

50 years of  
**RATIONAL**  
50 years of  
**innovations**  
50 years of  
**customer benefit**



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# About this report

## Information on the separate non-financial consolidated report

This separate non-financial consolidated report pursuant to Section 315b (3) of the German Commercial Code (HGB) serves to fulfil the legal requirements. The contents have been prepared in accordance with Section 315c in conjunction with Sections 289c to 289e of the German Commercial Code (HGB).

In accordance with Section 289c (3) of the German Commercial Code (HGB), the contents of this report are based on the current materiality analysis, which shows the interests of our stakeholders (see below).

Both national and international frameworks cover a large number of aspects that must be reported on, but are not compatible with RATIONAL AG's corporate structure and data collection processes. We therefore see no existing framework as appropriate at this time.

The reporting period corresponds to the fiscal year from 1 January to 31 December 2023.

## Auditing the non-financial consolidated report

The separate non-financial consolidated report was the subject of a limited assurance engagement under ISAE 3000 (Revised) by Deloitte GmbH Wirtschaftsprüfungsgesellschaft, Munich. This audit was commissioned by the Supervisory Board of RATIONAL AG. The scope of the audit and the opinion are set out in the "Independent auditor's report on a limited assurance engagement for non-financial reporting". The results of the audit were presented to the Supervisory Board in the framework of a Supervisory Board meeting.

## Publication

The separate non-financial consolidated report will be published on time in April 2024. It is published annually and is available online at [rat.ag/publications](https://rat.ag/publications) in PDF form.

## Relevant non-financial performance control indicators

The relevant non-financial performance control indicators of the separate non-financial report are presented in the following. They are the most important relevant non-financial performance control indicators in accordance with Section 289 (3) of the German Commercial Code (HGB) and have been audited with a level of reasonable assurance as part of the audit of the annual financial statements.

- › Employee satisfaction: employee turnover rate
- › Customer satisfaction› net promotor score (NPS)
- › Ratio of cooking systems holding the U.S. ENERGY STAR

# Disclosures in accordance with the EU Taxonomy Regulation

RATIONAL AG is covered by the reporting obligation according to Section 315c in conjunction with Sections 289c to 289e of the German Commercial Code (HGB) and is therefore also obligated to report in accordance with the EU Taxonomy Regulation.

In view of this, it is RATIONAL AG's responsibility to publish information on how and to what extent the Group's activities are associated with economic activities that qualify as environmentally sustainable under Articles 3 and 9 of the EU Taxonomy Regulation (Regulation 2020/852 of the European Parliament and of the Council). According to Article 3 of the above Regulation, the criteria for determining whether an economic activity qualifies as environmentally sustainable are whether the economic activity contributes substantially to one or more of the environmental objectives set out in Article 9 of the Regulation. The taxonomy is still under development, and interpretations on its application change regularly. Great care has been taken in compiling the following information. Nevertheless, it should be noted that the EU Taxonomy Regulation is still fluid in nature.

As of the reporting year 2023, this assessment is to be carried out for all six objectives of the regulation. Technical screening criteria for determining the conditions under which a specific economic activity qualifies as contributing substantially to the environmental objectives have been set out in several annexes on delegated acts to supplement the EU Taxonomy Regulation.

Economic activities that are defined as such and make a direct and substantial contribution to one or also more objectives are listed on the basis of classes of economic activity (NACE codes). Which economic activities are "enabling activities" that can make a substantial contribution to fulfil certain objectives are also described, likewise on the basis of NACE codes.

A detailed review of the newly added objectives as of the reporting year 2023 – sustainable use and protection of water and marine resources, transition to a circular economy, avoidance and reduction of environmental pollution, and protection and restoration of biodiversity and ecosystems – and of their technical screening criteria presented in the above-mentioned delegated acts was carried out. It can be concluded from the review that only the objective of climate change mitigation within the meaning of the EU Taxonomy Regulation continues to be relevant for RATIONAL AG's operations, in other words, the sets of criteria for the objectives three to six of the regulation cannot be applied and are hence non-taxonomy eligible for RATIONAL's operations.

## **Sales revenues**

RATIONAL cooking systems are used exclusively in the commercial sector. RATIONAL's main activities can thus be assigned to the NACE code C28.9.3 (Manufacture of machinery for food, beverage and tobacco processing). The NACE code C28.9.3 is not explicitly listed in Annex 1 of the delegated act made under Article 10 of the EU Taxonomy Regulation. The manufacture and distribution of RATIONAL cooking systems may be "enabling economic activities" and thus taxonomy-eligible.

RATIONAL cooking systems are used in extremely different applications, a broad range of food is thermally prepared in them, and RATIONAL has only limited influence on how its cooking systems are used. The “best performing alternative technology or solution available on the market” within the meaning of the EU taxonomy cannot be identified on the basis of the available set of criteria. According to our analysis, the described set of criteria cannot therefore be applied.

RATIONAL products and the Group-wide sales revenues of 1,125.8 million euros generated from them are classified as “not eligible under EU taxonomy” as the EU Taxonomy Regulation stands at present.

#### **Capital expenditures (CapEx) and operating expenses (OpEx)**

A detailed examination of CapEx (42.1 million euros) has revealed that there were taxonomy-eligible capital expenditures with regard to the following economic activities:

- › 6.5 Transport by motorcycle, passenger car and light commercial vehicle
- › 7.3 Installation, maintenance and repair of energy efficient equipment
- › 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings)
- › 7.7 Acquisition and ownership of buildings

The total volume of taxonomy-eligible capital expenditures in fiscal year 2023 amounts to 2,948 thousand euros. That equates to 7.0% of total capital expenditure (excluding assets under construction).

Analysis of the relevant operating expenses within the meaning of the EU Taxonomy Regulation (see the annex to this report) revealed that only a small amount of taxonomy-eligible costs (103 thousand euros) were incurred in fiscal year 2023. That equates to less than 1% of the total operating expenses.

The extent to which both capital expenditures and operating expenses meet the technical screening criteria defined in the delegated act under Article 10 of the EU Taxonomy Regulation was examined. The DNSH examination was likewise performed for the other environmental objectives specified in the EU Taxonomy Regulation. Finally, whether and to what extent the company complies with the minimum social standards in accordance with the Regulation was also examined. All the examinations were successful in the sense that the described criteria were fulfilled. In this respect, all identified taxonomy-eligible capital expenditures and operating expenses are also taxonomy-aligned.

The relevant report tables are presented in the annex to this report.

# The RATIONAL Group's business model

## The RATIONAL Group's organisational structure and sites

The Group's parent company is RATIONAL Aktiengesellschaft (RATIONAL AG), whose registered office is located in Landsberg am Lech, Germany. Alongside RATIONAL AG, the Group comprises 32 subsidiaries, of which 22 are sales companies. Through the sales companies and local trading partners, the Group markets its products in almost all regions of the world. It also has production and development sites in Germany (Landsberg am Lech) and France (Wittenheim, Alsace).

## Products and services

The RATIONAL Group provides products and solutions for thermal food preparation in professional kitchens. Around 70% (2022: 71%) of sales revenues were generated in the past fiscal year through the sale of cooking appliances.

