

RHODIUS

Sustainability Strategy





IMPRINT

Publisher:

RHODIUS Mineralquellen und
Getränke GmbH & Co. KG

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Year of Publication: 2025

Executive Statement

As a family-owned company in its **eighth generation**, with **nearly 200 years of history** in the **Vulkaneifel region**, we emphasize a responsible use of our natural resources. Sustainability begins with taking on responsibility for our region, our employees, and future generations. To safeguard the long-term quality of our beverages, we must protect nature. We take the challenges of climate change very seriously—and view them as a mandate to act.

It is our motivation to actively help shape a liveable, healthy, and green future. That is why we invest in environmentally friendly technologies, sustainable logistics, and partnerships with our customers on equal footing - maintained through a continuous dialogue. We stand as a competent and responsible partner for our customers, delivering highest standards in quality and service.

We are committed to transparently communicating our progress and goals towards a more sustainable future. Our ambition remains clear: alongside strong products, we aim to convince through a credible contribution to a more sustainable economy.

Franke Kelf



Numbers & Facts

RHODIUS at a glance.

Burgbrohl

Our home in the beautiful Brohltal-Valley is located near the Laacher Lake and within the Vulkaneifel.



360 RHODIANS

We support our employees to thrive - by their own definitions of success.



198 Years of RHODIUS

Here, traditions meet smart visions of the future - we are courageous leaders in our industry.

9 Brands

Next to our own brands, we manage licensed brands that are part of our portfolio.



8 Generations

As a family-owned business, we take responsibility for future generations.



7 Filling Lines

Our production lines are optimized to meet diverse bottling preferences.



Business Areas

Owned & Licensed Brands

With a portfolio of strong owned and licensed brands, we are a dependable partner for **regional and national retailers**.



Co-Packing

As a contract can filler, we offer **state-of-the-art technology**, a wide range of pack formats, and **tailored solutions** for brand owners.



New Packaging:

We can also fill your drinks into our modern **Alubottle!**

Responsibility

Sustainability is led from the top.



„For us, sustainability is not about stagnation, but about **progress**. It challenges us to forge new paths - with technology, with courage, and with integrity towards our customers, partners and our region.“

Hannes Tack
Managing Director
and Shareholder



Frauke Helf
Managing Director
and Shareholder

Transparent. Courageous. Future-oriented.



Reporting

Corporate Sustainability Reporting Directive (CSRD)

This brochure summarizes the key contents of our CSRD report. If you would like to explore our sustainability strategy and all focus areas in greater depth, we will gladly provide the full report.

We aim to show that sustainability is more than a requirement for us—it is part of our **corporate ethos**. Although we are not currently among the companies subject to mandatory reporting, we have deliberately chosen to prepare this report **voluntarily** and to have it independently assured. We are doing so as one of the first mineral water producers, because RHODIUS does not merely want to keep pace, but to take an active pioneering role in responsibility and sustainability.



Science-Based Targets initiative (SBTi)

At RHODIUS, we view the Science Based Targets initiative (SBTi) as an important building block for a sustainable future. Science-based climate targets not only provide guidance for companies, they also create a **shared foundation for responsible action across the entire value chain**.

In our collaboration with customers and suppliers in particular, we see a major opportunity to **create transparency and make progress measurable**. We are closely following developments around the SBTi and regard it as a valuable catalyst for future climate strategies and partnerships.

Thus, we have already **registered with the SBTi** and will soon publish our climate targets aligned with the **1.5 °C pathway**. As a frontrunner among companies of our size, we consider it our responsibility to take this step early and actively help shape a sustainable future.



Climate Protection

Goals by 2030.

65%

Reduction of emissions

within our company
(Scope 1&2)



Reduction of emissions
in Scope 3

25%

50%

**Less use of
natural gas**



**Use of
green power**

100%





Climate protection is a shared responsibility at RHODIUS.

Our **cross-functional sustainability team** has worked intensively over recent years, identifying reduction opportunities and documenting them in our voluntary CSRD report.

By 2030, we will cut Scope 1 & 2 CO₂ by **65%**. In parallel, we have implemented numerous measures, invested continuously, and reported transparently on a regular basis.

We are currently working on many new climate-action projects. This brochure presents the results to date and outlines our additional targets.

Sustainability

What does it mean to us?

