


KnausTabbert
Wir bewegen

**SUSTAINABILITY
REPORT
2021**



S

O



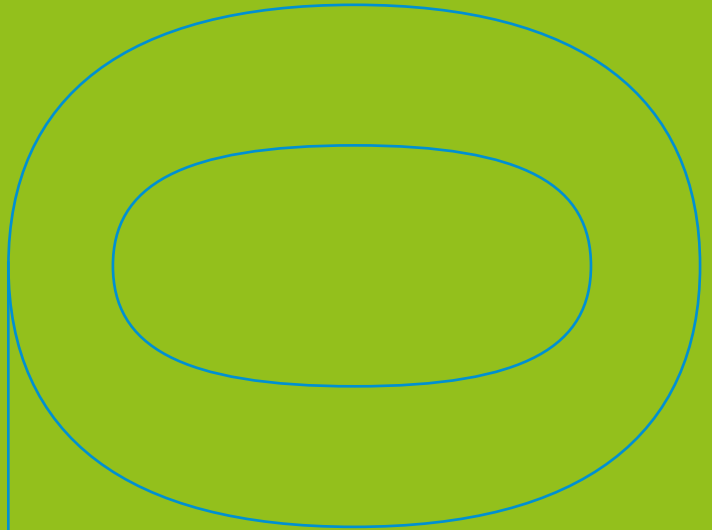
TABLE OF CONTENTS.

- 1. Foreword (04)**

- 2. Basics (06)**
 - 2.1 Values/Vision (07)
 - 2.2 The Knaus Tabbert AG (10)
 - 2.2.1 The Group (11)
 - 2.2.2 Locations (12)
 - 2.2.3 Value chain (13)
 - 2.2.4 Downstream activities of the company (14)
 - 2.2.5 Sustainability management (14)

- 3. Materiality analysis (16)**
 - 3.1 The Stakeholder (17)
 - 3.2 The materiality matrix (18)
 - 3.3 Sustainable Development Goals (19)
 - 3.4 Report structure (19)

- 4. The fields of action (20)**
 - 4.1 Health and safety in the workplace (22)
 - 4.2 Education and training of employees (24)
 - 4.3 Social responsibility and equal opportunities (26)
 - 4.4 Human rights in the supply chain (28)
 - 4.5 Greenhouse gas emissions in the company - Energy and emissions in production (32)
 - 4.6 Waste Management (38)
 - 4.7 Environmentally friendly and recyclable materials (40)
 - 4.8 Emission-reduced drive systems (42)
 - 4.9 Energy efficient recreational vehicles (44)
 - 4.10 Continuous improvement of the Economic performance (46)
- 5. EU taxonomy (49)**
- 6. Appendix (50)**
- 7. Imprint (58)**



FORE WORD.

Wolfgang Speck
CEO

Ladies and Gentlemen
Dear friends of the company

The past year for Knaus Tabbert was a time filled with both successes and setbacks. While we were able to report unprecedented demand for our motorhomes and caravans, we had to repeatedly postpone deliveries in the second half of the year due to a lack of raw materials and semi-finished goods. The global problems encountered along the supply chains demonstrate the extent to which the economy is interconnected but also vulnerable. We therefore believe that we must further increase the resilience of the company in order to be able to deal effectively with the growing insecurities worldwide. One measure we have taken is to broaden our reach along the supply chains, and in so doing we have succeeded in making considerable progress in a short period of time.

Economic, social and environmental considerations are an integral part of the guiding principle of sustainability. Supply chains and delivery are part of the economy, but also fall under the governance aspect of ESG. The environment and social factors likewise play an important role in our business activities. Our products enable people to travel and holiday with their own household. We aim to make this form of holidaying as sustainable as possible. This begins with development, production, use of sustainable, lightweight materials and the durability of our products. At the same time, we wish to contribute as a company to social cohesion in the wider community. In this, we take our responsibility as an attractive and important employer in the region very seriously, as we do towards each and every one of our employees.



“ WITH OUR PRODUCTS ENABLED WE PEOPLE, TRAVEL AND HOLIDAYS WITH THE OWN HOUSEHOLD.

The use of alternative powertrain systems in our products is becoming increasingly important. Thus, we were able to present a concept study for a fully electric motorhome at „Caravan Salon“, the world’s leading trade fair for mobile travel, in Düsseldorf in September 2021. To make this concept a reality, we are investing heavily in development and taking advantage of partnerships in

the fields of electronics and chassis. The trend towards electromobility has arrived and, as a highly innovative company, we also wish to set standards in our industry in this segment.

BASIC PRINCIPLES.

Knaus Tabbert AG has been developing and manufacturing motorhomes, caravans and CUVs for more than 80 years. Our iconic brands KNAUS, WEINSBERG, TABBERT, MORELO and T@B are among the leading and best-known recreational vehicles in Europe today. We also combine tradition with sustainable economic action. When purchasing a motorhome or caravan, our customers make a long-term investment. For this reason, we feel a special responsibility towards our customers by offering them, and all those who appreciate the freedom of mobile holidays, products ensuring sustainable use.

The comfortable, functional and innovative products and services of Knaus Tabbert AG are designed to enable people to discover the world in their own four walls, without restrictions: there is no alternative to being independent and feeling self-sufficient. It is

for good reason that we say: Knaus Tabbert products make you feel at home even at the other end of the world. With products from Knaus Tabbert AG you are #athomeeverywhere.

**Our brand claims
are synonymous with
our mission:**

Wir bewegen



Bewegende Momente



Dein Urlaub



Freiheit, die bewegt



Willkommen daheim



Caravanning with products and services from Knaus Tabbert AG is the most beautiful way to discover, appreciate and connect with the world.

We have the courage to tread new paths, and we view change as an opportunity. Together, we proactively shape the future. We are creative and always open to new ideas, and are continuously looking for new solutions.

We want to be the first. At the same time, we wish to maintain a healthy balance between creativity and standardisation, between speed and mindfulness. We are open to innovations while respecting our company's history.

Our aim is to create spaces with our products, but also through our actions in keeping with the guidelines of our corporate culture. We create living spaces, holiday spaces, working spaces, creative spaces, spaces for development, free spaces and meeting spaces for our employees, ourselves and our customers. Our earth is our habitat; it is unique and one-of-a-kind. We have a responsibility towards our planet. We acknowledge this responsibility in all our business processes, from the product idea and product design to production, sales, services and the use of our products. With our social and economic commitment, Knaus Tabbert AG assumes responsibility close to people, in our region and for our region.

Knaus Tabbert AG achieves sustainable and economic success in accordance with the requirements of its corporate strategy, and on the basis of a strong and stable corporate culture. Knaus Tabbert AG is an attractive and sought-after employer with a committed workforce who are passionate about their work and see a sense of purpose in their tasks. They are enthusiastic, show active interest and take pleasure from their success. Their number one priority is every external and internal customer, whose welfare is always at the centre of their thoughts and actions. At the same time, the entire workforce is geared towards the overall wellbeing of the company. There is a strong cohesion among managers and employees as a whole, which is based

The world has developed at tremendous speed in recent years. It is only by working together that we can attain our goals. This is why we have cultivated our corporate culture, which supports us on this important path to achieve a sense of direction and to further develop our thoughts and actions. It provides employees with orientation on how to conduct themselves towards their customers, employees, colleagues and supervisors while preserving their unique personalities.

on trust and fairness and which sustains and enriches day-to-day life, even in difficult times. At its core, the corporate culture of Knaus Tabbert AG is shaped by a balance of professionalism and goal orientation as well as humanity and respect. Communication and interaction are characterised by factual clarity and an appreciation of one another.

We have formulated the guiding principles of our corporate culture as follows:

1. Respect

As an employee of Knaus Tabbert AG, I am guided by respect, appreciation, integrity and loyalty. I show due appreciation for positive achievements.

2. Meaningfulness

As an employee of Knaus Tabbert AG, I do everything I can to take pleasure from, and find a sense of purpose, in my work for our company.

3. Focus on success

As an employee of Knaus Tabbert AG, my thoughts and actions are geared towards the overall success of the company. I do everything in my power to achieve this.

4. Customer satisfaction

As an employee of Knaus Tabbert AG, I am fundamentally concerned with the satisfaction of our customers.

5. Culture of trust

As an employee of Knaus Tabbert AG, I maintain a balance between trust and reflection in my daily work. I deal with mistakes constructively and professionally.

6. Capacity for change

Capacity for change

As an employee of Knaus Tabbert AG, I am eager to deal with change in a professional, courageous and optimistic manner.

7. Personal responsibility

As an employee of Knaus Tabbert AG, I act and think at my own authority and initiative on the basis of clear agreements.

8. Team spirit

Team spirit

As an employee of Knaus Tabbert AG, I work in a cross-functional, interdisciplinary and at the same time team-oriented way.

As an employee of Knaus Tabbert AG, I communicate professionally.

9. Communication skills

10. Conflict resolution skills

As an employee of Knaus Tabbert AG, I deal proactively and constructively with conflicts and difficulties.

11. Leadership skills

As an employee of Knaus Tabbert AG with leadership responsibility, I actively live my managerial role and am aware of the need to be a role model that this entails.

12. Process discipline

As an employee of Knaus Tabbert AG, I understand and adhere to production and business processes. In the case of deviations, I actively intervene, provide information and present suggestions with a view to continuous improvement.

KNAUS TABBERT AG

THE GROUP

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 four 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.

The product portfolio currently includes the brands KNAUS and WEINSBERG (caravans, motorhomes and CUVs), TABBERT and T@B (caravans) as well as MORELO as a manufacturer of luxury motorhomes. As the customer target groups of the individual brands differ,

we offer suitable solutions for price-conscious beginners as well as for demanding and experienced caravanners. The Group thus covers all product and price segments, from the introductory range for newcomers to the ultimate high-end luxury segment.

+8.6%

INCREASE IN SALES TO
863 MILLION EURO

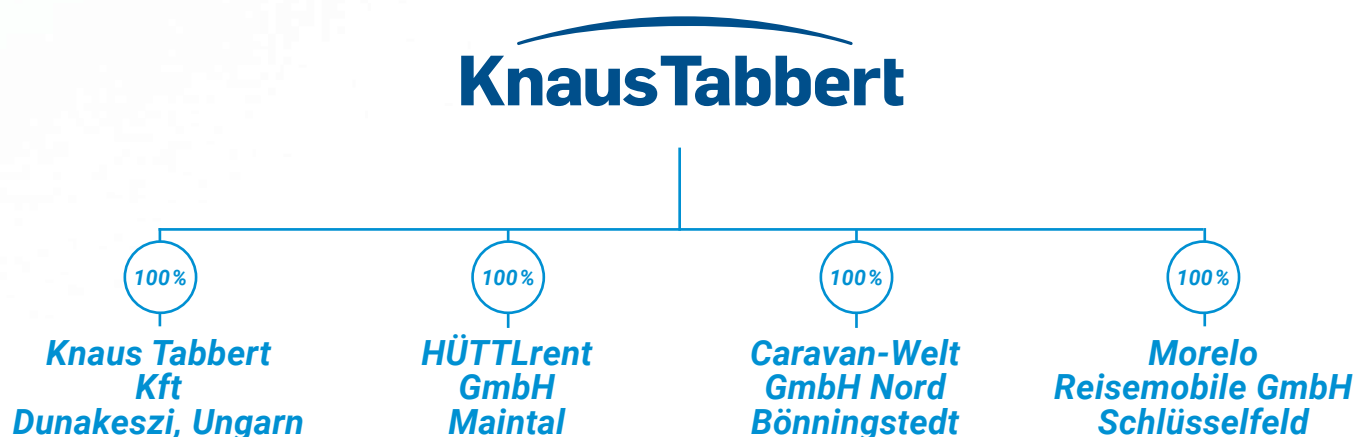
1.50 EURO

DIVIDEND PROPOSAL

-9.9%

DECREASE IN EBITDA TO
59,4 MILLION EURO

As of 31 December 2021, Knaus Tabbert AG held 100 % of the shares in the following companies:



25,922

VEHICLES DELIVERED IN
2021

1.31

MRD. EURO RECORD
ORDER BACKLOG

LOCATIONS.

