



WATERROWER | NOHRD GmbH
Sustainability report

2024

Introduction

The United Nations Sustainable Development Goals (SDGs) are a transformative agenda adopted by the international community to create a fairer, more sustainable and resilient world by 2030.

These global goals provide us with a comprehensive basis for shaping and evaluating our sustainability efforts. However, we recognize that not every one of these goals is equally relevant to our business activities and their impact on the environment and society. Therefore, the key sustainability topics and development goals relevant to our business model are presented based on the SDGs that most relevant to us, including an overview of our climate balance and reduction strategy. Additionally, we provide insights into specific implementation measures.

Our holistic approach considers ecological and social aspects as well as ethical corporate governance. This includes our responsibility toward the environment, our employees, our customers, suppliers, and society as a whole.

In addition to our successes, we also highlight the challenges we face in the process. Through this transparency, we aim to strengthen trust in our company and convey a meaningful picture of our commitment to sustainability.

The companies included in our reporting are:

- WATERROWER | NOHRD GmbH, headquarters Nordhorn-Blanke with production and development
- WATERROWER | NOHRD GmbH, Nordhorn-Bimolten site
- Showroom Munich
- Showroom Hamburg

In 2023, turnover amounted to EUR 21,000,000 and the number of employees was 148.

In our current sustainability report, we present a concise overview of our sustainability and climate strategy. As a company not formally subject to reporting requirements, we focus specifically on the interests of our stakeholders.

At the core of our sustainability strategy are our sustainability goals (“SDGs”), which we have identified and selected as essential to our business model, the production, and the distribution of high-quality and sustainable fitness equipment.

To determine these specific goals, we conducted a structured process in the form of a materiality analysis: To identify the relevant sustainability topics, the sustainability consultancy process considered expert publications, scientific studies, recognized sustainability standards, and frameworks, such as the Greenhouse Gas Protocol for creating the CO2 balance and the “SDG Compass – A Guide for Business Action on the SDGs” by the UN Global Compact and the Global Reporting Initiative (GRI) for prioritizing, targeting, and reporting on the 17 SDGs.

The stakeholders involved were:

- the company's management
- an employee responsible for sustainability
- the sustainability advisor at Graftschafter Volksbank.

This materiality analysis process has resulted in the following development goals for our company (highlighted in color):



Development goal

SDG 3

Ensure a healthy life for all people of all ages and promote their well-being



CSR Reference with ESRS Indicators:

EU Social Objective ESRS S1 (Decent Work: Own Workforce)

- ESRS S1-14 (days absent)

Strategic importance and Current Status:

Our business model makes a direct positive contribution to SDG 3 by promoting the health and well-being of our customers. Our company also actively supports the health and well-being of our employees. In the production of fitness equipment, we provide clean, health-compatible, and attractive workplaces for both women and men through modern production technology. All workplaces are ergonomically equipped, with height-adjustable desks and workbenches. For heavier lifting tasks, technical support is available through lifters, hoists, and straps. The sustainable wood oils used in production are vegan and health-compatible.

Our in-house fitness centre is available to employees free of charge.

Compliance with occupational health and safety standards is our top priority. To this end, we conduct regular mandatory training sessions with external experts as well as first aid courses.

Employee days of absence totaled 1,900, of which 1,580 were with continued pay, resulting in an average of 13 absentee days per employee. The number of workplace accidents was six, leading to a total of 68 absentee days.

Goals:

- Reduce days of absence per employee to 10 by 2024.
- Long-term reduction of workplace accidents to 0
- Long-term reduction of days of absence due to workplace accidents, injuries and work-related illnesses to 0

Days of absence per employee

Reference year
2023

Target year
2024

13 days

10 days

Explanation

Reduction of extended periods of illness

Measures for SDG 3

- Regular sports offerings: in-house fitness centre, free of charge
- Training courses: annual mandatory occupational safety training, first aid training (first responders)
- Ergonomic workplace equipment: height-adjustable desks and workbenches
- Technical support for heavy lifting work through lifters, hoists, and belts

Development goal

SDG 5

Achieve gender equality and empower all women and girls



CSRD Reference with ESRS Indicators:

EU Social Objective ESRS S1 (Decent Work: Own Workforce)

- ESRS S1-6 (proportion of men and women, average age, proportion of full-time and part-time employees)
- ESRS S1-9 (Women in leadership positions)
- ESRS S1-16 (Gender pay gap)

Strategic Importance and Current Status:

Promoting gender equality is a key component of our corporate culture and sustainability strategy. In implementing SDG 5, we have designed workplaces and working conditions in such a way that, more women than men are employed both overall and in production.