We generate most of our sales revenues with combi-steamers with intelligent cooking profiles and the iCombi Pro model. Combi-steamer technology involves transferring the heat during cooking via steam, hot air or a combination of the two. The software of the iCombi Pro recognises the size and consistency of the food and controls the cooking process until the desired cooking result is attained. In addition, we offer our customers a basic combi-steamer model, the iCombi Classic. All models are produced at the company's headquarters in Landsberg am Lech and distributed worldwide.

We also offer technology to complement that of the combi-steamer, namely the iVario. It uses direct contact heat for boiling, frying, deep-frying and (pressure) cooking and is therefore able to replace conventional cooking appliances such as tippers, kettles, fryers and pressure cooker braisers. The iVario is produced in Wittenheim, France, and distributed worldwide.

We generated around 30% (2022: 29%) of sales revenues in the past fiscal year with accessories, service parts and services for our combi-steamers and the iVario, as well as with care products for combi-steamers.

With ConnectedCooking, we offer our customers digital kitchen management for the professional kitchen, comprising a free, cloud-based connectivity solution. Our customers can use it to connect their RATIONAL cooking systems, control them remotely, update their software, transfer cooking programs and manage their hygiene processes data. As a result, they simplify their work processes, save time and money and have the assurance that they have everything under control.



Our customers can benefit from a large range of free and fee-based services. These include the free-of-charge iCombi and iVario live events, the Academy RATIONAL and expert kitchens in our training centres, at trade fairs or on site at our customers. Digital formats such as webinars, live streams and uploaded videos have grown significantly in importance since 2020. We also provide our customers with expert tips on our ChefLine. Fee-based consulting offerings include Academy events on specific topics and in-depth process consulting as part of post-installation support at the customer.

### Segments

We report on the regional segments DACH (Germany, Austria, Switzerland), EMEA (Europe, Middle East, Africa), North America, Asia and Other segments in accordance with the RATIONAL Group's internal control system.

### Markets, customers and competitive situation

Our products are targeted at commercial kitchens and businesses of all kinds that prepare at least 20 hot meals a day. The customer base ranges from restaurants and hotels, large-scale catering operations such as company canteens, hospitals, schools, universities, military facilities, prisons and retirement homes right through to quick service restaurants, caterers and delivery services, as well as supermarkets, bakeries, snack outlets, butchers' shops and service stations.

To make headway into the untapped potential in the global market, we are expanding our global sales, marketing and service network organically, step by step. In addition to higher penetration of already well-developed markets, we are also addressing the growing potential presented by emerging markets.

We generated a total of 54% (2022: 58%) of our sales revenues in DACH and EMEA in the past fiscal year. In 2023, the North America segment accounted for around 26% (2022: 20%) of sales revenues, while Asia contributed 17% (2022: 14%).

We estimate that there are around 100 manufacturers of competitor products worldwide. Our market and competitive structure and the competitive situation vary from country to country.

# Risk analysis

## Definition of the risk areas

Risk management is a task of the entire Executive Board, which has delegated it to the Risk Manager. The Risk Manager is authorised to specify methods and set guidelines, and coordinates risk reporting in the RATIONAL Group. The Risk Manager is responsible for documenting the activities relating to identification, analysis, assessment, management and monitoring of risks at Group level. The process managers and executives are responsible for identifying and measuring risks and for formulating and implementing risk management measures. To this end, they are equipped with guidelines that give them direction in the identification, analysis, assessment- monitoring and reporting of risk.

Risk is understood to refer to any transactions internal and external to the Company that may have a negative impact on the achievement of business targets during a defined observation period or negatively affect areas outside the Group (environment, society, customers, employees, suppliers, etc.) as a result of their own business activities. Risks are assessed using the net approach. When assessing risks, we include countermeasures which or reduce the probability of their occurring, the extent of damage or both.

## Risk identification, analysis and assessment

As a company with a long-term focus, we set store by a holistic assessment of risk, which means a balanced assessment of non-financial and the resulting financial risks, as well as primary financial risks. The risk analysis includes potential risks that can arise from the business activity of producing companies in general and from the business activity of RATIONAL AG in particular.

As part of the six-monthly risk analysis (risk inventory), risks that appear relevant for the RATIONAL Group's tasks and objectives are captured for a period of 36 months in terms of their short- and/or medium-term relevance and assessed by the Executive Board.

Both the company-specific risk tolerance and risk-bearing capacity have been derived from the risk strategy. The extent to which the interaction of several risks that are not existential when considered separately could lead to developments that threaten the continued existence of the business is considered analytically. Existing risks assessments of the functional areas were consulted to this end and discussed with the help of the risk manager. One outcome of these discussions is to group the individual risks in a sensible manner. Quantitative and stochastic risk aggregation methods were not used. Based on many years of experience and the simplicity and clear focus of our business model, this approach seems more helpful to us than quantitative or stochastic assessment.

The Executive Board considers that there are no material risks arising from the RATIONAL Group's business activities in accordance with Section 289c (3) Nos. 3 and 4 of the German Commercial Code (HGB).

# Our materiality process

## Our sustainability strategy

This report relates to our long-term strategy. For us, sustainability means giving equal consideration to economic, environmental and social aspects in our processes, thus considering the interests of all stakeholders in our Group as best possible and keeping the company fit for the future.

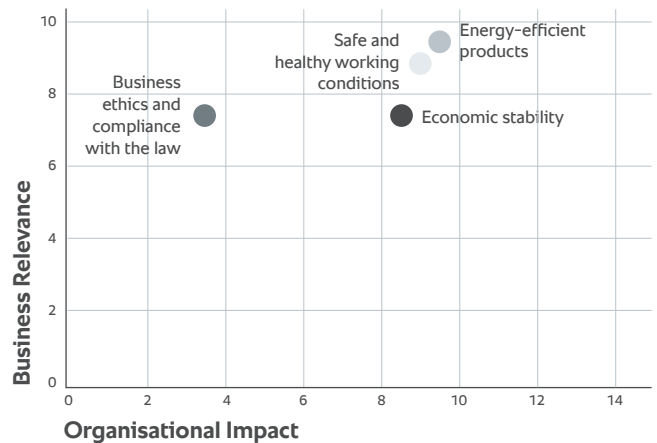
Based on the findings from the 2021 materiality analysis (see below), we began revising our sustainability strategy in autumn 2021. RATIONAL AG's Executive Board gave its initial internal approval to the new strategy in early 2022; final internal approval by the Executive Board was given in early 2023. The process for clarifying implementation issues lasted throughout 2023. It was accompanied by measures and projects through which a reliable data pool on sustainability-related issues is to be created and improved. It is a basic concern for us to not make our strategy public until the system of objectives is clear and feasible and implementation steps have been firmly agreed. We will therefore present our sustainability strategy, the derived objectives and the short-, medium- and long-term implementation steps to the public in fiscal 2024. Irrespective of this, sustainability-related aspects are also included in the multi-year target in the Executive Board's compensation for the period 2023 to 2025.