Knaus Tabbert currently operates three production sites in Germany (Jandelsbrunn, Schlüsselfeld, Mottgers) and one in Nagyoroszi, Hungary.



VALUE CHAIN

Knaus Tabbert's value chain extends from research and development, production and sales to after-sale services for recreational vehicles. The manufacturing facilities are organised as a production network and are characterised by highly standardised manufacturing processes across all locations. We are thus able to manufacture motorhomes, caravans and CUVs on one production line, or the same models at different locations.

Vehicles are produced almost exclusively according to orders placed by dealers. This allows us to react swiftly to external influences and contributes to the optimisation of working capital. The total production volume at our sites in Jandelsbrunn, Mottgers, Schlüsselfeld and Nagyoroszi exceeded 25,000 units in 2021.

Sales are conducted through an extensive dealer network that has grown over many years and consists of more than 500 dealerships in over 20 countries as of 31 December 2021. The Group currently distributes vehicles of the Premium segment directly to end customers through four of its own dealerships. In addition to the dealer network, we offer our customers access to service stations throughout Europe via our cooperation partner MAN.

Balanced procurement and supply chain management is of particular importance for Knaus Tabbert's production process. Various components from a large number of different suppliers are required for the production of recreational vehicles. For most components, orders are placed on an order-by-order basis; only critical components are stocked according to demand.

Knaus Tabbert mainly purchases the required parts, materials and components in Germany, other European countries or via European distributors of international suppliers in order to keep currency risks low.

The Knaus Tabbert Group's supplier network currently includes approximately 600 suppliers. The top 5 suppliers accounted for more than half of the material expenditure in 2021.

In the past year, considerable problems occurred in the supply chains as a result of the coronavirus pandemic, followed by an uneven economic recovery around the world. This also affected Knaus Tabbert. While in some cases electrical appliances such as cookers or dishwashers for vehicle interiors were lacking, other components were not available at all, or could not be procured in sufficient quantities.

The supply of chassis proved to be a major bottleneck as manufacturers experienced a shortage of semiconductors. Due to the lack of components, Knaus Tabbert had to interrupt production for a few days on several occasions in the past year, and vehicles could not be delivered as rework had to be carried out due to missing components.

In general, Knaus Tabbert strives to continuously optimise its supplier network. In the area of chassis in particular, the company is currently dependent on its main supplier, Stellantis. Here, Knaus Tabbert is in the process of expanding its existing cooperation with MAN, and will be adding two further suppliers to its production programme in the course of 2022.

In the areas of apron processing and cable assembly, dependencies arising from single-source situations were successfully reduced in the reporting period. This enabled us to increase the reliability of supply with regard to delivery bottlenecks and price certainty. Furthermore, we were able to compensate for wage-related price increases by booking materials on a longer-term basis.

DOWNSTREAM ACTIVITIES OF THE COMPANY

In addition to vehicles, RENT AND TRAVEL by Knaus Tabbert offers technology for the rental and leasing of recreational vehicles, thus responding to the growing trend towards the shared economy.

RENT AND TRAVEL has three target groups - rental customers, prospective buyers and commercial rental companies. Interested parties who do not own a

vehicle can choose from more than 2,200 vehicles at around 3,000 affiliated travel agencies. The number of rental stations now stands at 180.

In addition, Knaus Tabbert offers customers individual financing solutions for the purchase of recreational vehicles through its financial partners Sparkasse Kreditpartner, Consors Finanz, Santander Consumer Bank AG, FCA Bank and other partners.

SUSTAINABILITY MANAGEMENT

Organizational chart by functional area (as of 01/2022)



The topic of sustainability is addressed at the Management Board level. ESG structures are to be established within the company as part of a project in 2022. The goal is to strengthen the strategic alignment of our numerous initiatives. With the creation of an ESG management, measures will be coordinated,

steered and checked for their effectiveness in a targeted manner. (Further information on this can be found in section 5 of this report).

At present, individual ESG measures are primarily implemented and monitored decentrally.

PRINCIPLES AND PROCESSES

Knaus Tabbert has established a comprehensive Code of Conduct in order to place collaboration within the company and with external partners on a sustainable foundation that is based on integrity and conforms to regulations. To this end, regular training sessions are held within the company. The Code of Conduct refers to rules that ensure responsible and lawful action, going beyond legal requirements in certain cases.

All employees of the Knaus Tabbert Group are required to observe and implement this Code of Conduct, and to make its principles a binding standard in the daily performance of their duties. It is the responsibility of the managers to monitor compliance with the Code; they must ensure that this Code is observed in their area of responsibility. Knaus Tabbert has also established clear standards for cooperation with its suppliers and business partners. These are primarily based on the Code of Conduct for Suppliers, which provides guidelines and thus lays the foundation for successful and profitable collaboration. The issue of sustainable development, both nationally and internationally, is becoming

CLIMATE CHANGE, ENVIRONMENTAL POLLUTION AND EXHAUSTIBLE NATURAL RESOURCES ARE FACTORS REQUIRING KNAUS TABBERT TO TAKE ACTION

an increasingly pressing issue. Climate change, environmental pollution and exhaustible natural resources are factors requiring Knaus Tabbert to take action. That is why sustainability is not just another trend for Knaus Tabbert, but the way forward.

- **Our guidelines on sustainable management define the principles and strategic goals of responsible corporate governance at Knaus Tabbert.**

- **Our Code of Conduct sets out our understanding of responsible behaviour for all employees.**

- **Our Code of Conduct for Suppliers illustrates our commitment to fair and sustainable business practices, also within our supply chain.**

- **Through our quality management system and our quality policy guidelines, we also stipulate the requirements we place on our suppliers with regard to sustainability aspects.**

- **In our health, occupational safety and environmental protection policy, we commit ourselves to high performance standards.**

- **We control and monitor our requirements through our corporate governance management systems.**

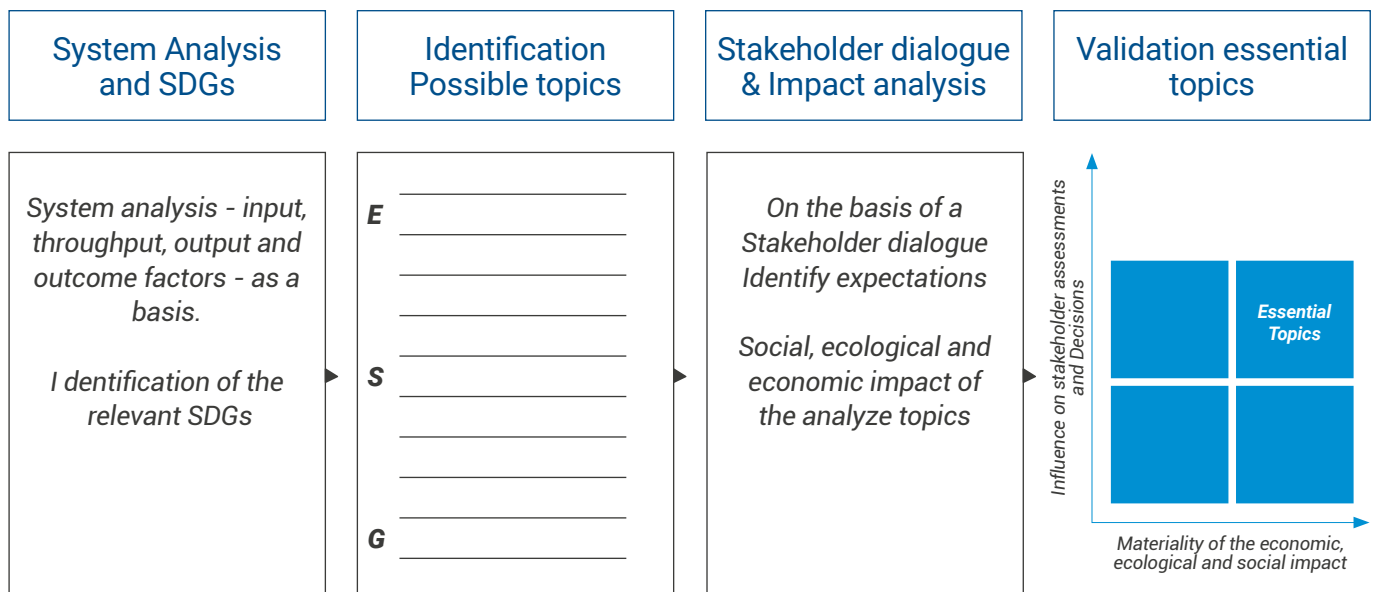
MATERIALITY ANALYSIS

Materiality analysis identifies issues of environmental, social and economic responsibility that are the most relevant to Knaus Tabbert. The topics reflect both an internal and external perspective and serve as a reference for the development of our goals, indicators and guidelines for the future, and thus also for our sustainability strategy.

We conducted a specific system analysis of Knaus Tabbert AG as a basis for identifying material issues. The system analysis enabled us to take a holistic view of the company. In teams, we identified the impacts on the 17 Sustainable Development Goals (SDGs) of the United Nations. From this, we derived 23 potential topics of material significance.

analysis and an impact analysis - and rated them on a scale from 1 (= of minor importance) to 4 (= essential). A stakeholder survey was conducted, in which each topic was evaluated by the relevant stakeholders. We then internally assessed the economic, environmental and social impacts of each topic. The result of this process is our first materiality matrix.

Subsequently, we examined all topics on two levels - i.e. through a stakeholder



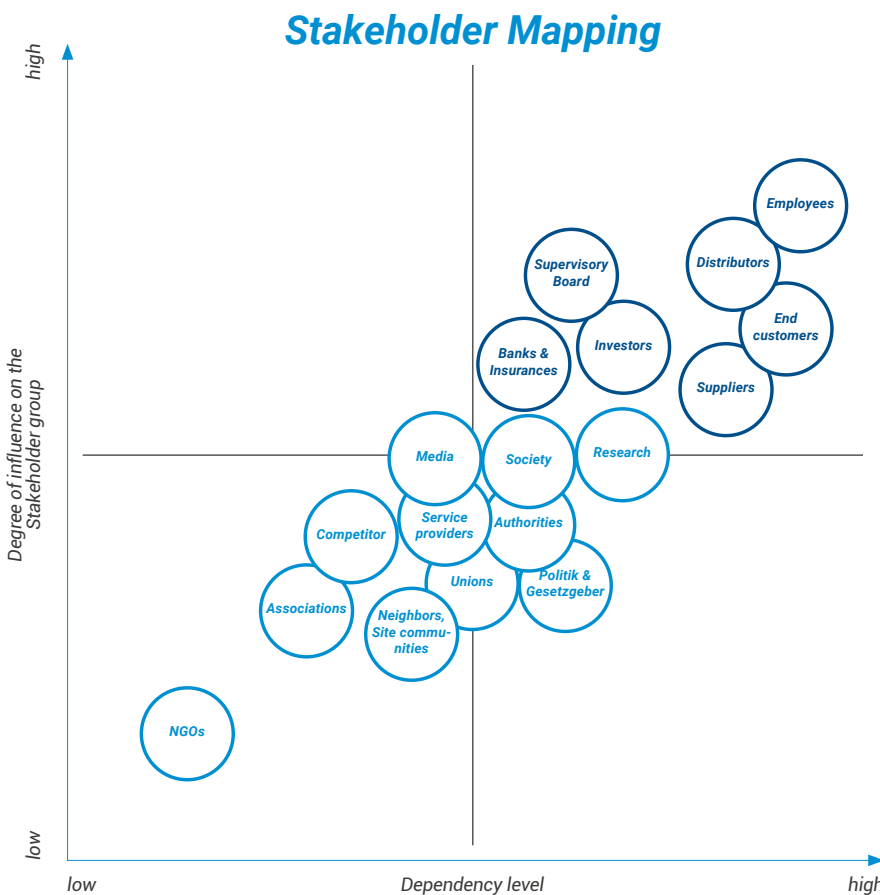
STAKEHOLDERS

In order to remain successful in the future, we must know and respect the expectations, needs and demands of our stakeholders. These include internal and external groups of people who are directly or indirectly affected by, or can potentially influence, our business activities. We have listed all stakeholders of relevance to Knaus Tabbert, and then analysed their degree of dependency and influence in a stakeholder mapping, thereby defining seven stakeholder groups.