From a total of 148 employees, 75 were women and 73 men. In production out of 96 employees, more women (51) than men (45) were employed, as was the case in administration, where 20 women and 13 men were employed. In contrast, only men worked in the warehouse. The average age of women was 42.1 years, compared to 40.4 years for men.

We offer family-friendly, flexible working time models, including part-time and flex-time options in production, warehousing, and administration. Of our employees, 96 were employed full-time, 33 part-time, and 19 on a marginal basis.

Women in leadership positions and equal pay for equal work are also important to us. One out of four managers was female: the income difference, according to the (partially adjusted) gender pay gap in production, amounted to 6.1%. To improve comparability, we adjusted the pay for both genders to a 40-hour workweek, considering the significantly higher part-time rate among women. The remaining difference is primarily due to the 10 seamstresses working from home who earn minimum wage.

In administration, the gender pay gap, also adjusted to a 40-hour workweek, was significantly higher at 15.8%. However, the main reasons for this included one marginally employed woman and two trainees.

Goals:

- Currently no specific targets for SDG 5 and the above-described indicators.

Measures for SDG 5

- Ensure equal pay
- Enable flexible working models: part-time and flex-time in all areas (production, warehouse, administration)
- Promote equal opportunities through equal pay
- Combat discrimination, promote diversity: 8 nationalities, equal treatment in recruitment, and a cultural motto of "Respectful interaction" with sanctions for violations
- Parental leave and childcare support within scope of legal provisions
- Promote women in leadership positions
- Ensure equality in recruitment processes
- Implement transparent wage structures: classifications according to a predefined table (in-house tariff)
- Foster a gender-equal corporate culture

SDG 7

Ensure access to affordable, reliable, sustainable and modern energy for all



CSRD Reference with ESRS Indicators:

EU Environmental Objective ESRS E1 (Climate Change)

- ESRS E1-5 (Energy consumption and energy mix)

Strategic Importance and Current Status:

The energy transition is a key driver of economic transformation, particularly affecting us in terms of electricity demand for production, as well as our fleet of vehicles powered by fossil fuels and our heating needs. Due to the significant impact of our energy consumption on the environment, climate, and society, as well as the reciprocal effects of the energy transition on our business model, we place special emphasis on SDG 7: Affordable and Clean Energy.

Total energy consumption amounted to 1,703,110 kWh, with a very high renewable energy (RE) share of 78.9% (1,344,280 kWh). This high RE share is primarily due to our heating supply using wood chips from our production facility at headquarters, with a capacity of 2x 200 kW, and at Bimolten, with 100 kW, collectively producing 955,834 kWh of heat. Of the RE share in total energy consumption, 65.9% (1,123,191 kWh) came from our sustainable heat and power generation, and 13.0% (221,089 kWh) from the RE share in purchased electricity and biofuel components in diesel and gasoline consumption.

Our 275 kWp photovoltaic rooftop systems generated a total of 319,000 kWh of electricity, of which we consumed 167,357 kWh ourselves and fed 151,643 kWh into the grid with EEG compensation. We plan to expand PV production by an additional 173 kWp in June 2024. From 2025, we aim to source 100% green electricity for our headquarters and Bimolten. Considering the low electricity consumption of our two showrooms in Hamburg and Munich, with approximately 60% RE share, we aim for an overall RE share of at least 98% in the electricity sector. With this RE share, our electricity consumption will significantly exceed the expected national average of around 60% for 2025 (according to the Climate Protection Act's expansion path and targets) and will already be nearly climate-neutral.

Electricity consumption accounted for 518,657 kWh, with a high RE share of 72.1% due to our PV self-consumption. The fuel consumption of our fleet, which is still powered by fossil fuels, amounted to 210,688 kWh, and the heat output of the natural gas heating system in the development building at the headquarters was 17,931 kWh.

We have installed two electric charging stations at the headquarters, with three more planned for 2024 as a foundation for the gradual electrification of our fleet.