## The materiality analysis

Stakeholder dialogue is a core element of our sustainable activity. The Group needs it to address the concerns of its various stakeholders. It also helps us to expand our own commercial perspectives, identify important social developments early on and take appropriate action. That is why we strive to include all important stakeholder groups influenced by our business activities and their interests in all our considerations and developments. These stakeholders are our suppliers, dealers, customers, our customers' guests, our employees and their families, society and also later generations.

On the basis of the 2019/2020 materiality analysis, we and a consulting firm that specialises in sustainability management conducted interviews with 20 representatives from the various stakeholder groups and held a materiality workshop with many relevant employees and managers in autumn 2021. 14 issues representing particularly material sustainability aspects for our stakeholders were defined in the social, environmental and governance categories. In line with the double materiality clause set out in Section 289c (3) of the German Commercial

Code (HGB), the criteria assessed were the influence on the respective sustainability field from RATIONAL's business activity (organisational impact) and the impact of the sustainability field on RATIONAL's business development, performance and situation (business relevance). The more intense the colour of the data points, the higher our stakeholders rate the relevance of the issues. After a new assessment in the past fiscal year, this materiality assessment for fiscal 2023 is confirmed and serves as the basis for the following report contents.



An analysis of the material issues is presented in the above materiality matrix. The issues defined as material are assigned to the sustainability aspects in accordance with Section 289c of the German Commercial Code (HGB) in the table below.

Sustainability aspects acc. to Section 289c HGB	Material sustainability issues	Indicators
Environmental matters	Energy efficiency of the cooking systems	Ratio of cooking systems holding the U.S. ENERGY STAR
Employee matters	Safe and healthy working conditions	Lost time injury rate (LTIR)
Social matters	Sustainable economic stability	Net promoter score, employee turnover, ratio of suppliers > 6 years
Observance of human rights	Business ethics and compliance with the law	Fines for violations of the law, grievances, negative audit results
Combating corruption and bribery		

# Environmental matters

## Energy-efficient cooking systems

### Energy efficiency is a competitive advantage

Everyday work in a kitchen entails high levels of energy consumption, peak demand periods and electricity costs for our customers. Depending on the source of energy, various gases and harmful substances are released when energy is produced and may have a negative impact on people, the environment or the climate. Lower energy consumption over the service life of our cooking systems can reduce that damage.

Because of the high costs of energy and ecological aspects, our customers are increasingly vigilant when it comes to conserving resources. We help them achieve their ecological goals and cut costs, since our cooking systems consume less energy than is the case with traditional methods and predecessor models. An important seal of quality for energy-efficient cooking systems, and one that is acknowledged by customers worldwide, is the U.S. ENERGY STAR.

### Closed cooking systems are more energy-efficient

RATIONAL cooking systems also replace traditional cooking appliances that use a lot of energy. That makes our cooking systems more attractive to customers and helps them to be kinder to the environment. The closed cooking system in a combi-steamer prevents heat from constantly being released into the ambient air. The triple-glazed door we launched in 2016 and the glass coating improved in 2023 optimise the retention of heat in the cooking cabinet. Software-based cooking profiles control the energy input for the food being cooked to suit requirements, and cooking intelligence ensure that the door no longer needs to be opened to check cooking progress.

### Focus on efficiency in research and development

Apart from enhancing the quality of food, a further key focus of our research and development activities is to keep on improving the energy consumption of our cooking systems. We put new cooking systems on the market in an innovation cycle that lasts seven to ten years. Our aim is for each new generation to reduce energy consumption systematically compared to its predecessor.

The specific targets for saving resources in the research projects are defined in project outlines and technical and functional specifications. The results are regularly assessed and checked in project reports and in the steering committee meetings in the presence of the Executive Board. As part of that, for example, various foods are cooked, and the energy consumption required for each food is analysed.

We presented the iCombi on the market in 2020. Since 2021, only the new generations of cooking systems are produced and mainly sold. For example, the target set when developing the iCombi generation was to cut energy consumption by 10% compared with its predecessor.

Thanks to their improved cooking intelligence and lower cooking times as a result, increases in productivity and more efficient cleaning, we were able to reduce energy consumption significantly with the iCombi series launched in 2020 compared with the predecessor models. For the model range of gastro standard size 101 (10 shelves, one standard width) usually used for reference comparisons, the iCombi Pro achieved energy savings of around 20% compared with its comparable predecessor (SelfCookingCenter) as part of the standardised test procedures for ENERGY STAR.

In 2023, we were able to make further energy savings of around 10% by optimising intelligent software control.

We are constantly increasing our personnel and financial capacities in research and development to achieve these results. As of 31 December 2023, 246 employees (2022: 226 employees) were working at the entire Group to improve our cooking systems and services. We spent 59.5 million euros in 2023 (2022: 53.1 million euros) on research and development. That corresponds to 5% (2022: 5%) of sales revenues.

### **86% of RATIONAL cooking systems bear the U.S. ENERGY STAR 3.0**

The U.S. ENERGY STAR is an internationally recognised seal attesting that a technology is energy-efficient. It is the symbol for energy-efficient appliances supported by the U.S. Government. A key criterion to be fulfilled is the maximum energy consumption by appliances over a certain period of time. The limits that must be met in order for appliances to be awarded the seal are constantly becoming more demanding. The previous EnergyStar version 2.2 has been updated effective 13 January 2023. The new, current version 3.0 requires even more demanding consumption values to be achieved – especially for electrical appliances. The more demanding consumption values refer to the maximum permissible energy consumption for maintaining a climate, while higher values must also be achieved for cooking efficiency.

Given the great relevance of the U.S. ENERGY STAR, the ratio of cooking systems that hold this label is a key performance indicator. We are enhancing the market perception of our cooking systems by undertaking cross-process efforts in research and development to achieve these ambitious targets to reduce consumption and furnish proof of that in the examination process. That is why this key performance indicator is entrenched as a sustainability criterion for the long-term remuneration component as part of the Executive Board's compensation. The objective is for all combi-steamer types listed with the U.S. Energy Star to be allowed to bear this label in the respective three-year period to be assessed.

To that end, the energy consumption of our appliances was determined by an independent testing institute and submitted by it to ENERGY STAR to ascertain whether the demanding limit values are achieved. Here we not only achieved but even exceeded the new, higher requirements of Energy Star 3.0, valid from 2023.

An extension of the appliance sizes listed for Energy Star allowed us to certify two more electric iCombi Pro models. The label is assigned for a product category if a sufficient number of measured values for products from different manufacturers exists in this category. As a result, all iCombi-Pro models have had the Energy Star 3.0 label since the start of 2023.

The iCombi Classic line was not awarded the label for all types in 2023. We actively decided against obtaining certification for low-volume appliance for economic reasons.

A total of 94% (2022: 93%) of all iCombi models sold in 2023 that can be awarded the U.S. ENERGY STAR in accordance with the relevant ASTM standard (American Society for Testing and Materials) therefore receive the label. Only 6% (2022: 7%) of RATIONAL combi-steamers sold, for which the certificate would in principle be possible, do not carry this certification for the reasons described above.

In the iVario category, the total population of similar appliance types is too small, meaning there is no relevant product category to which the ENERGY STAR is awarded.

