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2. Report Klimawin BW

As part of „Wirtschaftsinitiative Nachhaltigkeit Baden-Württemberg (WIN)“, sustainability business initiative of Baden-Württemberg

www.owis.eu

Nachhaltig handeln
in Unternehmen
Klimawin BW

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1. About OWIS

Components & solutions

OWIS was founded in 1980 in Staufen in Breisgau, Germany. Our broad product portfolio of beam handling systems, opto-mechanical components and manual and motorized positioners offers the perfect modular system to realize applications or laboratory setups in photonics. Due to the proximity to market and application, we are the perfect development partner for individual solutions, including for specific requirements in clean rooms and vacuum.

Modular system with more than 1.200 products

Partner for individual adaptions, system setups and product developments

Customizing for applications in vacuum and cleanrooms

Precision, functionality and reliability

Location & setup

Around 50 highly qualified employees work under one roof at the only location in Staufen - our products are developed, manufactured and assembled here. They are characterized by precision and reliability. With 23 representatives worldwide, OWIS has competent contact persons for its products. In addition, OWIS develops competent and experienced solutions to individual challenges and can therefore respond to specific requirements with a high level of vertical integration and quality.

Developed and manufactured in Staufen im Breisgau, Germany

Well-established and highly qualified team

23 representatives worldwide

Together we make groundbreaking ideas a reality.

Rüdiger Ruh
CEO

Vision & strategy

“Together we make groundbreaking ideas a reality."
This is our vision, which guides us in our daily work on the product, but also shapes our actions beyond that. That is why we invest in renewable energies and have joined the "Zielgerade2030" alliance to become a climate neutral company.

Vision & strategy

As a training company, we also accompany young talents on their way into professional life and qualify prospective technicians for their respective specialist areas.

We want to think about tomorrow today. That is why we are delighted to be a “Klimawin BW-company” and accept the challenge of achieving the goals we have set ourselves.

Principle of materiality

This report documents our work in the area of climate protection and sustainability. The report follows the principle of materiality.

It contains all the information necessary to understand our company's activities in the area of climate protection and sustainability and reflects the important environmental, economic, and social impacts of our company.

2. The „Klimawin BW“

The „Klimawin BW“

Commitment to sustainability and the region

By signing the “Klimawin BW”, we are acknowledging our economic, ecological and social responsibility. We also identify with the region in which we operate.

The 12 guiding principles of the „Klimawin BW“

The following 12 guiding principles describe our understanding of sustainability.

The „Klimawin BW“

Climate and environment

Guiding principle 1 – Climate protection:
“We set a climate protection goal and report on our progress. We use renewable energies and increase energy efficiency.”

Guiding principle 2 – Climate adaptation:
“We take measures to adapt to the impacts of climate change.”

Guiding principle 3 – Resources and circular economy:
“We reduce the use of (natural) resources and pursue the goal of a circular economy.”

Guiding principle 4 – Biodiversity:
“We actively advocate for the protection and preservation of biodiversity.”

Guiding principle 5 – Product responsibility:
“We take responsibility for our services and products by examining the value creation process and product life cycle for their sustainability and ensuring transparency in this regard.”

The „Klimawin BW“

Social responsibility

Guiding principle 6 – Human rights and supply chain:
“We respect and protect human rights as well as workers’ rights, ensure and promote equal opportunities, and prevent any form of discrimination and exploitation within our value chain.”

Guiding principle 7 – Employee rights and well-being:
“We respect, protect, and promote the well-being and interests of our employees.”

Guiding principle 8 – Stakeholders:
“We take into account and respect all stakeholders and their interests in our processes.”

The „Klimawin BW“

Economic success and governance

Guiding principle 9 – Business success and employment:
“We ensure the long-term success of our company and provide jobs in the region.”

Guiding principle 10 – Regional added value:
“We create added value for the region in which we operate.”

Guiding principle 11 – Transparency:
“We are an open company, prevent corruption, and report transparently on financial decisions.”

Guiding principle 12 – Incentives for transformation:
“We create incentives for rethinking and action at all levels of the company and involve both our employees and all other stakeholders in an ongoing process to enhance corporate sustainability.”

