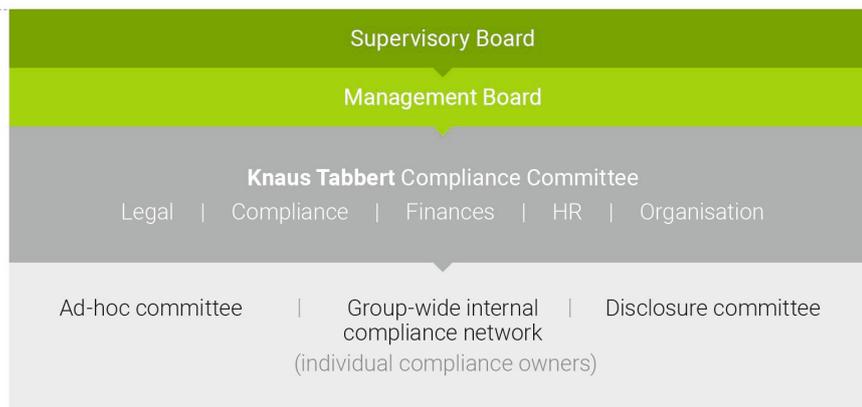
mittee via uniform, centrally managed compliance software. This network is supported by the Ad Hoc Committee and the Disclosure Committee, which are essentially made up of the Chief Financial Officer (CFO), the Group General Counsel and the Head of Investor Relations, with the involvement of other individuals as required.







## Compliance organisation



The responsibility for implementation and compliance lies with the respective departments, in particular with the respective managers.

Knaus Tabbert's core values are implemented and enforced in the company's operating processes, in particular through the group-wide compliance network described above. It delegates the implementation of, and compliance with, all requirements to the respective departments on a decentralised basis using a top-down approach. Depending on the risk weighting, the department and division-specific work processes are defined, adapted, with training provided where necessary, as part of interdisciplinary cooperation with the Compliance Officer. Various management systems control and support these processes, but are in turn also checked for effectiveness and potential for improvement. Any irregularities or suspected irregularities are reported from the bottom up to defined committees, where they are analysed and their risks assessed; if necessary, appropriate countermeasures are agreed.

For Knaus Tabbert, the combination of a top-down and bottom-up approach represents an appropriate and effective configuration for a functioning group-wide CMS, and is thus an essential component of its corporate governance structures.

Knaus Tabbert's central Compliance department, which is subordinated to the Legal & Compliance division, acts as a permanent point of contact for all compliance issues. It serves as an instrument for the systematic clarification and documentation of compliance issues, but also defines appropriate measures for adherence to compliance rules within the Group. All employees of the company are free to contact the department whenever they are confronted with compliance issues in their daily work.

Knaus Tabbert's compliance organisation rests on the two pillars of prevention, and identification and response.

## Functioning of the Compliance Management System

The Compliance Management System (CMS) provides the framework for the fulfilment of all legal requirements that apply to Knaus Tabbert. It is based on the above-mentioned pillars, but prioritises prevention and the investigation of possible violations by employees and/or third parties. It focuses in particular on the following areas:

- corruption and bribery
- human rights and environmental standards in the supply chain
- IT security, data protection and data security

The primary objective of the CMS is to ensure compliance with all internal and external regulations on the basis of the following measures:

- ensuring the independence and effectiveness of the compliance organisation
- integration of compliance into business processes
- implementation of the relevant HR processes (sanctioning)

## Whistleblower system and contact points for complaints

Knaus Tabbert's whistleblower platform is a key component of the CMS. Suspected violations of laws or company guidelines can be reported via email to [compliance@knaustabbert.de](mailto:compliance@knaustabbert.de) or via the online platform [https://sicher-melden.de/whistle/#/mainpage/KTcase/knaus\\_tabbert\\_ag](https://sicher-melden.de/whistle/#/mainpage/KTcase/knaus_tabbert_ag), also anonymously if preferred. The system fulfils all the requirements of the European Whistleblower Directive and meets the demands of the Ger-

man Supply Chain Due Dilligence Act. In particular, violations of competition and antitrust law, cases of corruption and bribery, human rights violations, infringements of environmental, health and safety requirements, and accounting regulations can be reported. However, other major infringements of internal group codes, guidelines or other laws can also be reported via Knaus Tabbert's whistleblower system.

All cases reported to this effect are dealt with via a case management team, which initiates appropriate measures if necessary. In accordance with Section 15 of the German Whistleblower Protection Act (HinSchG), a separate officer was appointed for Knaus Tabbert's internal reporting office in January 2024.

In the 2023 financial year, one report was received via the online reporting platform, and another five internal reports were submitted directly to HR. All reports were dealt with and settled in 2023. The report received via the online platform did not lead to recourse claims, disciplinary measures or dismissals, nor were contracts with business partners not extended or cancelled. Disciplinary measures were initiated in three of the cases reported to HR. None of the reported cases involved corruption or bribery.

**Compliance training**

In order to raise awareness of compliance issues among its employees, Knaus Tabbert organises online compliance training courses at fixed intervals. Mandatory training courses include the Code of Conduct for employees, IT security and the European General Data Protection Regulation (GDPR). These are intended to ensure that Knaus Tabbert's workforce remains mindful of compliance at all times and to prevent misconduct. These training courses are centrally managed and thematically assigned via the online training portal Privacy Soft. Training courses on IT security, data protection and data security are held on an annual basis, while training courses on the Code of Conduct are held every two years.

In the financial years 2022 and 2023, a total of 827 Knaus Tabbert employees took part in training courses on the Code of Conduct, which corresponds to approximately 91 percent of the 910 participants scheduled to take part. These key figures only cover Knaus Tabbert's German locations, as the respective training material was not yet available in Hungarian in 2023. From 2024, the Hungarian workforce will also receive training on the Knaus Tabbert Group's Code of Conduct.

**FURTHER EDUCATION**

in the area of Compliance

	2021	2022	2023
Code of Conduct <sup>1, 2</sup>	0	528	827 of 910 <sup>3</sup>
IT security <sup>1</sup>	0	672	735 of 1,120
Data protection/ security	348	681	735 of 1,120

<sup>1</sup> First offered in 2022

<sup>2</sup> Cumulative in 2022 and 2023 due to the two-year cycle

<sup>3</sup> Excluding employees in Hungary

**TRAINING PARTICIPATION**



**COMPLIANCE ORGANISATION**

based on two pillars



**Prevention**

- Risk analysis
- Regulations
- Communication/  
training



**Identification and reaction**

- Reporting breaches
- Investigation
- Sanctioning of misconduct
- Monitoring measures

**Data protection and data security**

Knaus Tabbert observes the highest data protection standards in all regions in which the company operates. This applies to data from customers, suppliers, partners, employees and other stakeholders as well as the protection of intellectual property and know-how. Data protec-

tion and data security are becoming increasingly important as the sophistication of cyberattacks continues to grow and the complexity of networked IT systems and regulatory requirements for IT security increase.