As a result, a total of around 86% (2022: 75%) of all RATIONAL cooking systems sold in 2023 have the right to bear the U.S. ENERGY STAR.

The significant year-on-year increase is mainly attributable to the inclusion of the iCombi XS in the group of Energy Star-enabled appliances (just under 7% share) and the increased share of iCombi-Pro models sold.

# Employee matters

## Safe and healthy working conditions

A safe working environment, as well as numerous measures to promote health, mean that employees suffer fewer occupational illnesses, injuries and stress. Employees can feel satisfied, be motivated and perform well only if the environment they work in is safe. Consequently, it is less likely that employees will leave the company and they contribute more to the company's success.

It is therefore essential to establish suitable concepts and measures to keep the number of work accidents and absences down. As part of that, our targets are geared towards the figures for the previous year, which we try to improve on or beat.

### Organisation

In-house work safety experts have been appointed at the production sites in Landsberg am Lech and Wittenheim. Together with the company doctor, they advise and support the individual companies in all matters relating to employees' health and safety.

Support in safety issues at the site is divided into the functions "occupational safety coordination" and "operational work safety experts" so that issues can be grouped centrally and comprehensive advice can be provided on site based on process-specific know-how.

The Work Safety Committee (ASA) at the Landsberg am Lech site convenes every quarter. Management works to enhance occupational safety together with its experts as part of this body. Its meetings are attended by the managing directors, work safety experts, spokespersons of the safety officers, the company doctor and, if required, further experts.

### Regular safety inspections

The results of the annual safety audit conducted by external auditors are then reported to the Executive Board. Internal process audits are conducted to monitor compliance with standards. Occupational safety issues are also part of the internal process audits. The concept for weekly inspections involving spot checks to ensure, among other things, safety, sustainability and a lean working environment at the company was revised in 2022 and continued in the past fiscal year.

A.N.K.E.R (which stands for Occupational Safety, Sustainability, Key Performance Indicators, Energy@RATIONAL) has been firmly implemented at the Landsberg am Lech site since September 2022. The aim is to raise employees' awareness about the above-mentioned issues and to identify potential for improvement so that countermeasures can be taken in good time as and when required.

### Measures to increase safety

Explicit measures to ensure safety at work are risk and hazard assessments for machinery, workplaces, products and activities. They are updated regularly or carried out on an ad-hoc basis, such as in the event of relocations, new hires or new building or conversion work, in accordance with statutory requirements. The aim is to determine the condition of the machinery, operating facilities, workplaces and products and identify the risk potential from hazardous substances. As a result, we have an eye on potential risk situations for our employees and can take action if and when necessary.

Working with hazardous substances is also a safety risk for our employees. To minimise that risk, RATIONAL has maintained a hazardous substances register since 2022 via a software solution. The aim is to create transparency with regard to hazardous substances within the company.

### Measures to improve health

In order to promote employees' health, all staff are offered regular services by the company doctor. If employees have been ill for a lengthy time, we support them in returning gradually to working life in compliance with statutory regulations.

Alongside physical health, for which a number of offerings are already available, more attention should now also be given to mental health, in order to promote holistic resilience within the company. For mentally healthy employees and to maintain performance and productivity over the long term, the Balance@RATIONAL project at the Landsberg site deals with psychological influences at work and stands for a working life in balance. The aim is to create a health-preserving work environment for all employees. Further implementation of the project will follow in 2024. Improvement measures will be derived from the survey results and checked to see if they can be rolled out worldwide.

As further measures to improve health and employees' work-life balance, we offer numerous community sports activities and registration with EGYM Wellpass in Germany. RATIONAL enables staff to obtain low-cost membership so that they can pursue activities at numerous sports and leisure facilities.

### Lost time injury rate at a stable level in 2023

Since fiscal 2022, we have used internationally customary key performance indicator of lost time injury rate (LTIR) to measure and evaluate occupational safety. The LTIR is a measure of the frequency of occupational/commuting accidents that result in lost time relative to hours worked or that cause fatalities. To enable greater clarity, we use the number of accidents per 200,000 hours worked for standardisation purposes.

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$$\text{LTIR} = \frac{\text{number of occupational/commuting accidents resulting in lost time/hours worked}}{\text{hours worked}} \times 200,000$$


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The LTIR throughout the Group in 2023 was 2.28 (2022: 2.17). A total of 53 accidents resulting in lost time occurred throughout the Group in fiscal 2023 (2022: 46 accidents). There were no fatal accidents in the past fiscal year or in the year before that. The continuing low level is the result of greater attention being paid in the last few years to occupational safety in individual areas – particularly in our production. Occupational safety is a core issue in the daily meetings in production.

## Social matters

### Sustainable economic stability

Right from the start, RATIONAL's founder Siegfried Meister defined customer benefit as the company's main aim under its corporate philosophy. Moreover, the corporate philosophy demands that all employees treat other colleagues with respect and as equals. In accordance with that philosophy, we also aim to be a long-term, reliable partner to suppliers at all times.

The company believes that the prime focus of forward-looking, entrepreneurial activity is always on delivering customer benefit. We define customers not only as dealers and users of our cooking systems. We also regard suppliers and other stakeholders, as well as internal customers such as colleagues and managers, as customers who we work together with. That means we treat all business partners as equals at all times and want to offer them maximum benefit.

We believe that growth entails responsibility. We combine growth with sustainability criteria, such as customer and employee satisfaction and lasting business relationships founded on a spirit of partnership. RATIONAL ensures its long-term growth and economic stability through uncompromising customer orientation. That means we always ask ourselves what benefit the customer has in all we do. That makes us a long-term, reliable business partner to customers, dealers, employees and suppliers at all times.

It is our conviction that this is the foundation of our success and the reason why we have grown continuously, stably and profitably since being founded.

Thanks to our responsible and sustainable growth, we offer our employees safe jobs, and a long-term, stable partnership for our suppliers. In return, we expect loyalty, dedication, flexibility and innovativeness. We support suppliers in economically difficult situations to improve the quality of their processes and their profitability. Our economic stability is vital so that we can be an enduring partner to customers and dealers. Our solid economic position means we are on hand to help as a permanent supplier of cooking systems, spare parts, care products and services.

As a result, all our business partners can count on us, our products and services long term, giving them the reliability they need for their business and life planning.

It is our conviction that growth, stability and profitability are the result of the great benefit our cooking systems and services deliver to customers. In order to safeguard that high level of customer benefits, we conduct thorough planning over a time frame of three years. We project realistic sales revenues and budget the headcount, activities, costs and investments required to generate them for that timescale. This three-year plan is the basis for the individual annual planning. We feel it important to grow in an even manner and at the same time to develop all processes further, integrate new employees extensively, build up the necessary resources, take our suppliers with us, and strengthen relationships with our customers and dealers. We do not want to grow for growth's sake, but instead be able to offer our existing and new customers more and more benefits.