Committed companies from Baden-Württemberg: Detailed information and other signatories of the Klimawin BW can be found at:
www.nachhaltigkeitsstrategie.de/klimawin

3. Checklist

Checklist:

Our corporate climate protection and sustainability commitment

The *Klimawin BW* agreement was signed on: **October 5, 2023**

	Applicable guiding principle	Key focus	Quantitative documentation
Guiding principle 1 – Climate protection	x	x	x
Guiding principle 2 – Climate adaptation	x		
Guiding principle 3 – Resources and circular economy	x		
Guiding principle 4 – Biodiversity	x		
Guiding principle 5 – Product responsibility	x		

Checklist:

Our corporate climate protection and sustainability commitment

	Applicable guiding principle	Key focus	Quantitative documentation
Guiding principle 6 – Human rights and Supply Chain	x		
Guiding principle 7 – Employee rights and well-being	x	x	x
Guiding principle 8 – Stakeholders	x		

Checklist:

Our corporate climate protection and sustainability commitment

	Applicable guiding principle	Key focus	Quantitative documentation
Guiding principle 9 – Business success and employment	x		
Guiding principle 10 – Regional added value	x		
Guiding principle 11 – Transparency	x		
Guiding principle 12 – Incentives for transformation	x		

Checklist:

Local commitment to climate action and sustainability

Supported Klimawin BW project: **Youth development – Nordic Paraski Team Germany**
Focus area: Social sustainability
Type of support: Financial

4. Our key topics

Our key topics

Overview of the selected key topics

Guiding principle 1 – Climate protection:
“We set a climate protection goal and report on our progress. We use renewable energies and increase energy efficiency.”

Guiding principle 7 – Employee rights and well-being:
“We respect, protect, and promote the well-being and interests of our employees.”

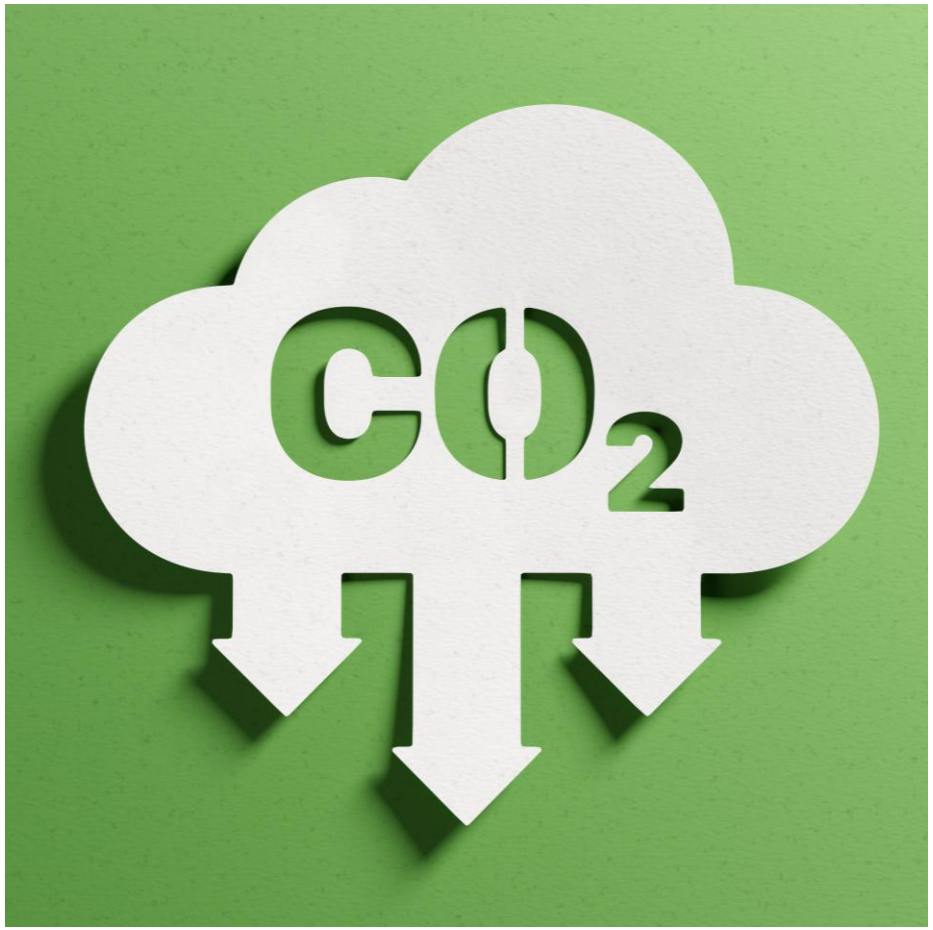
Our key topics

Why these key topics are particularly important to us:

Our guiding principles give clear direction to the commitment we have already made and create the basis for resolutely continuing and expanding it in a targeted manner.

