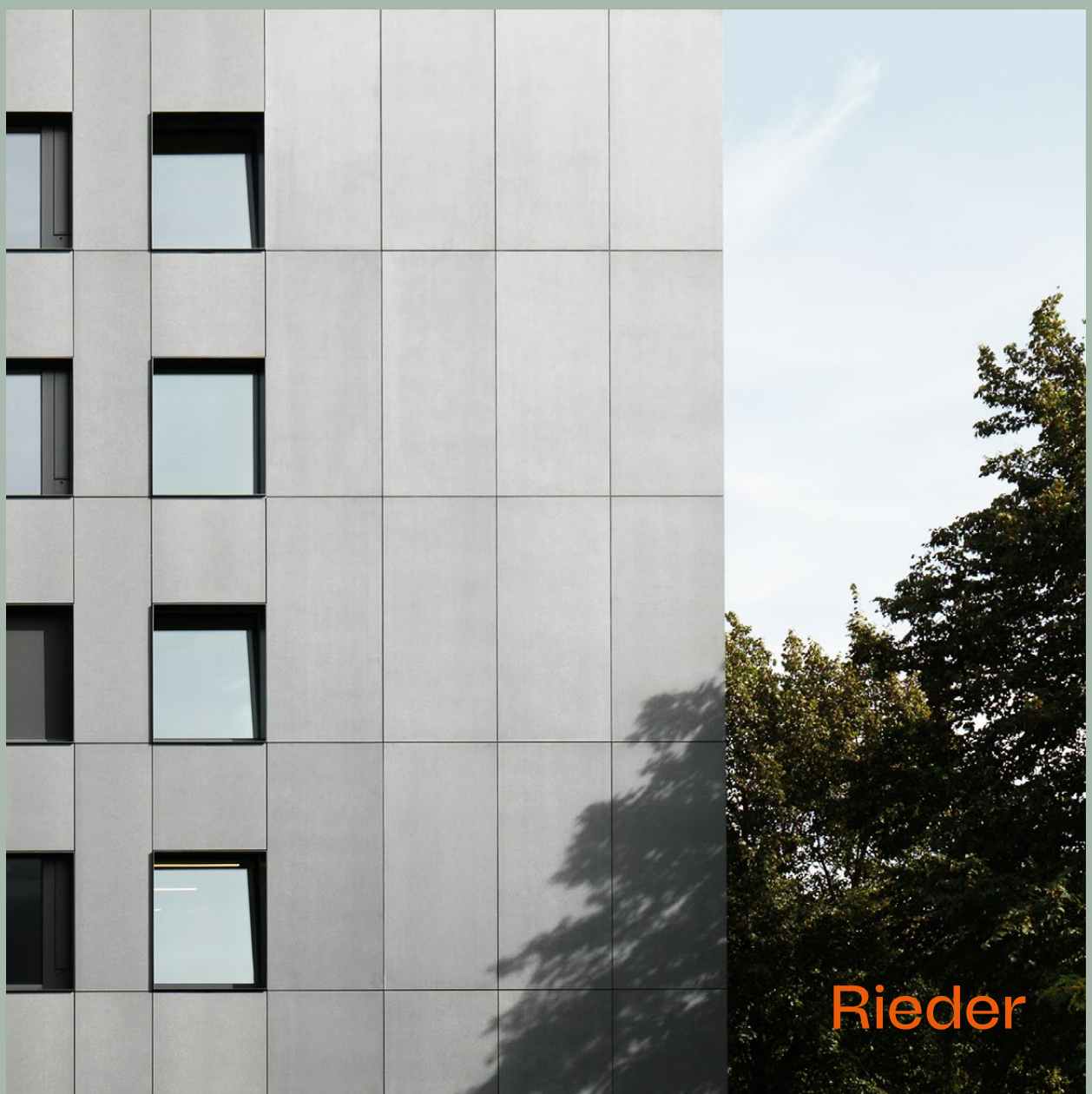
Green Report

Our path to sustainability

#02



Building for tomorrow: Rieder between responsibility and innovation

GRI
2-22

The construction industry in transition: Between linearity and circularity
The construction industry is at a turning point: while certain linear elements – such as standardised processes and short-term project logic – will continue to exist, circular construction is rapidly gaining in importance. Demolition, recycling and life cycle thinking will no longer be optional, but mandatory. Rieder is already responding to this change and is part of a movement that thinks of materials and buildings in closed cycles.

Digitalisation and AI: New dimensions of buildability
The increasing digitalisation of the industry and the use of AI are fundamentally changing planning and execution processes. Simulation, automation and data-driven optimisation enable a new level of buildability. Rieder is investing in digital interfaces and processes that increase planning reliability, minimise resource use and promote sustainable design.

Sustainability as a constraint and an opportunity: Regulatory change
Regulatory pressure is growing – but not in a one-dimensional way. After years of increasing complexity, a phase of pragmatic simplification is emerging. The planned EU Omnibus Regulation will bring noticeable relief, for example by restricting CSRD reporting requirements. Companies such as Rieder are proactively using the voluntary GRI and vSME standard to ensure transparency in the supply chain and document partnership-based responsibility.

From asceticism to attractiveness: New images of sustainability
For a long time, sustainability in building culture was primarily associated with sacrifice and reduction. But a paradigm shift is emerging: concepts such as 'hedonistic sustainability' from Denmark show that sustainable solutions can also be the most attractive – architecturally, functionally and emotionally. With its products, Rieder stands for this new attitude that makes people excited about the future.

The Vitruvian principle remains
Amidst all the transformations, one thing remains constant: the Vitruvian triad of firmitas, utilitas and venustas. Rieder products embody these ideals – they are durable, functional and aesthetically sophisticated. In this way, Rieder combines ancient values with contemporary challenges.

Rieder's contribution to the circular construction industry
Rieder is already operating in line with the four central tenets of circular construction:

↗ Build Nothing – for example, through the renovation of existing buildings, such as the revitalisation of the high-rise on Württembergische Straße in Berlin (page 34) or the new Rieder Campus in Maishofen (page 54)
↗ Build for Long Term Value – through products with a service life of over 50 years, such as glass fibre reinforced concrete facades
↗ Build Efficiently – as in Germany's largest timber hybrid building, 'Suedkreuz' (page 46)
↗ Build with the Right Materials – for example, with residual materials and CO_2-reduced materials, as on our own company premises (page 24)

This strategy is proving effective – even in the face of tight budgets and growing regulatory requirements.

Economic efficiency as the basis of all sustainability
Sustainability without economic efficiency is an empty promise. Rieder is committed to economic viability as a prerequisite for ecological and social responsibility. Continuous improvements along the entire value chain automatically result in measurable, sustainable effects – regardless of minimum regulatory requirements.

Data based on year 2024

Content

The Rieder Group

The Rieder Group specialises in the manufacture of solution-oriented, eco-friendly and commercially viable concrete products. Inspired by the needs of many customers, Rieder uses the material concrete not just as protection, but also in many other areas of application. Economic efficiency, intelligence, aesthetics and emotional appeal are the ingredients that give facade design a new meaning.

Over 65 years of experience and entrepreneurship with vision

GRI 2-11

The company was founded in 1958 by Wolfgang Rieder senior and Hans Rieder and is now run by the third generation, Wolfgang Rieder and Angelika Rieder. Since its foundation, the company has repeatedly transformed its product portfolio and adapted it to market requirements.

In 2004, Wolfgang Rieder acquired the fibreglass reinforced concrete production facility in Kolbermoor, Bavaria. His vision was to develop a lightweight, yet robust facade panel made of fibreglass reinforced concrete – resistant to weathering, aesthetically appealing and sustainable.

Over the past 20 years, the product range has expanded significantly, as have the architectural design possibilities of the material. With numerous product innovations and targeted investments in the facade sector, Rieder has established a rapidly growing business area.

In 2015, a vacant hall of a former car dealership in Maishofen was converted into an additional production facility, 'RCL – Rieder Concrete Lab'. With the founding of Rieder NORAM Inc. in 2020, Rieder has ushered in a new era on the North American market. In 2024, the US headquarters was relocated to the Chicago area. In 2022, a new headquarters was built at the Maishofen site: the Rieder Campus with many open spaces, cafés, offices, a showroom, a sample hall and a production facility with a workshop and maker lab. This was followed in 2023 by the construction of two further production halls.

Corporate culture caught between creativity and sustainability

The greatest driving force behind our continuous development is the striving to create more than just sustainable concrete elements in order to allow us to make an active contribution to the energy revolution ourselves. The aim is to offer architects and builders an intelligent facade with countless possibilities in terms of aesthetics, flexibility of design, sustainability, and cost-effectiveness. In addition to its commitment to climate and environmental protection, Rieder also has a cultural mission: together for better architecture. Part of Rieder's cultural mission is to support the work of designers, artists and architects. Being in close contact with students and creative professionals is an integral part of Rieder's corporate culture.

The Rieder Group today

With a total of 108 employees, the Rieder Group now produces intelligent concrete facade solutions (GRI 2-7) at three locations – Maishofen (Austria), Kolbermoor (Germany) and Roselle (USA). As an internationally active company, Rieder has a broad network of partners in over 50 countries. Its innovative concrete products are used in a wide variety of architectural projects around the world.

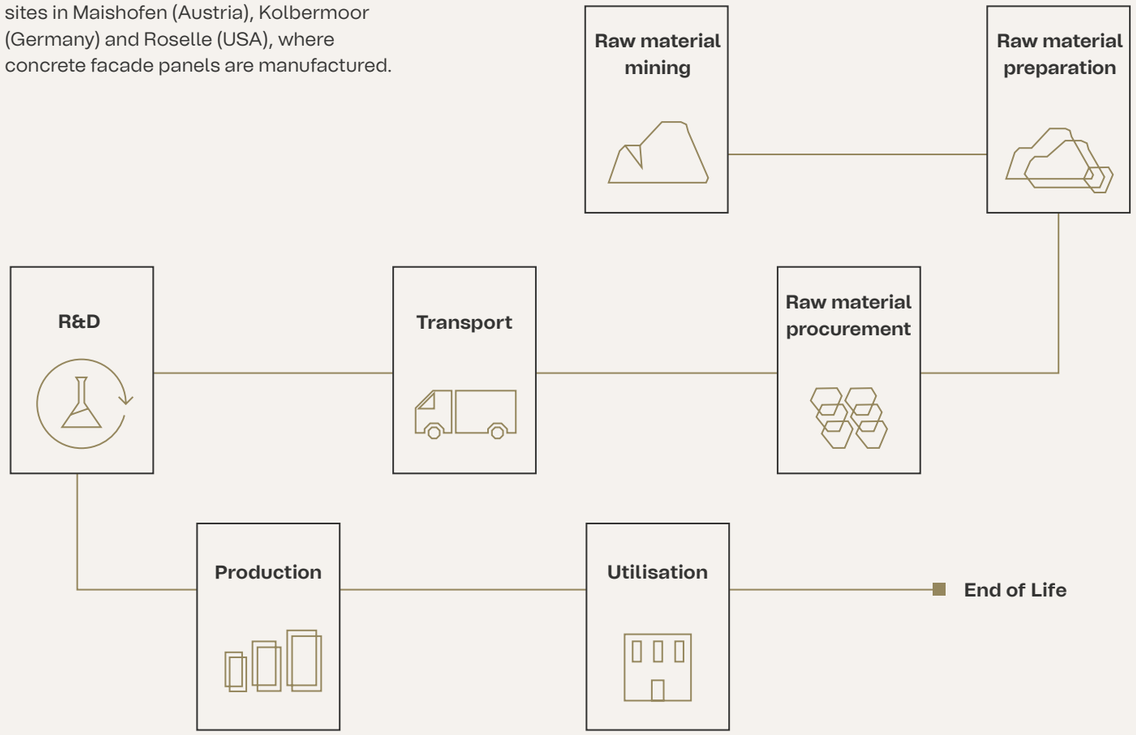
Rieder is committed to high standards in quality and environmental management and is certified according to ISO 9001 and ISO 14001. These certifications reflect the company's commitment to balancing economic, ecological and social responsibility.

A particular strength of the Austrian family business lies in its combination of traditional craftsmanship with innovative thinking – supported by a dedicated team with a high level of commitment.

The Rieder value chain

GRI 2-6

The Rieder Group has three production sites in Maishofen (Austria), Kolbermoor (Germany) and Roselle (USA), where concrete facade panels are manufactured.