We give equal consideration to our objectives, which are the result of plannable and sustainable growth, as we do to our long-term business success. In particular, we believe it is very important to ensure satisfied employees (KPI: low employee turnover), loyal customers (KPI: Net Promoter Score (NPS)) and lasting partnerships with our suppliers (KPI: ratio of suppliers we have worked with for > 6 years). We aim to maintain employee turnover at a good level, in other words, at least at the level of the previous year. We strive to achieve an NPS of  $\geq 61$  (see below for explanation). This figure is entrenched in the long-term sustainability targets as part of Executive Board compensation. The ratio of suppliers we have worked with for more than six years should be at least at a constant or improved level during the term of one product generation.



As part of monthly reporting and in the monthly reports from the HR department, Strategic Purchasing and Sales, important decision-makers, including the Executive Board of RATIONAL AG, are constantly involved in these issues. As a result, timely and suitable countermeasures can be taken in response to any undesirable developments. Customer satisfaction surveys among users of our cooking systems are conducted every two years by the Market Intelligence team and an independent external service provider. The results and recommendations are translated into concrete measures together with the Executive Board and regional sales managers and implementation of them is monitored.

Achievement of the objectives is measured using the strategic non-financial performance criteria of Net Promoter Score (NPS) and employee turnover and the length of the supplier relationships.

The KPI for customer satisfaction is the internationally recognised NPS. The survey was last conducted in 2022 in 17 countries worldwide among all our relevant customer groups (large-scale catering operations, restaurants with service, restaurants without service, in-store cafés). Between survey dates, the potential areas for improvement identified by our customers surveyed are specifically addressed in dedicated projects. The aim is to consolidate and increase customer satisfaction for the long term. The aim of the subsequent survey is firstly to determine the success of these projects and secondly to establish what areas for improvement continue to exist. The NPS expresses the extent to which satisfied customers are prepared to recommend our products to friends or business partners. High scores of 9 or 10 are awarded by those customers who intend to make a positive recommendation. They are considered to be active promoters. Customers who award scores of 7 or 8 are passives, and anyone who provides a rating of 6 or lower is referred to as a detractor. The NPS is calculated from the percentage of promoters minus the percentage of detractors and is shown on a scale from -100 to 100.

Our score of 64 points (2021: 61) in 2022 again made us one of the "best-in-class" companies (NPS of 60 to 80). Moreover, we were able to further increase our high score from the previous year despite the supply delays in fiscal 2022. By way of comparison: Companies in the food and beverage industry achieved an average of 37 points, those in the manufacturing industry 30 points and B2B companies 32 points. The next NPS survey will take place in 2024.

The KPI for employee satisfaction is the staff turnover rate, which is determined monthly across the Group and is presented in the monthly reporting.

Staff loyalty and satisfaction as measured by this KPI are at a high level. Employee turnover was just 6% worldwide in 2023 (2022: 8%). This sustained low figure is testimony to the strong feeling of loyalty among our workforce. The turnover rate across all industries in Germany in the past years has been around 30% (source: Institut der deutschen Wirtschaft Köln e.V., <https://www.iwd.de/artikel/fluktuation-starke-wirtschaft-fuehrt-zu-mehr-jobwechselln-401583/> called on 23 January 2024).

We measure the closeness of our ties with suppliers on the basis of the ratio of suppliers with whom we have worked for six or more years. In 2023, we had worked with 74% (2022: 78%) of our suppliers for more than six years.

# Business ethics and compliance with the law

Compliance with all applicable laws worldwide and alignment with nationally and internationally recognised standards of conduct as well as ethical conduct are a matter of course for us as a company and for our employees. Observance of human rights and combating corruption and bribery are essential standards in this regard.

By acting with integrity, openness and honesty towards all our business partners and stakeholders, we safeguard our image as a reliable partner and thus make our company more attractive to work together with. That also helps us avoid legal disputes and fines.

RATIONAL's primary compliance aim is to preserve our values through compliance with all relevant legal regulations and internal specifications and thus also protect the company and its institutions. The RATIONAL compliance management system is therefore focused on avoidance of any rule violations that can result in significant disadvantages for the company and its employees through criminal responsibility, civil liability or loss of reputation. That includes aspects punishable under criminal law (such as bribery and corruption), as well as human rights aspects such as child or slave labour.

As a company with low vertical integration, we collaborate very closely and comprehensively with our suppliers. All in all, we source production material from around 199 suppliers of series products (2022: 185 suppliers of series products). In order to ensure that our high standards of ethical conduct and compliance are also upheld by our suppliers in business dealings, we recommend them to adopt the Code of Conduct of the German Federal Association of Materials Management, Purchasing and Logistics e. V. (BME) or alternatively to impose an equivalent commitment on themselves and abide by it in their supply chain. We ensure support for our suppliers by means of an audit procedure developed specifically for RATIONAL's needs and help them fulfil the requirements under the BME Code of Conduct – and beyond. That entails implementing an eco-friendly supply and production policy as well as anti-corruption and anti-discrimination measures, as well as measures to prevent collusion in violation of anti-trust law.

As an international company that has to observe a variety of social, political and legal conditions in Germany and abroad, we recognise the principles on fair working conditions, environmental protection and human rights and are committed to fighting against of any form of corruption. We have therefore given ourselves a code of conduct that summarised the values, principles and conduct that guide RATIONAL's business activity. This code of conduct is available on our company homepage at [rat.ag/CorporateGovernance](http://rat.ag/CorporateGovernance).

## **The RATIONAL compliance management system – conformity with regulations as a core understanding**

Social principles and policies are integral aspects of our actions and our internal standards. These standards demand that all employees worldwide behave fairly and in conformity with regulations with respect to other employees, colleagues and all business partners. We therefore have a compliance management system that is audited by an independent auditor in accordance with IDW PS 980. Regardless of the country-specific probabilities of occurrence, our compliance management system is intended to prevent, identify and sanction compliance violations in all markets in which we are active. Business ties with persons from "risk countries" on the FATF (Financial Action Task Force) blacklist or a sanctions list are prohibited. In the reporting year, the design and effectiveness of a part of the compliance management system was reviewed to determine compliance with export controls in connection with sanctions.

A vast proportion of RATIONAL's business activities is carried out in western countries where strict legal standards apply (Europe, North America). Production is performed exclusively at the Landsberg am Lech (Germany) and Wittenheim (France) locations. 80% of RATIONAL employees work in Europe and 7% in North America. Strict legal standards apply in these countries, which promote observance of human rights and proper business conduct. In accordance with the Transparency International (TI) Corruption Perceptions Index (CPI), we therefore largely do business in countries that have a low risk of corruption. The CPI is used exclusively to assess the risk of corruption in individual countries. Only 10% of the workforce is employed in Asia and 3% in Latin America.

The size of our subsidiary in the UK means we are a signatory to the UK Modern Slavery Act. As part of that, we are obliged to disclose human rights risks in our operations and supply chains and report on how we minimise those risks.

#### **Successful ethical collaboration with our suppliers**

As part of our participation in the Code of Conduct of the German Federal Association of Materials Management, Purchasing and Logistics e. V. (BME), we expect our suppliers to comply with its stipulations.

These expectations are communicated to suppliers in framework agreements (of which the Code of Conduct is a part) and in orders. By signing it, contractors undertake to comply with this code of conduct with their business partners and ensure that it is observed in their supply chain as well.