Goals:

- Increase the share of renewable energy in electricity consumption to at least 98% from 2025 (basis: 57.7% in 2023)
- Install further PV systems, increasing renewable energy generation and self-consumption at headquarters to at least 50% by 2025 (basis: 33.3% of electricity consumption from PV self-generation in 2023)
- Expand the e-charging infrastructure at headquarters
- Gradual electrification of the car fleet: replacement of 3 petrol hybrid vehicles replaced by e-cars by 2025, replacement of 5 more combustion vehicles by e-cars by 2030

Energy consumption

Reference year
2023

Target year
2025

| | | |
|---------|----------------------|---|
| Scope 1 | 1184453.1 kWh | - |
| Scope 2 | 518657 kWh | - |

Explanation

- No determination yet of the future reduction in fuel consumption in Scope 1 through electrification
- Precise forecast of substitution of purchased electricity by PV self-consumption only possible after the PV expansion by 173 kWp has been in full operation for one year

Share of self-generated renewable energy

2023

Reference year

Target year
2025

65.9 %

72 %

Explanation

Expansion from 275 kWp to 448 kWp PV systems at the Blanke headquarters:

Share of purchased renewable energy

2023

Reference year

Target year
2025

57.7 %

98 %

Explanation

Lever: Green electricity for production and development at the company headquarters and at the Bimolten site

Measures for SDG 7

- Installation of energy-efficient heating and cooling systems: all newly implemented with high energy standards
- Process improvements for more efficient use of resources: wood waste for heat production
- Transition to renewable energies: district heating instead of natural gas for development buildings and mixed-use residential /Pilates building equipment via a dedicated line
- Training and awareness for employees on greater energy efficiency and conservation
- Green electricity NVB for Bimolten and development sites
- Green electricity e.on for production
- 3 new e-charging stations in 2025
- Installation of energy-efficient lighting: transition to LED

Development goal

SDG 8

Sustained, inclusive and sustainable economic growth



CSRD Reference with ESRS Indicators:

EU Social Objective ESRS S1 (Decent Work: Own Workforce)

- ESRS S1-6 (permanent employment contracts; marginally employed persons)
- ESRS S1-7 (temporary workers)
- ESRS S1-8 (collectively agreed employment relationships)
- ESRS S1-10 (minimum wage component)
- ESRS S1-11 (social security portion)
- ESRS S1-12 (Inclusion)

Strategic Importance and Current Status:

As part of its materiality analysis, our company is committed to SDG 8, with a focus on the aspect of “decent work.” In our manufacturing processes, working conditions are a key sustainability point, where we take responsibility for our employees and aim to make a positive contribution. Working with the natural and sustainable resource of wood provides an excellent foundation for equally sustainable activities under fair working conditions, enabling employees to achieve secure economic existence and societal participation. The inclusion of people with disabilities and refugees is also important to us.

Of the 148 employees, 129 were permanently employed, and 19 were marginally employed. The permanent employees had indefinite contracts, including two inclusion employees with disabilities. Only one refugee employee had a fixed-term contract. We did not employ temporary agency workers.

All employees were covered by social insurance and, with a few exceptions, were paid above the minimum wage. These exceptions included 10 seamstresses working from home, two inclusion employees with disabilities, and one Syrian refugee employee. However, some of them received bonuses, meaning that five of the 13 minimum-wage employees were actually paid more. One African refugee was trained by us and has become a skilled warehouse worker and a very good permanent and full-time employee under a fixed-term contract.

In our open corporate culture, characterized by mutual respect and appreciation, there is no works council and no collective bargaining agreement. Instead, we pay a profit-related performance bonus and value direct employee participation. We are an internationally oriented company, employing people from 8 nationalities in 2023, who demonstrate tolerance and understanding in a learning- and development-friendly work environment, fostering effective communication and collaboration.

No complaints or processes regarding employee rights were reported in our company, and none are known to us among our suppliers. Following a visit by our managing director to a metal supplier in China, we can also confirm that child labor is excluded.

