



Sustainability Report 2024

This consolidated sustainability report of the Ventilatorenfabrik Oelde GmbH and its subsidiaries (Venti Oelde Group) is based on the VSME standard and refers to the 2024 financial year. The data was compiled according to the Basic Module of the standard and expanded with relevant information from the Comprehensive Module.

Sustainability Report 2024

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Basic Module

General information

B1 – Basis for preparation

This report relates to the following subsidiaries of the Ventilatorenfabrik Oelde GmbH:

ID	Name	Address	Postal code	City	Country
1	Ventilatorenfabrik Oelde GmbH	Robert-Schuman-Ring 21, 59302 Oelde	59302	Oelde	Germany
2	Venti Oelde (Jiangsu) Air Handling Equipment Co. Ltd	2889 2nd South Ring East Road, Jintan District, CN-213200 Changzhou	213200	Changzhou	China
3	Venti Oelde India Private Limited	405, Powai Plaza, Hiranandani Gardens, IN-Powai, Mumbai-400076	400076	Mumbai	Indien
4	Spänex GmbH	Otto-Brenner-Straße 6, 37170 Uslar	37170	Uslar	Germany

Legal form:

Legal form	GmbH
List of omitted disclosures (confidential or sensitive information)	B 10 – Workforce – Remuneration, collective bargaining and training
NACE sector classification code	28.25 Manufacture of non-domestic cooling and ventilation equipment
Size of the balance sheet	53,183,000 €
Turnover	67,191,000 €
Number of employees (headcount)	364
Country of primary operations	Germany
Locations of significant assets	See locations of the subsidiaries
Sustainability-related certifications	ISO 9001: 2015, ISO 45001: 2018

B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy

The Venti Oelde Group stands for the planning and development of innovative air technology for industrial and craft processes on the international market. Sustainability has always been a central component of the company's strategy, as the company has been producing environmental technology in the form of fans and systems for conveying and separating air, gases, dusts and vapours since 1930, especially for the metal, cement, chemical and wood industries as well as for the recycling industry.

In this way, Venti enables its customers to produce cleanly, reliably and efficiently and thus achieve their own sustainability goals. Durability and increasing energy efficiency have been at the heart of product development for generations – two key levers for reducing greenhouse gases and achieving circular economy goals. Venti supports the latter in particular with recycling systems that enable metal to be separated by type. Venti's retrofit offers also contribute to the conservation of natural resources and the closing of material cycles.

Basic Module

General information

B2 – Practices, policies and future initiatives for transitioning towards a more sustainable economy

As a third-generation family business, the Venti Oelde Group is committed to its responsibility towards people and nature. Clear objectives and specifications for quality as well as environmental protection, occupational health and safety and governance determine the company's actions – regardless of the location or country. This commitment is defined in the company's vision statement, which includes the mission, values and principles and which can be viewed on the company website.

Through the implementation of the comprehensive operational quality management system ISO 9001:2015 in 2023, all relevant quality standards in the development, design, sales, production and service of fans and air technology systems for industry are regularly checked and monitored.

The employees of Venti, with their experience and knowledge, are essential for the success of the Venti Oelde Group. Accordingly, people excellence is a strategic priority of the Group.

The German Employers' Liability Insurance Association for Wood and Metal certifies that the company meets the requirements for systematic and effective occupational health and safety for the “Safe with System” seal of approval in accordance with the industry-specific implementation of the NLF / ILO-OSH 2001. The assessor is convinced that the occupational health and safety management system also meets the requirements of DIN ISO 45001:2018. The assessment on April 15, 2024 was carried out on the basis of the “DGUV procedural principle for the assessment of occupational health and safety management systems”.

The company always answers sustainability questions according to ESG categories transparently.