#### **Involvement of employees**

The following presents the internal company processes in place to ensure we live up to the highest standards of ethical conduct and compliance in business.

The legal provisions are set out in easy-to-understand language for all employees in our RATIONAL rules of conduct in business. Employees confirm acknowledgement when they sign their employment contract. They define specific rules of behaviour for prohibiting unfair competition practices, dealing with business partners or avoiding conflicts of interest. Employees with access to sensitive information are subject to insider trading regulations.

The contents of the compliance policies are conveyed regularly in the framework of training. New employees are provided with instruction on RATIONAL's compliance requirements and have to confirm their participation and acknowledgement by means of their signature. As part of that, all employees with access to the Internet complete an online training course. The other employees receive in-person training. Since 2020, all new employees who have contact with business partners on behalf of RATIONAL have taken part in compliance training. Almost all employees who joined us in fiscal 2023 had completed the training as at the reporting date. Compliance training still to be completed will take place as scheduled in the first quarter of 2024.

The RATIONAL Guideline on Fair Competition for employees explains when conduct can be regarded as preventing or restricting competition. Sales employees as well as employees in sales-related areas receive related training and gain certification if they successfully complete it. The Compliance organisation conducts an investigation as soon as it gains knowledge of violations of the guidelines. If the initial suspicion is confirmed, appropriate sanctions are initiated.

The RATIONAL Group's anti-corruption policy defines documentation requirements and maximum permitted thresholds for giving and receiving gifts and invitations. The policy also regulates against rendering of facilitation payments by RATIONAL.

### Involvement of Group management

Responsibility for compliance in the RATIONAL Group lies with the Executive Board of RATIONAL AG. As regards implementation, the Chief Compliance Officer is tasked with the setting up and enhanced development of the compliance management system. Moreover, local compliance managers have been appointed in the sales companies. To ensure that figures are received, the local compliance managers report to the Chief Compliance Officer. That latter reports matters brought to his or her attention to the Executive Board and Supervisory Board of RATIONAL AG on an ad-hoc basis or regularly in the monthly report. Adequate measures to address the matter in question are then defined and implemented.

The Head of Strategic Purchasing reports to the Executive Board and Supervisory Board of RATIONAL AG as required. As part of that, he or she deals with the results of the supplier audits and any compliance-related matters, for example. The Executive Board is notified directly about any acute issues.

Once these disclosures have been examined and assessed, the Chief Compliance Officer involves the relevant company departments as well as the audit function and – insofar as is necessary – the investigating authorities. Furthermore, the Chief Compliance Officer is responsible for carefully and immediately documenting the disclosures that are to be processed as well as any compliance incidents.

### Selection process and cooperation with suppliers

The information provided in this section relates to the working relationship with suppliers of series products at our production sites at Landsberg am Lech (Germany) and Wittenheim (France). The purchasing volumes of the other subsidiaries are insignificant from the Group perspective and amount to around 1% of the total purchases.

In order to obtain an initial estimate as part of procurement marketing as to whether suppliers live up to our corporate principles, they must sign a framework agreement in which the BME Code of Conduct is stipulated as the basis for the business relationship. Since 2022, potential suppliers have to issue a supplier self-assessment containing pinpointed questions based on our audit approach. In addition, this self-assessment also covers the issues of cost-effectiveness, quality and performance. It is the basis for the further selection process.

The criteria of “environmental standards” (e.g. ISO 14001 or ISO 50001) and “BME Code of Conduct” are included in the selection, but are not initially the sole exclusion criteria. Alternatively, a supplier can also apply another code of conduct. Framework agreements are concluded with suppliers of series products, which specify contractual standards, for example, cooperation, quality assurance, claims for defects, prices, confidentiality/competition, and integrity/code of conduct.

In addition to supplier certification, successful cooperation with suppliers is underpinned by open and regular communication, monthly reporting for the principal key figures and regular audits in compliance with our internal audit approach (see above). 43 audits were carried out in 2023 (2022: 48 audits). The RATIONAL supplier system separately assesses product quality and the quality of cooperation.

Since 2022, RATIONAL AG has been working in project teams on implementing the requirements of the German Act on Corporate Due Diligence Obligations in Supply Chains (LkSG). The due diligence obligations are met in full in accordance with the applicable legal framework as from fiscal year 2024.

### Regular sustainability audits at suppliers

We developed a compliance management system (CMS) for the supply chain in cooperation with an external specialist and have been using it since 2020 at our Landsberg am Lech production site.

Since 2020, we have assessed our suppliers at random and on a rolling basis using the following criteria shown in the table below:

Criteria	Description
1. Integrity status	Check whether the supplier has subscribed and committed itself to a code of conduct and/or its own supply chain
2. Transparency International Corruption Perceptions Index	Location-based corruption audit
3. Corporate culture	Size of the company as a statement on awareness of legal issues by the supplier
4. Impact status on RATIONAL	There is a high level of dependency for more than 50% of the supplier's sales revenues with RATIONAL, which is why more attention is given to compliance
5. Personal assessment of purchasing department	Assessment based on past experience with suppliers
6. Short interview	Answering and evaluating five short questions on, for example, money laundering

These six criteria are evaluated to obtain an overall rating for all suppliers. The three suppliers with the lowest rating have the highest risk of major deviations in relation to these criteria and are subsequently audited by an external partner. This audit deals intensively with issues such as corruption, respect for human rights, combating child labour, protection of the environment and work safety and, among other things, involves inspections at the supplier's premises.

Depending on the result of these audits, we point out conspicuous anomalies in relation to above criteria and demand that they be rectified. In the past, development measures were agreed with the supplier if applicable and implementation of them was monitored. The goal is to establish a lasting working relationship with suppliers after the problem areas have been

remedied. If the supplier does not comply, we reserve the right as the customer to immediately cancel contracts with due notice.

We conducted a risk-oriented assessment of these criteria for 2023 – as described in the table – and selected and audited three suppliers (2022: three suppliers).

Some current suppliers of RATIONAL Wittenheim were already included in the process if they supply both production sites. For 2024, the selection of six suppliers and also expanding the CMS to cover suppliers that only supply the Wittenheim site is planned. We believe it does not make sense to include sales offices.

### Conformity with regulations in the reporting period

In the reporting period, no significant administrative fines were incurred as a result of failing to comply with laws and regulations. There were no grievances about ecological, social or human rights impacts, labour practices or violation of customer privacy. There were no incidents or grievances filed due to corruption, anti-competitive behaviour or anti-trust and monopoly practices. The company was not involved in any significant court action relating to patents or other fields of law in 2023.