The goal of becoming a sustainable company is firmly anchored in our corporate strategy and will be pursued continuously.

As an industrial company, we see it as our duty to reduce greenhouse gas emissions and use renewable energy sources.



Our key topics

With the commissioning of our photovoltaic system and the purchase of 100% green electricity, we have already come a long way toward achieving our goal of climate neutrality.

However, we see sustainability as an ongoing process. That is why we are constantly reviewing further measures to reduce our emissions even further and consistently fulfill our responsibility to the environment and society.

Our key topics

The rights of our employees and the well-being of our workforce are very important to us. We consider our workforce to be one of the most important factors for success.

The motivation and satisfaction of our employees has a direct impact on their performance and thus on the overall success of the company.

We are committed to sustainability in our company. In this way, we want to motivate employees and other stakeholders to rethink their actions and act sustainably.

Guiding principle 1 – Climate protection

Guiding principle 1 – Climate protection

Objective

Reducing CO_2 emissions:

- asess whether storing the electricity generated by the photovoltaic system is economically viable
- Consolidate shipments whenever possible and seek solutions with lower CO_2 emissions
- Improve the data foundation
- Optimization of the heating system
- Create incentives for employees to use bicycles

Guiding principle 1 – Climate protection

Measures taken

- The announced lighting concept for the production facility was completed in September 2025 and is already having a noticeable impact on electricity consumption.
- The data set used to prepare the GHG inventory was optimized, which sped up data collection. However, this also resulted in a slight change in emissions, which could not be reduced compared to the previous year.
- Further savings were achieved through combined shipments to our sales offices and consolidated orders from our customers
- An electricity storage system does not currently make economic sense. Therefore, we are exploring alternative ways to use surplus electricity, such as supplying neighboring buildings or public charging stations.
- Incentives to encourage greater bicycle use have not yet been expanded. A survey of our colleagues is intended to generate new ideas.
- We continue to monitor machine downtime in order to become even more efficient in this area as well

Guiding principle 1 – Climate protection

Results and developments

- Machine downtime was further reduced, which meant that the electricity generated during the day was used immediately
- In our fleet, a plug-in hybrid has been replaced by another all-electric vehicle. This vehicle is charged exclusively using our charging stations.
- Thanks to all of the measures mentioned, along with those from previous years, energy consumption has been reduced by 19.5% since 2023
- Although heating oil consumption has increased slightly compared to last year, we are on track with our target at 7,800 liters

Guiding principle 1 – Climate protection

Quantitative documentation of results and developments

Indicator 1: Energy consumption

- Base year 2023: 527 MWh
- Result 2025: 424 MWh
- Target 2026: 480 MWh

Indicator 2: Optimization of machine running times

- Result at the start of recording: 29%
- Current values of 12/2025: 38%
- Target for 2026: 50%

Guiding principle 1 – Climate protection

Greenhouse gas balance

To reduce greenhouse gas emissions, we have prepared a GHG balance for Scope 1, 2 and Scope 3 for the years 2023 to 2025 and set a reduction target based on this. We are taking a market-based approach.

Areas of coverage	Opening balance sheet 2023	Current fiscal year 2025	Change compared to reference year	Objectives and achievement		
	GHG emissions in t of CO_2e	GHG emissions in t CO_2e	+/- in t CO_2e	Target year	Reduction target in t CO_2e	Target achievement in %
Direct GHG emissions Scope 1	26	26	0	2033	4,2	-84%
Indirect GHG emissions Scope 2	2	1	11	2033	2	-0%
Indirect GHG emissions Scope 3	178	216	+38	2033	67,4	-62%

Guiding principle 1 – Climate protection

GHG balance sheet – Our starting point

OWIS has been working intensively on the topic of sustainability since 2021. In 2023, we joined the climate alliance “Zielgerade2030”. As part of this, the GHG balance sheet was prepared for the years 2022 to 2025. The year 2023 serves as the reference year for this 2. Report, as the complete accounting of Scope 3 was carried out in this year.