Acting sustainably along the value chain

The most important milestones at a glance

2003

Foundation of Rieder Faserbeton-Elemente GmbH and acquisition of production facilities in Kolbermoor (DE), start of the fibreC architectural division

2004

Production of the first facade panels, product: Large size concrete skin panels

2005

Production of first formed element, start of formparts devision

2008

First project in Canada, marking the start of sales in North America

2010

Expansion of product portfolio to include öko skin facade panels

2011

New product division formparts and cast – three-dimensional facade elements

2015

New RCL ‘Rieder Concrete Lab’ production facility at the Maishofen (AT) site for finishing formparts & services

2017

Foundation of 3DM GmbH as a production company for the Maishofen site (AT) and establishment of Rieder Facades GmbH as the sales company of the architecture division

Renovation of offices and showroom in Kolbermoor (DE)

2020

Foundation of Rieder NORAM Inc., Wisconsin (US)

2022

Move into the new Rieder headquarters in Maishofen (AT)

2022

New location of Rieder NORAM Inc. in Roselle, Illinois (US)

2023

Construction of the RCL halls for formparts production in Maishofen (AT)

Respect for people

Keeping in motion

Making achievements together

Sharing passion

Acting consistently

Taking responsibility

Lived corporate values

Rieder DNA symbolises the core values that shape the company’s identity and culture – comparable to the function of DNA in the human body. It highlights the key success factors and strengths of both employees and the company as a whole, enabling them to be specifically promoted and developed.

This shared set of values enables independent action and faster decision-making processes. They form the foundation for sustainable growth, innovative strength and long-term stability.

Anchoring environmental and quality management

The Rieder Group pursues a systematic approach to continuously improving its environmental and quality performance. This is based on established management systems that have been successfully implemented in the company for many years.

These standards ensure that ecological, technical and organisational processes are continuously monitored, optimised and further developed in line with legal requirements and stakeholder expectations.

↗ ISO 14001 – Environmental management system since 2007
↗ ISO 9001 – Quality management system since 2005

Memberships

GRI 2-28

↗ Österreichischer Fachverband für hinterlüftete Fassaden (ÖFHF) www.oefhf.at
↗ FVHF Fachverband Baustoffe und Bauteile für vorgehängte hinterlüftete Fassaden e.V. www.fvhf.de
↗ FVF Fachvereinigung Faserbeton e.V. www.fvf-faserbeton.de
↗ AFBW – Allianz Faserbasierte Werkstoffe Baden-Württemberg e.V. www.afbw.eu
↗ Info-b Informationsgemeinschaft Betonwerkstein e.V. www.infob.de
↗ Innovative Gebäude Österreich (Innovative buildings of Austria) www.innovativegebaeude.at
↗ DGNB Deutsche Gesellschaft für Nachhaltiges Bauen (German Sustainable Building Council) – DGNB e.V. www.dgnb.de
↗ ÖGNB Österreichische Gesellschaft für Nachhaltiges Bauen (Austrian Sustainable Building Council) www.oegnb.net

SPECIAL

↗ 01

Vision, future and responsibility at Rieder

Sustainability as a long-term principle

Sustainability means far more to Rieder than simply meeting regulatory requirements. In recent months, a sense of realistic pragmatism has become apparent both in Europe and in the USA. The discourse has shifted from moral reproaches directed at industry toward practical approaches that make sense both ecologically and economically. For us, one thing is clear: companies bear responsibility not only for the present, but also for future generations.

This attitude has shaped our actions for many years. Since 2021, we have been voluntarily reporting on our sustainability measures. In doing so, we make it transparent that we actively engage with issues of the future and align our thinking and actions with a long-term perspective. We consider not only our immediate environment but the entire value chain. In this way, we contribute to ensuring that our products, processes, and structures continue to develop in harmony with ecological and societal requirements.

Generations in dialogue

For us, sustainability also means shaping the company across generations. Wolfgang Rieder's children, Johanna, Jacob, and Felicitas, are already actively involved in the business. With their different areas of focus and experience, they bring in new perspectives and support Rieder's development in key areas: Their involvement shows that sustainability is not only an issue for our products, but also a question of corporate governance and succession. Together, we ensure that Rieder acts with foresight – for the preservation of our environment and for the well-being of future generations.

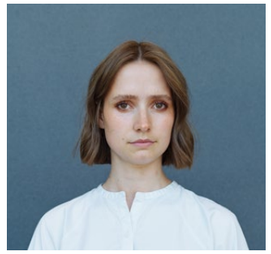
Johanna strengthens program management and supports projects as well as ongoing tasks.

" Sustainable change begins with values that are fit for the future.

Jacob drives the digitalization of sales and marketing and is responsible, among other things, for the further development of the website and digital sales tools.

" Sustainability takes on new meaning when we shape it with digital ideas – enabling a more creative and interconnected use of resources.

Felicitas currently works in marketing, where she provides impetus for the creative direction of the company. She will then begin her master's degree in product design at Milan.



" I believe true change happens when we know our roots, yet still have the courage to think in new ways.

Sustain-ability at Rieder

2.1.

Focus on climate and environmental protection

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Rieder is committed to responsible resource management and comprehensive environmental and climate protection (GRI 3-3). All products are manufactured at Rieder Group sites with the clear aim of using resources as efficiently as possible and keeping environmental impact to a minimum.

These principles are firmly anchored in the company's philosophy and shape not only internal processes, but also cooperation with customers and partners. Environmental awareness is therefore not an add-on, but an integral part of Rieder's business activities.

The guiding principles of sustainability management

→ The focus of further development is on creating durable concrete solutions that combine design, function and environmental responsibility.

→ The Rieder Group is certified according to ISO 14001 and ISO 9001. Environmental protection also requires compromises to be made: it can only function sustainably with a healthy economy.

→ Taking a critical look at its own company, the Rieder Group sets itself ambitious goals and promotes sustainability in all areas of the business.

→ The investment strategy of the operating units is largely geared towards sustainable environmental protection. Ecological and economic aspects are aligned in a targeted manner.

Sustainability strategy

Rieder anchors all three guiding principles of sustainability – sufficiency, efficiency and consistency – in its business activities, taking equal account of the ecological, economic and social dimensions.

Decisions with far-reaching effects are made with the inclusion of current scientific findings. To this end, Rieder cooperates with renowned institutes and specialist partners, including the Austrian Institute for Building Biology and Ecology GmbH (IBO) and the German Sustainable Building Council (DGNB). This network is complemented by cooperation with renowned engineering firms such as BUI (Bramershuber + Uebachs Ingenieure GmbH, a spin-off of the Institute for Building Research at RWTH Aachen University) and gbd ZT GmbH.

Sufficiency: Reducing resource consumption is at the heart of ongoing research activities. Particular focus is placed on reducing the cement content in products, which is the most effective lever for reducing CO_2 emissions in concrete construction.

Efficiency: The continuous optimisation of processes to increase output while using the same amount of resources affects both ecological and economic aspects. Rieder relies on internal expertise and maintains close cooperation with scientific institutes to develop innovative solutions.

Consistency: Rieder achieves environmentally friendly material cycles through the consistent use of green electricity and waste prevention programmes. For example, wooden pallets are kept in circulation via a return system, a measure that makes both ecological and economic sense. In addition, mineral sludge from wet production is returned to the cement industry as a secondary raw material.

2.2.

Materiality analysis

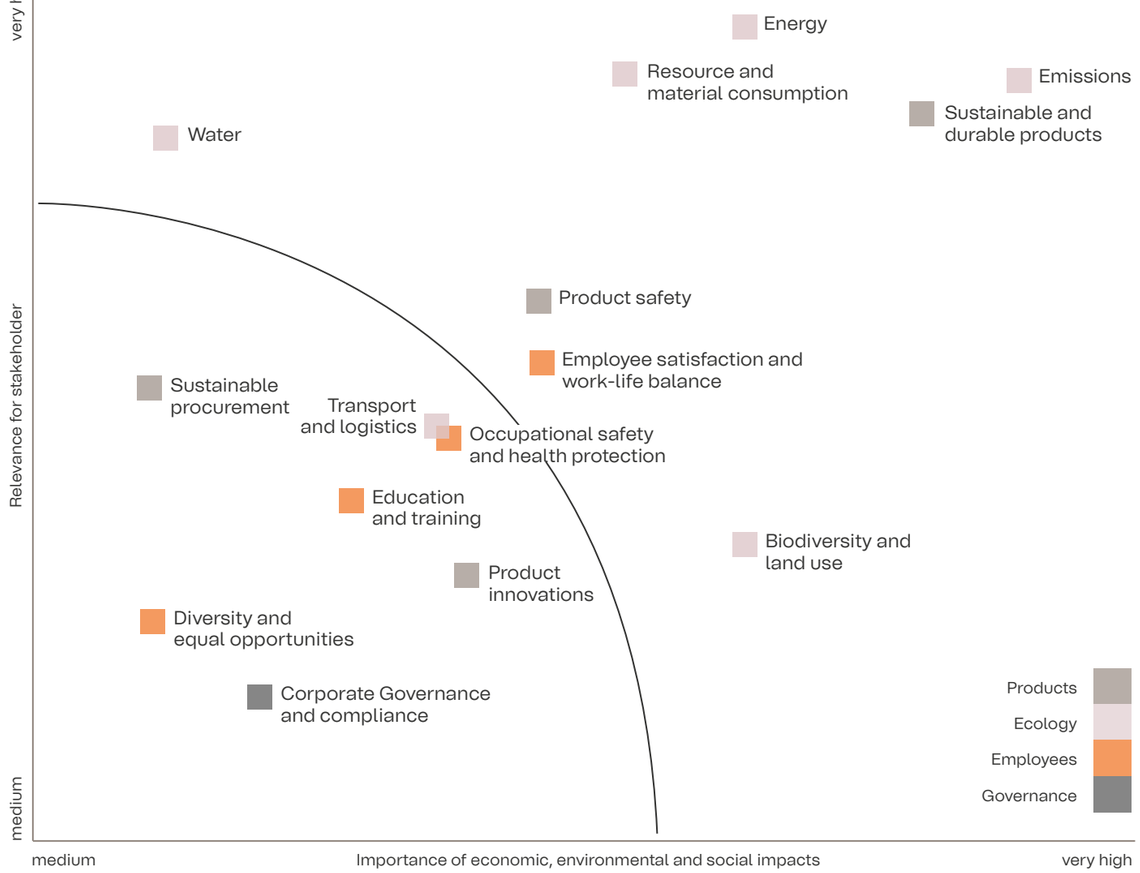
GRI 3-1

Rieder is publishing a sustainability report for the first time for the 2021 financial year on a voluntary basis. The focus is on the headquarters in Maishofen (Austria) and the production facility in Kolbermoor (Germany), where the company's main activities take place. In future, there are plans to include other Rieder locations in the analysis. This sustainability report complies with the international standards of the Global Reporting Initiative (GRI) and was prepared with reference to the GRI Standards 2021. In order to meet these requirements, the first step was to identify the key sustainability issues for Rieder in relation to the environment, society and the economy. The analysis began with a comprehensive review of the value chain, including upstream and downstream activities outside the company's own boundaries.

In the course of this, all economic, ecological and social impacts of the individual topics were assessed. In addition, both external stakeholder groups and Rieder employees were involved in the analysis by means of an online survey.

The materiality analysis carried out as part of the first sustainability report in 2021 continues to form the valid basis for the strategic orientation of Rieder's sustainability activities. Due to its unchanged high relevance, it was decided not to carry out another analysis in 2024.

Materiality matrix



A total of 15 topics were examined in detail. The assessment evaluated both the potential impact of Rieder on sustainability issues and the relevance of the topics for stakeholders. The materiality assessment was carried out by the Rieder core team with the support of external sustainability experts (GRI 2-14). This resulted in the following material topics for Rieder, which are reported on in detail from page 36 (GRI 3-2):

Environmental issues
↗ Energy
↗ Emissions
↗ Resource and material consumption
↗ Water
↗ Biodiversity and land use