Information exchange objectives were defined for each stakeholder group. The materiality analysis was organised by external consultants and carried out using software. Banks and the Supervisory Board were included through personal interviews.

Employees, dealers, end customers, investors, insurance companies and suppliers were contacted via an online questionnaire. The objectives of the materiality analysis were to validate the material topics, to collect additional information and to raise awareness of this topic.

From this first materiality analysis we obtained detailed information that can be incorporated into the further process. The collected assessments of potential material topics are listed on the y-axis of the materiality matrix. A summary of the results and the definition of the next steps for each dialogue can be found in the Appendix to this report.



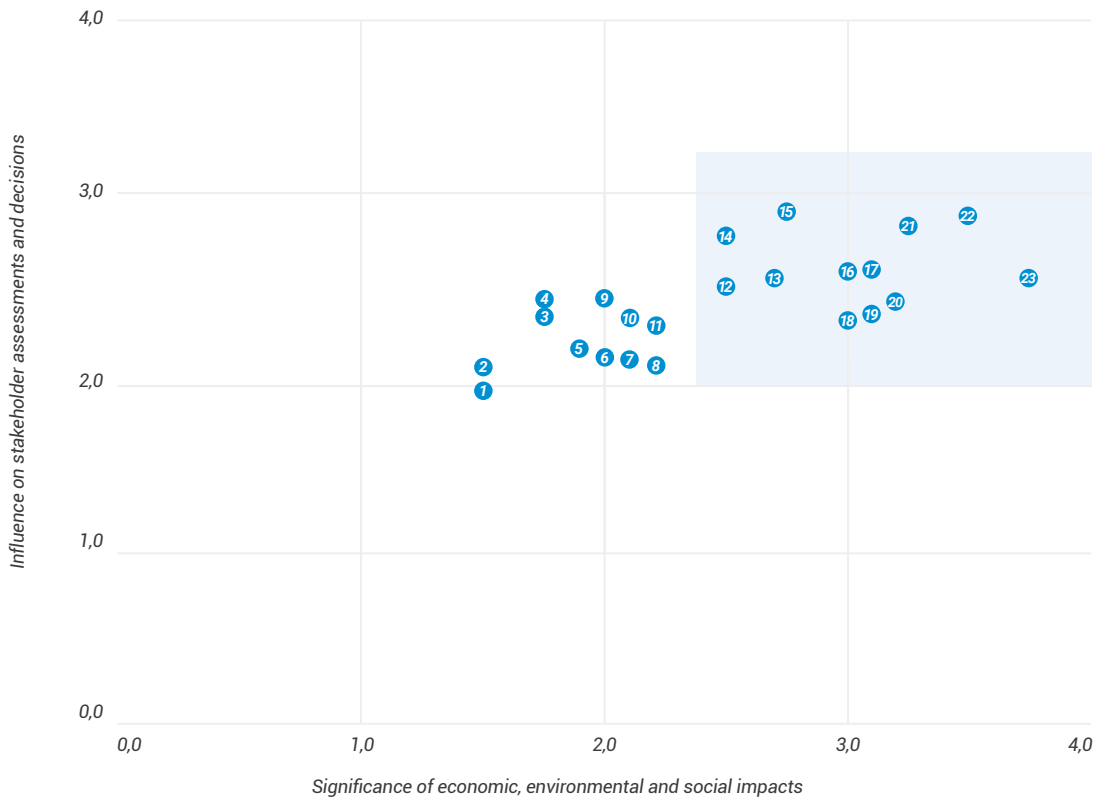
THE MATERIALITY MATRIX

Potential material topics that exceed the 2,5 relevance threshold from both an internal and external perspective are considered relevant to the sustainable strategic development of the company, and are included in the list of material topics for Knaus Tabbert. Topics below the 2,5 relevance threshold are not considered for the time

being. The process is repeated and validated at regular intervals. Of a total of 23 relevant topics, 12 exceeded the threshold of 2,5 and are thus to be classified as material. Material topics with strong overlaps were combined in the next step into one field of action. This resulted in a total of 10 fields of action:

- occupational health and safety
- employee training and further education
- social responsibility and equal opportunities
- human rights in the supply chain
- corporate greenhouse gas emissions & energy and emissions in production

- waste management
- eco-friendly / recyclable materials
- emission-reduced drive systems
- energy-efficient recreational vehicles
- continuous improvement of economic performance



1. social commitment
2. biodiversity
3. climate neutrality of the company
4. environmental impact in the supply chain
5. stakeholder engagement
6. environmentally friendly camping
7. working time models
8. sustainable corporate buildings
9. water consumption and pollution
10. circular economy and sustainable business models
11. employee participation and involvement
12. equal opportunities for all

13. waste management
14. human rights in the supply chain
15. occupational health and safety
16. environmentally friendly / recyclable materials
17. employee education and training
18. energy-efficient camper
19. energy and emissions in production
20. greenhouse gas emissions in the company
21. social responsibility for employees
22. continuous improvement of economic performance
23. emission-reduced drive systems

SUSTAINABLE DEVELOPMENT GOALS

In 2015, the United Nations adopted 17 Sustainable Development Goals (SDGs) to ensure sustainable global development at the economic, social and environmental level. Central cornerstones include the advancement of economic growth, reducing inequality in living standards, creating equal opportunities and the sustainable management of natural resources that ensures the preservation and resilience of ecosystems. Companies can issue a statement on how their business activities contribute to the achievement of these goals.

As a responsible corporation and internationally operating group, supporting these global development goals is an important milestone for Knaus Tabbert. In a workshop, Knaus Tabbert identified the goals that are directly supported by its business activities.

REPORTING STRUCTURE

The first separate sustainability report of Knaus Tabbert AG complies with the guidelines of the Global Reporting Initiative (GRI), Core option, as a globally recognised basis for comparability and transparency. For each material topic, an overarching goal, boundary, management approach, KPIs and projects have been defined and disclosed in the report. Unless otherwise stated, all information and data in this report relate to all locations, with the exception of trading operations, and cover the

period from 1 January to 31 December.

The sustainability report is updated annually. If you have any questions, please contact Knaus Tabbert directly at sustainability@knaustabbert.de.

The structure of this report follows the material issues presented in the materiality matrix, which are divided into ten fields of action.

Each field of action is represented by:

- **an overarching goal with which it is aligned,**
- **the relevant boundary,**
- **the management approach defining how it is managed internally,**
- **KPIs providing information on the status quo,**
- **SDGs affected by the field of action,**
- **projects to further develop the topic and reach the overarching goal**

FIELDS OF

ACTION.

- 
- 4.1 Occupational health and safety
 - 4.2 Employee training and development
 - 4.3 Social responsibility and equal opportunities
 - 4.4 Human rights in the supply chain
 - 4.5 Greenhouse gas emissions in the company -
Energy and emissions in production
 - 4.6 Waste management
 - 4.7 Environmentally friendly and recyclable materials
 - 4.8 Emission-reduced drive systems
 - 4.9 Energy-efficient recreational vehicles
 - 4.10 Continuous improvement of economic performance

OCCUPATIONAL HEALTH AND SAFETY

We are committed to our employees. Health and safety issues have the utmost priority. We ensure occupational safety and health promotion above and beyond the minimum legal standards - the respective principles and measures are set out in our Quality and Occupational

Safety Policy. The aim is to prevent accidents at work, to protect employees, temporary workers and trainees in the best possible way, and to safeguard and promote their health. We wish to provide all employees with a safe workplace.

Boundary

The field of action covers all areas of the production sites of Knaus Tabbert Group, taking into account both employees and temporary workers.

A hygiene concept was created during the COVID-19 pandemic. News and adjustments are regularly communicated to all individuals working at our sites.

Management approach

We have implemented various programmes and guidelines to provide our employees with a safe working environment and to minimise health risks. Laws, regulations and other guidelines in the area of occupational health and safety provide us with guidance. We are committed to surpassing minimum standards.

All managers are responsible for occupational health and safety, which they optimise on an ongoing basis. They are supported in this by our internal safety officers, the Works Council and external company physicians, safety specialists and fire prevention officers.

The risk assessment stipulated in the German Occupational Health and Safety Act is carried out with the utmost precision, and our employees are given comprehensive training on occupational health and safety. Our entire workforce is expected to be familiar with, and follow, the safety instructions and regulations applicable to them.

We have set up an internal health and safety committee that convenes regularly and inspects the workplaces on site each year to ensure that they are safe and to take preventive action. Should an accident nevertheless occur, we have developed a procedure for occupational accidents and near misses to ensure that the incident is analysed, the cause identified and improvement measures defined.

We proactively attend to the health of all employees through regular examinations by occupational physicians and a well-established occupational health management system.

	2020	2021
Reportable accidents	73	93
Accidents not subject to reporting	50	65
Total days lost	1,430	1,804
Million-working-hour quota	15,81	17,93



Projects: Hazardous substances

The aim of this project is to replace harmful substances with harmless alternatives as much as possible. If exposure to hazardous substances can be eliminated wherever possible, in doing so we will have a positive impact on the health of our employees.

Before a hazardous substance is deployed, a check is made to see if a less hazardous substance could be used instead; the substance is then approved by a safety specialist in our inventory control system. Once the substance has been identified, the safety data sheets are obtained and examined. The process for handling and storing the substance is specified, those responsible are appointed and compliance is checked during the inspections and thus ensured. Operating instructions are available to instruct employees on how to work with hazardous substances in an appropriate manner.

Noise protection

The primary goal of this project is to minimise noise at the point of origin and to advance technical protective measures. By using customised hearing protection, we also aim to increase the comfort of personal protective equipment over and above statutory requirements and to achieve a high level of acceptance. In this way, we are able to keep occupational disorders and the accompanying long-term impairments to a minimum.

Areas in our production facilities affected by noise have been identified and recorded in a noise register. The protective measures required are then defined to suit the areas in question. Hearing protection or other structural measures such as sound-absorbing walls typically have an effect in areas involving chassis assembly, milling machines and metalworking operations for small parts. The provisions for employees with regard to appropriate hearing protection are coordinated and defined in cooperation with the company medical service and management staff. In addition, the company operates an internal



project group on the topic of „noise“. This project has been successfully implemented thanks to the close cooperation between the safety officer, plant management, the maintenance department and the Works Council. When new measures are introduced, they are implemented by the maintenance department in collaboration with the hall managers.

The project is currently being implemented at our production sites in Jandelsbrunn and Mottgers. Nagyoroszi and Schlüsselfeld are set to follow at a later date.

EMPLOYEE TRAINING AND FURTHER EDUCATION

Lifelong learning and an ongoing exchange of experience form the basis for our collaborative development at Knaus Tabbert. We invest in our employees. Education is one of our most valuable assets, which is why we promote and require the

further education of our employees. We create apprenticeships, hold in-house and external training courses and support the further training aspirations of our workforce. All locations offer individual and team-based training.