After the GHG balance sheet was prepared, it was shown that the majority of OWIS's Scope 1 emissions result from the stationary combustion of heating oil. Mobile combustion plays a minor role in this.

Guiding principle 1 – Climate protection

GHG balance sheet – Our starting point

In 2022, a photovoltaic system was installed on the roofs of the building. The additional electricity purchased consists of 100% green electricity, meaning that Scope 2 emissions are negligible.

However, the majority of emissions are attributable to Scope 3. This is mainly due to the purchase of aluminum for the manufacture of our products, which is the core component of our business activities.

In addition, commuter travel, business travel, and energy and electricity—which are not included in Scope 1 and 2 — account for our Scope 3 emissions. Emissions from the transport of goods, waste, and capital goods are significantly lower.

Other emissions that may occur in Scope 3 are not relevant to OWIS GmbH, but have nevertheless been estimated.

Guiding principle 1 – Climate protection

GHG balance sheet – Our target achievement

To reduce greenhouse gas emissions, we have prepared a GHG baseline (2023) and a GHG balance for the current reporting year (2025). Based on this, we have set a reduction target for 2033:

- Scope 1: from 26 to 4,2 t CO_2e, reduction by -84%
- Scope 2: from 2 to 2 t CO_2e, reduction by -0%
- Scope 3: from 195 to 174 t CO_2e, reduction by -11%

After preparing the GHG balance sheet for the 2025 fiscal year, the following status results:

- Scope 1: from 26 to 26 t CO_2e, reduction by -0%
- Scope 2: from 2 to 1 t CO_2e, reduction by -50%
- Scope 3: from 178 to 216 t CO_2e, increase of +21%

Guiding principle 1 – Climate protection

GHG balance sheet – Measures taken and developments

Measures we have already implemented can be found in the section Measures taken, which we have pursued since submitting the target concept.

Guiding principle 1 – Climate protection

Perspective

- In the coming reporting year, OWIS will continue to pursue its course toward climate neutrality.
- We monitor the power consumption of the machine units to assess their contribution to the nighttime base load and identify potential savings from shutting them down
- By installing sensors on the roller shutters, we hope to reduce sunlight and, in the winter, let heat in so we can use it inside the building.
- We are planning to install shading over the warehouse doors to keep the heat out of the building, especially in the summer.

Guiding principle 1 – Climate protection

Perspective

- In addition, we are waiting for the final version of the City of Staufen's municipal heating plan to be completed so that we can plan further steps based on it
- We are currently implementing the shuttle packaging system with one of our main suppliers. The effects of this measure will become apparent in 2026.
- We consider financing external climate protection projects an option only once internal reduction potential has been largely exhausted and the economic conditions are in place.

Guiding principle 7 – Employee rights and well-being

Together with our employees, we want to continue developing OWIS.

Annette Ruh
Head of Human Resources

Guiding principle 7 – Employee rights and well-being

Objective

- Regular and transparent communication, using the right communication tools for upcoming topics
- Increasing or maintaining employee satisfaction

Guiding principle 7 – Employee rights and well-being

Measures taken

- The new cafeteria offers a pleasant atmosphere with flexible, personalized seating options and provides a space for a relaxing break
- Shade for outdoor seating areas has been improved since spring 2025
- Daily shop floor rounds in all departments since November 2024