Point 78:	Do you have existing sustainability practices/policies/future initiatives that address any of the following sustainability issues? YES ☑/NO ☒	Are they publicly available? YES ☑/NO ☒	Do the policies have any targets? YES ☑/NO ☒
Climate change	☑	☑	☒
Pollution	☑	☑	☑
Water and marine resources	☑	☑	☒
Biodiversity and ecosystems	☑	☑	☒
Circular economy	☑	☑	☒
Own workforce	☑	☑	☑
Workers within the value chain	☑	☑	☒
Affected communities	☒	☒	☒
Consumers and end-users	☒	☒	☒
Business conduct	☑	☑	☒

The corporate policy and the Code of Conduct of the Venti Oelde Group detail the commitment to the topics answered with “YES ☑” under point 78 as an overarching set of rules. Both are publicly accessible on the Venti homepage. Further details on strategies and initiatives are explained in the relevant sections below.

B3 – Energy and greenhouse gas emissions

Emissions in tCO₂eq

	2024
Total scope 1	1,005
thereof heating oil	808
thereof diesel	165
thereof gasoline	32
Total scope 2	488
thereof electricity	488
Total scope 1 & 2	1,493

Location-based scope 2 emissions:

Electricity consumption and self-generated electricity in kWh:

	2024
Electricity consumption	1,388,154
thereof self-generated renewable energy	289,744
thereof purchased electricity	1,098,410

Greenhouse gas intensity:

Emissions (in tCO₂eq)/Turnover (in Euro)

1,493 tCO₂eq / 67,191,000 € = **0.22 kgCO₂/€**

B4 – Pollution of air, water and soil

	2024
Sulphur content/liter of heating oil (mg)	50
SO₂ total (g)	15.22

The release of sulphur oxides results from the combustion of low-sulphur heating oil.

Basic Module

Environmental metrics

B5 – Biodiversity

	2024
Total land-use (m²)	106,807
thereof nature-oriented area (m ²)	30,446
thereof sealed area (m ²)	76,363

To increase biodiversity at Venti sites, dedicated areas are being utilized for nature promotion.

B6 – Water

	2024
Consumption (m³)	1,976

The production processes of the Venti Oelde Group do not require water. Water consumption is generated exclusively by the use of service water for sanitary facilities, kitchens, cleaning, etc.

B7 – Resource use, circular economy and waste management

	2024
Total waste (t)	332.00
thereof iron and steel (t)	188.86
thereof waste wood (t)	63.46
thereof recyclable materials (t)	231.40
Recycling rate (%)	69.70

The company applies circular economy principles by documenting the annual amount of waste of all types and determining the amount of recyclable materials. The company only produces non-hazardous types of waste.

Steel and sheet metal, which are used for the production of the systems, represent an important material flow. These materials can be fully recycled. Also significant is waste wood, which accumulates in the form of packaging. According to the standard, this is not recyclable.

B8 – Workforce – General characteristics

	2024
Total number of employees (headcount)	364
thereof male employees	313
thereof female employees	51
Temporary employment contract	22
Permanent employment contract	342

Employee turnover

	2024
Number of departures	29
Number of arrivals	18
Turnover rate (%)	7.97

B9 – Workforce – Health and safety

	2024
Total number of hours worked	527,458
Number of work-related accidents	6
Number of days lost	47
Accident frequency rate / LTIR (base: 1,000,000 working hours)	11.4
Rate of reportable accidents at work / TRIR (basis: 200,000 working hours)	2.3

With an accident frequency rate of 11.4 in the 2024 financial year, the Venti Oelde Group was well below the average value of the German Employers' Liability Insurance Association for Wood and Metal of 19.93 occupational accidents per 1 million hours worked in 2024.

B10 – Workforce – Remuneration, collective bargaining and training

Due to the sensitivity of the data and the disproportionate effort of the collection with limited informative value, data in this section is not reported.

Basic Module

Governance metrics

B11 – Convictions and fines for corruption and bribery

There were no cases of convictions and fines.