Economic topics
↗ Sustainable and durable products
↗ Product safety

Social topics
↗ Employee satisfaction and work-life balance

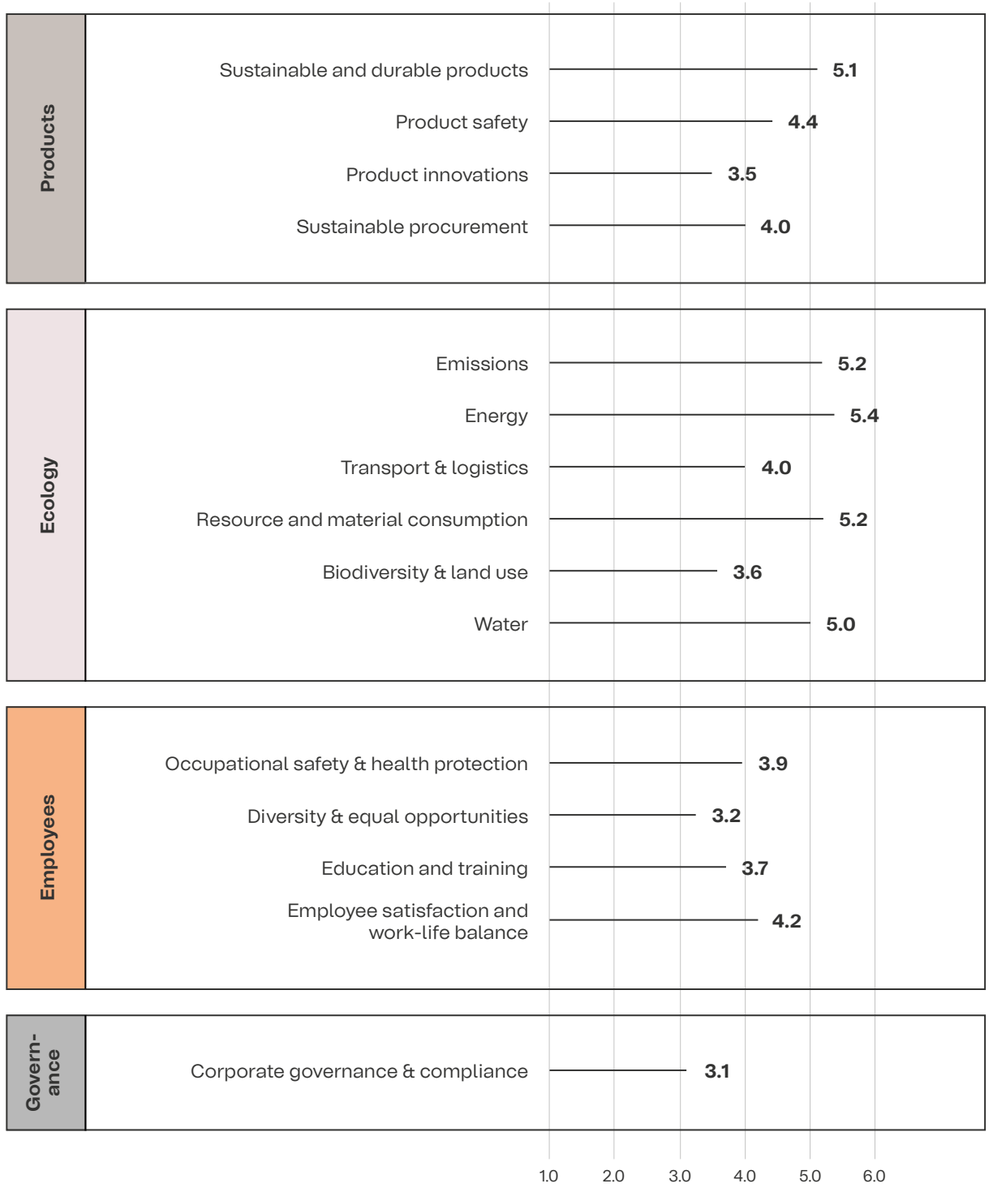
2.3.

Getting stakeholders involved

GRI 2-29

Various stakeholder groups were involved in the materiality analysis process in 2021 via an online survey. In addition to employees, external parties such as fabricators and facade builders, architects and planners, sales partners and end customers were also surveyed. Architects and planners showed the highest level of interest, accounting for 69% of all responses, reflecting the main target group. All other stakeholder groups participated in equal measure. A total of over 350 responses were recorded.

Respondents were asked to assess which sustainability issues they considered to be highly relevant for Rieder and where they therefore had the highest expectations of Rieder. The exact question for each individual topic was: 'How important is it to you that Rieder is committed to this topic?' To ensure a uniform understanding and to distinguish between the individual topics, a description was provided for each one.



Additional communication channels for stakeholder involvement

The Rieder Group firmly believes that corporate goals can only be achieved through partnership and cooperation with others. Relationships with external stakeholders are cultivated at all levels on a topic- and event-specific basis. Through regular newsletters, lunch & learn seminars, conferences, (online) training courses, events organised by the Rieder Academy and online surveys on various topics, Rieder regularly incorporates feedback from stakeholders into its business development. Close contact and exchange have always been a hallmark of Rieder's corporate culture.

2.4.

Sustainable Development Goals

GRI 2-22

The Sustainable Development Goals (SDGs – United Nations Sustainable Development Goals) set globally uniform standards for sustainable development up to the year 2030. The SDGs are intended to motivate governments, businesses, and civil society to take action in order to achieve the common goals with innovation potential and creativity. These goals support companies such as the Rieder Group in developing and implementing solutions to contribute to addressing the world's greatest challenges. The core business of the Rieder Group is to realize environmentally compatible solutions for construction projects for its clients. And this is precisely where Rieder also wants to make a contribution.

Rieder sees its contribution primarily in the following four goals:

SDG 9

Building a resilient infrastructure, promoting broad-based and sustainable industrialisation and sup-porting innovation

SDG 11

Making cities and settlements inclusive, safe, resilient and sustainable

SDG 12

Safeguarding sustainable consumption and production patterns

SDG 13

Taking immediate action to combat climate change and its impacts

2.5. Towards a climate-neutral company

GRI 2-25

In 2019, the Rieder Group systematically recorded its ecological footprint for the first time and comprehensively quantified its environmental impact. Climate-relevant emissions, waste streams, and material usage were meticulously accounted for and evaluated. This analysis represented a decisive milestone in the development of a sound sustainability strategy. Based on these findings, the company now invests a significant portion of its revenues specifically in projects that reduce the CO_2 footprint in the long term and in measurable ways. The continuous optimization of production processes, supply chains, and energy usage plays a central role in this effort. In parallel, internal efficiency potentials are identified and harnessed through technology-supported measures.

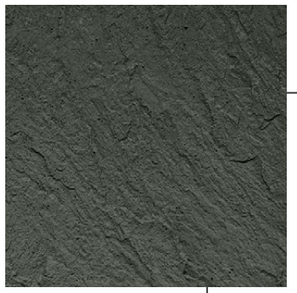
A key lever for CO_2 reduction lies in the further development of the concrete matrix. In the future, Rieder products are to be manufactured using CO_2-reduced formulations (GRI 3-3). The aim is to reduce the environmental impacts across the entire product life cycle and at the same time meet the increasing requirements of sustainable construction.

2.7. Green initiatives for the future

GRI 2-22

In order to secure the future of the company in the long term while preserving a liveable world for future generations, Rieder is focusing on comprehensive measures with an ecological focus. The strategy is based on three pillars: substitution, efficiency improvement and compensation. These three approaches are the driving force behind the ambitious transformation into a climate-conscious company in the coming years. In this way, Rieder is taking responsibility – for both current and future generations.

#1 – Substitution: a next-generation facade panel



↗ green initiative #1

Following the successful development of a cement-reduced and thus lower-CO_2 concrete matrix in 2022, Rieder is consistently pursuing this path. The company sees raw materials as the greatest lever for sustainable transformation. Since autumn 2024, Rieder has been working on the large-scale R&D project ‘Rieder CO2.0’ to develop a resource-optimised, next-generation glass fibre concrete panel that is expected to be ready for market by 2026. The aim is to create an innovative facade solution with improved ecological and technical properties. Thanks to its complete in-house value chain, Rieder can optimise all aspects of its projects in a targeted manner, from materials to production. ‘Rieder CO2.0’ thus stands for the strategic combination of ecological responsibility, technological progress and digital innovation.

#2 – Increased efficiency: scrapcrete as a zero-waste initiative

As part of its zero-waste strategy, the Rieder Group has launched the ‘scrapcrete’ project in collaboration with Certain Measures. The aim is to recycle material waste from production into high-quality reusable products rather than simply downcycling it into filler or road construction material, as has been the case up to now. A specially developed, software-supported method for cataloguing the leftover pieces allows them to be systematically evaluated, classified and processed for new design applications (page 24).

↗ green initiative #2

↗ green initiative #3

#3 – Compensation: Natural climate protection by planting trees

As part of its holistic sustainability strategy, Rieder also focuses on nature-based solutions such as targeted reforestation measures. Planting trees makes a valuable contribution to CO_2 sequestration, biodiversity promotion and the ecological regeneration of degraded areas. As part of these measures, trees have been continuously planted in Canada since 2021 to sequester CO_2. Half a million trees are to be planted by 2025. In conjunction with technological innovations, CO_2-reduced materials and efficient production processes, Rieder sees reforestation not only as compensation, but as an integral part of a comprehensive environmental commitment.

BEST PRACTICE

↗ 02

Form follows resource

Creating from what you have

In order to reduce waste in the production of facade elements made of glass fibre reinforced concrete and minimise environmental impact, the innovative scrapcrete facade concept was developed in collaboration with the Certain Measures office. With the help of data-based analyses and computer-generated designs, production offcuts are specifically reused.

At the heart of the concept is digital software that records residual materials and uses them to develop project-specific design options. These so-called offcuts, i.e. scraps from the production of glass fibre concrete slabs, are systematically catalogued and thus given a second life. Instead of disposing of these materials, they are transferred to new applications and upgraded in terms of design.

Offcuts are given a second chance thanks to their reuse.

Rethinking resources: scrapcrete

Scrapcrete pursues a radically new design approach: instead of creating a design and then producing the necessary parts, as is usually the case, the process here begins with what is already available – the supposed waste materials. Under the motto ‘Creating from what you have’, not only is waste reduced, but a new design language is created that transforms material scarcity into creative diversity.

Through the use of digital technologies, the design process is reimagined with the available resources. The result is a fusion of sustainability, functionality and aesthetics.

Leftover pieces are put together like puzzle pieces to form a new facade image.

A patchwork made from scraps

The scrapcrete concept was used on a large scale for the first time in the construction of the company’s new production halls in Maishofen. Residual materials from over 500 m^2 of öko skin slats were processed, generated from offcuts using special software and rearranged like a ‘patchwork quilt’. The irregularly sized elements enabled a mosaic-like facade design that not only gave the material a second life, but also a new creative quality.

The visual and conceptual similarity to the traditional Pinzgau rag rug is no coincidence. This regional cultural asset is made from sewn-together fabric remnants and symbolises the conscious use of existing materials. As with the rug, in which supposedly worthless scraps are transformed into a new, functional and aesthetic whole, scrapcrete also combines resource conservation with creative power.

scrapcrete impressively demonstrates how circular thinking, digital technologies and architectural aesthetics merge to open up new avenues for sustainable and culturally rooted construction methods of the future.

Rieder product world

3.1. Raw materials from nature – materials with character and responsibility

Wolfgang Rieder's vision was to develop a facade panel that was lightweight, stable, weather-resistant and aesthetically pleasing – while also meeting the highest sustainability standards. This vision became reality with the development of glass fibre reinforced concrete: a material that combines natural raw materials with technical innovation.

Glass fibre reinforced concrete consists mainly of mineral raw materials extracted from nature. This composition gives the material its characteristic surface: a lively, nature-inspired appearance that lends depth and expression to facades.

Each panel has an individual texture and colour nuance, resulting in a natural yet modern overall impression.

The combination of large-format panels with formed concrete elements allows for economically efficient solutions for the entire building envelope without compromising on aesthetics. At the same time, Rieder is pursuing the goal of systematically reducing the carbon footprint of its products in the coming years. The focus is on further developing the concrete formula, using alternative raw materials and resource-saving production throughout the entire product life cycle.

3.2. Production process and quality assurance

The production process for fibreC glass fibre reinforced concrete begins with the storage of raw materials. The first step in manufacturing is known as the concrete preparation process. This is followed by extrusion using computer-controlled equipment: the concrete mixture is shaped (wet production). In the first curing phase, which now begins, the previously fluid product solidifies and is transported through a drying tunnel. The now solid product requires a second maturing phase on the shelf. In the next step, the protective films are removed.

After the surface finishing process (finish) by matting or sandblasting, the cutting phase follows. Finally, the panels are washed and dried and the surface protection is applied. The last step involves final quality assurance. Finally, customised packaging ensures safe storage and delivery on Euro pallets. The process described here in brief applies to concrete skin and öko skin products. Special cuts and moulded parts are subject to additional flexible processes.

3.3. Facades made of fibreC glassfibre reinforced concrete

Concrete is a natural product and is perceived as such by Rieder. Facades made of glass fibre reinforced concrete have a unique character: lively surfaces with an interplay of colour shades and cloud effects instead of artificial uniformity. Natural colours, lively surfaces and exciting textures give the products their uniqueness.

→ concrete skin

The large-format panels combine the advantages of concrete and glass fibres and cover buildings like a skin of concrete. The glass fibre reinforced concrete elements, which are only 13 millimetres thick and come in a variety of colours, surfaces, textures and shapes, open up a wide range of possibilities for the design of building envelopes. concrete skin can withstand even the highest loads, even with large-area panels. Thanks to their robust properties, the panels are weather-resistant and have a long service life.

Ventilated curtain facades offer a number of benefits in terms of building physics, ecology and economic efficiency. concrete skin is attached to a metal substructure either visibly or concealed. The authentic colours blend in well with the landscape and correspond with nature and the surroundings.

→ öko skin

The öko skin facade slats create a lively play of colours and require minimal maintenance due to their different surfaces. The slats can be used as cladding for large-scale building facades and for small projects, such as porches, conservatories, terraces, garden sheds, garages, or fences.

Due to their handy format, the slats can be assembled and processed directly on the building site – by skilled craftsmen, carpenters or DIY enthusiasts.

→ formparts

As monolithic-looking concrete slats, the shaped concrete elements offer a high degree of flexibility and a wide range of design options. The shaped concrete elements with their optimised mounting system enhance glass facades, protect your privacy, and serve as sun protection. The shaped elements are tailor-made as individual pieces and are available as L or U cross-sections, round arches, and special shapes with a length of up to five metres. The low weight of the formparts and their large span widths also mean that less supporting structure is required.