Goals:

- Reduce the 5.4% share of employees earning minimum wage
- Maintain the 0% share of employees who are not covered by social insurance, either through the company or state programs
- Preserve the diverse corporate culture by continuing to employ and integrate inclusion and refugee employees

Non-socially Insured Employee Rate

| 2023 | Reference year | Target year 2025 |
|------|----------------|------------------|
| | 5.4 % | - |

Explanation

Reduction of the share of employees earning minimum wage

Minimum Wage Rate

| Reference year 2023 | Target year 2025 |
|---------------------|------------------|
| 0 % | 0 % |

Explanation

Receipt of the 0% share

| | |
|----------------------------------|--|
| <p>Measures for SDG 8</p> | <ul style="list-style-type: none"> • Self-commitment/declaration of compliance • Exclude child labor: on-site visit by MD to metal supplier from China • Co-determination and profit sharing: strategy in the management team, profit-related performance bonus • Internal suggestion scheme: newly introduced in 2024 |
|----------------------------------|--|

Development goal

SDG 12

Ensure sustainable consumption and production patterns



CSRD Reference with ESRS Indicators:

EU Environmental Objective ESRS E5 (Transition to a Circular Economy)

- ESRS E5-4 (Resource inflows incl. critical raw materials and recycled content)
- ESRS E5-5 (Resource outflows incl. waste generation and recycling)

Strategic Importance and Current Status:

As a manufacturing company, the circular economy is a key sustainability topic for us, given the increasing scarcity of resources and the growing environmental burden caused by waste. The environmental compatibility, durability, reparability, and recyclability of the materials we use and the

products we make are therefore crucial concerns and quality features for us.

We source our wood from the Appalachian region in the United States exclusively from certified forestry ("AHMI": Certified Legal & Sustainable Appalachian Hardwood). Additionally, we use regionally grown oak from Lower Saxony, which we saw, store, and dry at our Bimolten site. The wood waste generated during production is used for heat generation via our wood heating systems (see SDG 7). The wood oils we use are vegan and health-compatible (see SDG 3). We source leather from a regional tannery in Münster.

The reuse rate for the water tanks of the WaterRower rowing machines was 75%; 25% were discarded due to damage. Recycled plastic is not used in the production of the water tanks, as it would cloud their clarity and impair the visibility of the water.

We have already replaced all possible previous plastic packaging with biodegradable packaging made from potato starch. Only the anti-rust bags for screws cannot yet be replaced. As additional packaging material, we use cardboard; the Styrofoam content is below 1% and remains necessary as a stabilizing and lightweight packaging material for now.

We collected and compressed cardboard packaging, had oil cans picked up and properly disposed of, and collected and recycled metal waste. We received compensation for compressing cardboard and recycling metals.

Our calculated recycling rate for waste recovery in 2023 was already 89%. This is based on 330.3 tons of waste recycled from films, shavings, and paper, and 36.3 tons of commercial waste not recycled, out of a total waste volume of 366.6 tons. Metals, which are already 100% recycled, were not yet included in this calculation. Starting in 2024, metals will be included, which should further increase the recycling rate. We did not generate any hazardous waste.

Goals:

- Reduce total waste through reprocessing of raw materials and products.
- Increase the waste recycling rate of 90% by including metals
- Increase the share of recycled materials in products where applicable and feasible

Measures for SDG 12

- Introduce recycling programs: recycling bins for raw materials
- Minimize resource consumption: ongoing process
- Develop durable products: high quality materials and processing, repairability thanks to modular design, simplicity and availability of spare parts
- Use environmentally friendly packaging: biodegradable packaging made from potato starch (increase the share)
- Include metal in the recycling quota
- Transition all possible plastic packaging to biodegradable packaging made from potato starch

Development goal

SDG 13

Take urgent action to combat climate change and its impacts



CSR Reference with ESRS Indicators:

EU Environmental Target ESRS E1 (Climate Change)

- ESRS E1-6 (Total GHG balance including scope 1&2)
- ESRS E1-2 (Strategies for climate protection and adaptation)
- ESRS E1-3 (Measures and resources for climate protection and adaptation)
- ESRS E1-5 (Climate protection and adaptation goals)

Strategic Importance and Current Status:

The materiality of SDG 13, "Climate Action," for our business model primarily arises from our electricity consumption, vehicle fleet, and intercontinental flights related to our international operations.

As part of our sustainability consulting, we have developed a comprehensive climate strategy to take responsibility and contribute to the ambitious goal of climate neutrality for the County of Bentheim and the state of Lower Saxony by 2040.