Nevertheless, Knaus Tabbert is exploiting the advantages of digitalisation to optimise its production processes and research and development activities. In this way, the

company primarily achieves a more efficient use of resources and faster coordination processes within the Group. Digitalisation also offers opportunities for process optimisation along the entire value chain. In future, Knaus Tabbert wishes to fulfil the needs of its customers more effectively with digital solutions and apply digital tools to ensure transparency and traceability along its supply chain.

In addition to these obvious advantages and opportunities, the areas of data protection and data security also involve risks. Access to important data could thus be blocked or confidential data published in the course of a cyberattack, which could disrupt business operations and result in regulatory penalties, claims for damages from injured parties, or reputational damage.

At Knaus Tabbert, the Management Board not only bears overall responsibility for compliance, but also for data protection, data security and compliance with all relevant statutory provisions, including the GDPR. An external Data Protection Officer has been appointed for the entire Group to implement data protection and data security measures in accordance with Art. 37 GDPR. They advise and support the Management Board and the divisions involved in the fulfilment of their tasks. The nature and scope of their activities as well as special events are recorded in an annual data security report. In addition, regular coordination takes place during the year.

A framework works agreement with the General Works Council for the Jandelsbrunn, Mottgers and Nagyoroszi sites serves to ensure standardised implementation of the requirements of the GDPR and data protection law across all locations.

In order to raise awareness among the company's workforce of data protection, data security and IT security, Knaus Tabbert offers mandatory training for employees at regular intervals. As part of the onboarding process, new members of staff are required to comply with all rules of the Code of Conduct. In addition, Knaus Tabbert also requires its existing and new business partners to comply in full with the statutory data protection regulations, in particular the GDPR. In the 2023 financial year, 735 employees out of a planned total of 1,120 received training on data protection and data security. This corresponds to a share of around 71 percent. No reportable incidents relating to data protection and data security occurred.

### **IT security**

In addition to the advantages mentioned above, networked IT systems offer potential attackers increased access opportunities. To reduce the risks of cyberattacks,

Knaus Tabbert gives the highest priority to IT security and applies state-of-the-art security technologies and systems to prevent hazards. Through targeted penetration tests, weak points in the IT landscape are identified and blocked at an early stage. To this end, substantial investments have been made over the past years. Various systems are currently in use within the company to ensure IT security.

The fundamental objective of Knaus Tabbert in the area of IT security is to ensure a level of protection for the Group and its stakeholders that is commensurate with the company's costs, effort, and business model. Knaus Tabbert appointed its own IT Security Officer in 2022. They report to the Head of IT & Organisation, who in turn reports to the Management Board. Overall responsibility for IT security lies with the Management Board.

Since people are considered the greatest weak point of IT security, raising awareness among employees on a regular basis is an important component of hazard prevention. Training plays a key role in this regard. In the 2023 financial year, 735 of 1,120 employees attended training courses on the topic of IT security. This corresponds to a share of around 71 percent. Employees are required to strictly adhere to all existing internal requirements, rules of conduct, guidelines, and organisational directives issued by the Group. Guidelines include regulations on the assignment of passwords, email archiving and data backup. IT security guidelines are also part of Knaus Tabbert's Code of Conduct for employees.

## **FIELD OF ACTION HUMAN RIGHTS AND ENVIRONMENTAL IMPACTS ALONG THE SUPPLY CHAIN**

Knaus Tabbert's responsibility towards people, the environment and society is not limited to its direct business activities. The company also ensures compliance with human rights and environmental protection measures along its supply chain. The main focus here is on the company's direct suppliers, with whom Knaus Tabbert maintains business relationships that are characterised by integrity, transparency and mutual respect.

### **Sustainable procurement as a core issue**

For Knaus Tabbert, taking sustainability aspects into account in its procurement is of central importance. This includes the responsible use of critical materials as well as human rights and basic ecological and social standards. At Knaus Tabbert, the Compliance department is responsible for the field of action 'Human rights and environmental impacts along the supply chain' in close coordination with Purchasing and the Human Rights Officer of the Group, who was appointed in 2023.

The Supplier Code of Conduct developed by Knaus Tabbert in 2022, which is binding throughout the Group, serves to raise and promote awareness of human rights and environmental due diligence obligations among Knaus Tabbert's suppliers. Knaus Tabbert actively supports its direct suppliers (hereinafter referred to as "suppliers") in participating in long-term sustainable change processes and ensuring compliance with human rights. This form of support is provided through an ongoing dialogue and with the help of a system in which all suppliers are recorded. In order to identify any violations of the basic principles of the Supplier Code of Conduct, the Human Rights Officer pays occasional visits to the production facilities of Knaus Tabbert suppliers if necessary. All identified violations and the corresponding measures initiated by Knaus Tabbert are documented and recorded in the aforementioned system. No significant violations of the Supplier Code of Conduct were reported or identified in 2023.

### **Shaping supply chains responsibly**

In order to create responsible and transparent supply chains, Knaus Tabbert requires its suppliers to comply with the Group's guiding principles to the fullest extent possible. Knaus Tabbert is expressly committed to the core principles of the UN Global Compact, to respect for human rights, and to the relevant fundamental principles (core labor standards) of the International Labour Organization. In particular, the company strictly rejects any form of child labour, forced or compulsory labour, modern slavery, involuntary or exploitative prison labour, human trafficking or other forms of exploitation in its own business operations. Furthermore, Knaus Tabbert has a zero-tolerance policy against discrimination and harassment in the workplace, not only in its own business environment, but also among its partners.

In addition to complying with current regulatory requirements, Knaus Tabbert also monitors possible developments in sustainability requirements in the supply chain as well as socio-political developments in order to be able to take appropriate measures at an early stage. Knaus Tabbert expects a similarly forward-looking approach from its suppliers.

### **Clear goals for compliance with basic principles**

In the medium term, Knaus Tabbert strives to achieve full compliance with legal principles throughout its entire supply chain, in particular with the applicable supply chain laws, but also with the moral and ethical principles defined by Knaus Tabbert. By 2030, the company aims to ensure that at least 90 percent of Knaus Tabbert's direct suppliers comply with these principles permanently and are evaluated accordingly. A supply chain that is stable in

every respect is an essential component of Knaus Tabbert's corporate success and provides the foundation for achieving the Group's sustainable growth targets.