Through further education, we promote the competences and individual skills of our employees and thus increase their motivation and job satisfaction. This enables us to react optimally to changing conditions, whether legal or technological. Motivating employees to engage in lifelong learning is a key factor contributing to our success as a company in a constantly changing world.

matrix. Seminars are organised through our Human Resources department. The professional training quotas are set annually by the Management Board.

Our Human Resources department is responsible for this field of action.

Every year, we design an attractive training programme with internal and external instructors. Our current focus is on security and data protection, IT user training, technology training, leadership development, communication and health promotion.

From 2022, we will be recording trainings in our ERP system. This will allow for detailed evaluations in the future. The training hours include training and further education for master craftsmen and technicians as well as extra-occupational courses of study.

We invest in young people as our employees of tomorrow. That is why we attach great importance to dual vocational training. Thanks to our training programme with nine apprenticeships and one dual course of study, we are able to recruit qualified specialists for the future and thus actively counteract the shortage of skilled workers.

Our training and further education offers make us an attractive employer in the surrounding regions of our locations.

Boundary

We have considered employees at all production sites. At our locations in Jandelsbrunn, Hungary and Mottgers, we have also included temporary workers. No vocational training is offered at our Hungarian subsidiary as the dual apprenticeship system does not exist there.

Management approach

Managers report the training needs of their staff to Human Resources during budget planning. These are determined either through annual feedback meetings or through changing professional requirements. The qualification needs are recorded in a qualification

	Training quota	
	hours/person	hours/person
Jandelsbrunn	4,1	3,4
Mottgers	2,4	3,8
Schlüsselfeld	0,6	3,3
Nagyoroszi	4,9	4,3
Total	3,7	3,7



Our training quota is calculated by dividing the number of trainees by the number of employees.

- wood mechanic/carpenter
- electronics technician for industrial electrics
- mechatronics engineer
- warehouse logistics specialist
- industrial mechanic

We offer a wide range of apprenticeships which include:

- industrial manager
- industrial manager with a focus on foreign languages
- technical product designer
- IT specialist

Projects:

Training workshop Nagyoroszi

The aim of this project is to ensure and improve the qualifications of new members of staff in the commercial sector. In a training workshop physically separated from production processes, new employees are made familiar with their workplace in a structured onboarding process. For new employees, this process offers security as experienced personnel are available to assist them, allowing them to determine whether the workplace is suitable for them, or whether they may need to look for an alternative. To ensure that the relevant knowledge is conveyed, the requirements of the workplace are collated in a training catalogue.

For Knaus Tabbert, the training workshop is a guarantee for consistent and outstanding quality. We expect the project to lead to a lower fluctuation rate, reduce the need for rework and avoid customer complaints. Moreover, we wish to prepare new employees for their new jobs in the best possible way.

The pilot project is currently being implemented at our subsidiary in Hungary. If successful, it will be gradually rolled out to other production sites.

New vocational training programme for the caravanning industry

We are actively supporting the development of a new, nationally recognised vocational training programme tailored specifically to the requirements of the caravanning industry. The new vocational profession

„chassis and vehicle construction mechanic“ specialising in „caravan and motorhome technology“ is being developed in collaboration with the German Caravanning Industry Association (CIVD), the German Caravanning Trade Association (DCHV) and the German Central Association of Bodywork and Vehicle Technology (ZKF), and will be rolled out throughout Germany. Training is planned to commence in 2023.

The booming caravanning industry is in urgent need of industry-specific specialists to counteract the impending shortage of skilled workers. This applies to both manufacturing and trade. The young people we train will thus gain an attractive qualification for the labour market.

Education quota in %		
2020	2021	
Jandelsbrunn	3,2	2,5
Mottgers	4,4	3,5
Schlüsselfeld	3,1	3,1

SOCIAL RESPONSIBILITY AND EQUAL OPPORTUNITIES

Our employees are the foundation of our business success. Each individual contributes to the success of the company. Diversity and variety are a key element of our corporate group and are always promoted. We are committed to treating all employees without discrimination and to offering equal opportunities irrespective of their origins, skin colour, sexual orientation, age, disability, gender and religious affiliation. We have a zero-tolerance policy on discrimination of this kind.

Boundary

The field of action includes the entire workforce at all production sites of Knaus Tabbert Group, including any temporary workers employed there.

Management approach

To ensure equal treatment, all employees at the production sites are subject to the provisions of the respective collective bargaining and in-house agreements.

In addition, we have developed a job catalogue for blue-collar employees at our sites in Jandelsbrunn and Mottgers. In the white-collar sector, jobs are grouped according to tasks and classified according to the collective agreement. In this way, we wish to ensure that all employees are treated and remunerated equally and fairly, irrespective of gender or origin.

At our Hungarian production site, equal pay according to qualifications is ensured for all employees through a uniform entry-level wage. The jobs are divided into the respective salary groups. The job is assigned to the appropriate salary group after a probationary period and an individual performance-based evaluation by several managers. This ensures transparency of the remuneration system at this site as well.

Furthermore, constructive cooperation and appreciative and regular exchange between the Management Board and the Works Council are important elements of a positive corporate culture. In addition, we have established guidelines at our production sites in Jandelsbrunn and Mottgers to ensure equal recruitment conditions for all employees.

Due to our ethnically diverse workforce, we are committed to promoting internal communication in a variety of languages. In future, we aim to establish a group-wide communication system to be able to send relevant information to staff in their respective languages. The responsibility for the field of action „Social responsibility an equal opportunities“ lies with personnel management.

Number of nationalities	2021
Total	39

Projects: Job catalogue

The aim of the job catalogue was to ensure that employees were paid according to the work performed, irrespective of their gender or origin. This laid the foundation for an equal treatment of all employees.

Each workplace in production is described with the tasks to be performed. Based on the description of the tasks, the jobs are classified into salary groups in the job catalogue. All employees performing these tasks receive identical pay; classification according to salary groups is performed in accordance with the collective agreements. The design of the job catalogue is the joint responsibility of the plant manager and the Works Council. In addition, a wage committee has been established to deal with any objections raised by employees.



2021	Employee category				
Total Knaus Tabbert	Executives	Employees	Trainees	Commercial	Total
Female	19	190	21	611	841
Male	48	349	46	2,343	2,786
Total	67	539	67	2,954	3,627

up to 30 years	3	156	66	785	1,010
30 to 50 years	39	255	1	1,448	1,743
over 50 years	25	128	-	721	874
Total	67	539	67	2,954	3,627

Full-time	64	493	67	2,900	3,524
Part-time	3	46	-	54	103
Unlimited	64	475	-	1,756	2,295
Temporary	3	64	67	1,198	1,332

Based on this project, we may introduce similar procedures in Nagyoroszi and Schlüsselfeld in the future.

The job catalogue is a dynamic project. Technological change and increasing automation in the production environment will give rise to adjustments of workplaces and thus of the demands placed on employees.

Internal communication

The aim of the project is to actively provide all employees with uniform and transparent information on key events and topics within the company. Communication should serve as a tool to create a sense of belonging, to strengthen the intrinsic

motivation of employees and to bind them to the company. The COVID-19 pandemic in particular has demonstrated the importance of internal communication. Furthermore, internal communication should be aligned and synchronised with external information (press, capital market, other media). This will ensure a consistent and coherent flow of communication across the Group. Planning for this project began in 2021 and will in future be coordinated by a central office.

HUMAN RIGHTS IN THE SUPPLY CHAIN

We are pursuing the vision of a responsible, sustainable and transparent supply chain and ensure that our suppliers operate in accordance with the Guiding Principles of the United Nations (UN). We aim not only to comply with legal requirements (German Supply Chain Due Diligence Act as of January 2023 as well as all European requirements), but also to take into due account future sustainability requirements in the supply chain and socio-political developments at an early stage.

We are committed to knowing our suppliers and the working conditions there as well as possible, which is why we rely on the „local principle“ when selecting our direct suppliers, preferably from Germany and Europe. We engage non-European suppliers in exceptional cases only, and audit new suppliers where necessary.

Knaus Tabbert strictly opposes 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 business activities. Knaus Tabbert also explicitly demands this from its suppliers and their supply chains. Applicable labour and health regulations must be observed by suppliers. We have a zero-tolerance policy on discrimination and harassment at the workplace, not only within our company but also at our partners, and take responsibility for our supply chain accordingly.

A supply chain that is stable in all respects is a guarantee for our corporate success and provides the basis for achieving our sustainable growth targets.

Boundary

At the Knaus Tabbert Group, we therefore not only consider our own field of business, but also our direct suppliers.

Management approach

The Knaus Tabbert Group takes sustainable aspects into account in its procurement and supply management. We consider sustainable procurement to be a core topic. This applies in equal measure to the responsible use of critical materials, human rights and to basic ecological and social standards.

In order to create awareness among our suppliers of the due diligence requirements of the Knaus Tabbert Group with regard to human rights, we will develop a group-wide Supplier Code of Conduct to be observed by all suppliers. The purchasing department, which occasionally visits the production facilities of supplier companies, will be responsible for its implementation.

We support our suppliers and encourage them to participate in long-term sustainable change processes and, if necessary, to improve their performance. We focus on integrity, transparency, respect and sustainability in our business relationships.



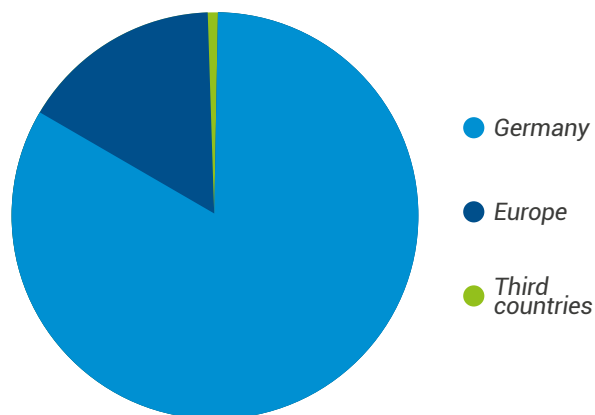
We refer to direct partners from Germany as local suppliers. Our purchasing volume relates to the entire Knaus Tabbert Group, taking the following into account:

- series suppliers
- plant/machine suppliers
- service providers
- suppliers of auxiliary and operating materials
- tool suppliers
- other suppliers

Purchasing volume

Region	2020		2021	
	Volumen in EUR	in %	Volumen in EUR	in %
Germany	525,635,625	84.67%	581,686,301	83.72%
EU	93,642,800	15.08%	110,280,992	15.87%
Third countries	1,521,474	0.25%	2,802,202	0.40%
Total	620,799,898		694,769,495	

Supplier structure 2021



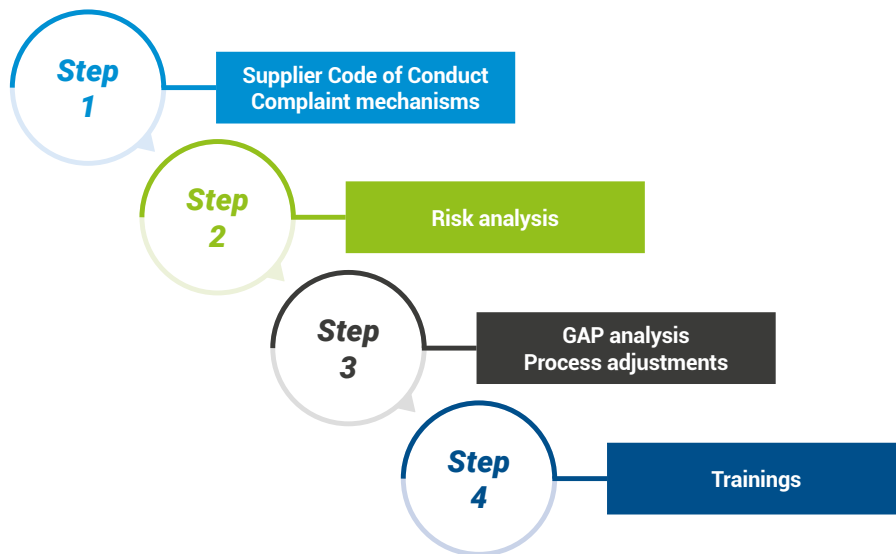
Details on the location of our suppliers:

Country	2020		2021	
	Number	Volume in EUR	Number	Volume in EUR
FR	12	2,058,372	12	2,079,539
AT	26	4,599,136	32	6,812,186
BE	11	12,523,000	8	13,349,752
CH	3	24,453	3	27,159
CZ	6	16,836,598	6	21,227,682
DE	1,451	525,635,625	1,558	581,686,301
DK	3	781,252	3	973,328
Third countries	3	223,121	3	1,003,393
ES	2	22,241	2	54,388
EU	4	2,882,724	5	1,779,911
FI	1	179,201	1	99,132
GB	10	435,781	10	425,419
HU	9	1,055,179	9	1,531,242
IE	2	625,552	2	97,040
IT	46	20,149,818	47	26,384,934
LU	1	23,953	1	11,577
NL	21	14,054,604	20	16,310,979
NO	2	22,323	4	85,290
PL	7	4,984,145	6	3,617,544
SE	4	4,974,011	5	6,722,136
SI	9	4,757,633	11	5,960,290
SK	2	2,677,278	2	3,184,042
TR	2	1,243,482	2	1,328,644
US	2	30,419	2	17,587
Total	1,639	620,799,898	1,754	694,769,495



**Project:
Conception and implementation of the
Supply Chain Due Diligence Act**

We will implement the Supply Chain Due Diligence Act at Knaus Tabbert in several steps.



First project steps launched in spring 2022:

1. Development of a concept and time schedule
We will commission an experienced external service provider to support us in the implementation of the project.
2. Initial stocktaking as part of a risk analysis of the existing supplier structure.
3. Introduction of a complaints procedure. This will be integrated into the existing whistleblower system on our homepage.
Violations of the Code of Conduct or infringements of human rights or environmental obligations in the supply chain can be reported anonymously on the reporting platform.
4. In the further course of the project, continuing the supplier risk analysis will play a major role. The existing Code of Conduct for Suppliers will be adjusted in accordance with further requirements, contracts (standard service volumes, general terms and conditions etc.) will be supplemented and the corporate processes affected will be realigned to comply with the requirements of the Supply Chain Due Diligence Act. For this purpose, we wish to make use of current digital systems that provide appropriate interfaces to databases and other external sources. The new system should go live by the end of 2022 at the latest.

CORPORATE GREENHOUSE GAS EMISSIONS –

ENERGY AND EMISSIONS IN PRODUCTION

The world is in the midst of a climate crisis, and reducing greenhouse gas emissions is the responsibility of each and every one of us. We have taken this to heart, and are doing our utmost to play our part by reducing our greenhouse gas emissions. As a first step, we therefore analysed and calculated our emissions. On this basis, we are currently defining measures for reduction. We strive to continually improve our processes by decreasing the use of raw materials and energy.

Moreover, renewable energies are fundamental to combating climate change. We are therefore looking for ways to increase the share of renewable energies in our overall consumption. In this context, it is worth noting that we are already generating a considerable amount of thermal energy sustainably by burning wood waste at our sites in Jandelsbrunn and Mottgers. We strive to keep our greenhouse gas emissions to a minimum at both the corporate and product level. Furthermore, we intend to offset part of our unavoidable emissions through compensation payments.

Boundary

All production sites are included in this field of action. We are currently focusing on Scope 1 and Scope 2 emissions.

Management approach

Efficient data management is required to optimally steer this field of action. We are currently working on a group-wide system to record and calculate our greenhouse gas emissions on an annual basis. This will also give us an overview of our energy consumption and enable us to evaluate the effectiveness of the reduction measures.

Achieving and implementing our overarching goal successfully requires the close cooperation of various specialist departments. This field of action is the responsibility of the Management Board.

Scope 1 and Scope 2 emissions:

	2020	2021
Scope 1	Volume in t CO_{2e}	Volume in t CO_{2e}
<i>Fossil fuel combustion</i>	1,097	1,297
<i>Fuels from our in-house fleet</i>	1,020	1,082
<i>Coolants</i>	-	-
Sum	2,117	2,379

Scope 2	Volume in t CO_{2e}	Volume in t CO_{2e}
<i>Power consumption</i>	3,787	4,348
<i>District heating</i>	-	-
Sum	3,787	4,348

Total	Volume in t CO_{2e}	Volume in t CO_{2e}
Sum	5,904	6,727



**Projects:
Hall 20 in Jandelsbrunn**

In the future, Knaus Tabbert will focus on energy efficiency and the use of renewable energies when constructing new buildings and production halls. At our production site in Jandelsbrunn, we are currently completing a new production hall. For the construction itself, we carefully studied various options that would be as sustainable as possible.

In the planning phase, we were guided by the „Efficient Building 55“ standard. The concept, which also includes the installation of a 700 KWp PV system, was verified by an independent, certified energy consultant. After completion, the implementation will be checked and reconfirmed. Funding for this project was applied for and approved.

Engineering at Knaus Tabbert is responsible for the project which is being implemented in close coordination with the production, logistics and maintenance departments. Construction commenced in October 2021 and completion is planned for the beginning of 2023.

Improving energy efficiency in existing buildings at all locations

New building projects at Knaus Tabbert are assessed for their energy efficiency. In the case of existing company buildings, we are committed to improving energy efficiency. To this end, various possibilities are identified and successively implemented, which will enable us in future to reduce our greenhouse gas emissions.

An overview of the measures to improve the energy efficiency of existing buildings is provided below:

Mottgers

The hall roofs at our production site in Mottgers were renovated in order to improve their insulating capacity. The lighting is also being gradually converted to LED. The heating system was modernised to reduce the electricity consumption of the pumps. In addition, we have set the following goals with a corresponding time frame:

- further measures for thermally insulating the buildings (last phase roofs, windows)
- heat recovery through extraction
- new electrostatic filter for the heating system
- transition to 95 % LED lighting





Nagyoroszi

In our production facility in Hungary, we are also converting the lighting to LED. Furthermore, two new energy-efficient compressors were purchased, which yield energy savings of approximately 25 % compared to the old units, which now serve as a reserve.



We have set further goals as follows:

- transition to 100% LED lighting
- central vacuum extraction of nesting units and heat recirculation
- modernisation of the old heating system

Schlüsselfeld

The roofs of the production halls at the Schlüsselfeld site were inspected for their insulating capacity. At present, they do not require any refurbishment. All buildings constructed after 2016, and thus 75 %, are already equipped with LED lighting. The remaining buildings will now be gradually converted likewise.

We have set further goals as follows:

- transition to 100 % LED lighting
- A heating concept based on renewable energies is being investigated for the planned plant expansion.

Jandelsbrunn

The proportion of LED lighting in Jandelsbrunn is already 75 %.



We have set further goals as follows:

- gradual transition to 100 % LED lighting
- expansion / modernisation / upgrading of the boiler house



COMPENSATION OF THE CO₂-EMISSIONS OF KNAUS TABBERT GROUP

Parallel to the avoidance and reduction of greenhouse gas emissions at Knaus Tabbert, we also support certified offset projects to compensate for currently unavoidable emissions. In addition to ecological aspects, social and economic aspects are always taken into account in the selection process, and projects certified to the Gold Standard are chosen. The greenhouse gas emissions incurred in 2021 in Scope 1 and 2 were offset and decommissioned by emission rights to the climate protection projects listed. and decommissioned.

To reduce CO₂ and counteract the rapid deforestation in Madagascar, myclimate is supporting the production and supports the production and distribution of efficient stoves and climate-friendly solar stoves. The sensitization of school classes about environmental protection and climate-friendly climate-friendly cooking as well as the reforestation of two trees per sold stoves sold are additional features of this project.

Since 2002, the Swiss-Madagascan organization ADES (Association pour le Développement de l'Énergie Solaire) has been producing solar stoves in sunny Madagascar and selling them to the local population at a reduced price. Since 2010, ADES has also been distributing energy-saving stoves so that people can also cook in a resource-saving way when the sun is not shining. Currently, the stove portfolio consists of various models for private households, restaurants, company canteens, street kitchens and social institutions such as schools, homes and hospitals. ADES operates various production and sales centers to reach people in different regions. In the meantime, three camions have been deployed as mobile promo and information centers in predominantly rural in predominantly rural areas in the north of Madagascar. Since 2021, the remote Sava region in northern Madagascar has been north of Madagascar. It is known as a world center for the cultivation of vanilla. Since overland transport to the region is very inconvenient, the cookers are very cumbersome, the stoves are transported by sea from from Tamatave to Antalaha and Vohémar, and from there they are and from there they are distributed in the region by one of the three distributed in the region by one of the three vehicles. ADES continuously carries out various events to educate the population on environmental and health protection health

protection, healthy nutrition and wood-saving cooking. Through an innovative environmental education program, ADES teaches school children and their teachers about local flora and fauna and motivates them to behave in an environmentally responsible manner.

The spread of energy-saving and solar stoves effectively counteracts the rapidly advancing deforestation in Madagascar, as the efficient stoves halve the consumption of firewood or charcoal and the solar stoves do not require any firewood at all. This allows people to make significant financial savings and reduces the time time required to collect wood and maintain the of the cooking fire. Emission-free solar cooking or low-smoke cooking with energy-saving stoves protects especially the health of women and children, who spend most of their time near the cooking poorly ventilated rooms. In addition project plants two tree seedlings for every two tree seedlings are planted.



Nine locally made stove models are available. Photo: ADES



“ I HAVE PLANTED MORE THAN 6,000 TREES IN THE LAST FIVE YEARS. THAT MAKES ME PROUD. ”



Benjamin Rakotvaomanana finishing a clay firing chamber of an energy-saving stove for schools. Photo: Angela Zimmermann

Rasoha, Association Samovo
(Partner NGO Voiala)

Solar stoves are ideally suited for the preparation of traditional Malagasy dishes such as rice, corn, cassava, fish scale or chicken. However, their use requires a change in cooking habits. To ensure the proper use and handling of the solar stoves, ADES carefully trains the users and accompanies them for several months. Since the beginning of 2017, the clay combustion chambers are no longer fired with firewood, but with more climate-friendly Artemisia briquettes. These one-meter-long, 10-kilogram briquettes are obtained from plant residues produced during the extraction of active ingredients for anti-malaria drugs from the Artemisia plant. Together with the introduction of semi-industrial production, the efficient stoves can now be produced not only in a more environmentally friendly way, but also more efficiently and in better quality. quality.



100,000
Students and Teachers sensitized



1,6 Mio.
People benefit



550,000
Trees planted

WASTE MANAGEMENT

In order to protect the environment and its finite resources, Knaus Tabbert is focused on improving resource efficiency and avoiding waste in production. In addition, we strive to recycle as many reusable materials as possible. We view waste as a resource and not as something that pollutes the environment. We promote the circular economy and strive to reduce not only the quantity but also the harmfulness of the waste generated. Local statutory requirements provide us with the framework for implementing our waste policy. We are committed to making a contribution that exceeds the minimum legal standards.

Boundary

In this field of action, we are concerned with the waste generated at our production sites and do not currently address the waste management of our suppliers and dealers.

Jandelsbrunn and Mottgers, we ensure that the wood waste that accumulates is used in production to supply heat, and at the same time we reduce our own consumption of fossil fuels.