Comprehensive Module

General information

C1 – Strategy: Business model and sustainability-related initiatives

The Venti Oelde Group is a leading provider of individualized, industrial air technology solutions that are characterized by quality, durability and energy efficiency. The following key elements provide an overview of the company's business model and strategic direction:

a) Key products and offered services

The core business of the Venti Oelde Group includes the development, design, production and service of large industrial fans, dedusting systems, gas cleaning systems and heat exchangers. In addition, the company offers comprehensive services, including maintenance, servicing and modernization of existing plants.

b) Significant markets

The Venti Oelde Group operates in the international B2B market with a focus on industrial sectors such as cement, steel, chemicals and craft businesses in the wood industry. Sales are mainly carried out directly to industrial end customers as well as via selected sales partners such as plant manufacturers or dealers in the craft sector. The company operates globally with a special focus on markets in Europe, the Middle East and Asia.

c) Main business relationships

Key business relationships include long-standing partnerships with key customers and sales partners from large-scale industry as well as reliable relationships with dealers, specialized industrial suppliers of high-quality materials and components, and service providers. Research and development are driven forward through partnerships with universities. In addition, Venti Oelde is a member of industry associations and networks such as the VDMA.

d) Sustainability-related strategy elements

Sustainability is an integral part of the corporate strategy. See explanations in B2.

Comprehensive Module

General information

C2 – Describe practices, policies and future initiatives for transitioning towards a more sustainable economy

Pollution:

The company acts in accordance with applicable laws and is guided by international standards in order to minimize negative impacts on the environment and continuously improve its environmental protection activities.

The purification of air contaminated by production processes is the Venti Oelde Group's greatest contribution to achieving the UN's Sustainable Development Goals.

In 2024, the assumed annual amount of purified air from filter systems sold in the financial year corresponded to the air demand of >2 million people. This was positively impacted by a special effect due to the largest single order in the company's history.

For the future, the Venti Oelde Group has set itself the ambitious goal of purifying an annual amount of air equivalent to the air needs of 6 million people with newly sold systems in the period from 2026 to 2030.

By actively contributing to clean air quality, a considerable contribution is made to the prevention of air pollution caused by dangerous pollutants, particulate matter or toxic gases.

Water and marine resources:

In the Recycling business, systems that purify exhaust air using a combination of wet and dry processes are industry standard. Venti Oelde's innovative processes enable cleaning in a pure dry process. This conserves water as a resource and eliminates the need to dispose of sludge.

Circular economy:

The Venti Oelde Group has been active in the metal recycling industry since the 1960s with innovative plant technology.

In the recycling of end-of-life vehicles and mixed scrap, specifically in the recovery of the recyclable materials they contain, the requirements for the purity of the steel fraction are increasing. That is necessary to make the material suitable for direct re-duction with hydrogen, which is used in the production of green

steel. Unlike traditional recycling plants, which are based on a combination of wet and dry processes, Venti can offer a pure dry process. Not only does it not require any water, it is also around 60% more energy-efficient while ensuring reliable compliance with high regulatory requirements for air pollution control and explosion protection as well as high purity of the recycled materials.

In the woodworking industry coated materials are increasingly being used in the processing of wood-based materials. This leads to increased requirements for the separation of residues in the exhaust air of woodworking machines. Here, the Venti subsidiary SPÄNEX offers innovative solutions for single-type separation for the craft and furniture industry.

In order to be able to efficiently recycle the residual and raw materials obtained, use them for energy or dispose of them, SPÄNEX also offers briquetting presses. These reduce the volume of the starting material by up to 90% while reducing the risk of fire and explosion caused by particulate matter. In this way, they make a significant contribution to the occupational safety of customers and to the reduction of transport emissions.

In the fan division, large quantities of steel are required for the production of industrial fans and their casings. The fans are often used in processes in which the material is subjected to heavy stress. In order to use natural resources responsibly, Venti relies on the longevity of its products through high quality standards, innovative wear protection, the precise design of the systems as well as service and retrofit solutions.

Workers within the value chain:

Venti Oelde bears a great responsibility for the protection of its customers' employees. This includes health protection through the filtration of industrial exhaust air by produced plants and their safe operation. Venti systems also meet the highest safety standards in the field of explosion protection. The topic of noise protection also plays an essential role. The solutions of the Venti Oelde Group are world leaders in this area.