Our beverages need a future

As a beverage producing company, **the environment is the foundation of our products**—whether mineral water or soft drinks. Quality and taste depend directly on natural resources. At the same time, we want to safeguard our company's future viability.

Our sustainability strategy aims to **build resilience** to weather events, to ensure reliable standards and predictable costs, and to drive innovation. At its core is trust—in our brands, our products, and our partners.

For our customers, this means healthy products, fair prices, and adaptability. For our partners: reliability, transparent data, and the joint development of new approaches.

Sustainability is progress—toward a natural, safe, and predictable future.

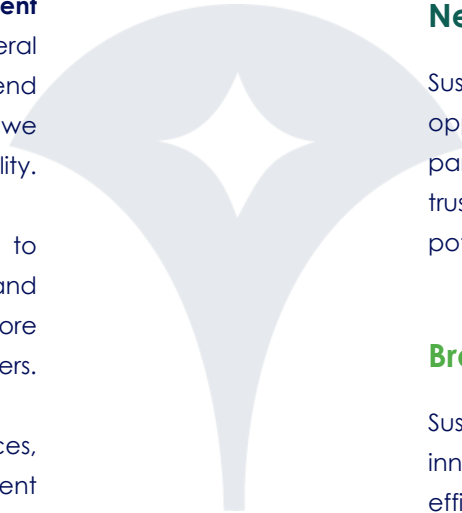
Our Approach

New Chances

Sustainability enables new opportunities by deepening partnerships, winning new customer trust, and tapping into untapped potential.

Brands & People

Sustainability accelerates innovation, yielding more resource-efficient products, the adoption of new technologies and ideas, and a workforce motivated to be part of a future-focused business.





Trust & Standards

Strong sustainability performance creates certainty: it streamlines permits and approvals, reduces regulatory intervention, and makes it easier to meet rising customer requirements.

Save Resources

Sustainability is about efficiency: a reduced use of resources cuts waste and purchasing volumes while saving costs and protecting the environment.

Resilience

Sustainable practices help mitigate risks from extreme weather and environmental pressures, protecting the quality of our springs and supporting human and environmental health.





Production

Our new energy system

At our Burgbrohl site, we are investing in a new **central energy plant** by converting our steam network to a **central hot-water circuit**. Advanced technologies enable us to realize energy savings:

By switching from steam boilers to a modern hot-water system, we have deliberately lowered the operating temperature. This **reduces heat losses and increases efficiency**. At the same time, **waste heat is recovered** and fed back into production processes via high-efficiency heat pumps. The result: **significantly lower primary energy consumption and more sustainable production operations**.



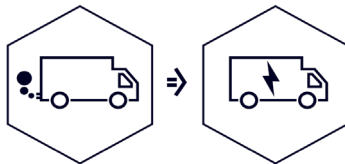
Logistics

Green electricity

With **100% renewable electricity** and energy-efficient technologies, we actively reduce emissions and conserve resources - with a responsible eye to future generations. In addition to purchased renewable power, our **Brohltal Logistics Center** covers **27% of its electricity demand with our own on-site photovoltaic system**.

Our logistics are going electric and climate-friendly

By expanding **e-mobility**, we are consistently advancing the decarbonization of our fleet. Already, **80% of our trucks** and **60% of the forklifts** used for in-plant logistics are electrified, and several charging stations have been installed on site. **By 2026, 100% of our trucks** will run on renewable electricity, and additionally, **by 2030, we plan to electrify all forklifts**.



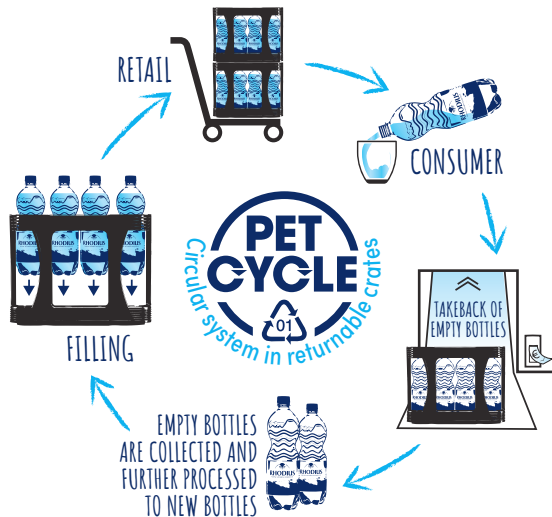
Efficient. Climate-friendly. Future-ready.