## Annex 1: Tables in accordance with the EU Taxonomy Regulation

Proportion of turnover from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year	Substantial Contribution Criteria							
Economic Activities (1)									
	Code(s) (2)	Turnover (3) in kEUR	Proportion of Turnover, year 2023 (4) in %	Climate Change Mitigation (5) in %	Climate Change Adaptation (6) in %	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)
<b>A. Taxonomy-eligible activities</b>									
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0						
Of which Enabling		0	0						
Of which Transitional		0	0	-	-	-	-	-	-
<b>A.2 Taxonomy-Eligible, but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)</b>									
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		0	0						
A. Turnover of Taxonomy eligible activities (A.1 + A.2)		0	0						
<b>B. Taxonomy-non-eligible activities</b>									
Turnover of Taxonomy-non-eligible activities		1,125,838	100						
<b>Total</b>		<b>1,125,838</b>	<b>100</b>						



# Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities – disclosure covering year 2023

Financial year 2023	Year	Substantial Contribution Criteria								
Economic Activities (1)										
	Code(s) (2)	CapEx (3) in kEUR	Proportion of CapEx, year 2023 (4) in %	Climate Change Mitigation (5) in %	Climate Change Adaptation (6) in %	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	
<b>A. Taxonomy-eligible activities</b>										
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>										
	Installation, maintenance and repair of energy efficient equipment as part of renovation measures	7.3	103	1	100	0	-	-	-	-
	<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>		<b>103</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	Of which Enabling		103	1	100	0	-	-	-	-
	Of which Transitional		-	0	100	0	-	-	-	-
<b>A.2 Taxonomy-Eligible, but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)</b>										
	-		-	0						
	<b>OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>-</b>	<b>0</b>						
	<b>A. OpEx of Taxonomy eligible activities (A.1 + A.2)</b>		<b>103</b>	<b>1</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>B. Taxonomy-non-eligible activities</b>										
	OpEx of Taxonomy-non-eligible activities		13,652	99						
	<b>Total</b>		<b>13,755</b>	<b>100</b>						



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**DNSH criteria ('Does Not Significantly Harm') (h)**


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Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)	Minimum Safeguards (17)	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year 2022 (18) in %	Category enabling activity (19) [E]	Category transitional activity (20) [T]
-	Y	Y	Y	Y	Y	Y	0	E	
-	Y	Y	Y	Y	Y	Y	0	-	-
-	Y	Y	Y	Y	Y	Y	0	E	-
-	Y	Y	Y	Y	Y	Y	0	-	T
-	-	-	-	-	-	-	0	-	-
-	-	-	-	-	-	-	0	-	-
-	-	-	-	-	-	-	0	-	-

# Proportion of CapEx from products or services associated with Taxonomy-aligned economic activities — disclosure covering year 2023

Financial year 2023	Year		Substantial Contribution Criteria							
Economic Activities (1)										
	Code(s) (2)	CapEx (3) in kEUR	Proportion of CapEx, year 2023 (4) in %	Climate Change Mitigation (5) in %	Climate Change Adaptation (6) in %	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	
<b>A. Taxonomy-eligible activities</b>										
<b>A.1 Environmentally sustainable activities (Taxonomy-aligned)</b>										
	Operation of electric vehicles	6.5	286	1	100	0	-	-	-	-
	Operation of hybrid vehicles	6.5	349	1	100	0	-	-	-	-
	Installation, maintenance and repair of energy efficient equipment as part of renovation measures	7.3	571	1	100	0	-	-	-	-
	Establishment and operation of charging infrastructure for electric vehicles	7.4	152	0	100	0	-	-	-	-
	Acquisition and ownership of buildings	7.7	1,590	4	100	0	-	-	-	-
	<b>CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)</b>	<b>2,948</b>	<b>7</b>	<b>100</b>	<b>0</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
	Of which Enabling		723	2	100	0	-	-	-	-
	Of which Transitional		349	1	100	0	-	-	-	-
<b>A.2 Taxonomy-Eligible, but not environmentally sustainable activities (not Taxonomy-aligned activities)</b>										
	-		-	0						
	<b>CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)</b>		<b>-</b>	<b>0</b>						
	<b>A. CapEx of Taxonomy eligible activities (A.1 + A.2)</b>	<b>2,948</b>	<b>7</b>	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>B. Taxonomy-non-eligible activities</b>										
	CapEx of Taxonomy-non-eligible activities		39,137	93						
	<b>Total</b>	<b>42,086</b>	<b>100</b>							



## Summary: Proportion of Taxonomy aligned and eligible turnover, OpEx and CapEx per objective

Proportion of turnover/ total turnover			Proportion of OpEx/ Total OpEx			Proportion of CapEx/ Total CapEx		
	Taxonomy-aligned per objective in %	Taxonomy-eligible per objective in %		Taxonomy-aligned per objective in %	Taxonomy-eligible per objective in %		Taxonomy-aligned per objective in %	Taxonomy-eligible per objective in %
CCM	0	0	CCM	1	1	CCM	7	7
CCA	0	0	CCA	0	0	CCA	0	0
WTR	0	0	WTR	0	0	WTR	0	0
CE	0	0	CE	0	0	CE	0	0
PPC	0	0	PPC	0	0	PPC	0	0
BIO	0	0	BIO	0	0	BIO	0	0

# Annex 2:

## Abbreviations and explanations

<b>AG</b>	Stock corporation (Aktiengesellschaft)
<b>A.N.K.E.R.</b>	Occupational Safety, Sustainability, Key Performance Indicators, Energy@RATIONAL (Arbeitssicherheit, Nachhaltigkeit, Kennzahlen, Energie@RATIONAL)
<b>ASA</b>	Work Safety Committee (Arbeitsschutzausschuss)
<b>ASTM</b>	American Society for Testing and Materials
<b>B2B</b>	Business-to-Business
<b>BIO</b>	Biodiversity
<b>BME</b>	German Federal Association of Materials Management, Purchasing and Logistics e. V. (Bundesverband Materialwirtschaft, Einkauf und Logistik e.V.)
<b>BS</b>	Professional Charter (Berufssatzung)
<b>Capex</b>	Capital Expenditure
<b>CCA</b>	Climate Change Adaption
<b>CCM</b>	Climate Change Mitigation
<b>CE</b>	Circular Economy
<b>CMS</b>	Compliance-Management-System
<b>CPI</b>	Corruption Perception Index
<b>DACH</b>	Germany, Austria, Switzerland
<b>DNSH</b>	„Does Not Significantly Harm“
<b>e.V.</b>	Registered association (eingetragener Verein)
<b>EMEA</b>	Europe, Middle East, Africa
<b>FATF</b>	Financial Action Task Force on Money Laundering
<b>GmbH</b>	Limited liability company (Gesellschaft mit beschränkter Haftung)

<b>HGB</b>	German Commercial Code (Handelsgesetzbuch)
<b>IAASB</b>	International Auditing and Assurance Standards Board
<b>IDW</b>	Institute of Public Auditors in Germany (Institut der Wirtschaftsprüfer)
<b>ISAE 3000</b>	International Standard on Assurance Engagements 3000
<b>ISO 14001</b>	International norm on environmental management
<b>ISO 50001</b>	International Standard for systematic energy management
<b>kEUR</b>	Thousand euros
<b>KPI</b>	Key Performance Indicator
<b>LkSG</b>	German Act on Corporate Due Diligence Obligations in Supply Chains (Lieferkettensorgfaltpflichtengesetz)
<b>LTIR</b>	Lost Time Injury Rate
<b>NACE-Code</b>	Classification of economic activities in the European Union („Nomenclature statistique des activités économiques dans la Communauté européenne“)
<b>NPS</b>	Net Promoter Score
<b>Opex</b>	Operating Expenses
<b>PPC</b>	Pollution
<b>PS</b>	Audit Standard (Prüfungsstandard)
<b>QS</b>	Quality Assurance (Qualitätssicherung)
<b>vBP</b>	German Sworn Auditor (vereidigte Buchprüfer)
<b>WP</b>	German Public Auditor (Wirtschaftsprüfer)
<b>WTR</b>	Water

# Report of the independent practitioner

To RATIONAL AG, Landsberg am Lech/Germany

## Limited assurance report of the independent practitioner regarding the non-financial reporting

### Our Engagement

We have performed a limited assurance engagement on the separate consolidated non-financial report of RATIONAL AG, Landsberg am Lech/Germany, (hereafter referred to as "the Company") for the financial year from 1 January to 31 December 2023 (hereafter referred to as "non-financial statement").