Pre-assembly in the factory, independent of weather conditions, guarantees a high quality standard and rapid assembly on site. The elements are simply hooked on and tweaked into place and, together with the benefits mentioned above, offer an economical solution for the building envelope.

3.4. Product properties

↗ High performance and durability

The fibreC material can withstand the highest loads; it is very durable and can be used individually. The technical properties of fibreC remain unchanged over a service life of more than 50 years in all climate zones. Rieder facades do not require any maintenance over the years and do not need to be sanded or painted.

↗ Non-combustible

Glassfibre reinforced concrete guarantees absolute fire resistance thanks to its excellent thermal properties (fire protection class A1 'non-combustible' or A2-s1,d0 'non-combustible').

↗ Passive solar contribution and shading

Rieder's facade products also serve as visual protection and protection from the sun. Especially in buildings with large glass surfaces, the pre-set concrete slats provide protection from heat on the inside. This way, the design of the facade remains open and transparent while also offering protection in the form of shading elements, especially in regions where there is a lot of light and sunlight. The material can contribute to the cooling and heating of facades through thermal activation, which is an efficient as well as innovative method. Building envelopes made of fibreC in light concrete colours do not produce a so-called heat island effect.

↗ Free from crystalline silica

All Rieder products have always been free from crystalline silica (< 1 M.-%).

3.5. Product safety: responsibility that lasts

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Rieder facade panels meet the highest safety standards as a building product and are subject to strict regulatory requirements in Europe. This is based on the European Construction Products Regulation (EU) No. 305/2011, which regulates the requirements for the declaration of performance and CE marking of construction products. In addition, the harmonised standard DIN EN 12467 defines the technical requirements, test methods and acceptance criteria for fibre cement panels, facade shingles and formwork elements.

This standard ensures that all products are tested and certified in terms of mechanical strength, fire behaviour, frost-thaw resistance, dimensional stability and other safety-related properties. In individual countries, such as Germany and France, there are also additional national approval requirements, which Rieder consistently fulfils.

However, product safety at Rieder means more than just compliance with standards: 100% of the panels manufactured are subjected to strict internal testing processes and validated for safety. The primary goal is to ensure that the product does not pose any risks to people or the environment – neither during manufacture, nor during use, nor throughout the life cycle of the panels. Particular attention is paid to the health protection of workers on construction sites. In order to ensure maximum safety in this regard, Rieder has its fibre concrete panels additionally tested by the independent and accredited Austrian Institute for Building and Ecology (IBO).

These tests focus on the following, among other things:

↗ Eluate analyses to determine possible pollutant releases
↗ Material tests with regard to heavy metal content
↗ Measurements of radioactive emissions

The results of these tests consistently show non-critical values: All substances recorded were below the legal limits, in many cases even below the respective detection limit.

In the reporting year, no violations were found in connection with the health safety or safety-related aspects of Rieder products. This confirms our commitment to providing consistently safe, sustainable and responsibly tested solutions for the architecture of tomorrow.

3.6. The EPD – essential for sustainable building design

GRI
3-3

The construction industry bears a central responsibility for climate protection: around 37% of global energy-related CO_2 emissions are attributable to the building sector – around 10% of which are attributable to construction processes and materials*. This means that the industry not only has the potential to actively contribute to reducing emissions, but also has a duty to do so.

One key lever is the choice of materials. With every product decision they make, architects and planners have a significant influence on the environmental footprint of a building. In order to make informed decisions, they need transparent and reliable information about the environmental impact of the building materials used.

This is where the Environmental Product Declaration (EPD) comes in. It is based on a standardised life cycle assessment (LCA) and provides comprehensive, comparable data on the environmental impact of a product throughout its entire life cycle – from raw material extraction to manufacture and use to disposal. The contents of the EPD are verified and registered by independent third parties, which enhances its credibility and transparency.

An EPD does not automatically certify that one product is more sustainable than another. Caution is also advised when making direct comparisons if different phases of the product life cycle are represented or different functional units (weight or area) are used. However, it does provide a valid basis for objectively comparing products and making informed decisions in terms of sustainable construction.

Rieder has had EPDs for its facade products since 2012, which are regularly updated and publicly available.

Numerous completed projects have already been certified according to internationally recognised sustainability standards such as DGNB, LEED and BREEAM, underlining the company's commitment to environmentally responsible construction.

* UN report: 2022 Global status report for buildings and construction

3.7. ESG Transparency Award

The ESG Transparency Award, presented by EUPD Research, recognises European organisations that not only implement sustainable corporate governance, but also communicate it in a transparent manner. The award is based on a scientifically sound transparency standard that draws on over 20 years of research and evaluates environmental, social and governance criteria. The ESG reports are reviewed using AI-supported analysis processes and classified into three development stages: development level, rating level and excellence level.

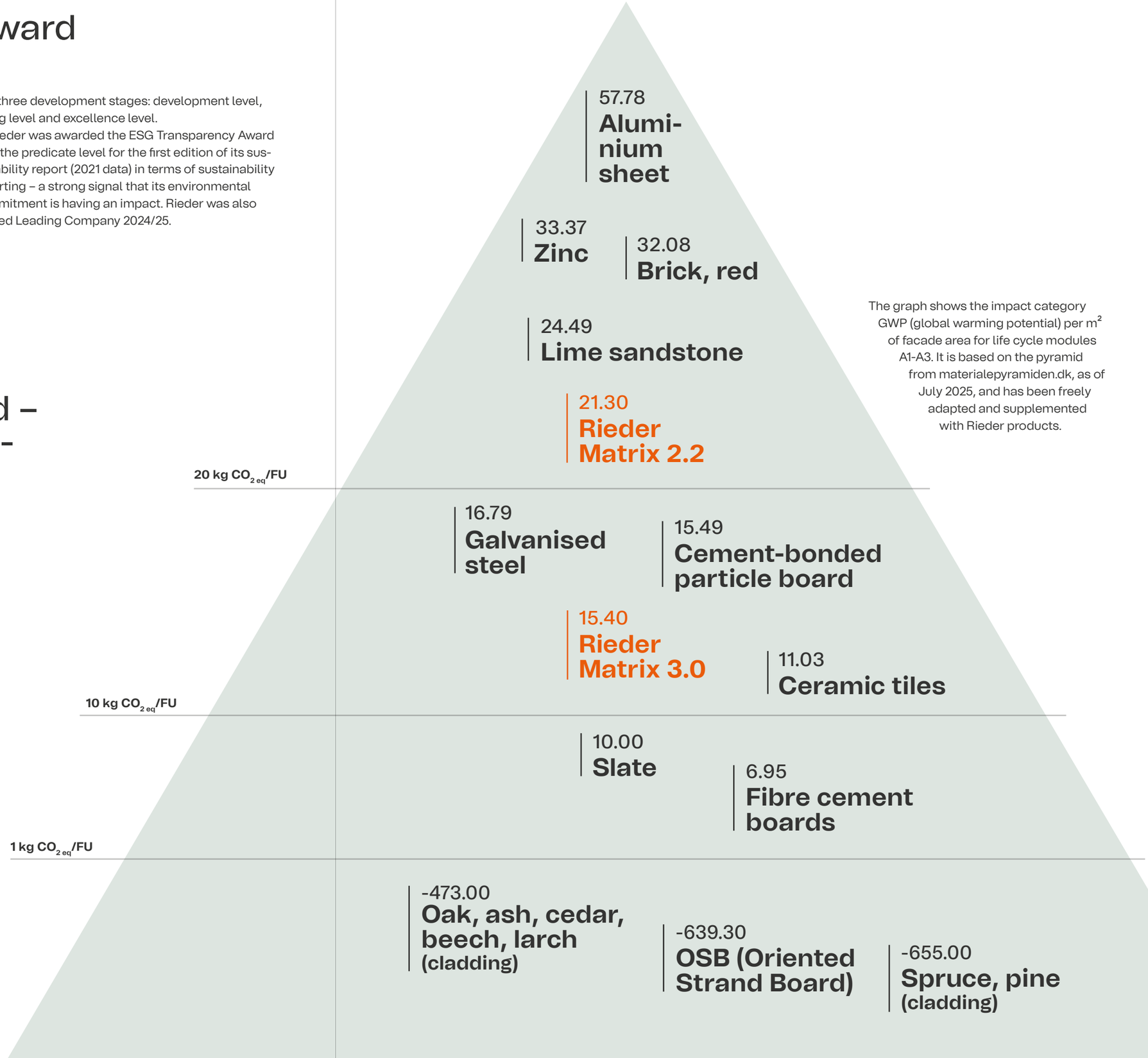
Rieder was awarded the ESG Transparency Award with the predicate level for the first edition of its sustainability report (2021 data) in terms of sustainability reporting – a strong signal that its environmental commitment is having an impact. Rieder was also named Leading Company 2024/25.

3.8. The material pyramid – guidance for climate-friendly materials

The Construction Material Pyramid*, developed by the Centre for Industrialised Architecture (CINARK) at the Royal Danish Academy, applies the principle of the food pyramid to material management in construction. It provides a visual structure that highlights climate-related differences between building materials and translates complex LCA values from EPDs into an intuitive pyramid structure: climate-friendly materials at the bottom, more climate-damaging materials at the top.

The digital tool allows different materials to be compared according to their CO_2 impact and functional parameters such as volume or weight. As a decision-making aid, it sensitises project participants to material selection and climate impact at an early stage. This confirms that natural materials, especially wood, can make a positive contribution through CO_2 binding (negative emissions), while fossil-based building materials should be used as little as possible. Hybrid material strategies in planning also promote durability and resource conservation.

* Source: Materialepyramiden.dk, as of July 2025, freely adapted and supplemented with Rieder products



The graph shows the impact category GWP (global warming potential) per m^2 of facade area for life cycle modules A1-A3. It is based on the pyramid from materialepyramiden.dk, as of July 2025, and has been freely adapted and supplemented with Rieder products.

BEST PRACTICE

↗ 03

Monument protection meets modernity

Icon of post-war modernism in a new light

A key element of the project was the renovation of the distinctive facade. A total of 3,500 custom-made 3D formparts made of fibreglass reinforced concrete were used. The specially developed L and V elements in ivory were delivered as ready-to-install facade components and integrated into the existing structure. Thanks to their timeless design, the new elements blend harmoniously into the historic appearance and respect the building's status as a listed monument. The result is a successful synthesis of contemporary architecture and historic substance – an example of sustainable urban renewal in the context of monument preservation.

Architecture in transition: renovation of a classic Berlin high-rise building

What was once Berlin's oldest high-rise building, an important testament to post-war modernism, underwent extensive renovation between 2021 and 2024. The listed administrative building on Württembergische Straße is not only relevant in terms of architectural history, but also embodies the model of transparent administration from the early days of the Federal Republic. The 61.2-metre-high skyscraper was built between 1954 and 1956 according to plans by Werry Roth with the collaboration of Richard von Schuberth.

As part of the general refurbishment, Kahlfeldt Architekten undertook the renovation in line with conservation guidelines, with a particular focus on resource conservation and durable material concepts. The aim was to preserve the architectural heritage while ensuring the long-term usability of the building.

Senate Department for Building and Housing, built between 1954 and 1956; image: Berlin State Archive, F Rep. 290 (06) No. 0167396 / photo: Otto Hagemann

Ecol-
ogy

4.1.

Environmental management at the Rieder Group: understanding impact, taking responsibility

GRI 2-9

The Rieder Group pursues the goal of continuously minimising the ecological impact of its business activities. The focus is on those environmental aspects that have been identified as relevant in the materiality analysis and that have a significant potential impact on the environment and society.

These include in particular:

↗ Emissions (e.g. CO_2 equivalents)
↗ Energy and water consumption
↗ Use of resources and materials
↗ Biodiversity and land use

In order to make informed decisions and derive targeted measures, the Rieder Group systematically records its environmental performance in all relevant areas. Based on this data, optimisation potential is identified and concrete environmental protection measures are implemented.

All operating units of the group are certified according to ISO 14001 and have an environmental management system in place. Environmental concerns are firmly integrated into operational processes, from production and procurement to building design. Compliance with environmental requirements is regularly reviewed, and countermeasures are taken immediately in the event of deviations.

The management keeps relevant decision-makers informed about legal developments and regulatory requirements in the areas of environment, climate and energy. In addition, progress towards strategic sustainability goals is communicated transparently.

Rieder is expressly committed to the precautionary principle in environmental protection: instead of merely reacting to existing risks, it proactively works to prevent potential long-term environmental damage in advance. This attitude is an integral part of corporate responsibility and a prerequisite for resilient, sustainable value creation.

4.2.

Energy consumption and emissions

GRI 3-3

Energy consumption: efficiency as a lever for climate protection

The energy consumption of the Rieder Group's production companies – Rieder Faserbeton-Elemente GmbH (Germany), 3DM GmbH (Austria) and RSS GmbH (Austria) – was systematically recorded in the 2024 reporting year on the basis of billing statements and meter data. Total energy consumption amounted to around 2 996 MWh with a net production volume of 115 293 m^2 of facade panels. Compared to the previous year, this represents a 7% reduction in energy consumption. Energy requirements consist mainly of natural gas, diesel (especially for the vehicle fleet and mobile equipment), wood chips and electricity. Since 2021, the entire electricity demand at the German site in Kolbermoor has been covered entirely by renewable sources.