### **Close cooperation through the principle of proximity and transparency**

For Knaus Tabbert, good knowledge of its suppliers and the local working conditions is important. The company therefore adheres to the principle of proximity when selecting its direct suppliers, preferably working with companies from Germany or the European Union, Norway, Switzerland and Great Britain. Suppliers outside these regions are only commissioned in exceptional cases. New suppliers may be audited on site if Knaus Tabbert's internal supply chain risk analysis indicates that this is necessary.

As a supplement to its Supplier Code of Conduct, Knaus Tabbert issued a "Declaration of Principles on Respect for Human Rights and Related Environmental Standards" at the beginning of 2023, which is mandatory under the new Supply Chain Due Dilligence Act (LkSG). In this document, the company has defined its basic expectations towards its suppliers, compliance with which is monitored by Knaus Tabbert's Compliance Management System (CMS). The CMS is also responsible for reporting on this topic. In 2023, an independent Human Rights Officer acting free from directives was appointed in accordance with the LkSG.

Knaus Tabbert refers to its direct suppliers from Germany and Europe as local suppliers. The purchasing volumes stated in the Appendix to this Report relate to the entire Knaus Tabbert Group. A distinction is made between the following types of suppliers:

- series suppliers
- plant and machinery suppliers
- service providers
- suppliers of auxiliary and operating material
- tool suppliers
- other suppliers

### **Fair dealings with suppliers**

The design of sustainable and responsible supply chains also includes fair dealings with suppliers and business partners. At Knaus Tabbert, this is also reflected in its payment practices. In the company, the average time between receiving and paying an invoice is 24 days. The payment periods are generally between 10 and 90 days, and 95 percent of all invoices are paid within the agreed period.

Contracts containing agreements on payment terms have been signed with many suppliers, including suppliers of series components and chassis. At a minimum, relevant agreements with all suppliers exist in the respective general terms and conditions. Late payments, which occur for around 5 percent of all invoices, are primarily due to missing partial deliveries or subsequent rectifications.

Payment terms are not determined on the basis of random sampling, but by Knaus Tabbert's SAP system, which records all payments without exception.

Some suppliers are economically highly dependent on Knaus Tabbert. In the event of liquidity problems, Knaus Tabbert grants advance payments for services or makes advance transfers to support the liquidity of its business partners.

### **Implementation of the Supply Chain Due Diligence Act**

The new Supply Chain Due Diligence Act (LkSG), which entered into force in 2023, requires companies to establish appropriate and effective risk management in order to identify, prevent, minimise and, if necessary, eliminate any risks and violations relating to human rights and the environment.

At Knaus Tabbert, this risk management and the responsibilities and processes for ensuring compliance with the obligations under the LkSG were implemented in the following steps in particular:

- establishment of risk management in accordance with Section 4 (1) LkSG
- appointment of a Human Rights Officer in accordance with Section 4 (3) LkSG
- TÜV certification of the Human Rights Officer
- issuing a declaration of principles in accordance with Section 6 (2) LkSG
- establishment of an appropriate internal complaints procedure in accordance with Section 8 LkSG
- adoption of a code of conduct for suppliers
- raising awareness among suppliers and concretising supplier contracts with regard to obligations under the LkSG (in particular purchase conditions)
- development and introduction of special LkSG software for group-wide risk analysis in accordance with the LkSG
- development and introduction of a separate LkSG questionnaire for suppliers in accordance with the

specifications of the Federal Office of Economic Affairs and Export Control

- observance of corporate co-determination (involvement of the General Works Council, the Economic Committee, etc.)

In 2022, Knaus Tabbert commissioned the experienced external service provider tec4U-Solutions, with whom the company was already familiar, to support the implementation of the project.

### **Risk analysis**

Together with tec4U-Solutions, the LkSG module for the special software DataCross (hereinafter "special software") was developed and implemented in 2023 in accordance with the specifications and guidelines of the Federal Office of Economic Affairs and Export Control (BAFA). This now forms the core element of a two-stage risk analysis. Stage 1 is the abstract risk analysis. This involves determining a specific, abstract risk classification for each creditor. This classification is based on a combination of indices for 252 countries and regions and well over 1,000 data points for specific industries. These data points were recommended by BAFA and compiled from accumulated sources by tec4U-Solutions. They are updated and adjusted annually by tec4U-Solutions.

The subsequent concrete risk analysis by the LkSG committee at Stage 2 lays the foundation for implementation, that is, to appropriately weight and prioritise the mandatory risks arising from the LkSG and, in particular, to apply the criteria specified in Section 3 (2) LkSG as a decisive basis.

Parallel to DataCross, Knaus Tabbert has established a procedure for evaluating individual or group-wide creditors in a standardised manner at all times in SAP, and transferring them to the software in order to perform a risk analysis.

The overall result of the two-stage risk analysis is a group-wide overview of the risks in accordance with the LkSG. These can be broken down by country, industry, and by the human rights and environmental risk areas protected by the LkSG.

This overall result is then forwarded to the Compliance Committee (CFO, COO, Group General Counsel) for the prioritisation of risks prescribed by the LkSG. The composition of the Compliance Committee ensures that risks are prioritised taking into account the Group as a whole. It also ensures that suitable measures are defined and delegated to the respective specialist departments, and that their implementation and success can be monitored.

For 2023, all system-based steps of the analysis were automated.

The annual reporting to BAFA required under Section 10 LkSG is planned, and will be completed in full in accordance with the regulations as early as 2024.

The processes currently implemented and the design of the software are geared towards possible changes or extensions to the framework conditions. In the medium term, the entry into force of an EU supply chain law, for example, could require adjustments to be made.

Violations of human rights and/or environmental obligations in the supply chain can be reported through Knaus Tabbert's whistleblower system. In January 2024, Knaus Tabbert appointed a Complaints Officer in accordance with Section 8 LkSG. Topics relating to the LkSG are also the subject of employee training on the Knaus Tabbert Code of Conduct. You can find further details on the whistleblower system and employee training above in this section of the Report.

The specifications, declarations and processes defined for compliance with the LkSG are continuously reviewed for their effectiveness and adjusted accordingly if necessary. Moreover, contracts such as general terms and conditions are supplemented and aligned to changing framework conditions. In 2024, for instance, Knaus Tabbert will further adapt its Declaration of Principles on Respect for Human Rights and the Related Environmental Standards and its Supplier Code of Conduct to the requirements of the LkSG.