Our engagement did not cover the external sources of documentation stated in the non-financial reporting nor the contents of any websites referred to in the non-financial reporting

### Responsibilities of the Executive Directors

The executive directors of RATIONAL AG are responsible for the preparation of the non-financial statement in accordance with Section 315c in conjunction with Sections 289c to 289e of the German Commercial Code (HGB) and Article 8 of REGULATION (EU) 2020/852 of the European Parliament and the Council of 18 June 2020 on the establishment of a framework to facilitate sustainable investment, and amending Regulation (EU) 2019/2088 (hereafter referred to as "EU Taxonomy Regulation") and the delegated acts adopted thereon, as well as with their own interpretation of the wording and terminology contained in the EU Taxonomy Regulation and the delegated acts adopted thereon, as is presented in section "Disclosures in accordance with the EU Taxonomy Regulation" of the non-financial statement.

This responsibility of the Company's executive directors includes the selection and application of appropriate regarding the non-financial statement and the use of assumptions and estimates for individual non-financial disclosures of the Group which are reasonable under the given circumstances. In addition, the executive directors are responsible for such internal control as they have determined necessary to enable the preparation of a non-financial statement that is free from material misstatements due to fraudulent behaviour (words manipulation of the non-financial statement) or error.

Some of the wording and terminology contained in the EU Taxonomy Regulation and the delegated acts adopted thereon are still subject to considerable interpretation uncertainty and have not yet been officially clarified. Therefore, the executive directors have laid down their own interpretation of the EU Taxonomy Regulation and of the delegated acts adopted thereon in section "Disclosures in accordance with the EU Taxonomy Regulation" of the non-financial statement. They are responsible for the reasonableness of this interpretation. As there is the inherent risk that indefinite legal concepts may allow for various interpretations, the legal conformity of the interpretation is prone to uncertainty.

The accuracy and completeness of the environmental data in the non-financial statement is subject to inherent restrictions resulting from the manner in which the data was collected and calculated as well as from assumptions made.

### Independence and Quality Assurance of the Audit Firm

We have complied with the German professional requirements on independence and other professional rules of conduct.

Our firm applies the national statutory rules and professional announcements – particularly of the "Professional Charter for German Public Auditors and German Sworn Auditors" (BS WP/vBP) and of the IDW Quality Assurance Standard "Quality Assurance Requirements in Audit Practices" (IDW QS 1) promulgated by the Institut der Wirtschaftsprüfer (IDW) and does therefore maintain a comprehensive quality assurance system comprising documented regulations and measures in respect of compliance with professional rules of conduct, professional standards, as well as relevant statutory and other legal requirements.

### Responsibilities of the Practitioner

Our responsibility is to express a conclusion on the non-financial statement based on our work performed within our limited assurance engagement.

We conducted our work in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) "Assurance Engagements Other than Audits or Reviews of Historical Financial Information", adopted by the IAASB. This Standard requires that we plan and perform the assurance engagement so that we can conclude with limited assurance whether matters have come to our attention to cause us to believe that the non-financial reporting of the Company, with the exception of the external sources of documentation or websites referred to therein, has not been prepared, in all material respects, in accordance with Section 315c in conjunction with Sections 289c to 289e HGB and the EU Taxonomy Regulation and the delegated acts adopted thereon, as well as with the interpretation by the executive directors presented in section "Disclosures in accordance with the EU Taxonomy Regulation" of the non-financial reporting.

The procedures performed in a limited assurance engagement are less in extent than in a reasonable assurance engagement; consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. The choice of assurance work is subject to the practitioner's professional judgement.

Within the scope of our limited assurance engagement, which we performed between October 2023 and April 2024, we notably performed the following work and other activities:

- › Obtaining an understanding of the structure of the Group's sustainability organisation and of the stakeholder engagement
- › Inquiries of the executive directors and relevant personnel who have been involved in the preparation process about the preparation process, about the system of internal control relating to this process, as well as about disclosures in the non-financial reporting
- › Evaluation of the process to identify taxonomy-eligible or taxonomy-aligned economic activities and the corresponding disclosures in the non-financial reporting
- › Identification of probable risks of material misstatements in the non-financial reporting
- › Analytical evaluation of disclosures contained in the non-financial reporting
- › Tests of details to evaluate selected material disclosures in the non-financial reporting
- › Cross validation of disclosures in the non-financial reporting and the corresponding data in the consolidated financial statements as well as in the combined management report
- › Evaluation of the disclosures contained in the non-financial reporting

The determination of the disclosures pursuant to Article 8 of the EU Taxonomy Regulation requires the executive directors to make interpretations of indefinite legal concepts. As there is the inherent risk that indefinite legal concepts may allow for various interpretations, the legal conformity of the interpretation, and hence our related examination, is prone to uncertainty.

**Practitioner's Conclusion**

Based on the work performed and the evidence obtained, nothing has come to our attention that causes us to believe that the separate non-financial consolidated report of RATIONAL AG for the financial year from 1 January to 31 December 2023 has not been prepared, in all material respects, in accordance with Section 315c in conjunction with Sections 289c to 289e HGB and the EU Taxonomy Regulation and the delegated acts adopted thereon, as well as with the interpretation by the executive directors presented in section "Disclosures in accordance with the EU Taxonomy Regulation" of the non-financial reporting.

We do not express a conclusion on the external sources of documentation stated in the non-financial reporting nor on the contents of any websites referred to in the non-financial reporting.

**Restriction of Use**

We issue this report as stipulated in the engagement letter agreed with RATIONAL AG (including the "General Engagement Terms for Wirtschaftsprüfer and Wirtschaftsprüfungsgesellschaften (German Public Auditors and Public Audit Firms)" as of 1 January 2017 promulgated by the Institut der Wirtschaftsprüfer (IDW)). We draw attention to the fact that the assurance engagement was performed for the purposes of RATIONAL AG and the report is solely designed for informing

RATIONAL AG about the findings of the assurance engagement. Therefore, it may not be suitable for another than the aforementioned purpose. Hence, this report should not be used by third parties as a basis for any (asset) decision.

We are liable solely to the Company. However, we do not accept or assume liability to third parties. Our conclusion was not modified in this respect

Munich/Germany, 23 April 2024

Deloitte GmbH  
Wirtschaftsprüfungsgesellschaft

**Dirk Bäbler**  
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