At the Austrian sites, too, electricity has been purchased exclusively from certified renewable energy sources for several years. Since 2022, the company headquarters has been equipped with a wood chip heating system.

In order to further reduce energy consumption in the long term, the Rieder Group continuously analyses machines, systems and production processes for potential savings. Technical and organisational measures are implemented – from process optimisation to raising employee awareness. Particular attention is paid to energy consumption in new investments: only machines and systems that meet high energy efficiency classes are used here.

GRI 302-5 302-1

	2024	2023
Total energy consumption from non-renewable resources		
Natural gas (kWh)	1 598 041	1 662 211
Diesel (kWh)	20 000	20 000
Electricity (kWh)	0	0
Total energy consumption from renewable sources		
Electricity (kWh)	1 203 646	1 345 470
Wood chips (kWh)	174 145	146 017
Total energy consumption	**2 995 831**	**3 173 697**
Net quantity produced (sqm)	115 293	150 139
Energy consumption per unit produced (kWh/net sqm)	22.2	18.9
Standards, methodologies, assumptions and/or computational programs used	Data collection is carried out by the Controlling Department on the basis of invoices from the respective energy and material suppliers.	
Source of the conversion factors used	Use of the conversion factor of 10 kWh/l for diesel	

CO_2 emissions: reduction through systematic measures

The Rieder Group's greenhouse gas emissions are divided into two main categories in accordance with the Greenhouse Gas Protocol:

↗ **Scope 1** comprises direct emissions generated by the combustion of fossil fuels – in particular natural gas – directly at the production sites.

↗ **Scope 2** includes indirect emissions from the purchase of energy, primarily electricity.

In 2024, total Scope 1 and Scope 2 emissions at the Kolbermoor (Germany) and Maishofen (Austria) sites amounted to 364 tonnes of CO_2 equivalents. This represents a reduction of around 5% compared to the previous year – progress that can be attributed to targeted efficiency measures and the use of renewable energies.

Indirect Scope 2 emissions are calculated on the basis of current data from the Environmental Product Declarations (EPD) in accordance with ISO 14025 and EN 15804+A2, prepared by the Austrian Institute for Building and Ecology (IBO, 2025).

The following table provides an overview of the development of CO_2 emissions in 2023 and 2024 (GRI 3-3).

GRI
305-1
305-2

Absolute CO_2 emissions*	2024	2023
Direct emissions, Scope 1 (in metric tons CO_2-eq)	338	352
Indirect emissions, Scope 2 (in metric tons CO_2-eq)	27	30
Total scope 1 & 2 THG emissions (in metric tons CO_2-eq)	**365**	**382**

Specific CO_2 emissions	2024	2023
Net quantity produced (sqm	115 293	150 139
Total GHG emissions per unit produced (kg CO_2-eq/net sqm)	3.2	2.5

** Sources on conversion factors*
CO2 equivalent green electricity, in kg/kWh = 0.0215 (2023): Source IBU Berlin
CO2 equivalent direct natural gas in kg/kWh = 0.208 and diesel in kg/kWh = 0.251 (2024): Source Austrian Federal Environment Agency

Noise and dust reduction

The responsible handling of emissions such as noise and dust is a key concern for the Rieder Group – both in terms of environmental protection and the protection of employee health.

In order to keep dust pollution during production to a minimum, Rieder specifically focuses on low-emission processes: cutting and grinding processes are carried out exclusively using wet methods, which significantly reduces dust formation. Manual work is carried out using modern extraction technology, and cleaning processes are designed to be low-dust wherever technically feasible.

Another example of this holistic approach is the construction of new production halls at the Maishofen site in 2023: an air humidification system has been installed there, which helps to reduce the concentration of dust in the air and improves the indoor climate at the same time. The resulting optimised humidity improves air quality and has a positive effect on the well-being and health of employees.

Rieder also invested in a new, energy-efficient blasting system at its Kolbermoor site in 2023. This investment brings numerous ecological and technical improvements. For example, dust generation has been significantly reduced, contributing to an improved working environment. At the same time, energy consumption per square metre of processed area has been noticeably reduced. The new system enables higher output while also improving product quality. In addition, the optimised blasting pattern ensures an even more attractive surface finish. The digital control system also simplifies operation and increases process reliability.

The modernisation of the production halls thus represents another important step towards resource-saving, future-oriented production.

4.3.

Water consumption, wastewater generation and treatment

GRI
3-3

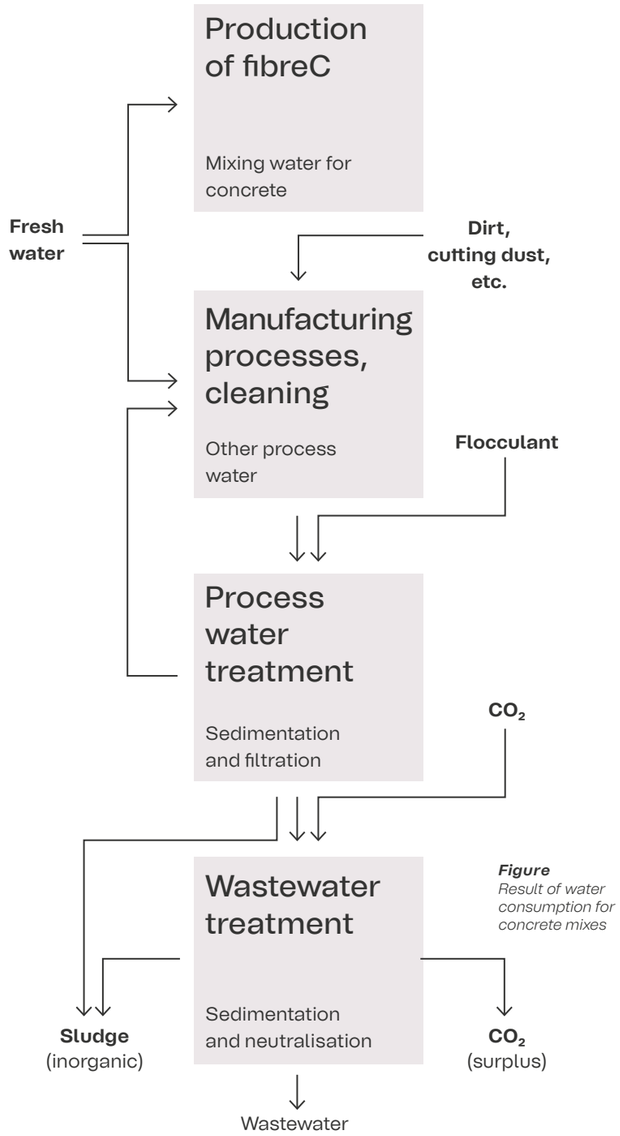


Figure
Result of water consumption for concrete mixes

Water plays a central role in production at Rieder – especially in cleaning the plates and in the cutting processes for cooling. Reducing the use of fresh water is therefore a key objective in the context of continuous process optimisation. One example of this is the polishing machine commissioned in 2023, which has significantly reduced fresh water consumption thanks to improved water treatment technology.

A total water consumption of around 7 580 tonnes was recorded at the Kolbermoor and Maishofen production sites during the reporting period. This resulted in a sludge volume of around 476 tonnes, which, after dewatering, is reused in cement production in a resource-saving manner – an example of successful circular economy.

Wastewater treatment takes place in several efficient steps: sedimentation, flocculation, filtration and neutralisation. These processes ensure that the water can be returned to the highest possible quality. Rieder does not extract water from water-stressed areas. However, at the Kolbermoor site, a designated water conservation area borders the factory premises. This underlines the responsibility to use water resources with particular care and sustainability.

GRI
303-3

Total water withdrawal	2024	2023
Kolbermoor site (in metric tons)	6 733	10 849
Maishofen site (in metric tons)	846	418
Total (in metric tons)	**7 579**	**11 267**

4.4.

Resource and material consumption

GRI 3-3

Material ecology: Holistic assessment across the life cycle

Building materials not only influence indoor air quality, the indoor climate and architectural impact, but also affect people, the environment and resource use throughout their entire life cycle. Environmental impacts arise during extraction, production and processing, as well as during transport, use and disposal.

In order to address these impacts holistically, the Rieder Group in Austria works together with the independent Institute for Building and Ecology (IBO). The IBO carries out a structured ecological assessment of all materials and suppliers used. This assessment is carried out annually, including a complete recertification process every three years, during which all materials used are reviewed.

In Germany, this task is performed by the Institute for Construction and Environment (IBU). As an association of responsible building product and component manufacturers, the IBU stands for transparency, life cycle analyses and a consistent focus on the principle of sustainable construction.

The aim of these collaborations is to identify and continuously develop the best possible ecological material solutions under the given technical and economic conditions.

Main and auxiliary materials used: Focus on mineral resources

Rieder's facade products are mainly based on mineral raw materials, which are characterised by high durability, good recyclability and low emission values. The main materials include:

↗ Sand, cement, water
↗ Pozzolans (natural additives)
↗ Colour pigments and additives (e.g. superplasticisers)
↗ Textile reinforcements
↗ Surface protection systems

In addition, carefully selected auxiliary materials are used in the production process which, where technically possible, can either be returned to the material cycle (recycling) or used for lower-quality follow-up products (downcycling). These include, among others:

↗ Nitrogen for process cooling
↗ PP concrete casting and cover films
↗ Styrofoam and special formwork

The careful selection and economical use of these materials follow clear environmental criteria with the aim of ensuring material efficiency, reusability and low environmental impact throughout the entire product life cycle.

Reduction of waste: planning, optimisation and recycling

In order to minimise resource consumption in production, Rieder focuses on consistent waste optimisation for project-related measurements. Nevertheless, certain panel formats – especially those with individual special geometries – can result in increased material waste.

Architects and planners are actively informed about the maximum usable dimensions of the raw panels early on in the planning phase of a construction project. The aim is to design the facade geometries in such a way that they can be manufactured as efficiently as possible from the standard formats.

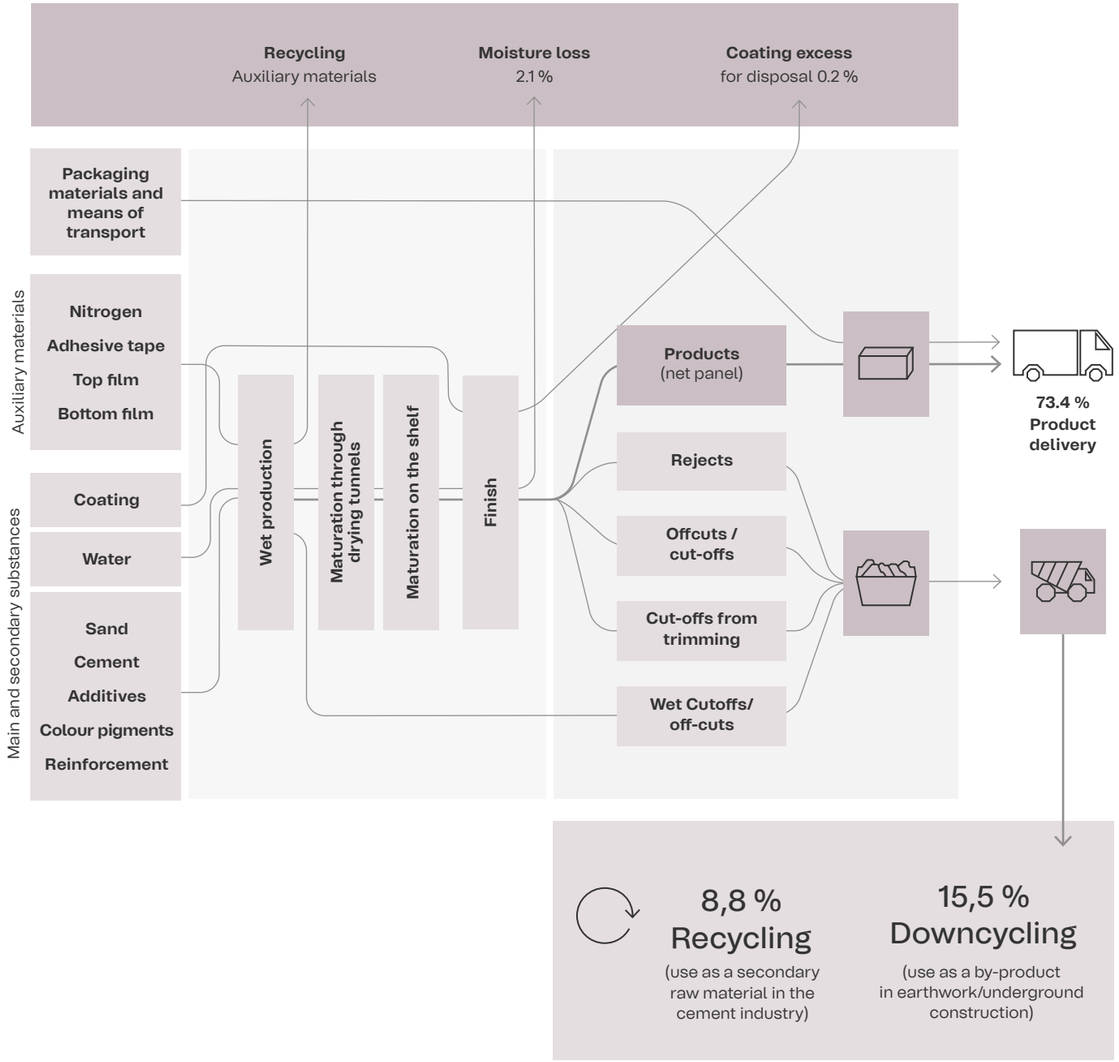
This early coordination enables resource-saving planning and reduces unnecessary material loss.