In the future, Knaus Tabbert will continue to use the latest digital systems with interfaces to databases and other external sources for the entire range of topics.

## FIELD OF ACTION SOCIAL COMMITMENT

Active commitment to positive social development is an integral part of Knaus Tabbert's corporate philosophy. The Group is deeply connected to the surrounding regions of Knaus Tabbert's locations, and supports charitable organisations and initiatives that are aligned with its corporate values.

### **Social responsibility in the region**

Knaus Tabbert has been supporting charitable organisations, clubs and sports teams in the respective regions for many years, consistently acting in a cooperative and goal-oriented manner.

All initiatives sponsored by Knaus Tabbert focus on the benefit to the public. The company provides support not only through financial donations, but also through expertise and donations in kind. In the 2023 financial year, Knaus Tabbert's donations once again focussed on association work, education, children's aid and civic aid.

Knaus Tabbert has been cooperating for many years with "Wolfsteiner Werkstätten", a regional facility for people with disabilities. Specifically, Knaus Tabbert purchases regular services and products from the inclusive supplier.

Knaus Tabbert's sponsorship activities are primarily geared towards advertising and strengthening its brand. As a manufacturer of leisure vehicles, the focus here is on motorsport. Knaus Tabbert is an official partner of the German Touring Car Masters DTM. A large proportion of the teams and visitors to the races are caravanning fans.

### **Knaus Tabbert Foundation**

With the founding of its charitable foundation Knaus Tabbert Stiftung gGmbH in January 2023, Knaus Tabbert has once again highlighted the importance of social commitment as a field of action for the company. The primary objective of the foundation is to support people in need, promote public health and sports as well as other non-profit or charitable organisations. A particular concern of the foundation is to provide financial support to employees in need.

The shareholder of the foundation is Knaus Tabbert AG. In addition, the foundation also receives donations from the Group's employees. From 2024, Knaus Tabbert will provide an annual budget.

Knaus Tabbert Stiftung gGmbH is led by a management team and a type of foundation committee. The latter comprises the Works Council and production management of the Knaus Tabbert AG locations on the one hand, and personnel management on the other. The committee prepares draft decisions, which are reviewed and approved by management in accordance with the company's Articles of Association. Political donations are not permitted thereunder.

### **Lobbying and political influence**

Knaus Tabbert does not engage in active political lobbying. In the two years prior to their appointment, no member of the Management Board or Supervisory Board performed political functions or held offices in public administration bodies or regulatory authorities. Moreover, Knaus Tabbert has no interest in exerting political influence.



# EU TAXONOMY



The EU Taxonomy Regulation 2020/852 (Taxonomy Regulation) is a central element of the EU Action Plan on Financing Sustainable Growth. The aim of the EU Taxonomy is to increase the transparency and comparability of "environmentally sustainably" business activities and to establish a criteria-based classification system for this purpose. It involves the following six environmental goals:

- climate change mitigation
- climate change adaptation
- sustainable use and protection of water and marine resources
- transition to a circular economy
- pollution prevention and control
- protection and restoration of biodiversity and ecosystems

Companies are required to classify their economic activities in terms of their contribution to the six environmental goals defined on the basis of specified requirements. According to the Taxonomy Regulation, economic activities are environmentally sustainable if they make a substantial contribution to one of the six environmental goals, do not significantly harm to the achievement of the other five environmental goals, and also comply with the minimum requirements for occupational safety and human rights.

According to Art. 10 and 11 of the Delegated Act on Art. 8 of the Taxonomy Regulation, Knaus Tabbert AG is obliged to report the share of taxonomy-eligible and taxonomy-non-eligible economic activities in total revenue, investment spending (capital expenditure) and operating expenditure with regard to the environmental goals 1 to 6 for the financial year 2023.

Starting in the 2022 financial year, the identified economic activities must also be checked for their taxonomy alignment. So-called technical screening criteria consisting of three components are to be taken into account in the process:

Firstly, economic activities must make a significant contribution to one of the aforementioned environmental goals. Secondly, no significant harm may be done to another environmental goal (do no significant harm = DNSH). Thirdly, compliance with minimum social standards must be ensured (in accordance with the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Core Labor Standards and the International Bill of Human Rights).

## Results

An analysis of the business activities of Knaus Tabbert AG for the financial year 2023 yielded the following results:

As Knaus Tabbert does not operate in the field of nuclear energy and gas, the standard templates for disclosure according to the Delegated Regulation (EU) 2022/1214 have not been reported.

To calculate the taxonomy-eligible share of revenue, the activities were assigned to NACE codes 29.1 (Activities related to motorhomes and camper vans) and 29.2 (Activities related to caravans) in accordance with the reports to the statistical offices of the federal states. In the taxonomy, NACE code 29.1 is listed under CCM 3.3 / CCA 3.3 "Manufacturing of low-carbon technologies for transport", which is why all activities in connection with motorhomes and camper vans were declared taxonomy-eligible in 2022. By adding the economic activity CCM 3.18. "Manufacture of automotive and mobility components" to the EU Taxonomy Regulation, activities in connection with caravans were also classified as taxonomy-eligible in 2023. In addition, activities with the rental of leisure vehicles (CCM 6.3. "Urban and suburban transport, road passenger transport") were also be classified as taxonomy-eligible for the first time in 2023. As a result, the share of taxonomy-eligible revenue increased from 66.0 percent in 2022 to 99.9 percent in 2023.

With the completion of Plant 2 in Schlüsselfeld as part of the company's capex plan, the construction of a new building was reported as taxonomy-aligned for the first time in 2023. The proportion of taxonomy-aligned capital expenditure in 2023 stood at 12.1 percent.

In addition, further taxonomy-eligible investments were made with the completion of Hall 20 in Jandelsbrunn ("Construction of new buildings"), the capitalisation of rental vehicles ("Urban and suburban passenger transport, road passenger transport") and the capitalisation of development services for motorhomes and camper vans ("Manufacturing of low-carbon technologies for transport") and caravans ("Manufacture of automotive and mobility components"). The total share of taxonomy-eligible capex (A.1 + A.2 on the declaration form) is therefore 89.1 percent (previous year: 30.6 percent).

Operating expenditures under the EU Taxonomy exclusively comprise non-capitalised development costs, maintenance and refurbishment costs for buildings, maintenance and repairs as well as all other direct expenses in connection with the daily maintenance of property, plant and equipment and short-term leasing costs.

General information on revenue, and investment and operating expenses can be found in the Annual Report 2023, in particular in the Notes to the Consolidated Financial Statements (Notes to the Consolidated Profit and Loss Statement) and the Combined Management Report (Investment Analysis).