To achieve climate neutrality in our CO₂ emissions under Scope 1 & 2 by 2040, we have set appropriate interim targets. Key elements include the transition to green electricity, currently responsible for 96.6 tons of CO₂e from electricity consumption, and the electrification of our vehicle fleet, which currently generates 42.8 tons of CO₂e from fossil fuels, out of 153.3 tons of total CO₂e emissions under Scope 1 & 2. Switching to green electricity at the headquarters and Bimolten will immediately reduce our CO₂ emissions by 95.8 tons of CO₂e.

We plan to gradually electrify our vehicle fleet by replacing 3 hybrid vehicles with electric cars by 2025 (approx. -3.5 tons CO₂e per year) and 5 additional vehicles by 2030 (approx. -8.8 tons CO₂e per year). These steps are

expected to reduce CO2 emissions from our fleet by over 12 tons of CO2e annually by 2030, leaving approximately 30 tons of CO2 emissions from fossil fuels to be reduced by 2040.

Overall, through these measures in electricity and fuel consumption, we aim to reduce our total Scope 1 and Scope 2 emissions to below 50 tons annually by 2030. Our reduction strategy for the remaining CO2 emissions after 2030 will be determined once we have collected reliable data and experience with the fleet's electrification.

Air travel remains an important aspect of our operations and cannot currently be avoided or substituted. As an interim solution for the resulting 26.3 tons of CO2e, we plan to offset emissions and are evaluating providers for this purpose. These CO2 emissions fall under Scope 3 and are beyond our direct influence, depending instead on airlines and aircraft manufacturers implementing strategies for climate neutrality through more energy-efficient aircraft and sustainable aviation fuels. However, the necessary technological development remains uncertain and is not yet foreseeable. While we anticipate climate neutrality in line with the EU's 2050 target, we cannot independently commit to further milestones at this time.

Our sustainable heating supply, using wood waste from our production processes, already has a highly positive impact on our CO2 balance. For 955,834 kWh of heat produced, we generated emissions of just 10.3 tons CO2e—equivalent to only 10.7g/kWh (the national average for heat generation in 2023 was 380g/kWh, according to the Federal Environment Agency). To replace the relatively minor natural gas consumption for heating our development building at headquarters with a more climate-friendly solution, we aim to find a solution by 2040.

Goals (see also SDG 7)

- Transition to 100% green electricity at headquarters and Bimolten by January 1, 2025
- Electrification of the vehicle fleet with interim targets for 2025 and 2030
- Achieve climate neutrality by 2040 for our Scope 1 & 2 CO2 emissions
- offset CO2 emissions from air travel

Greenhouse Gas Emissions

Reference year
2023

Target year
2025

| | | |
|---------|-------------------------------|------------------------------|
| Scope 1 | 56.66 tCO₂e | 52.5 tCO₂e |
| Scope 2 | 96.64 tCO₂e | 1 tCO₂e |
| Scope 3 | 26.27 tCO₂e | 26 tCO₂e |

Explanation

By switching to green electricity, nearly complete reduction of Scope 1 CO₂ emissions will be achieved starting in 2025.

Measures for SDG 13

- Monitor CO₂ footprint via annual balancing and measures
- Promote green and regional supply chains: sustainable wood (AHMI, oak from Lower Saxony), regional suppliers (tanners from Münster, metals from Neuenhaus, vegan oils from Osnabrück)
- Electrify transportation: see vehicle fleet strategy 2025/2030
- Raise awareness and educate employees: provide information on sustainability strategy
- Offset CO₂ emissions from air travel: compare and evaluate providers
- Reduce Scope 2 emissions sourcing green electricity

Energy and Greenhouse Gas Balance Result

Scope 1 - Combustion/Fuels, Refrigerants, Process Emissions

| Scope | Title | Energy in kWh | tCO ₂ e |
|----------|--------------------------|--------------------|--------------------|
| 1.1 | Stationary systems | 973.765 | 13,9 |
| 1.2 | Mobile systems | 210.688,1 | 42,76 |
| 1.3 | Direct process emissions | - | - |
| 1.4 | Refrigerant | - | - |
| █ | Scope 1 | 1.184.453,1 | 56,66 |

Scope 2 - Energy used

| Scope | Title | Energy in kWh | tCO ₂ e |
|----------|---------------------------|----------------|--------------------|
| 2.1 | Electricity incl. e-fleet | 518.657 | 96,64 |
| 2.2 | District heating/cooling | - | - |
| 2.3 | Mainline steam | - | - |
| █ | Scope 2 | 518.657 | 96,64 |