Guiding principle 7 – Employee rights and well-being

Measures taken

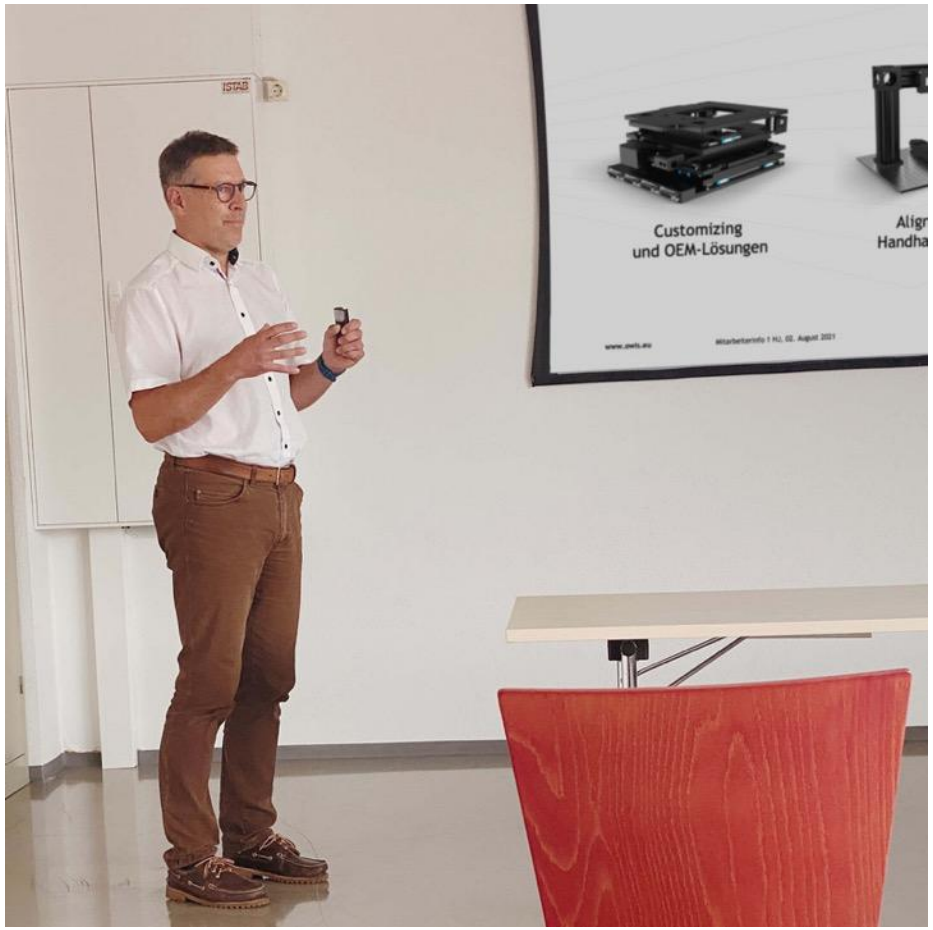
- Quarterly to semi-annual employee meetings providing information on the company's financial performance and upcoming and completed projects
- Since September 2024, monthly updates via email and bulletin board announcements about new products, press releases, trade shows, and other information from management

Guiding principle 7 – Employee rights and well-being

Results and developments

We are delighted that we have been able to improve communication within the company using the channels available to us. In the long term, we want to exploit the technical possibilities here to make communication with employees even more convenient.

A satisfaction survey conducted among employees in September 2024 revealed a high level of satisfaction. Targeted measures are being taken to implement feasible suggestions for improvement in order to further optimize working conditions for employees.



Guiding principle 7 – Employee rights and well-being

Quantitative documentation of results and developments:

Indicators in 2025:

- Staff turnover rate: 9,8% (19,8% last year)
- Sickness rate: 3,18% (3.64% last year)
- Recommendation rate: 81% (2024)
- Employee satisfaction: 94% (2024)

Guiding principle 7 – Employee rights and well-being

Perspective

Motivated employees are the foundation of our company's long-term success. It goes without saying that we are constantly working to promote employee satisfaction. In doing so, we strive to address individual wishes and needs and, whenever possible, find suitable solutions.

We have already improved working conditions by modernizing the lighting and workstations in our manufacturing and assembly areas. We are currently evaluating the installation of a solar-powered air conditioning system to ensure more comfortable temperatures in the production hall.

5. Further activities

Guiding principle 2 – Climate adaptation

- According to the latest flood risk management survey conducted by the state of Baden-Württemberg (flood risk map), our only location in Staufen is only at risk of flooding on the ground floor in the event of extreme flooding. We therefore do not currently see any need to take action to make adjustments.
- Our water consumption is generally very low. In 2025, it stood at 226,000 liters and was thus reduced by a further 9% compared to the previous year. Our goal is to maintain this level and, ideally, to reduce consumption even further.