Comprehensive Module

Environmental metrics

C3 – GHG reduction targets and climate transition

The Venti Oelde Group has the greatest leverage for reducing greenhouse gases by increasing the efficiency of its products and solutions and thus reducing Scope 3 downstream emissions. For decades, energy efficiency has been at the heart of research and development of Venti products, which set industry standards in this field. For example, Venti fans of the M-series achieve overall efficiencies of over 90% at the best point or Venti recycling systems achieve a reduction of 60% energy consumption compared to conventional systems.

In addition, the Venti Oelde Group is currently working on concrete targets and action plans to reduce greenhouse gas emissions in its own operations, in particular regarding the expansion of self-generated renewable energy and the reduction of dependence on fossil fuels for all locations. The focus is on the conversion of the heat supply. In addition, battery-electric company vehicles and forklifts along with charging infrastructure are being provided and the energy efficiency of production processes is being increased.

C4 – Climate risks

As part of a materiality analysis conducted according to CSRD criteria and approved by the auditor, relevant climate risks were identified. These include heat-related operational disruptions caused by health-hazardous temperatures in the workplace, risks from the interruption of logistics chains due to severe weather

events or low water levels in rivers, and cost risks from rising prices of CO₂-intensive materials such as steel. These risks were assessed for short-, medium-, and long-term time horizons and were not classified as financially significant.

Comprehensive Module

Social metrics

C5 – Additional (general) workforce characteristics

The Venti Oelde Group offers individualized solutions at the highest level of quality. The wealth of knowledge as well as the training and further education of employees are essential for this. Venti is therefore not only a training company for commercial and technical professions but also offers further study opportunities as well as role-related qualification measures. Employees are sensitized and qualified on the topic of environmental and occupational health and safety and a variety of other topics such as data protection, artificial intelligence and regulatory requirements.

As a manufacturing company, occupational health and safety is of particular relevance. Here, the Venti Oelde Group has set itself the goal of keeping the accident frequency rate permanently below 20 and thus below the industry average.

The proportion of women in the workforce in mechanical and plant engineering is traditionally low. This also leads to a low proportion of women in management positions and lower average remuneration. However, when filling positions and apprenticeships, the Venti Oelde Group makes sure that appointments

Comprehensive Module

Social metrics

C5 – Additional (general) workforce characteristics

are strictly based on qualifications and that equal pay is paid for equal work. To improve the compatibility of work and family, home office and part-time arrangements are used.

The level of compensation at the German locations is determined by or aligned with the collective bargaining agreements of IG Metall. At foreign locations, remuneration is also at the national level customary in the industry.

C6 – Additional own workforce information – Human rights policies and processes

With the definition of a common vision statement, a uniform corporate policy and a Code of Conduct, the Venti Oelde Group has defined its commitment to responsible business practices throughout the Group and made it publicly available. In doing so, it is guided by the VDMA standard and is committed to the OECD guidelines and the conventions of the International Labour Organization. These include respect for human rights, compliance with environmental and labor standards and corruption prevention.

Central human rights issues that are addressed include the prohibition of child labor, forced labor and human trafficking, protection against discrimination and the obligation to prevent accidents in the workplace. In addition, the company provides its workforce with a clearly defined and accessible complaints mechanism through which violations can be reported and dealt with confidentially.

C7 – Severe negative human rights incidents

The company is unaware of any incidents in its own workforce related to child labor, forced labor, human trafficking or discrimination. Accordingly, no measures had to be taken to

remedy such incidents. The company has also reported no human rights incidents in the wider value chain, including affected communities, consumers and end users.

C8 – Revenues from certain sectors and exclusion from EU reference benchmarks

The Venti Oelde Group is not active in any of the sectors classified as sensitive by the VSME standard. The company does not generate revenue from controversial weapons, tobacco cultivation or production, the fossil fuel sector (coal, oil, gas), or

the direct production of pesticides or agrochemical products. In addition, the company is not excluded from EU benchmarks that are in line with the Paris Climate Agreement.

C9 – Gender diversity ratio in the governance body

The company has a managing director, a management board and an advisory board. In the advisory board, the gender ratio is 2:1. The managing director is male. The gender ratio of the

management board is 12:1. The latter corresponds to a gender diversity ratio of 0.08.

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