Total Scope 1 and 2

1.703.110,1 **153,3**

Scope 3 - Business trips

| Scope | Title | Energy in kWh | tCO ₂ e |
|----------|----------------|---------------|--------------------|
| 3.6 | Business trips | - | 26,27 |
| █ | Scope 3 | - | 26,27 |

Total Scope 1, 2 and 3

1.703.110,1 **179,57**

Reported for the company locations:

48529 Nordhorn

Sources and references for this report:

Our sustainability and transformation consulting is based on the 17 United Nations Sustainable Development Goals (SDGs). The selection of goals is guided by the company's sustainability and transformation priorities. The representation of activities and projects, as well as their assignment to the 17 SDGs, is aligned as closely as possible with the logic of the SDGs.

The greenhouse gas balance ("CO₂ balance") is prepared in accordance with the framework of the so-called Greenhouse Gas Protocol. It primarily includes the company's emissions in Scope 1 (direct emissions) and Scope 2 (emissions from consumed energy), as well as emissions from business travel (classified under Scope 3 = upstream and downstream supply chain). Other Scope 3 emissions are currently not considered.

Details on data quality, energy and greenhouse gas balance:

All data shown has been compiled by WATERROWER | NOHRD GmbH to the best of its knowledge and belief. No liability is accepted for incomplete or incorrect information and the resulting incorrect results.

Accounting basis: GHG Protocol - <https://ghgprotocol.org/>

Data basis for conversion and emission factors (net): <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2024> (or -2023, -2022, etc.).

If the company does not have precise emission factors for the energy sources, the corresponding emission factors from the above database or the German electricity mix are used.

Direct process emissions, refrigerants, and volatile gases are considered based on their climate impact, referred to as the Global Warming Potential (GWP). The emission factors are taken from the above database. Gases outside the Kyoto Protocol are also included in the calculation, which may result in a higher calculated value compared to a calculation limited exclusively to Kyoto gases.

Vehicle and business travel consumption is based on measured or estimated usage. The emission factors are also sourced from the central database mentioned above, unless explicitly known.

Supplementary explanations

Governance

Our sustainability governance outlines how the topic of sustainability is integrated into our business model, strategy, decisions, and processes.

The company is currently planning or developing a sustainability strategy as part of this sustainability consulting process.

The sustainability strategy is aligned with the themes and goals defined within the sustainability tool used and the reporting framework based on it. It was developed by the management team in collaboration with employees, customers, and suppliers.

The key impacts of the business model on the environment, climate, and society—and conversely, the key financial impacts of the environment, climate, and society on our business model (double materiality)—are addressed and explained through the selected SDGs.

Within our value chain, we exchange information with interested suppliers and customers on current sustainability topics as needed, and we plan to introduce sustainability dialogues with customers.

Responsibility for the sustainability strategy lies directly with management, with regular reports and participation in meetings. Its implementation has been delegated to an employee as an (additional) task without decision-making authority, budget, or partial release from other duties.

In rules, processes, incentive structures, innovations, products, planning, and control, the key sustainability topics are anchored and implemented on a case-by-case basis, for example, by considering sustainability criteria in procurement.

The company's contribution to the community and political influence is exclusively carried out through its value creation activities.

Statement from the management

Compliance

WATERROWER | NOHRD GmbH is a responsible company and is committed to complying with all applicable laws, regulations and international standards for the protection of the environment and society. This commitment particularly extends to our dedication to adhering to the ILO Core Labor Standards, the UN Universal Declaration of Human Rights, and the ten principles of the UN Global Compact in the areas of human rights, labor standards, environmental protection, and anti-corruption.

As a company, we take our social and environmental responsibilities seriously and are committed to long-term and continuous improvement within the company:

- We strive to continuously improve our business processes and practices in order to increase the sustainability of our operations and achieve a positive impact on the environment and society.
- We ensure that all our business activities and decisions align with our values and standards.
- We strive to ensure that our employees and business partners share and implement our values and standards.
- We have implemented internal control systems to ensure compliance with our standards in our processes and to minimize the risks of corruption and other violations of the law.

WATERROWER | NOHRD GmbH
The company management