Business year 2023	Year		CRITERIA FOR A SIGNIFICANT CONTRIBUTION						DNSH CRITERIA ("NO SIGNIFICANT IMPAIRMENT")						Taxonomy-compliant revenue share 2022	Category enabling activities	Transition activities category		
	Code (2)	Revenue (3) EUR mill.	Revenues share, Year 2023 (4) %	Climate protection Y: N/ N/EL	Adaptations to climate change Y: N/ N/EL	Water and maritime resources Y: N/ N/EL	Circular economy Y: N/ N/EL	Environmental pollution Y: N/ N/EL	Biodiversity and ecosystems Y: N/ N/EL	Climate protection J/N	Adaptations to climate change J/N	Water and maritime resources J/N	Circular economy J/N	Environmental pollution J/N				Biodiversity and ecosystems J/N	Minimum protection J/N
<b>A. TAXONOMY ELIGIBLE ACTIVITIES</b>																			
<b>A.1 Ecologically sustainable activities (taxonomy eligible)</b>																			
Production of $f_{lowCO_2}$ transport technologies	COM 3.3./CCA 3.3.	0	0.0%	N	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	0.0%	E	
Production of automotive and mobility components	CCM 3.18.	0	0.0%	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.	E	
Passenger transport in local and regional transport, motorised passenger transport	CCM 6.3.	0	0.0%	N	N	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		T
<b>Revenue from environmentally sustainable activities (taxonomy compliant) (A.1)</b>		<b>0</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>n.a.</b>	<b>0,0%</b>		
Of which enabling activities		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	n.a.	n.a.	n.a.	n.a.	n.a.	0.0%	E	
Of which transitional activities		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	n.a.	n.a.	n.a.	n.a.	n.a.	0.0%		T
<b>A.2 Taxonomy-eligible, but not ecologically sustainable activities (non-taxonomy compliant activities)</b>																			
Production of $f_{lowCO_2}$ transport technologies	COM 3.3./CCA 3.3.	1.178	81.8%	EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	EL	EL	EL	EL	EL	66.0%		
Production of automotive and mobility components	CCM 3.18.	258	17.9%	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		
Passenger transport in local and regional transport, motorised passenger transport	CCM 6.3.	2	0.2%	EL	EL	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.		
<b>Revenue of taxonomy-eligible, but not environmentally sustainable activities (non-taxonomy compliant activities) (A.2)</b>		<b>1.439</b>	<b>99,9%</b>	<b>99,9%</b>	<b>81,9%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>66,0%</b>		
<b>A. Revenue from taxonomy-eligible activities (A.1 + A.2)</b>		<b>1.439</b>	<b>99,9%</b>	<b>99,9%</b>	<b>81,9%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>66,0%</b>		
<b>B. NON-TAXONOMY-ELIGIBLE ACTIVITIES</b>																			
Revenue of non-taxonomy eligible activities		2	0.1%																
<b>TOTAL</b>		<b>1.441</b>	<b>100,0%</b>																





# KEY FIGURES

## FINANCIAL KEY FIGURES

KEY FIGURES	Partial key figure	Units	FY 2023	FY 2022	Change	Standards
Revenue	Total	EUR mill.	1,441.0	1,049.5	37 %	GRI 201-1
Profit after tax	Total	EUR mill.	60.3	29.6	104 %	GRI 201-1
EBITDA (adjusted)	Total	EUR mill.	123.8	70.1	77 %	GRI 201-1
EBITDA margin (adjusted)	Total	%	8.6	6.7	28 %	GRI 201-1
Equity ratio	Total	%	28.2	26.4	7 %	GRI 201-1
R&D expenses	Total	EUR mill.	1.4	1.4	0 %	GRI 201-1
R&D performance	Total	EUR mill.	6.1	7.6	-20 %	GRI 201-1
R&D Quota/Revenue	Total	%	0.4	0.7	-44 %	GRI 201-1
Units sold	Total	Number	30,613	29,556	4 %	GRI 201-1

## KEY FIGURES – SOCIAL

KEY FIGURES	Partial key figure	Units	FY 2023	FY 2022	Change	Standards
Knaus Tabbert employees	Total	Number	4,169	3,948	6 %	GRI 102-7
Employees per site	Jandelsbrunn	Number	1,860	1,744	7 %	GRI 102-8
	Mottgers	Number	467	467	0 %	GRI 102-8
	Schlüsselfeld	Number	461	448	3 %	GRI 102-8
	Nagyoroszi	Number	1,381	1,289	7 %	GRI 102-8
	Female	Number	1,009	958	5 %	GRI 102-8
	Male	Number	3,160	2,990	6 %	GRI 102-8
	Divers	Number	0	0	0 %	GRI 102-8
	Til 30	Number	1,063	1,057	1 %	GRI 102-8
	30 to 50	Number	2,057	1,923	7 %	GRI 102-8
	Over 50	Number	1,049	968	8 %	GRI 102-8
Employee structure	Full-time	Number	4,038	3,818	6 %	GRI 102-8
	Part-time	Number	131	130	1 %	GRI 102-8
	Unlimited	Number	2,617	2,478	6 %	GRI 102-8
	Temporary	Number	413	494	-16 %	GRI 102-8
	Temporary work	Number	1,139	976	17 %	GRI 102-8
	Senior managers	Number	62	54	15 %	GRI 102-8
	Employee	Number	510	485	5 %	GRI 102-8
	Commercial	Number	3,512	3,337	5 %	GRI 102-8
	Trainees	Number	85	72	18 %	GRI 102-8
	Nationalities	Number	48	44	9 %	GRI 102-8