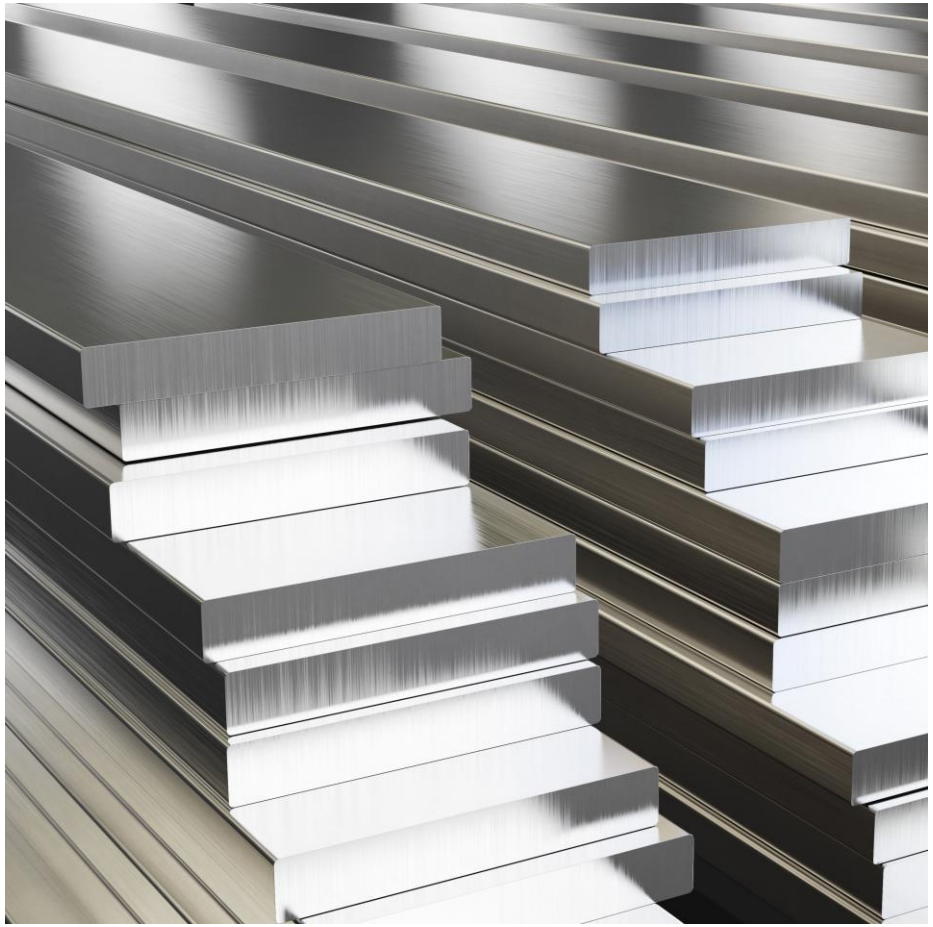
Climate and environment

- Our supply chains are exposed to the effects of climate change in Europe and Germany, as OWIS sources 98% of its goods and services from Europe, with approximately 90% coming from Germany.
- The office building and the outdoor area are only slightly affected by heat, as the offices are located on the west and east sides, respectively, and are therefore not exposed to strong sunlight
- Shading will be further improved in the garden seating area to allow employees to enjoy comfortable breaks even when temperatures are high
- Additional climate adjustments are conceivable in the event of a later expansion of the old building

Climate and environment

Guiding principle 3 – Resources and circular economy

- The most important raw material in our products is aluminum. We only use aluminum as an alloy, with the proportion of aluminum being approximately 90%. Processing is carried out by type, so that 100% of the waste is recycled and thus fed into the circular economy.
- In 2026, we will launch a project with a new supplier to introduce returnable packaging. Thanks to our 2025 ERP update, additional processes were digitized, enabling us to reduce paper consumption by two-thirds.



Guiding principle 4 – Biodiversity

To date, we have not identified biodiversity as a key issue for OWIS. Accordingly, it will not be given priority. Nevertheless, we are aware that our location also has an impact on this issue.

Our garden has been in place for years, and it is hardly possible to add more greenery. The areas that are not covered with greenery are usable space.

Guiding principle 5 – Product responsibility

For us, product responsibility begins as early as the construction phase. Clear responsibilities are defined for each product to ensure targeted management throughout the entire development process.

At the same time, we strive to make our processes as streamlined and efficient as possible in order to make optimal use of resources, simplify workflows, and ensure high product quality.

Social responsibility

Guiding principle 6 – Human rights and supply chain

Our goal is to prevent any form of discrimination and exploitation. We source as locally as possible and, when selecting suppliers, we make sure to visit or audit them in person.

The motors we source, which have extremely high-quality standards, come from Asia. It would not be possible to meet these quality standards under poor working conditions.