Despite these measures, the amount of waste material in 2024 was around 29% of the raw panel quantity. The main causes are short-term scheduling in project business, unpredictable changes to plans and the use of non-standard special formats.

A particular challenge is the coordination of production planning and project-related processes, which are often dynamic and difficult to predict.

The 'scrapcrete' project (page 24) offers an innovative solution. Here, residual pieces are not downcycled as filler material, but are reused – in line with a consistent zero-waste strategy.

Primary material flow of product manufacturing



Overview of material flows: The primary material flow at Rieder

The production of facade panels at Rieder follows a clearly structured process that is geared towards material efficiency and resource conservation. The illustration shows the primary material flow in product manufacturing – from the main and auxiliary materials used, through the individual production stages, to the delivery of the end product.

All material flows are presented transparently, including productive use (net panels), unavoidable residues such as offcuts and rejects, and potential recycling and downcycling paths. Particular focus is placed on measures to return by-products to the material cycle, for example through recycling as secondary raw materials or downcycling in civil engineering.

This presentation supports the goal of analysing material flows holistically, minimising losses and systematically developing circular solutions.

GRI 301-1

Material	2024	2023
Total weight or volume of materials in metric tons used for the manufacture of the main products	**4 654**	**5 696**
Non-renewable materials used	4 654	5 696
Renewable materials used	0	0
Total weight or volume of materials in metric tons used for the packaging of the main products	**278**	**362**
Non-renewable materials used	20	26
Renewable materials used	258	336

Waste as a resource: circular thinking in waste management

In line with a holistic approach to resource conservation, Rieder increasingly views waste as a valuable material with recycling potential. The aim is to ensure that waste is recycled in a meaningful way. The focus here is on separating materials by type in order to facilitate reuse and recycling. Particular improvements are currently being sought in the separation and recycling of polypropylene films (PP films) and waste wood. Residual materials from facade panel production also continue to be used as filler material in road construction and civil engineering – a typical example of downcycling with ecological benefits.

A significant contribution is made by the recycling of by-products from water treatment: around 476 tonnes of sludge – a residue from the recycling process – were introduced into the cement industry as a secondary raw material. This corresponds to around 10% of the total six million kilograms of raw materials used annually by Rieder to manufacture its concrete products. This approach supports the Rieder Group's overarching zero-waste strategy and promotes a resource-saving circular economy along the entire value chain.

GRI 301-2 306-3

Waste	2024	2023
Total weight of waste generated in metric tons	**670.46**	**821.54**
Hazardous waste *	21.94	32.39
Non-hazardous waste **	648.52	789.15
Of which recyclable	91 %	92 %

** Included: Coating residues, pressurized containers, electronic waste, flammable waste, paint and varnish waste, hazardous operating materials, hazardous material packaging, IBC tanks, cement*
*** Included: Absorbent & filter material, construction debris, concrete casting foil, concrete lumps with foil, barrels, **wood**, **metal scrap**, **paper**, broken panels, **PP foil**, residual waste, **inorganic sludge from water treatment**, **web foil**, **stretch foil/foam foil**, **styrofoam** (highlighted materials are recyclable)*

4.5.

Biodiversity and land use

GRI 3-3

The locations of the Rieder Group are partly situated in ecologically sensitive areas. The plant in Kolbermoor (DE) is located at the edge of a nature reserve and water protection area, while the Maishofen (AT) site borders a designated water conservation area. Rieder takes these site-specific conditions very seriously and aligns its operational measures specifically with the protection of surrounding ecosystems.

A central goal is to avoid sealing additional soil surfaces in order to minimize impacts on natural habitats. This goal was successfully achieved during the construction of the new headquarters in Maishofen – by utilizing and redeveloping existing buildings instead of building new ones on undeveloped land. In addition, the geological conditions at the Maishofen site demonstrate that no adverse environmental impacts arise from commercial use.

Rieder's greatest influence on biodiversity stems from the upstream processes of raw material extraction. To keep this impact as low as possible, the company focuses on resource efficiency, waste reduction, and process optimization in production to protect natural resources and habitats.

4.6.

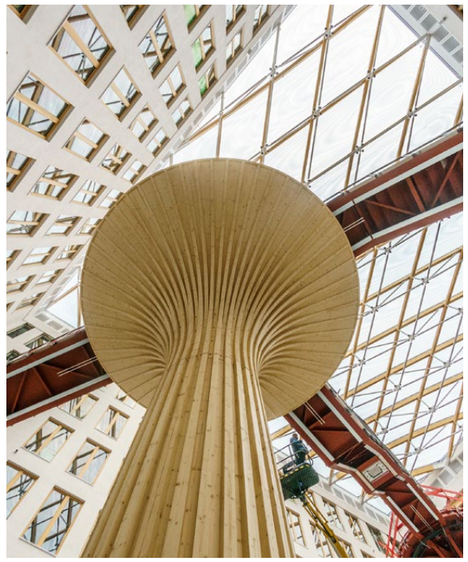
Further measures

- ↗ Process chain analysis: Examination of planning and wet production processes to identify and implement efficiency potentials.
- ↗ Packaging return system: Introduction of a return system for wooden pallets as the first step toward a comprehensive packaging take-back system.
- ↗ Packaging optimization: Gradual reduction of plastic packaging or replacement with cardboard packaging – where technically feasible and ecologically sensible.
- ↗ Wastewater treatment: Automation of the neutralization process and optimization of CO_2 dosing for more targeted control and reduced consumption.
- ↗ Material utilization: Reduction of offcuts and scrap as well as use of leftover material for by-products.
- ↗ Digital planning optimization: Computer-assisted, cut-optimized planning already in the concept phases to increase production efficiency.

BEST PRACTICE

↗ 04

Concrete loves timber



Germany’s largest timber-hybrid building as a bustainable flagship project

Wood and concrete prove to be an unbeatable team in ecological construction at ‘EDGE Suedkreuz Berlin’. The office building of the company Vattenfall, planned by Tchoban Voss Architekten and located in the ‘Schöneberger Linse’, features glassfibre concrete panels from Rieder and serves in many respects as a showcase for the changing demands placed on new buildings.

The building’s facade is composed of concrete skin panels from Rieder, only 13 mm thin. These not only complement the architectural concept aesthetically, but also meet the high environmental and health standards required by the DGNB Platinum pre-certified project. The combination of renewable raw materials such as wood with durable, CO_2-optimized concrete materials demonstrates that material contrasts can result in a truly sustainable synergy.

Concrete on wood: Contradiction or ‘the new normal’?

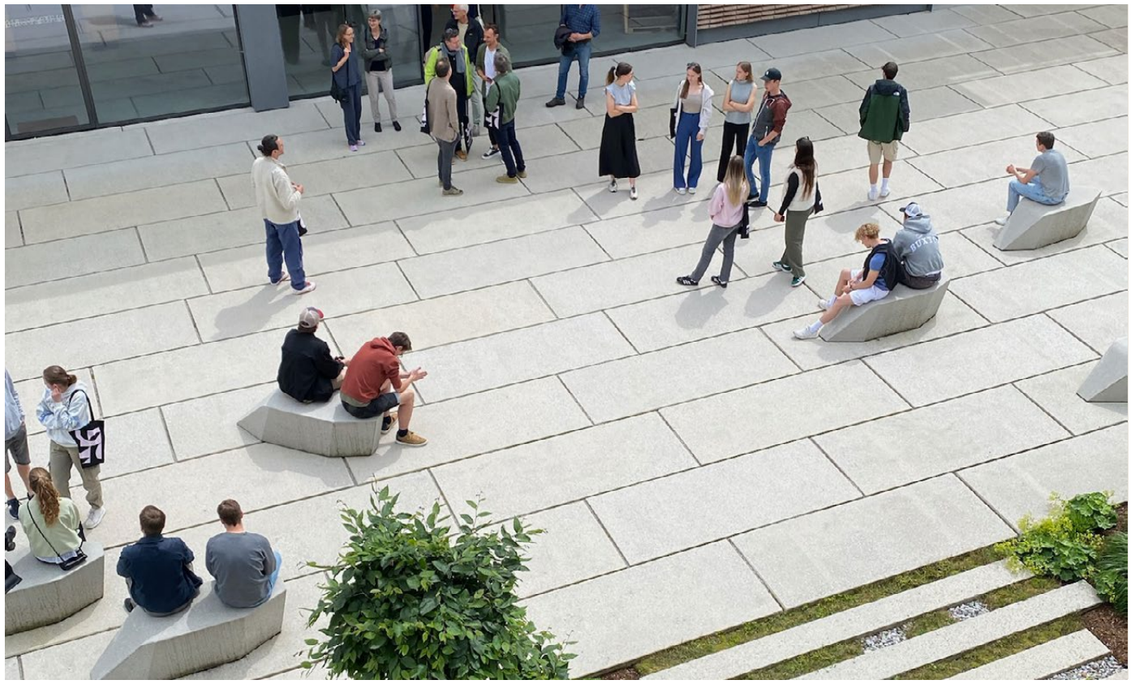
The seven-story EDGE Suedkreuz Berlin building was constructed using a modular timber-concrete hybrid design. For this purpose, hundreds of wall elements including windows and over a thousand ceiling elements in timber-concrete construction were prefabricated in the factory, delivered as needed, and efficiently assembled on site. Weather-independent pre-assembly ensures high quality, shortens construction time, and reduces the material requirements on the building site.

A central element of the sustainable construction method is the facade made of Rieder glassfibre concrete. Thanks to its comparatively low weight, the non-combustible panels are ideally suited for the timber-hybrid system. They meet the highest standards for fire protection, thermal performance, and durability – without the need for additional technical measures such as sprinkler systems.

Em-
ploy-
ees

The 108 employees of the Rieder Group form a closely connected team, shaped by long-standing company loyalty and mutual trust. A culture of personal responsibility, creative solution orientation, flat hierarchies, and a strong sense of reliability defines the corporate culture and creates a working environment that fosters cohesion and innovative strength.

The knowledge, experience, and commitment of the employees are central pillars in achieving the company's goals. As experts in their fields, they make a significant contribution to ongoing development. Their perspectives and feedback help to optimize processes and make them more sustainable. To successfully address future challenges as well, the Rieder Group invests in training and professional development as well as in occupational safety and health protection – because the company's long-term viability is based on the well-being and development of its employees.



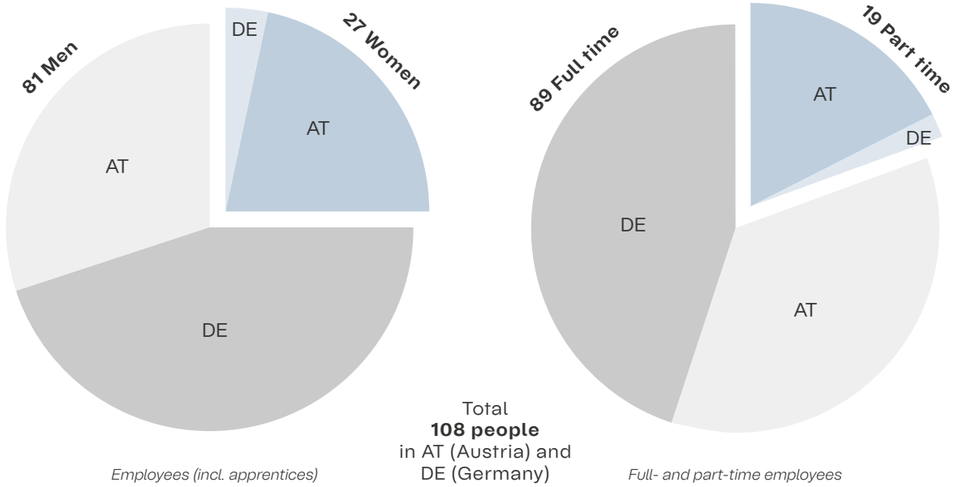
Consciously promoting diversity

The Rieder Group views diversity as a core strength and a targeted success factor. Different perspectives, experiences, and backgrounds enrich collaboration and contribute to the company's innovative capacity. For Rieder, promoting diversity means creating an inclusive working environment in which equal opportunities are actively practiced and individual potential can be fully developed.