KEY FIGURES	Partial key figure	Units	FY 2023	FY 2022	Change	Standards
Fluctuation rate	Total	% of the average number of employees	18	n. a.	n. a.	GRI 401-1
Employees covered by collective labour agreements	Total	%	63	n. a.	n. a.	GRI 102-41
Employees who are represented by labour union representatives	Total	%	89	n. a.	n. a.	GRI 102-41
Woman quota	Supervisory Board	%	33	33	0 %	
	Management Board	%	25	25	0 %	
	First level	%	31	n.a.	n. a.	
	Second level	%	27	n.a.	n. a.	
Employees with disabilities		%	4	4	0 %	GRI 405-1
Use of special leave		%	4	n.a.	n. a.	
Gender pay gap		%	16.3	n.a.	n. a.	
Ratio of the best-paid person to the average employee		–	23.6	n.a.	n. a.	
EDUCATION AND TRAINING						
Training quota	Jandelsbrunn	h/head	4.9	4.2	17 %	GRI 404-1
	Mottgers	h/head	4.4	4.8	–8 %	GRI 404-1
	Schlüsselfeld	h/head	6.8	5.8	17 %	GRI 404-1
	Nagyoroszi	h/head	364.4	336.7	8 %	GRI 404-1
Education quota	Jandelsbrunn	%	3.3	2.9	14 %	GRI 404-2
	Mottgers	%	2.9	2.9	0 %	GRI 404-2
	Schlüsselfeld	%	3.6	2.8	29 %	GRI 404-2
Trainee		Number	85	72	18 %	GRI 404-2
HEALTH AND SAFETY AT WORK						
Notifiable accidents	Total	Number	118	121	–2 %	GRI 403-9
Days off	Total	Number	1,272	2,788	–54 %	GRI 403-9
LTAR accidents	Total	Number	140	174	–20 %	GRI 403-9
Deaths	Total	Number	0	0	0 %	GRI 403-9
LTAR	Total	Number/1 million hours	21.8	26.2	–17 %	GRI 403-9
Cases of occupational diseases	Total	Number	0	0	0 %	GRI 403-9
Rate of employees covered by occupational safety management			0	0	0 %	



## KEY FIGURES – ENVIRONMENTAL

KEY FIGURES	Partial key figure	Units	FY 2023	FY 2022	Change	Standards
ENERGY CONSUMPTION						
Energy consumption	Total	GWh	42.1	39.6	6 %	GRI 302-1
	Electricity	GWh	17.4	15.6	12 %	GRI 302-1
	of which renewable	GWh	12.2	11.8	3 %	GRI 302-1
	Natural gas	GWh	4.4	4.4	0 %	GRI 302-1
	Biomass	GWh	14.6	14.7	-1 %	GRI 302-1
	Other (diesel, petrol, heating oil, liquid gas)	GWh	5.7	4.8	19 %	GRI 302-1
	Specific	MWh/EUR mill. revenue	29.2	37.7	-23 %	
Renewable share	Electricity demand	%	70	76	-7 %	
	Heat demand	%	74	75	-1 %	
	Total	%	64	67	-5 %	
GREENHOUSE GAS EMISSIONS						
Scope 1	Total	t CO <sub>2</sub> equivalent	2,382	2,157	10 %	GRI 305-1
Scope 2	Total (market-based)	t CO <sub>2</sub> equivalent	1,075	1,178	-9 %	GRI 305-2
Scope 1+2	Total	t CO <sub>2</sub> equivalent	3,457	3,335	4 %	GRI 305-1, GRI 305-2
Scope 1+2	Specific	t CO <sub>2</sub> equivalent/EUR mill. revenue	2.4	3.2	-25 %	GRI 305-1, GRI 305-2
Scope 3	Total	t CO <sub>2</sub> equivalent	n. a.	n. a.	n. a.	GRI 305-3
WATER CONSUMPTION						
Water withdrawal	Total	m <sup>3</sup>	30,819	26,338	17 %	GRI 303-3
	Fresh water (tap water)	m <sup>3</sup>	30,819	26,338	17 %	GRI 303-3
Waste water	Total		28,456	23,876	19 %	GRI 303-4
	Waste water to third parties	m <sup>3</sup>	28,456	23,876	19 %	GRI 303-4
Water and wastewater	Total	m <sup>3</sup>	59,275	50,214	18 %	GRI 303-3, GRI 303-4
Water and wastewater	Specific	m <sup>3</sup> /EUR mill. revenue	41.1	64.8	-37 %	GRI 303-3, GRI 303-4

KEY FIGURES	Partial key figure	Units	FY 2023	FY 2022	Change	Standards
WASTE AND RESOURCES						
Amount of waste	Total	t	8,682	7,116	22 %	GRI 306-3
	Hazardous	t	176	157	12 %	GRI 306-3
	Non-hazardous	t	8,507	6,959	22 %	GRI 306-3
	Recycling	%	48	42	14 %	GRI 306-3
	Recycling	%	35	44	-20 %	GRI 306-3
	Landfill	%	17	14	21 %	GRI 306-3
	Specific	t/EUR mill. revenue	6.0	6.8	-11 %	GRI 306-3
Materials used	Total	t	72,229	63,528	14 %	GRI 301-1
	of which renewable	t	21,356	17,979	19 %	GRI 301-1
	of which non-renewable	t	50,872	45,549	12 %	GRI 301-1
	Plastics	t	12,501	11,319	10 %	GRI 301-1
	Metals	t	9,936	8,018	24 %	GRI 301-1
	Other non-renewable	t	25,091	23,418	7 %	GRI 301-1

## KEY FIGURES – GOVERNANCE

KEY FIGURES	Partial key figure	Units	GJ 2023	GJ 2022	+/- Vorjahr	Standards
EU TAXONOMY						
Revenue	Total	EUR mill.	1,441.0	1,049.5	37 %	GRI 201-1
Share of taxonomy-eligible sales	Total	EUR mill.	1,439.0	692.2	108 %	
Operating expenses	Total	EUR mill.	8.4	6.6	27 %	
Share of taxonomy-eligible operating expenses	Total	EUR mill.	8.4	4.2	100 %	
Investment expenditure	Total	EUR mill.	53.8	73.1	-26 %	
Share of taxonomy-eligible capital expenditure	Total	EUR mill.	48.0	22.4	114 %	
Share of taxonomy-compliant capital expenditures	Total	EUR mill.	6.5	0.0	n. a.	

KEY FIGURES	Partial key figure	Units	FY 2023	FY 2022	Change	Standards
COMPLIANCE						
Compliance training	implemented		2,297	1,881	22 %	GRI 205-2
	Code of Conduct	Number	827	528	57 %	GRI 205-2
	IT security	Number	735	672	9 %	GRI 205-2
	Data protection and data security	Number	735	681	8 %	GRI 205-2
	Ratio implemented/required		74%	60%	23 %	GRI 205-2
Purchasing volume	Total	EUR mill.	1,186	929	28 %	GRI 102-9
	Germany	EUR mill.	1,049	805	30 %	GRI 102-9
	Europe	EUR mill.	135	122	11 %	GRI 102-9
	Third country	EUR mill.	2,3	1.8	28 %	GRI 102-9
WHISTLEBLOWER SYSTEM						
Reported compliance incidents	Total		6	n.a.		GRI 205-3
	Directly via the whistleblower system		1			
	Of which received internally		5			
	of which confirmed incidents of corruption or bribery	Number	0	n.a.		GRI 205-3
	of which discrimination	Number	0	n.a.	n. a.	GRI 205-3
	Convictions for violations of anti-corruption and anti-bribery principles	Number	0	n.a.	n. a.	GRI 205-3
	Dismissals due to aforementioned incidents	Number	0	n.a.	n. a.	GRI 205-3
	Disciplinary measures due to aforementioned incidents	Number	3	n.a.	n. a.	GRI 205-3
	Contract cancellations due to the aforementioned incidents	Number	0	n.a.	n. a.	GRI 205-3

DONATIONS						
Political donations	Total	EUR	0	0	0%	GRI 201-1
PAYMENT PRACTICES						
Average time to pay invoices		Days	24	n.a.	n.a.	
Percentage of invoices paid on time		%	95	n.a.	n.a.	
The number of (currently open) legal proceedings in the reporting period due to late payments.		Number	0	n.a.	n.a.	