We have almost exclusively A-rated suppliers, which means that we receive almost exclusively very good quality products. It is essential for our products to adhere to this standard.

Social responsibility

Guiding principle 8 – Stakeholders

We maintain regular communication with our customers to understand their requirements and manufacture customized products for them.

To optimize processes, we strive to gain a deeper understanding of our suppliers' needs—for example, in the case of shuttle packaging.

We are constantly working to meet the needs of our employees and create optimal working conditions.

The city of Staufen is an important partner for the long-term development of our company and our shared location.

Economic Success and Governance

Guiding principle 9 – Business success and employment

OWIS supports students in their career choices by offering internships and vacation jobs. We create new jobs and training opportunities in the region.

We adapt to the changing requirements of our customers and want to generate more visibility in order to develop innovative and customer-specific products.

In doing so, we want to bring further products to market that are in line with future market trends. They should be even more precise, and we want to respond with a high degree of flexibility to the changing requirements of our customers.

Economic success and governance

Guiding principle 10 – Regional added value

We support cultural events in Staufen through financial contributions. Through cooperation with local schools, we have been able to increase our visibility and would like to continue doing so.

We have been cooperating with WVIB and Photonics BW for some time now; they are important associations in our industry. We would like to further expand and maintain our existing partnerships.

Economic success and governance

Guiding principle 11 – Transparency

During daily shop floor meetings, all employees are informed about the current order situation. They are also invited to contribute ideas and suggestions at any time.

Financial decisions are communicated at the biannual staff meetings, where the reasons for purchases and the associated costs are explained.

Our internal processes are designed in such a way that decisions involving large sums of money can never be made alone. This control system is an effective means of preventing corruption.

Economic success and governance

Guiding principle 12 – Incentives for transformation

We practice lean management every day to ensure business sustainability. We want to streamline our operations and be more economically efficient.

This is firmly anchored in our strategy and is therefore demonstrated to our employees during our regular shop floor meetings.

6. Our „Klimawin BW“-Project

6. Our „Klimawin BW“-Project: Youth development

- To spark an early interest in technical careers and our company among girls and boys, we have set ourselves the goal of introducing students to careers in precision engineering, optics, and laser technology through hands-on experiences.
- To this end, we were once again able to offer internships to five students in 2025. We also had one working student on staff.
- By participating in Girls’ Day, we once again had the opportunity to inspire five girls to pursue technical careers

6. Our „Klimawin BW“-Project: Youth development

- Last year, we also invited an 8th-grade class to OWIS to take a tour of our facility, where we used a laser demonstration, among other things, to give them a hands-on look at our work and the use of lasers

6. Our „Klimawin BW“-Project: Youth development

To turn dreams into reality, you need not only talent and discipline, but also the right support. That is exactly what we want to provide:

As a new mobility partner, we help young athletes in the Nordic Paraski Team to get to training and competition venues safely and reliably – and to follow their path.

What sounds obvious to many is a challenge for young para-skiers training sessions and competitions usually take place far away from home. The logistics are complex and the organization demanding.

6. Our „Klimawin BW“-Project: Youth development

For us, it's clear: mobility here doesn't just mean movement — it creates opportunities, improves quality of life, and is the key to sporting success.

That is why we are delighted to support the team with a financial contribution towards its ongoing transport costs – such as for the team bus that regularly takes the young athletes to training camps or competitions. We have now extended this support through 2030.

6. Our „Klimawin BW“-Project: Youth development

“I come from a family that loves winter sports, and I know what it means to accompany children to competitions — and also how quickly young talent can be overlooked if the conditions are not right.

That's why it's a personal concern of mine to support those who live with disadvantages in particular. They deserve the same opportunities to follow their own path.”

Rüdiger Ruh, CEO

6. Our „Klimawin BW“-Project: Youth development

Together with the Nordic Paraski Team, we have produced a short film: “*Together we turn dreams into reality*” accompanies the young athletes to their summer training at Notschrei – and shows what is possible when people stick together. Please click here to watch the video: Together we turn dreams into reality.

For further information, please visit: nordski.de

7. Impressum

Contact person

Anna Schillinger

Management assistance

asc@owis.eu

+49 7633 9504-720

lasers love OWIS

Impressum

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OWIS GmbH
Im Gaisgraben 7
79219 Staufen im Breisgau
Germany