Circular Economy

Recycling, reimagined

With targeted measures such as shredding of strapping (banding) and source-separated waste collection, we are **steadily increasing our recycling rates**. In the **PET segment**, we already operate a **closed material loop**: our material is remelted and fed back into the process as preforms.



Reuse

Our packaging in deposit-return and pool systems achieves impressive numbers of reuse cycles. We are also increasingly switching to reusable transport packaging—in close collaboration with our partners. Within a circular-economy approach, we highly prioritize recycled content in packaging, targeted lightweighting, and thus **minimize the purchase of virgin raw materials**.



One RHODIUS glass bottle is reused up to **50x**.

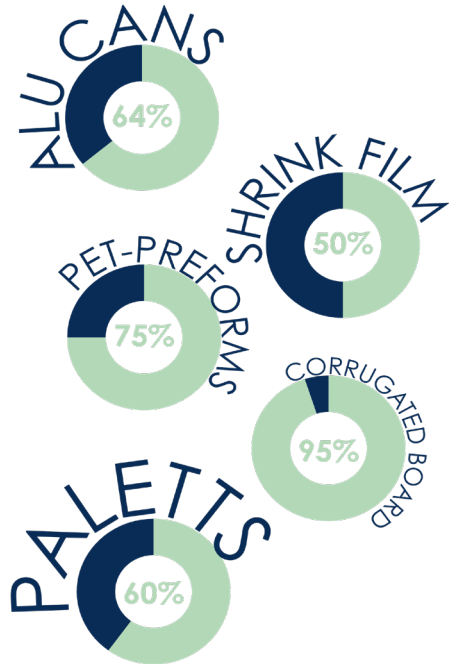


One RHODIUS KEG-container is reused up to **60x**.



One RHODIUS crate is reused up to **100x**.

Amount of recycled material reused





Supplier Strategy

Partnerships

Our goal is to maintain an open dialogue with our suppliers on equal footing at all times. We rely on long-standing, trust-based relationships characterized by **quality and mutual benefit**.

In regular meetings, we **emphasize awareness of sustainability topics and their importance for future collaboration**. We actively discuss these with our suppliers to develop the best possible solutions across the whole supply chain.

As a company firmly rooted in the Brohltal region, we are committed to strengthening the local economy. This brings not only the advantages of close communication, but also shorter delivery routes—and therefore reduced emissions.

Taking action together

As part of our sustainability strategy, we seek frequent exchange with our business partners on environmental and social topics. To this end, we conduct an **annual supplier assessment** of our key partners.

Our **Supplier Code of Conduct** serves as a shared foundation, making our values and expectations transparent and supporting sustained collaboration. We place particular emphasis on CO₂ reduction and the use of recycled content.



Open. Transparent. Sustainable.



Water Management

Mineral Water

RHODIUS mineral water is **up to 10,000 years old**. It originates from an artesian spring: driven by the pressure of its own natural carbonation, it inherently rises to the surface from a **depth of 500 meters**. This makes our source **one of the deepest in the world** and thus **exceptionally well protected from environmental influences, contaminants, hormones, and pesticides**. Our water has been in contact with carbon dioxide for thousands of years, giving it a particularly harmonious and well-balanced taste.

Water Quality

- We use only what nature replenishes.
- **Quality assurance** according to our test plan: in addition to the legally required analyses, we **test our mineral water even more frequently** and against **stricter limits**.
- RHODIUS mineral water contains up to **8 times more minerals** and up to **12 times more magnesium** than the average tap water in our region—for natural taste and a healthy refreshment.

*Excerpt from 96 rural and urban sampling sites in the region

Sparkling. Quality. Delicious.



Base Water

For bottling our soft drinks, we do not rely on municipal tap water; we exclusively use our own spring water. The mineral water is treated and conditioned to achieve **optimal water quality for blending all beverages**.

Process Water

At RHODIUS, we pursue a clear goal: **sustainable and efficient water management**. We continuously work to reduce water consumption, to optimize processes, and to reuse water to the greatest extent possible.