# ABOUT THIS REPORT

ABOUT THIS REPORT

Knaus Tabbert AG has prepared this Report for the period 1 January to 31 December 2023 in accordance with the Global Reporting Initiative (GRI). In addition, the Report contains numerous voluntary disclosures that comply with the European Sustainability Reporting Standards (ESRS) of the European Union. A GRI index can be found in the Appendix to this report; the information prescribed by the ESRS is not presented separately.

### **Scope of consolidation**

In this Sustainability Report, Knaus Tabbert AG presents the progress made by the company and its consolidated subsidiaries in the reporting period with regard to sustainable management and the measures it is taking and will take in the future. As of 31 December 2023, Knaus Tabbert AG held a 100 percent stake in the following companies:

- Caravan-Welt GmbH Nord, Bönningstedt
- Knaus Tabbert Kft, Vac, Hungary
- HÜTTLrent GmbH, Maintal
- MORELO Reisemobile GmbH, Schlüsselfeld
- WVD Südcaravan GmbH, Freiburg

### **Locations and scope of reporting**

Knaus Tabbert produces at three locations in Germany (Jandelsbrunn, Schlüsselfeld, Mottgers), and in Nagyoroszi in Hungary. The measures included in this Sustainability Report largely cover the Group's entire value chain – from the supply chain and production to the final use of the manufactured products. They relate to different time horizons: the reporting period (short-term), five years (medium-term), and more than five years (long-term).

In addition to its Sustainability Report, Knaus Tabbert publishes a separate non-financial Group report in accordance with Sections 315b and 315c of the German Commercial Code (HGB) in conjunction with Sections 289c to 289e HGB.

External audit

We have dispensed with fully labelling all mandatory content for the sake of better readability. This Sustainability

Report also contains information on Knaus Tabbert's sustainability activities that exceeds legal requirements. The Supervisory Board of Knaus Tabbert AG commissioned an auditing firm to perform an external content audit to obtain limited assurance for the separate non-financial Group report, in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised), with regard to the disclosures pursuant to Section 315c in conjunction with Sections 289c to 289e HGB and Article 8 of the EU Taxonomy Regulation, as well as the requirements of the GRI Standards for reporting "in accordance with". The Supervisory Board of Knaus Tabbert AG has included the audit opinion in its own review of the non-financial Group report and its corresponding resolution. The audit assignment and the audit findings can be found in the audit opinion.

### **Forward-looking statements**

This Sustainability Report contains forward-looking statements that are the result of current plans, objectives, forecasts and estimates made by the management of Knaus Tabbert. These statements only take into account knowledge available up to, and including, the date on which this Sustainability Report was compiled. Management offers no guarantee that these forward-looking statements will prove to be correct. The future development of Knaus Tabbert and the results actually achieved are subject to various risks and uncertainties and may therefore differ materially from these forward-looking statements. Several of these factors are beyond Knaus Tabbert's control and therefore cannot be precisely estimated in advance. These include, among others, changes in the general economic conditions and the competitive environment, changes in legislation, legal disputes or investigative proceedings, and the availability of financial resources. These and other risks and uncertainties are discussed in the combined Management Report 2023 for the company and the Group. Moreover, the company's business development and earnings may also be adversely affected by a number of other factors. Knaus Tabbert neither intends, nor assumes a separate obligation, to update any forward-looking statements or to adapt them to events or developments occurring after the publication of this Sustainability Report.

# GRI INDEX

## GRI INDEX KNAUS TABBERT AG

Knaus Tabbert AG has reported on the information provided in this GRI Index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards.

### GRI 1: Foundation 2021

### GRI 2: General Information 2021

GRI STANDARD	DISCLOSURE	PAGE	COMMENT
The organisation and its reporting practices			
2-1	Organizational details	16–20	
2-2	Entities included in the organization's sustainability reporting	16–20	
2-3	Reporting period, frequency and contact point	79	
2-4	Restatements of information	26	Adjustment/change in the assessment methodology for material topics
2-5	External assurance	79	
Activities and employees			
2-6	Activities, value chain and other business relationships	17–18	
2-7	Employees	36–37	
2-8	Workers who are not employees	37	
Management			
2-9	Governance structure and composition	30–32; 58	
2-12	Role of the highest governance body in overseeing the management of impacts	31	
2-13	Delegation of responsibility for managing impacts	37–38; 58–59	
2-14	Role of the highest governance body in sustainability reporting	31–32	
2-19	Remuneration policies	32; 43	
2-20	Process to determine remuneration	32; 43	
Strategy, policy and practices			
2-24	Embedding policy commitments	62–63	
2-25	Processes to remediate negative impacts	59	Compliance, online reporting system
2-28	Membership associations	31; 41	Only mentioned in connection with training, not all mapped
Stakeholder engagement			
2-29	Approach to stakeholder engagement	28; 60–61	
2-30	Collective bargaining agreements	36; 42	



**GRI 3: Significant topics 2021**

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>PAGE</b>	<b>COMMENT</b>
3-1	Process to determine material topics	26–29	
3-2	List of material topics	29–30	
3-3	Management of material topics	26–30; 36–64	Management of material topics can be found in the chapters on the areas of action

**SOCIAL**

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>PAGE</b>	<b>COMMENT</b>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>			
403-2	Hazard identification, risk assessment, and incident investigation	37–38	
403-3	Occupational health services	37–38	
403-4	Worker participation, consultation, and communication on occupational health and safety	36–38	
403-5	Worker training on occupational health and safety	38–40	
403-6	Promotion of worker health	37–40	
403-9	Work-related injuries	38; 73	
<b>EDUCATION AND TRAINING</b>			
404-1	Average hours of training per year per employee	37–38; 73	
404-2	Programs for upgrading employee skills and transition assistance programs	37–38	
<b>DIVERSITY AND EQUAL OPPORTUNITIES</b>			
405-1	Diversity of governance bodies and employees	42–43; 73	
<b>SOCIAL ASSESSMENT OF SUPPLIERS</b>			
414-1	New suppliers that were screened using social criteria	61–63	Qualitative description