Management approach

Waste generation at all sites is registered and then separated, collected and disposed of according to the type of waste in compliance with local requirements. To improve the recycling process, waste generation is classified and measures to reduce waste are identified throughout the company. We focus on avoiding waste and correctly recycling the waste that we cannot avoid. The most efficient and environmentally friendly recycling method is defined for each type of waste. Thanks to our wood incineration plants in

We make a significant contribution to protecting the environment by adopting production processes that are environmentally friendly and conserve resources. This field of action is firmly anchored through the Management Board and all company executives and their employees. In addition, each production site has its own waste management officer, and waste disposal is undertaken by approved specialist companies.

	Amount of waste in tons	
	2020	2021
<i>dangerous</i>	61	92
<i>Not dangerous</i>	5,940	6,586
Total	6,001	6,677

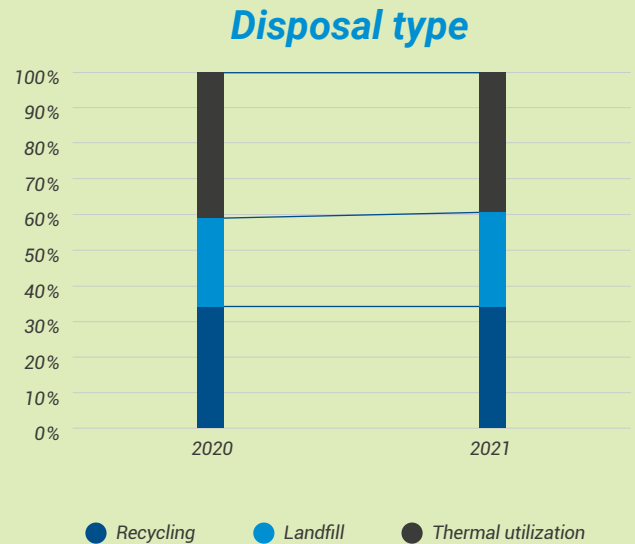
	Type of disposal in percent	
	2020	2021
<i>Recycling</i>	34%	34%
<i>Landfill</i>	25%	27%
<i>Thermal utilization</i>	41%	39%

Projects:
Reduction of cardboard packaging

The aim of this project is to further reduce the waste generated in production. In the first phase, we are concentrating on reducing the quantities of cardboard packaging at the Jandelsbrunn site. The project is being implemented by an internal project team consisting of plant management, production management, logistics management and waste management officers in cooperation with external partners, and is already showing the first signs of success. In 2021, 7.5 tons of cardboard packaging were eliminated. The project is now being extended to the other production sites.

Avoiding commercial waste

Another pilot project for reducing waste at the Jandelsbrunn production site is the reduction of commercial waste. The volume of waste has already been reduced by means of a continuous improvement process in body manufacture. We are currently still optimising the material allowance of the GFRP roofs. The efforts made so far have led to an annual reduction in commercial waste of 9 tons. The project team consists of plant management, production management, process optimisation experts and waste management officers.



ECO-FRIENDLY AND RECYCLABLE MATERIALS

The responsible use of materials for the production of our recreational vehicles is a high priority at Knaus Tabbert. Our vision is based on the idea of developing recreational vehicles that are future-orientated and sustainable in every respect.

Starting at the design stage, great importance is attached to keeping the use of materials as low as possible (minimal material design).

We define materials as eco-friendly if they are made from renewable resources, or if they are gentle on the environment due to their longevity or recyclability. Through the use of state-of-the-art technologies in production, we have succeeded in keeping material waste to a minimum. In close cooperation with our suppliers, we are able to return production residues made of recyclable materials such as plastic or aluminium. This enables us to maintain these materials in the value chain and thus contribute to the circular economy.

Moreover, ensuring the longest possible service life of motorhomes is expedient in terms of environmental protection. With this in mind - caravans reach an average life of approximately 13 years according to the CIVD Annual Report 2020/2021 - we are making an active contribution to reducing the impact on the environment.

Boundary

This field of action includes semi-finished products, i.e. prefabricated raw material and workpieces or the simplest semi-finished products made of a single material, in a basic and geometric form.

In contrast, so-called catalogue parts such as air conditioning systems, refrigerators, etc. are not considered for the time being.

Management approach

Multidisciplinary teams are involved in the product development process, contributing to the careful selection of materials from research and development to design, production, quality management and strategic purchasing. Environmental aspects play a significant role throughout and are among the decisive criteria.

Total weight (in kg) of materials used in the manufacture of our products::	2020	2021
<i>Non-renewable materials</i>	19,449,176	24,273,108
<i>Renewable materials</i>	14,314,192	21,490,251

* without Morelo



Projects: Increased use of lightweight construction technologies

The advantages of lightweight construction technologies are weight savings and the resulting reduction in the fuel consumption of vehicles. Furthermore, they broaden the possible applications of electromobility in the industry. The use of lightweight materials also increases the attractiveness of recreational vehicles thanks to increased design freedom in the interior.

Due to its complexity, the overarching „lightweight construction“ project was divided into several subprojects. One such example is lightweight furniture construction, which is aimed at replacing plywood panels with lightweight panels made of wood composites. The insights gained from this project to date have been instrumental in ensuring that 100 % of the furniture fronts in our Knaus Sport and Knaus Südwind caravans now consist of lightweight panels.

Furthermore, we have been able to equip 60 % of the furniture in the sanitary area of the Knaus Südwind and in the kitchen area of Knaus Sport with lightweight panels. These have also found their way into the furniture fronts of our motorhomes, and can be found in up to 90 % of the furniture fronts of the Weinsberg CaraCore, for instance. The promising results of this project and the positive customer feedback have motivated us to equip other recreational vehicles with these lightweight panels. This suggests a continuation of the project, in which our experts from various departments (such as Research and Development, Design, Production, Quality Management, and also the Management Board) will be investigating the further possibilities, but also the limits, of this topic and contributing to a timely and smooth implementation.

As active members of the German Interest Group for Lightweight Construction (Interessengemeinschaft Leichtbau e. V.), we participate in the dissemination of knowledge in the field of lightweight construction for the general public. This includes events such as the „Lightweight Construction Day“ on 22 September 2021, which was jointly organised by Knaus Tabbert and key partners from industry and science.

With regard to the eco-conscious use of resources, the aim is to realise chassis with minimum material input without impairing their technical properties. The knowledge gained from this project has already been implemented in almost all models of the Weinsberg brand.



EMISSION-REDUCED DRIVE SYSTEMS

Approximately one quarter of all greenhouse gas emissions in Europe are generated on the road. We are committed to the European climate targets by conviction and consider it our mission and responsibility to reduce the CO2 emissions of our vehicles through technical innovations. Our aim is to keep emissions of our vehicles to a minimum when travelling to your holiday destination and to comply with the legal requirements of the individual target markets. We consider ourselves pioneers in the development of new technologies as alternatives to the internal combustion engine. To this end, we are working intensively at all levels to make our vehicles more environmentally and climate-friendly while meeting the highest quality standards.

Boundary

We wish to focus on the direct emissions generated by our vehicles while travelling to a holiday destination. We have not included caravans in the analysis.

Management approach

The Technology and Concept Development team was set up at Knaus Tabbert back in 2015. This team of highly specialised experts is an extension of the Predevelopment department with the aim of evaluating forward-looking concepts and technologies.

Various projects and concepts have been developed for this field of action. The team regularly presents these to the Management Board in project meetings while drafting the corresponding decision papers. This field of action is the responsibility of the Management Board.

KPIs:

Due to their increased relevance, we defined the CO2 emissions of our new vehicle fleet as a significant non-financial performance indicator for the first time in the reporting year 2020. We apply the WLTP (Worldwide Harmonised Light Vehicles Test Procedure) to measure the emissions of our fleet. The average value calculated for 2021 has fallen by 3 % compared to the

consumption value of the previous year, which was also calculated according to WLTP.

In 2022, we expect our average fuel consumption, calculated according to WLTP, to decrease further compared to previous years.

Projects: Electric motorhome with range extender

Our goal is to launch a motorhome with a minimum range of 600 km and an EV number plate, which will allow access to low-emission zones. We wish to achieve this by means of an electric motorhome with a range extender.

A range extender is a power unit that extends the range of a vehicle. With empty batteries, electrical energy is provided by a generator. This compensates for the disadvantage of lower ranges of electric vehicles compared to conventional vehicles, and avoids long charging times.

In cooperation with an external partner, we are conducting intensive research on this technology with the aim of bringing a series vehicle to the market.



ENERGY-EFFICIENT RECREATIONAL VEHICLES

Energy efficiency, not only in the production of recreational vehicles, but also in their subsequent use and thus their entire life cycle, is more than just a buzzword. Energy efficiency is an essential criterion for our customers when selecting a product, and is therefore an essential and elementary aspect of product development.

Starting with the design of new vehicle generations, we need to consider more than just their functionality and design. Looking at the energy consumption during vehicle use is at least as important. Current energy losses must be significantly reduced.

An important goal is to reduce the variety of different primary energy systems by combining and standardising them. This will allow energy use to be optimised without compromising on comfort or vehicle functions. As a side effect, the number of technical components installed can be reduced. This is sensible both from an ecological and an economic point of view.

Our vision is to create a vehicle that generates the energy required for operation and use from regenerative sources wherever possible, or draws energy from external regenerative sources.

Boundary

The focus is on processes and methods, but also on technologies which facilitate the increased use of renewable energies.

We consider technologies that contribute significantly to energy savings in the recreational vehicle industry. In this field of action, we specifically focus on vehicles that will be produced in the future.

Existing technologies and concepts that currently offer no potential for a significant improvement in energy efficiency are not included in the analysis.

Management approach

Independently of the current variety of brands and models, it is important to consistently achieve maximum energy efficiency in recreational vehicles. High energy efficiency is not only important from the perspective of our customers, but also across all product categories. More energy-efficient recreational vehicles are also relevant to society as a whole. By setting comparatively high standards, we can make this form of holidaying even more attractive in the future.

For this purpose, internal key figures are used as well as market analyses and other information. The responsibility for this field of action lies with our Technology and Concept Development team in close coordination with the Management Board and other management levels.

KPIs:

Energy requirements of technical components
The use of LED lighting in recreational vehicles results in energy savings of 65 % for lighting.

Since the ventilation openings and vents can be reduced in gas-free campers, the volume to be heated is reduced by 4 %.



Projects: Gasless camping vehicle

Historically, different energy systems were used in recreational vehicles. At the very beginning, gas-powered devices such as cookers, heaters and also lights were frequently used. These were then replaced by electric technology (voltage network 12 V / 230 V). Concentrating on one energy source (e.g. electricity) reduces the technical complexity, allows for new components and is relatively energy-efficient in combination with new technologies (e.g. recuperator or heat pump technology etc.).

The first vehicles are currently being developed to ensure that gas components are no longer used, or are only installed at the customer's request. Appliances that were previously gas-powered are being replaced by electrical appliances. Large consumers such as heating or air conditioning systems are being combined and thus optimised in terms of consumption. This development is affecting numerous departments as it requires production steps to be reorganised (e.g. other installations) and new design principles to be incorporated. Consequently, almost all departments are involved, from Quality Assurance, Development and Construction to Purchasing. Finally, communication with customers should not be overlooked. Innovations call for a comprehensible, customer-oriented information policy.

The first models (E.Power Selection) have been placed on the market. A conversion and visibly improved electrification of our vehicles is being driven forward. With new drive systems (e.g. e-support in caravans, electrically powered motorhomes), we are preparing storage systems that will offer significantly improved functionality and enable a high degree of self-sufficiency in the future.

Developing an air-conditioning system for vehicles that is suitable for use in winter will be a central task for the future. So far, this has been accompanied by high energy consumption.