At Rieder, diversity is understood holistically: age, gender, ethnic origin, sexual orientation, religion, physical abilities, or personal lifestyles - all these differences are consciously taken into account. All employees should feel respected and be able to contribute in the long term. As a family-friendly employer, Rieder supports the return after parental leave and promotes flexible working models.

A particular focus lies on the promotion of women in leadership positions: in 2024, the proportion of female managers among employees was 50% (4 out of 8). The executive management is also balanced with a 50% share of women - a clear expression of the company's commitment to equality and equal opportunities.

GRI 2-7



Total
108 people
in AT (Austria) and
DE (Germany)

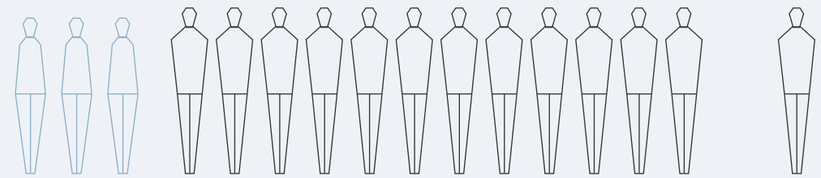
Employees (incl. apprentices)

Full- and part-time employees

GRI 401-1

AT
3 Women, 12 Men

DE
0 Women, 1 Man



New hires in total:
16 people

5.1. Employee satisfaction and work-life balance

GRI 3-3

Rieder is convinced that only those who can balance professional and private life remain productive, motivated, and healthy in the long term. It is therefore a central concern to create framework conditions that do justice to the individual life realities of employees – regardless of life stage, family responsibilities, or personal needs. Flexible working models, individual solutions for working time arrangements, and a family-friendly corporate culture form the foundation.

Another essential component of employee-oriented corporate management is continuous dialogue. Employee surveys are firmly anchored in the corporate culture and serve primarily as a means of active listening. They make it possible to identify concrete opportunities for improvement and derive targeted measures. These processes help to further develop working conditions in the spirit of a learning organization (GRI 2-16). In this way, co-creation is not only made possible but actively encouraged.

Employee surveys and dialogues

Employee surveys are an important part of Rieder's feedback culture. They provide valuable insights into the working atmosphere, employee satisfaction, and the current needs of the workforce. Feedback collected includes reflections on the past year, suggestions for improvement, and wishes for the future.

One key result of past surveys was the predominantly positive assessment of the working climate - combined with the desire for more team-building, particularly to strengthen cohesion between different locations. In response, targeted cross-site workshops were organized, including participants from Kolbermoor and Maishofen, in order to foster mutual understanding and reinforce the sense of unity.

These workshops are subsequently evaluated through anonymous online surveys, for example, regarding organization, process, time management, materials, or evening events. Another important input from the surveys was the request for specific sales training, such as on the topic of sustainability. As a result, in-house training formats such as compact 'Lunch & Learn' sessions were intensified.

In addition, standardized employee appraisals are conducted annually for staff. Currently, around 20% of the workforce is included in this process - with the aim of expanding and formalizing it more broadly in the future.

A future-oriented working environment

With the newly constructed Rieder Campus in Maishofen, a significant milestone was set in 2021, marking the starting point for a new working culture. From the planning phase onward, the focus was on creating an environment that promotes well-being, creativity, and productivity in equal measure. The modern office architecture provides employees with inspiring spaces that enable individual development as well as interdisciplinary exchange.

In 2023, this concept was successfully extended to production: with the new production halls RCL II and RCL III, a working environment with a high quality of stay was also created in the manufacturing area (see page 54). Specially designed wooden pyramids in the hall ceiling provide maximum daylight, while an integrated humidification system reduces dust exposure, contributing to a healthier indoor climate.

Added value for employees

To support work-life balance and well-being, Rieder offers numerous benefits: flexible working time arrangements, individual part-time models (e.g., after parental leave), home office options, subsidized lunch menus, gym memberships, team events, as well as financial benefits for occasions such as childbirth or marriage.

In addition, employees have access to a company-owned residential building with subsidized rental apartments located in close proximity to the Maishofen site, further contributing to social responsibility and regional ties.

Climate-friendly mobility

Since the end of 2024, Rieder has been offering an attractive bike leasing model for employees at the Maishofen site. Thanks to tax-advantaged financing, costs can be reduced by up to 39%. The program not only promotes individual mobility but also supports environmentally friendly and health-conscious commuting.

5.2. Education and training

GRI 404-2

The Rieder Group actively promotes the training and further education of its employees – both on a professional and personal level. This usually takes place in an uncomplicated way through an informal application, which in most cases is supported. The encouragement of individual training initiatives is a lived part of the corporate culture. Applications for educational leave or flexible working time arrangements for training purposes are also generally welcomed by management. Regular internal training sessions – on topics such as occupational safety, accounting, financial reporting, payroll, or specialist areas like concrete technology – ensure that knowledge remains up to date and new skills are continuously developed.

Special emphasis is placed on apprenticeship training: Rieder currently offers apprenticeships for civil engineering draftspeople as well as in the IT sector (e.g., system administration). The apprenticeship program includes, among other things, the option of combining training with a high school diploma, additional qualifications such as crane or forklift licenses, personal mentoring with feedback discussions, and bonuses for outstanding performance in vocational school.

In 2024, eight interns are also complementing the Rieder team, gaining valuable professional experience in the fields of marketing, engineering, client relations, controlling, and IT.

BEST PRACTICE

↗ 05

Best Workspace Award for Rieder Campus

Preserving through change

The experiences of the COVID-19 pandemic prompted Rieder to re-examine fundamental questions about the design of modern working environments: How must spaces be structured to provide security and stability in times of change – while at the same time fostering creative collaboration?

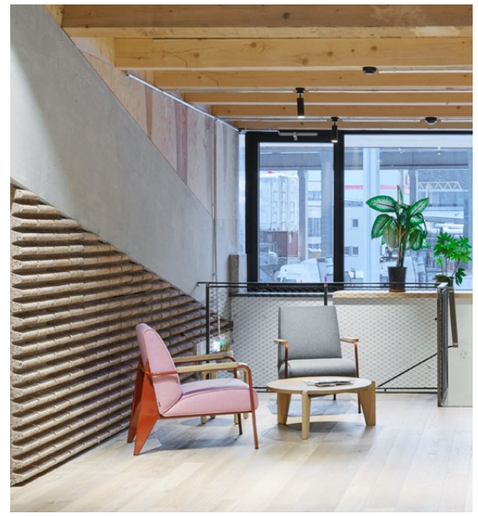
These considerations were consistently integrated into the architecture of the new office building at the Rieder Campus. In several workshops in cooperation with Vitra International AG, communication pathways and spatial relationships were analyzed and redefined.

The result is a flexible spatial concept with zones for focused work, creative processes, team coordination, and informal encounters. Retreat areas, meeting zones, and spaces for relaxation complement the overall architectural concept. Together with the architectural office Kessler^{2}, a modern campus was created featuring generous green areas, an open working environment, and a vibrant production space with workshop and maker lab, a place that not only enables innovation but actively fosters it.

Architecture connecting people

At the Best Workspaces Award 2025 presented by Callwey Verlag, the new Rieder Campus glemm21 was recognized as one of the most inspiring workplaces in the German-speaking region. The jury praised the project as representing ‘honest sustainability‘ and a ‘laboratory for innovation’. glemm21 impressively demonstrates how transformation from existing structures can succeed - creating a place where architecture, corporate culture, and ecological responsibility merge into a holistic concept.

The best way to conserve embodied energy and avoid land sealing is the continued use of existing building structures. Rieder deliberately decided against new construction and transformed a decommissioned bus garage into a modern headquarters. Following the principle of ‘Reduce, Reuse, Recycle’, not only the building itself but also numerous components were reused: including concrete columns and beams from 1958, 150 tons of recycled steel girders, old wooden floors, tiles, and wall cladding made of Swiss pine. In combination with new, high-quality materials, a resource-efficient company campus with a strong identity was created.



Social and cultural commit-ment

A central part of Rieder’s cultural mission is to support designers, artists, and architects in their creative work. Close collaboration with creative minds not only enables the development of innovative solutions but also makes a significant contribution to the continuous optimization of Rieder’s facade products.

Together for better architecture

For Rieder, engaging in a discursive examination of architecture means far more than a purely aesthetic interest. It represents depth, identity, and the creation of meaning. A key element of the company’s strategy is therefore the active promotion of young talent from the architectural scene. Rieder maintains close collaborations with renowned architecture schools such as TU Vienna, the AA School in London, and the Harvard Graduate School of Design. Partnerships with both emerging and established artists are also part of the company’s practice.

This collaboration goes beyond pure project work: it fosters a continuous transfer of knowledge and inspiration between creative designers and Rieder’s development department. At the heart of this exchange is the ongoing advancement of glassfibre concrete – not only as a functional facade material but as a material with a strong design character. The creative perspectives of architects and artists make a significant contribution to unlocking new design and technical potentials.

Rieder’s cultural commitment reflects the company’s attitude toward art, design, and innovation. Artists bring their creativity, anticipatory thinking, and analytical approaches into the development processes. In return, Rieder creates spaces for artistic freedom and supports cultural projects, exhibitions, and temporary pavilions that make creative work visible.

Daring to experiment

‘Ever tried. Ever failed. No matter. Try again. Fail again. Fail better.’ Samuel Beckett’s quote captures the very essence of Wolfgang Rieder’s driving force – to continually dare to create something new, something appealing, and something that delivers added value. A project, whether as a vision or as a built prototype, is also allowed to fail. Through courage and a passion for experimentation, the enterprise of architecture can make a contribution that enhances our living environment.

Through Rieder’s contribution to documenta13 in Kassel for a project of the Green Dot and the Green Building Group, Wolfgang Rieder met the artist Theaster Gates, and a friendship developed. His activities encouraged Wolfgang Rieder to engage more strongly in the common good and in the design of public spaces.

Rieder’s guiding principles are also shaped by his acquaintance with the Canadian artist Ron Terada. His visual poetry ‘Stay away from lonely places’ reinforces Rieder’s aspiration to create spaces for society and culture through architectural design. Rieder understands the building envelope as a versatile organ of a structure – capable of interacting with its environment in much the same way as human skin. With its products and solutions, Rieder contributes tangibly to the realization of such ideas.

Impulses for the building culture of the future

Rieder is continuously committed to fostering cultural and societal discourse at the intersection of architecture, urban development, and social responsibility. This commitment was demonstrated, among other things, through the support of the exhibition ‘Das Halbe Leben’, which took place in Vienna in spring 2024. Curated by architecture students of TU Vienna under the direction of Karoline Mayer (Architekturzentrum Wien) and Dorothee Huber (TU Vienna), the exhibition explored the role of work in the urban space. Using two concrete sites as examples, innovative concepts for a productive 21st-century city were developed. With its financial support, Rieder not only promoted young talent but also contributed to the advancement of urban living environments.

In addition, Rieder also took part in the symposium ‘Fabrication Gap’, which was held in April at the University of Applied Arts in Vienna. The event focused on rethinking the construction industry, particularly the integration of industrial production methods into architecture and building. Wolfgang Rieder joined a distinguished panel of experts to discuss current challenges and to develop innovative solutions.

By supporting and actively participating in such formats, Rieder sends a clear signal in favor of dialogue between practice, academia, and society. The company sees itself as a co-shaper of a future-oriented building culture that equally takes ecological, social, and cultural dimensions into account.

Taking responsibility – social engagement with a regional focus

Social commitment is firmly anchored in Rieder’s corporate culture and reflects the company’s self-image of taking responsibility for society beyond its business activities. A special gesture of solidarity was made during the Christmas season: instead of distributing Christmas gifts to customers and employees, Rieder deliberately chose to donate the equivalent amount to the regional women’s shelter. The institution offers women and children in emergency situations protection, refuge, and professional support - an engagement that Rieder supports with full conviction.

In addition, Rieder is actively involved in its regional environment, supporting local cultural initiatives, schools, sports clubs, and social institutions. The company, for example, contributes to educational projects and school events to give children and young people access to creative and technical learning. Regional sports clubs also regularly benefit from material and financial donations, with the aim of strengthening community, physical activity, and team spirit, especially among young people.

Another key focus lies in supporting important relief and emergency organizations. With its engagement, Rieder contributes as an active part of the community to ensuring the continued provision of these essential services.

Rieder’s social and cultural commitment is part of an integrated understanding of sustainability that unites economic success with social responsibility. For Rieder, it is a matter of course to actively contribute to strengthening social cohesion, through direct support as well as through long-term partnerships that generate tangible impact.

BEST PRACTICE

↗ 06

A Google Tree

Between illusion and reality

Google's 3D models, designed primarily for man-made structures, inadvertently distort the representation of trees. One of these digital distortions was transformed into a physical sculpture, which - at a superhuman scale and in an alien form - confronts viewers with the artificiality of digital depictions of nature. The aim is to use this visual and physical irritation to provoke reflection on our technological dependency, climate change, and the gap between virtual representation and real experience. The project combines humor with critical reflection and invites dialogue on the relationship between technology, environment, and perception. These 'trees' are digital illusions, minimalist representations of nature, optimized for screen display and data transmission.