Therefore, we are currently prioritizing investments in the transition to **more water-efficient systems**—because responsible stewardship of water is not optional; it is a core part of our corporate ethos.



- **Water recycling:** Reduction & Reuse of process water
- **30 Years** water law permit





Quality

Because responsibility should be visible.

Our quality marks and certifications are more than awards: they express our **commitment to safety, responsibility, and transparency**. They provide an independent confirmation that we meet the highest standards in quality, hygiene, and sustainability—for our customers, our partners, and our environment.

Next to the seals of quality shown below, we have also obtained certificates in the following fields:

- FDA (Food and Drug Administration)
- Kosher
- Halal
- Bio- and Ecostandards
- Vegan



Health

We continually optimize our ingredients

Health matters to us. That's why we focus on **reduced-sugar products** and are expanding our portfolio with **sugar-free alternatives**. In our sweetened beverages in particular, we have already **lowered sugar content by up to 15%** - without compromising on taste. Healthy drinks should never be a compromise.

Going forward, our portfolio strategy will increasingly reflect customers' health preferences. We are committed to bringing innovative, high-quality products to market.



We have already reduced sugar by

15%

and are expanding our range of

Zero-sugar products.





Competent. Responsible. Teamwork.

Social Strategy

At RHODIUS, we cultivate an **open company culture** where team spirit and mutual appreciation come first. **Respect, openness, and enjoyment** in working together shape our everyday life. Our employees are part of the RHODIUS family. They are committed, skilled, and full of ideas.

Our ambition: succeeding as a team.

For us, quality is more than a label; it's at the heart of everything we do. We cultivate a culture in which **diligence, precision, and accountability** are second nature. Every individual contributes to our goals through their passion and confidence in our shared strength.

Benefits



Fair Wages

Attractive wages,
holiday pay, annual
special bonus and
company retirement
scheme



Vacation

Working hours of
37,5h per week and
30 vacation days

Our promise: sustainable today and tomorrow.

Sustainability is not a trend for us—it's a mindset. This is reflected in **resource-efficient processes, social engagement, and a clear commitment** to future-ready corporate governance. We want to develop our talents to thrive and support them to reach their career goals.

Our strength: expertise and growth.

As an employer, we rely on **experience, quality, and long-term viability**. We invest steadily in employee training and development, promote bold thinking, and create an environment where each person can unlock their potential, deepen their capabilities, and realize their individual definition of success.



Engagement

2,5 days of extra vacation, as well as another free day for social or ecological services



Family business

Family-led business with great colleagues and flat hierarchies



Payment in kind

50 € monthly voucher for goods



We are extremely proud that

40%

of our employees have been with us for over

10 YEARS!

Years of service

Actions taken

Team Spirit, Tangible Impact

For us, sustainability also means taking action ourselves. That's why our employees regularly get involved beyond their day-to-day work: for people and for the environment. To support this, they receive an additional day of leave each year.

In a joint **tree-planting initiative**, we dug holes, set young trees, and fitted protective sleeves. A true team project with tangible environmental impact. Every shovelful contributed to **greater biodiversity** and a **healthier climate** in our region.

At the 2024 **"Monte Mare" corporate run** in Andernach, we weren't just there for sport, but above all for a good cause: our participation supported children with cancer and their families—because social engagement matters to us just as much as ecological responsibility.

We also rolled up our sleeves for a **community clean-up day** to remove carelessly discarded waste from our surroundings. With gloves, litter pickers, and plenty of commitment, an activity became a statement—for a clean, livable environment, today and tomorrow.





Engagement for our region.

As a family-owned company, we feel a particular bond with our home in the Vulkaneifel. We demonstrate this not only through responsible stewardship of natural resources, but also by providing focused support for regional projects.

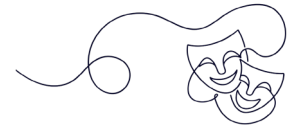
We back initiatives that open doors for young people—whether in sports, culture, music, or education. We are equally committed to sustainability and to protecting nature and the environment in our immediate surroundings. We work in partnership with clubs, organizations, and event organizers that create **tangible value for our region.**



WE GIVE
MORE THAN

50.000€

PER YEAR TO SPORTS,
CULTURAL AND LOCAL
CLUBS



MINERAL+

TRINK

WASSER



Mach was du willst.
Trink was du dafür brauchst.