These issues cannot be tackled by internal measures alone. Partnerships and technically approved components are required in this context. The goal is to convert entire model series between 2023 and 2025. The use of enhanced novel technologies is also expected to boost innovation in our industry.

Recuperation: an engine is transformed into a generator

The comparatively poor efficiency of today's drive systems and the ensuing large input of primary energy can be noticeably reduced by clean and self-generated energy (recuperation + energy recovery).

A conceptual design was developed jointly with a partner to meet the requirements thus defined and to serve as a system carrier for important initial findings. Currently, preliminary tests are being carried out with the aim of optimising components for forthcoming prototypes.

CONTINUOUS IMPROVEMENT OF ECONOMIC PERFORMANCE

As a listed company, we strive to meet our corporate economic objectives (revenue, growth and liquidity). Moreover, we wish to take ecological and social aspects into account in our decisions. This is reflected in the linking of 40% of short-term board bonuses to ESG criteria. In this field of action, we are creating the basis for thinking about sustainable and financial factors together.

E (Environmental)	S (Social)	G (Governance)
Climate change CO ₂ footprint Emission-reduced drives Climate risk management	Human Capital Diversity & equal opportunities Education and training Occupational health & safety	Corporate Governance Transparency and communication Sustainable culture of innovation Executive Board compensation
Resource efficiency Lightweight construction Energy-efficient products Circular economy	Supply chain Transparency Partnership Human rights	Corporate Conduct Code of Conduct Anti-corruption internal control system
Waste Environmental management system Environmentally friendly materials Packaging	Stakeholder Management Internal Stakeholders External Stakeholders Society	Finance & Controlling Sustainable Finance ESG Rating Sustainability Controlling

To this end, we have developed our first Knaus Tabbert ESG Framework, which is to be developed further on an ongoing basis in line with our understanding of sustainable processes. We have reported on individual aspects of this framework in this sustainability report. In particular, we wish to involve employees, suppliers, dealers and customers to develop a common understanding of sustainability. We are planning to hold training sessions for our managers at all locations in spring/summer 2022 on the fields of action of this sustainability report.

Boundary

We have considered all of Knaus Tabbert's production sites and dealerships.

Management approach

Our profit and loss statements, balance sheets and cash flow statements provide the basis for managing our economic stability. In the future, we intend

to record non-financial key figures as part of our sustainability controlling in an ESG cockpit (reporting tool still to be developed).

The foundation for our governance system is our compliance management, risk management and our internal control system (ICS). The internal audit department fulfils an important monitoring and control function in this regard. When making business decisions, we consider environmental and social criteria in addition to financial aspects.

We understand sustainability as practised corporate responsibility. For this reason, 40 % of the Management Board bonuses under the Short Term Incentive Plan (STIP) have been tied to ESG criteria since 2021. The STIP governs the annual variable remuneration of the Management Board members.

Responsibility for the field of action „Continuous improvement of economic performance“ lies with the finance department.

KPIs: Profit and loss account

TEUR	2020	2021
Sales	794,591	862,620
<i>thereof premium segment</i>	687,302	740,573
<i>thereof luxury segment</i>	107,289	122,047
Changes in inventories	4,364	19,083
Other own work capitalized	4,144	4,448
Other operating income	3,045	3,103
Total output	806,143	889,254
Cost of materials	-558,054	-624,918
Gross profit	248,089	264,336
Gross profit ratio (sales)	31,22	30,64
Personnel expenses	-111,393	-127,264
Other operating expenses	-70,691	-77,628
EBITDA	66,005	59,444
Depreciation	-19,445	-21,059
EBIT	46,560	38,385
Interest income	91	91
Interest expense	-2,573	-1,510
EBT	44,077	36,966
Taxes	-12,751	-11,062
Net result	31,327	25,904
Other results	-558	-304
Overall result	30,769	25,600
Donations	-20,65	-55,35

Segment sales - by product group

In TEUR	2020	2021
Caravan	207,949	240,344
Motorhomes	393,525	396,776
Box van	169,958	199,769
Aftersales/Other	23,159	25,731
Total	794,591	862,620

Segment sales - by region

In TEUR	2020	2021
Germany	571,174	588,624
Europe	211,564	270,757
Rest of the world	11,853	3,239
Total	794,591	862,620

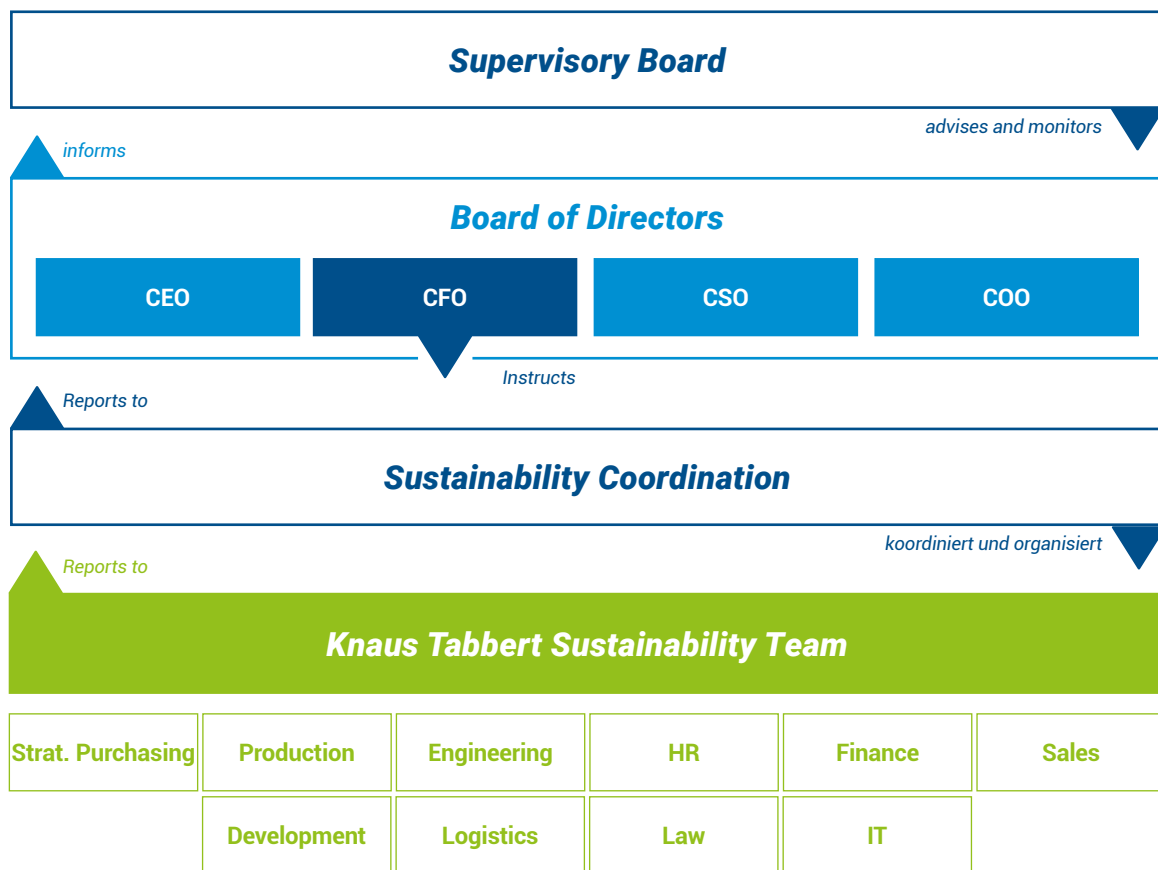
**Projects:
Non-financial factors in investments**

Investment decisions bind corporate capital for long-term success and, in addition to economic aspects, also have a significant influence on non-financial factors. If investments are not evaluated according to sustainability criteria, there is only limited scope for improving sustainability in ongoing operational management. Adequate investment controlling is therefore of great importance for the development of sustainability in our company. We are aware of this significance. For this reason, we wish to carry out a separate sustainability assessment in addition to financial investment appraisals in the

future. Financial and non-financial investment factors will in future be subject to a scoring model (cost-benefit analysis), with an integration of the factors into our ERP investment module.

Establishment of structured sustainability controlling

Sustainability is structurally anchored at the level of the CFO of the Knaus Tabbert Group. The interdisciplinary sustainability team comprises employees from various departments. In 2022, the new function of sustainability coordination will also be created.



The interdisciplinary sustainability team was formed after a kick-off workshop in June 2021. It is composed of employees from various departments. With external support, relevant sustainability indicators were created for each field of action, and projects to improve the indicators were defined. All underlying documents of the as-is analysis are centrally collected in a data room

and accessible to all team members. In 2022, the team will meet quarterly and discuss actual KPIs and project progress. This will ensure that the sustainability strategy is also implemented operationally.

EU taxonomy

The EU taxonomy is a classification system developed by the EU to identify environmentally sustainable economic activities. It is designed to enable enterprises, financial market actors and governments to assess the ecological contribution of their economic activities. The EU taxonomy is intended to help steer financial streams towards sustainable use.

At present, the taxonomy is limited in scope to „climate change mitigation“ and „climate change adaptation“. In the course of 2022, it is to be expanded to include the environmental topics of „sustainable use and protection of water and marine resources“, „transition to a circular economy“, „pollution prevention and control“ and „protection and restoration of biodiversity and ecosystems“. A social taxonomy is also planned for 2022.

For the reporting year 2021, disclosures therefore relate to the first two objectives, „climate change mitigation“ and „climate change adaptation“. For these objectives, initially only those economic activities that are eligible for inclusion in the taxonomy have to be identified and their shares in total revenue and in investment and operating expenditure reported according to an exemption granted by the EU. Economic activities that are eligible for inclusion in the taxonomy are those that are defined and described in the delegated acts as they are relevant to the aforementioned environmental objectives. Total revenue equals the figure reported in the profit and loss statement for the respective financial year. Total

investment expenditure is defined as the sum of gross additions to tangible and intangible fixed assets in the reporting year. Acquired goodwill is not taken into account. Total operating expenses include all direct, non-capitalised costs in connection with research & development, renovation measures, short-term leases as well as maintenance, servicing and repair.

Starting in the 2022 financial year, the economic activities identified must also be checked for conformity with the taxonomy. Here, the so-called technical screening criteria must be taken into account, which consist of three components: Firstly, activities must make a significant contribution to one of the environmental objectives stated. Secondly, they must not cause significant harm to another environmental objective (do not 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 Labour Standards and the International Bill of Human Rights).

Revenues, investments and operating expenses of Knaus Tabbert AG in the 2021 financial year that are eligible for inclusion in the taxonomy:

CONVERSION SOLUTIONS	in TEUR	in %
Taxonomy-eligible activities	593,714	68.8
Activities not subject to taxonomy	268,906	31.2

CAPITAL EXPENDITURES	in TEUR	in %
Taxonomy-eligible activities	35,840	68.8
Activities not subject to taxonomy	16,233	31.2

OPERATING EXPENSES	in TEUR	in %
Taxonomy-eligible activities	6,515	100
Activities not subject to taxonomy	0	0

APPENDI



**RESULTS OF
THE STAKEHOLDER
DIALOGUE**

Stakeholder	Employees
Objectives	Identify and validate potential material topics Raise awareness of the topic of sustainability Clearly demonstrate the importance of this topic for the future of the company Build motivation
Method	Questionnaire via online software
Results	<ul style="list-style-type: none"> • The most important issue for employees: <i>Occupational health and safety</i> • For the majority of our employees, the topic of sustainability is of great personal importance. • Knaus Tabbert's commitment to social, economic and environmental sustainability is already rated quite positively. • Sustainability is a significant factor in day-to-day work.