**ENVIRONMENTAL**

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>PAGE</b>	<b>COMMENT</b>
<b>MATERIALS</b>			
301-1	Materials used by weight or volume	52; 75	
<b>Energy</b>			
302-1	Energy consumption within the organization	48–50; 74	
302-4	Reduction of energy consumption	48–49	
<b>WATER AND WASTEWATER</b>			
303-3	Water withdrawal	50	
303-4	Water discharge	50	
303-5	Water consumption	50–52; 74	
<b>EMISSIONS</b>			
305-1	Direct (Scope 1) GHG emissions	46–48; 74	
305-2	Energy indirect (Scope 2) GHG emissions	46–48; 74	
305-5	Reduction of GHG emissions	47-48	
<b>WASTE</b>			
306-1	Waste generation and significant waste-related impacts	49–50	
306-2	Management of significant waste-related impacts	50–51	
306-3	Waste generated	49–50; 75	
306-4	Waste diverted from disposal	50; 75	
306-5	Waste diverted to disposal	49; 75	

**GOVERNANCE**

<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>PAGE</b>	<b>COMMENT</b>
<b>ECONOMIC PERFORMANCE</b>			
201-1	Direct economic value generated and distributed	19; 72	
<b>PROCUREMENT PRACTICES</b>			
204-1	Proportion of spending on local suppliers	62; 76	
<b>ANTI-CORRUPTION</b>			
205-2	Communication and training on anti-corruption policies and procedures	59–60; 76	

# AUDITOR'S REPORT

To the Supervisory Board of Knaus Tabbert AG, Jandelsbrunn

## LIMITED ASSURANCE REPORT OF THE INDEPENDENT AUDITOR REGARDING THE COMBINED SEPARATE NON-FINANCIAL REPORT

We have performed a limited assurance engagement on the combined separate non-financial report of Knaus Tabbert AG, Jandelsbrunn, and the Group for the period from January 1 to December 31, 2023 (hereinafter the "consolidated non-financial report").

### Responsibilities of Management

Management of the parent company is responsible for the preparation of the non-financial statement in accordance with Sections 315c in conjunction with 289c to 289e HGB ["Handelsgesetzbuch": German Commercial Code] and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18. June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "EU Taxonomy Regulation") and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the delegated acts adopted thereunder as set out in section 'EU Taxonomy' of the consolidated non-financial statement.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the group that are reasonable in the circumstances. Furthermore, management is responsible for such internal control as they consider necessary to enable the preparation of a consolidated non-financial statement that is free from material misstatement, whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, management has disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section 'EU Taxonomy' of the consolidated non-financial report. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

### Independence and Quality Assurance of the Assurance Practitioner's firm

We have complied with the independence and quality assurance requirements set out in the national legal provisions and professional pronouncements, in particular the Professional Code for German Public Auditors and Chartered Accountants (in Germany) and the quality assurance standard of the German Institute of Public Auditors (Institut der Wirtschaftsprüfer, IDW) regarding quality assurance requirements in audit practice (IDW QS 1).

### Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the non-financial report based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" issued by the IAASB. This standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the company's non-financial report, are not prepared, in all material respects, in accordance with Sections 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by management disclosed in section 'EU Taxonomy' of the consolidated non-financial report.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly, a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgment of the assurance practitioner.

In the course of our assurance engagement we have, among other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Group's sustainability organisation and stakeholder engagement.
- Inquiries of management and relevant employees involved in the preparation of the consolidated non-financial report about the preparation process, about the internal control system related to this process, and about disclosures in the non-financial report.
- A risk analysis, including media research, to identify relevant information on Knaus Tabbert AG's sustainability performance in the reporting period.

- Identification of likely risks of material misstatement in the consolidated non-financial report.
- Analytical procedures on selected disclosures in the consolidated non-financial report.
- Inquiries of management and relevant employees involved in the preparation of the combined separate non-financial report about the preparation process, about the internal control system related to this process, and about disclosures in the combined separate non-financial report.
- Inspection of selected internal and external documents.
- Analytical procedures for the evaluation of data and of the trends of quantitative disclosures as reported at Group level by all sites.
- Evaluation of local data collection, validation and reporting processes as well as the reliability of reported data based on samples taken at the sites in Schlüsselfeld, Germany and Nagyoroszi, Hungary.
- Assessment of the overall presentation of the disclosures.
- Inquiries of Group level personnel in order to understand the processes for identifying relevant economic activities according to the EU Taxonomy Regulation.
- Evaluation of the process for the identification of taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the combined separate non-financial report.

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, management is required to interpret undefined legal terms. Due to the inherent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

### Assurance Opinion

Based on the assurance procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the consolidated non-financial report of Knaus Tabbert AG, Jandelsbrunn, for the period from January 1 to December 31, 2023 has not been prepared, in all material respects, in accordance with Sections 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by management as disclosed in section 'EU Taxonomy' of the consolidated non-financial statement.

### Restriction of Use

This assurance report is solely addressed to the Supervisory Board of Knaus Tabbert AG, Jandelsbrunn.

Our assignment for the Supervisory Board of Knaus Tabbert AG and professional liability is governed by the General Engagement Terms for Wirtschaftsprüfer (German Public Auditors) and Wirtschaftsprüfungsgesellschaften (German Public Audit Firms) (Allgemeine Auftragsbedingungen für Wirtschaftsprüfer und Wirtschaftsprüfungsgesellschaften) in the version dated January 1, 2024 ([https://files.atlas.kpmg.com/cmsmedia/docs/default-source/klickl%C3%B6sung/idw-aab-2024---englisch.pdf?sfvrsn=e3f55e5\\_1](https://files.atlas.kpmg.com/cmsmedia/docs/default-source/klickl%C3%B6sung/idw-aab-2024---englisch.pdf?sfvrsn=e3f55e5_1)). By reading and using the information contained in this assurance report, each recipient confirms having taken note of provisions of the General Engagement Terms (including the limitation of our liability for negligence to EUR 4 million as stipulated in No. 9) and accepts the validity of the attached General Engagement Terms with respect to us.

Nürnberg, 15 April 2024

KPMG AG Wirtschaftsprüfungsgesellschaft

Götz	Käuffelin
Auditor	Auditor



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