By acquiring this work, Rieder demonstrates not only a sense of aesthetics but also an appreciation for critical discourse: A Google Tree raises questions about the relationship between humanity, nature, technology, and the images through which we increasingly comprehend our world. The artwork thus embodies Rieder's core values: innovative spirit, material awareness, and cultural responsibility.

Digital Art Installation 'A Google Tree'

With the acquisition of a limited miniature of the artwork 'A Google Tree' (Weinsbergpark Chestnut Bonsai), the Rieder Group is sending a strong signal of its cultural commitment and openness to forward-looking digital art forms.

The original work – a joint project by Certain Measures and Clement Valla - is a life-size sculpture of a tree, based on a 3D data interpretation from Google Earth. The project critically examines the impact of ubiquitous technologies such as Google Maps on our perception of the natural world.

Appendix

About this report

The Rieder Sustainability Report was published for the first time in 2022, covering the reporting year 2021, and follows the GRI Standards 2021 ('with reference to'). The present edition was updated in 2025 with key figures for the year 2024. In addition to the continued application of the GRI Standards, the current revision also incorporates, for the first time, the requirements of the VSME reporting standard for small and medium-sized enterprises. This practice-oriented standard enables more targeted and tailored reporting aligned with the specific conditions of medium-sized companies.

The report covers the companies Rieder Facades GmbH, Rieder Faserbeton-Elemente GmbH, and 3DM GmbH and refers to the sites in Maishofen (Austria) and Kolbermoor (Germany).

The information on the workforce is based on the status at the end of the reporting period, cut-off date December 31, 2024. The indicators collected are derived from internal records as well as internal company analyses and calculations.

GRI Indicator	2024 Austria	2024 Germany	2024 Total
Total employees (incl. apprentices) (no. of EE)	55	53	108
Women	24	3	27
Men	31	50	81
Up to the age of 30	9	3	12
Between the ages of 30 and 50	27	25	52
Above the age of 50	19	25	44
Total number of employees with permanent contracts (no. of EE)	55	52	107
Women	24	3	27
Men	31	49	80
Total number of employees with fixed-term contracts (no. of EE)	0	1	1
Women	0	0	0
Men	0	1	1
Total number of full-time employees (no. of EE)	38	51	89
Women	9	2	11
Men	29	49	78
Total number of part-time employees (no. of EE)	17	1	19
Women	15	1	16
Men	2	1	3

GRI 2-7

GRI Indicator	2024 Austria	2024 Germany	2024 Total
Total number of new recruits	15	1	16
Women	3	0	3
Men	12	1	13
New recruits rate for women (in relation to total female workforce)	12.5 %	0.0 %	11.1 %
New recruits rate for men (in relation to total male workforce)	38.7 %	2.0 %	16.1 %
New recruits up to the age of 30	1	0	1
New recruits between the ages of 30 and 50	8	0	8
New recruits above the age of 50	6	1	7
New recruits rate up to the age of 30	1.8 %	0.0 %	0.9 %
New recruits between the ages of 30 and 50	14.6 %	0.0 %	7.4 %
New recruits rate up above 50	10.9 %	1.9 %	6.5 %
Total new recruits rate (in relation to total workforce)	27.3 %	1.9 %	14.8 %
Total number of people leaving	12	13	25
Number of women leaving	4	2	6
Number of men leaving	8	11	19
Rate of number of women leaving (in relation to total female workforce)	16.7 %	66.7 %	22.2 %
Rate of number of men leaving (in relation to total male workforce)	25.8 %	22.0 %	23.5 %
Number of people leaving up to the age of 30	1	3	4
Number of people leaving between the ages of 30 and 50	6	8	14
Number of people leaving over 50	5	2	7
Rate of number of people leaving up to the age of 30	1.8 %	5.7 %	3.7 %
Rate of number of people leaving between 30 and 50	10.9 %	15.1 %	13.0 %
Rate of number of people leaving over 50	9.1 %	3.8 %	6.5 %
Total rate of number of people leaving (in relation to total workforce)	21.8 %	24.5 %	23.2 %

GRI 401-1

GRI Index

Usage declaration
Rieder reports for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.

GRI Code	Standard declaration	Page	Omissions/ explanations
GRI 1: Base (2021)			
GRI 2: General data (2021)			
	The organisation and its reporting practices		
2-1	Details of organisation	Imprint, 8-11	
2-2	Companies included in the sustainability reporting of the organisation	64	
2-3	Reporting period, frequency and contact point	64, GRI Index, Imprint	
2-4	Adjustment of information		no adjustment, as this is the initial report
	Jobs and employees		
2-6	Jobs, value chain and other business relationships	9	
2-7	Employees	51, 64	
	Governance		
2-9	Management structure and composition	38	
2-11	Chair of the highest executive body	8	
2-14	The role of the highest executive body in the sustainability report	19	
2-16	Communication of critical concerns	52	
	Strategy, policy and procedure		
2-22	Declaration on the sustainable development strategy	16, 21, 22	
2-25	Procedure for remedying negative effects	22	
2-27	Compliance with laws and regulations	30	
2-28	Membership in associations	11	
	Stakeholder involvement		
2-29	Stakeholder involvement approach	19	
GRI 3: Key topics (2021)			
3-1	Procedure for determining key topics	18	
3-2	List of key topics	19	
	Energy		
3-3	Management of key topics	31, 38	
GRI 302: Energy (2016)			
302-1	Energy consumption within the organisation	39	
302-5	Reduction of energy requirements for products and services	39	
	Emissions		
3-3	Management of key topics	38	
GRI 305: Emissions (2016)			
305-1	Direct GHG emissions (Scope 1)	40	
305-2	Indirect energy-related THG emissions (Scope 2)	40	
	Resource and material consumption		
3-3	Management of key topics	42	
GRI 301: Materials (2016)			
301-1	Materials used by weight and volume	44	
GRI 306: Waste (2020)			
306-3	Accrued waste	45	
	Water		
3-3	Management of key topics	41	
GRI 303: Water and wastewater (2018)			
303-3	Water withdrawal	41	
	Sustainable and durable products		
3-3	Management of key topics	41	
GRI 301: Materials 2016			
301-2	Recycled starting materials used	45	
	Biodiversity and land use		
3-3	Management of key topics	45	
Own indicator	Sealed soil during construction of the new headquarters	45	no new soil sealing
	Product safety		
3-3	Management of key topics	30	
GRI 416: Customer health and safety (2016)			
416-2	Violations related to the health and safety impacts of products and services	30	
	Employee satisfaction and work-life balance		
3-3	Management of key topics	52	
GRI 401: Employment (2016)			
401-1	New recruits and employee turnover	51, 65	
GRI 404: Education and training (2016)			
404-2	Programmes to improve the skills of employees and transition assistance	53	

VSME Index

VSME	Required information	Data / page reference
B1 - Fundamentals for reporting	Report type: Option A: Basic module (only) or Option B: Basic module and Comprehensive module	Option B: Basic module and Comprehensive module
	Non-public information	Balance sheet total, revenue, greenhouse gas intensity per euro revenue
	Reporting level: individual or consolidated (including subsidiaries)	Rieder Smart Elements Gmbh & Co KG, Glemmerstraße 21, 5751 Maishofen, Austria
	In the case of consolidated or group reporting: disclosure of subsidiaries including location	-
	Legal form	Gmbh & Co KG
	NACE classification	23610 – Manufacture of concrete, cement, and calcium silicate products for construction
	Balance sheet total	-
	Revenue	-
	Number of employees (headcount or FTE)	108
	Country of origin	Austria
	Geolocation	47.362635, 12.792588
	Sustainability certificates, labels, or ratings including date and score	BO certificate, IBU certificate, ISO 14001 certificate, ESG Transparency Award
B2 - Practices, strategies, and future initiatives for the transition	The company must disclose the most important practices, elements of its business model, and strategies for transitioning to a more sustainable economy, including: Practices (e.g., reduction of CO_2 emissions, water consumption, or improvement of working conditions, etc.)	pages 16-17
	Policies on sustainability topics and whether they are publicly available, covering environmental, social, or governance aspects	
	Future initiatives or forward-looking plans related to sustainability topics	pages 21-23
	Targets to monitor the implementation of policies and the progress achieved	pages 21-23
B3 - Energy and greenhouse gas emissions	Energy and greenhouse gas emissions	
	Total energy consumption (electricity):	1 203 646 kWh; page 39
	of which from renewable sources	1 203 646 kWh; page 39
	of which from non-renewable sources	0
	Total fuel consumption:	1 792 186 kWh; page 39
	of which from renewable sources	174 145 kWh; page 39
	of which from non-renewable sources	1 618 041 kWh; page 39
	Total energy consumption from renewable sources	1 377 791 kWh; page 39
	Total energy consumption from non-renewable sources	1 618 041 kWh; page 39
	Total energy consumption (electricity and fuels)	2 995 831 kWh; page 39
	Total gross GHG emissions (tCO_2eq)	367 t CO_2eq (market-based Scope 1, 2); page 40
	Scope 1 GHG emissions	338 t CO_2eq; page 40
	Location based Scope 2 in tCO_2eq	27 t CO_2eq; page 40
	GHG intensity per euro revenue	-

VSME	Required information	Data / page reference
B4 - Pollution of air, water & soil	List of pollutants including quantities released into air, water, or soil along the company's value chain	-
B5 - Biodiversity	Number and area (ha) of sites located in or near a biodiversity-sensitive area	-
	Total land use (hectares)	-
	Total sealed surface (hectares or m^2)	-
	Total natural area on site (hectares or m^2)	-
	Total natural area off site (hectares or m^2)	-
B6 - Water	Total water withdrawal (m^3), including volumes from areas with high water stress	7 579 m^3, of which 0 m^3 from high water-stress areas
	For manufacturing companies: water consumption (m^3), calculated from the difference between water withdrawal and discharge from production processes	6 733 m^3; page 41
B7 - Resource use, circular economy & waste management	Disclosure of whether and how the principles of the circular economy are applied	page 3, 17-19, 28-29, 35
	Total waste and breakdown by hazardous / non-hazardous	Total: 670.46 t Hazardous: 21.94 t Non-hazardous: 648.52 t page 45
	Share of waste forwarded for recycling or reuse	91 %
	Annual mass consumption of significant materials	Production 4 654 t, Packaging 278 t
B8 - Workforce – General characteristics	Total number of employees (headcount or FTE)	108
	Employees with fixed-term contracts per country	DE 1
	Employees with permanent contracts per country	AT 55, DE 52
	Male employees per country	AT 55, DE 53
	Female employees per country	AT 24, DE 3
	Non-binary employees per country	0
	Employee turnover rate (companies with more than 50 employees)	23.20 %
B9 -Workforce – Health & safety	Number of workplace accidents	9, of which 2 notifiable
	Number of fatalities	0
B 10 - Workforce – Compensation, collective bargaining & training	Ratio of entry-level wage to minimum wage	according to collective agreement or above
	Gender pay gap (%)	0
	Share of employees covered by collective agreement	-
	Average training hours per male employee	6.4
	Average training hours per female employee	11
	Average training hours per non-binary employee	-
B11 - Business conduct	Number of convictions (corruption/bribery)	0
	Amount of fines (corruption/bribery)	0

VSME	Required information	Data / page reference
C1 - Strategy: Business model and sustainability	Description of key groups of products and/or services offered	Glass fibre reinforced concrete elements for rear-ventilated curtain walls
	Description of the significant markets in which the company operates (e.g. B2B, wholesale, retail, countries)	DACH region, USA, Europe
C5 - Additional general characteristics of the workforce	If the company employs 50 or more people, it may disclose the ratio of women to men at management level for the reporting period.	50/50 corresponds to 4 women and 4 men page 51
	If the company employs 50 or more people, it may disclose the number of self-employed people without staff who work exclusively for the company and the number of temporary agency workers provided by companies that primarily engage in 'dependent activities'	Not relevant
C6 - Human rights policies and processes	Does the company have a code of conduct or human rights policy for its own workforce?	No
	Does the company have a mechanism for handling complaints for its own workforce?	No
C7 - Serious negative human rights incidents	Does the company have incidents in its own workforce related to child labour?	No
	Does the company have incidents in its own workforce related to forced labour?	No
	Does the company have incidents in its own workforce related to human trafficking?	No
	Does the company have incidents in its own workforce related to discrimination?	No
	Does the company have incidents in its own workforce related to other relevant issues?	No
C8 - Revenue from specific sectors	Revenue from specific sectors and exclusion of EU benchmarks	No
C9 - Gender diversity on the governance board	If the company has a governing body, the company discloses the corresponding gender diversity ratio	50/50 corresponds to 1 woman and 1 man, gender ratio, page 51

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aboycalled7daysisaweekend (page 61)

Gender-sensitive language and non-discriminatory imagery
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This is also reflected in the equality-oriented, non-discriminatory use of language.


“ What we measure,
we can change.
Rieder