Stakeholder	Dealers
Objectives	Identify and validate potential material topics Raise awareness of the topic of sustainability Clearly demonstrate the importance of this topic for the future of the company Build motivation Dealers' opinion on customers and the importance of sustainability
Method	Questionnaire via online software
Results	<ul style="list-style-type: none"> • The most important issues for dealers: <i>Social responsibility towards employees; Training and further education of employees</i> • The topic of sustainability is personally considered important. • 2/3 of the dealers surveyed consider sustainability to be important to customers. • Knaus Tabbert's commitment to social, economic and environmental sustainability is already rated positively.

Stakeholder	Suppliers
Objectives	Identify and validate potential material topics Suppliers' understanding of the topic of sustainability
Method	Questionnaire via online software
Results	<ul style="list-style-type: none"> • The most important issues for suppliers: <i>Occupational health and safety; Human rights in the supply chain; Social responsibility towards employees; Eco-friendly/recyclable materials; Water consumption and pollution; Training and further education of employees</i> • Knaus Tabbert's commitment to social, economic and environmental sustainability is already rated positively. • The significance of sustainability is very high. Most suppliers have their own sustainability strategy and can provide various certifications or other evidence.

Stakeholder	End customers
<i>Objectives</i>	Identify and validate potential material topics Raise awareness of the topic of sustainability
<i>Method</i>	Questionnaire via online software
<i>Results</i>	<ul style="list-style-type: none"> • The most important issues for end customers: <i>Occupational health and safety; Water consumption and pollution; Social responsibility towards employees</i> • Sustainability is of great personal importance to our end customers and also plays an important role in their everyday lives. • Knaus Tabbert's commitment to social, economic and environmental sustainability is already rated positively.

Stakeholder	Supervisory Board
<i>Objectives</i>	Identify and validate potential material topics Increase awareness and accountability for the topic of sustainability within the Supervisory Board
<i>Method</i>	Interview and questionnaire via online software
<i>Results</i>	<ul style="list-style-type: none"> • The most important issues for the Supervisory Board: <i>Occupational health and safety; Social responsibility towards employees; Continuous improvement of economic performance</i> • Sustainability is of great personal importance to the members of the Supervisory Board surveyed. • Knaus Tabbert's commitment to social, economic and environmental sustainability is already rated positively.

Stakeholder	Banks and insurance companies
<i>Objectives</i>	Identify and validate potential material topics Signalling on the part of Knaus Tabbert that the company is actively addressing the topic of sustainability
<i>Method</i>	Interview or questionnaire via online software
<i>Results</i>	<ul style="list-style-type: none"> • The most important issue for banks and insurance companies: <i>Continuous improvement of economic performance</i> • Sustainability plays an important role in the allocation of financial resources and has an influence on conditions and covenants. • Green financial products are deemed important, as is the topic of sustainability for the entire company.

Stakeholder	Investors
<i>Objectives</i>	Identify and validate potential material topics Signalling on the part of Knaus Tabbert that the company is actively addressing the topic of sustainability
<i>Method</i>	Interview or questionnaire via online software
<i>Results</i>	<ul style="list-style-type: none"> The most important issue for investors: <i>Continuous improvement of economic performance; Environmental impacts in the supply chain; Social responsibility towards employees</i> Sustainability plays an important role in investment decisions and is one of the relevant criteria.

Material topic	Explanation
Eco-friendly / recyclable materials	recyclable, low-pollution materials
Environmental impacts in the supply chain	transport, sustainability certification of our suppliers and service providers
Corporate greenhouse gas emissions	calculation and reduction of greenhouse gases
Sustainable company buildings	optimised buildings, use of sustainable building materials, energy-efficient construction and interior design
Energy and emissions in production	measuring emissions at production level and energy efficiency / renewable energies
Climate neutrality of the company	compensation for greenhouse gases
Emission-reduced drive systems	emission-reduced motorhomes (e.g. electromobility)
Environmentally friendly camping	cooperation with camping grounds / campsites with regard to sustainability
Energy-efficient camper	production of energy-efficient motorhomes and caravans and use of renewable energy; use of energy-efficient fixtures and fittings
Biodiversity	protection of biodiversity, creation of compensation areas
Waste management	avoidance and reduction of waste along the value chain, recycling
Water consumption and pollution	optimisation of water consumption and pollution prevention during production
Stakeholder engagement	cooperation with stakeholders on sustainability issues
Equal opportunities for all	equal opportunities for all business partners and employees (promotion of diversity and inclusion)

Material topic	Explanation
Employee training and further education	personal development, continuous learning, paid professional training
Social responsibility towards employees	fair payment, long-term cooperation, employee protection
Working time models	flexible working hours, mobile work, job sharing, trust-based working hours
Employee participation and co-determination	flat hierarchies, suggestion system, active participation, involvement in decisions
Occupational health and safety	occupational health management, occupational safety, risk assessment
Human rights in the supply chain	situation with regard to human rights at suppliers (equal opportunities, child labour, payment, discrimination...)
Social commitment	sponsoring social projects
Continuous improvement of economic performance	stable economic partnership, balancing economic, environmental and social criteria
Circular economy and sustainable business models	new business models, taking into account circular value streams (e.g. sharing economy, digitisation)

GRI INDEX			
GRI Standard	Indication	Page no.	Comments
102-1	Name of the organization	6	Knaus Tabbert AG
102-2	Activities, brands, products and services	10-14	
102-3	Headquarters of the organization	10	Helmut-Knaus-Str. 1, 94118 Jandelsbrunn, Germany
102-4	Operating sites	10-12	
102-5	Ownership and legal form	10-11	
102-6	Markets supplied	10-15	
102-7	Size of the organization	10-11; 27; 29-30	
102-8	Information on employees and other employees	27	headcount; figures refer to Knaus Tabbert AG including the trading companies; managers are members of the Executive Board, authorised signatories and department heads. department heads; deviations from the annual report 2021 result from the counting of interns and temporary staff.
102-9	Supply chain	13-14	
102-10	Significant changes in the organization and its supply chain	not applicable	first separate sustainability report
102-11	Precautionary approach or precautionary principle	15	
102-14	Statement by the chief operating decision maker	4-5	
102-15	Significant impacts, risks and opportunities	16-19	
102-16	Values, principles, standards and Standards of Conduct	8-9; 15	
102-18	Governance structure	14; 49	
102-19	Delegation of authority	14; 49	
102-20	Board-level responsibility for economic, environmental and social issues	14; 49	
102-21	Dialog with stakeholders on economic, environmental and social issues	17; 52-55	
102-40	List of stakeholder groups	17; 52-55	
102-41	Collective bargaining agreements	27	
102-42	Stakeholder identification and selection	16-17; 52-55	
102-43	Approach to stakeholder engagement	16-17; 52-55	
102-44	Key issues and concerns raised	16-18	
102-45	Entities included in the consolidated financial statements	19	
102-46	Procedure for determining the content of the report and delineation of topics	19	
102-47	List of significant topics	18; 54-55	
102-48	Redisplay of information	not relevant	first separate sustainability report
102-49	Changes in reporting	not relevant	first separate sustainability report
102-50	Reporting period	19	01.01.2021-31.12.2021
102-51	Date of last report	not relevant	first separate sustainability report; Publication date: April 2022
102-52	Reporting cycle	19	annual
102-53	Contact for questions about the report	19	sustainability@knaustabbert.de
102-54	Declaration on reporting in accordance with the GRI Standards	19	
102-55	GRI content index	56-57	
102-56	External test	Not relevant	

103-1	Explanation of the main topic and its delimitation	22; 24; 26; 28; 32; 38; 40; 42; 44; 46	
103-2	The management approach and its components	22; 24; 26; 28; 32; 38; 40; 42; 44; 46	
103-3	Assessment of the management approach	22; 24; 26; 28; 32; 38; 40; 42; 44; 46	
201-1	Directly generated and distributed economic value	47	
301-1	Materials used by weight or volume	40	At present, the data only refer to semi-finished products; the production facility in Schlüsselfeld is not taken into account
305-1	Direct GHG emissions (Scope 1)	32	Natural gas consumption at our production facility in Schlüsselfeld was estimated for 2021; the calculation is based on the Greenhouse Gas Protocol; consumption was multiplied by the multiplied by the corresponding emission factors; the selected emission factors were taken from the Ecoinvent database (version 3.5) and also take also take into account the upstream chain; site-specific method; there are minor deviations from the the 2020 report. This is due to the adapted calculation method and the supplemented data on Fuels.
305-2	Indirect energy-related THG emissions (Scope 2)	32	Electricity consumption of our production plant in Jandelsbrunn were estimated from September - December 2021; the calculation is based on the Greenhouse Gas Protocol; the consumption was multiplied by the corresponding emission factors; emission factors are derived from the data of the electricity supplier; market-based method; There are minor deviations from the 2020 report. This is due to the adjusted calculation method.
306-1	Waste generated and significant waste-related Impacts	38-39	
306-2	Management of significant waste-related Impacts	38-39	
306-3	Waste generated	38-39	Deviations from the Sustainability Report 2020 are due to the adapted data collection system according to GRI guidelines.
306-4	Waste diverted from disposal	38-39	Deviations from the Sustainability Report 2020 are due to the adapted data collection system according to GRI guidelines.
306-5	Waste diverted to disposal	38-39	Deviations from the Sustainability Report 2020 are due to the adapted data collection system according to GRI guidelines.
403-1	Occupational health and safety management system	22-23	
403-2	Hazard identification, risk assessment and investigation of incidents	22-23	
403-3	Occupational health services	22-23	
403-4	Employee participation, consultation and communication on occupational health and safety	22-23	
403-5	Employee training on occupational health and safety	22-23	
403-6	Promotion of employee health	22-23	
403-7	Prevention and mitigation of occupational safety and health impacts directly related to business relationships	22-23	
403-8	Employees covered by an occupational safety and health management system	22-23	
403-9	Work-related injuries	22	Reportable accidents and lost days are taken into account without commuting accidents This results in the deviation from the Sustainability Report 2020
404-1	Average hours of education and training per year per employee	24-25	
405-1	Diversity in control bodies and among employees	27	headcount; figures refer to Knaus Tabbert AG including the trading companies; managers are members of the Executive Board, authorised signatories and department heads. department heads; deviations from the annual report 2021 result from the counting of interns and temporary staff.
414-1	New suppliers that have been screened using social criteria have been screened	28-31	No data available yet

IMPRINT

Further Information

This sustainability report of Knaus Tabbert AG is also available in German. The report is available in German and English as a PDF on the Knaus Tabbert website.

This annual report was published on March 30, 2022.

Contact

Corporate Headquarters

Knaus Tabbert AG
Helmut-Knaus-Straße 1
D-94118 Jandelsbrunn
Telephone: +49 (0) 8583 21 0
Internet: www.knaustabbert.de

Head of Investor Relations

Manuel Taverne
Telephone: +49 (0) 8583 21 307
Mobile: +49 (0) 152 02092909
E-mail: m.taverne@knaustabbert.de

Forward-looking statements

This report contains forward-looking statements based on management's current estimates of future developments. Such statements are subject to risks and uncertainties that are beyond Knaus Tabbert's ability to control or estimate precisely, such as future market and economic conditions, the behavior of other market participants, the successful integration of new acquisitions and the realization of anticipated synergies, and actions by government regulators. If any of these or other uncertainties or contingencies materialize, or if the assumptions underlying any of these statements prove incorrect, then actual results may be materially different from those expressed or implied by such statements. Knaus Tabbert does not intend, and does not assume any separate obligation, to update any forward-looking statements to reflect events or developments after the date of this report.

Media owner and publisher:

Knaus Tabbert AG, Helmut-Knaus-Str. 1, 94118 Jandelsbrunn, Germany, Phone: +49 (0)8583 / 21-1,
Fax: +49 (0)8583 / 21-380, E-Mail: ir@knaustabbert.de
Concept and layout: Sery* Brand Communications GmbH, Munich
Print: Passavia Druckservice GmbH

