

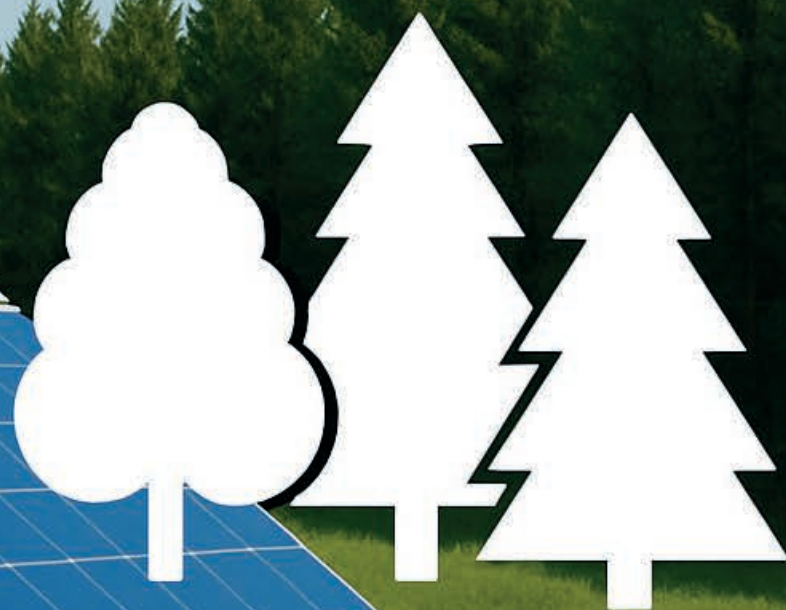
seranews

The magazine for **sera Group** customers

Issue 2025



Our photovoltaic system generated around 300,000 kWh of solar power last year. This corresponds roughly to the annual CO₂ absorption of 6,000 trees – clear evidence of how effectively renewable energies contribute to climate protection. The continuous expansion and consistent use of our PV infrastructure show that technological advancement and responsible action are closely linked. With these savings, we are sending a clear signal for sustainable business practices and laying the foundation for a resource-efficient future.



6,000

EDITORIAL



Dear readers,

The year 2025 was a very special year for us! Under the motto 'Yesterday, today, tomorrow', on 28 May 2025 we celebrated not only an important anniversary (80 years of **sera**), but also the people who have made **sera** what it is today. Since its foundation on 28 May 1945, immediately after the Second World War, **Seybert & Rahier OHG** has developed from a regional metalworking company into a leading German manufacturer of innovative environmental and fluid technologies.

The two company founders, Hubert Rahier and Reinhold Seybert, laid the foundation for today's **sera**. What began with the production of cooking pots, baking tins and smoking cabinets quickly developed further. As early as the beginning of the 1950s, the first dosing pumps and metal diaphragm compressors were developed, patented and sold in the Netherlands, Austria, Belgium and Norway.

With the growth of the global economy in the 1970s, 1980s and 1990s, **Seybert & Rahier** also grew and the number of employees at the Immenhausen site doubled to over 130. New production halls and office buildings were constructed, the first CNC machines were purchased and typewriters were replaced by computers. Helmut Rahier, who joined the company in 1969 and took over the management from his father Hubert in 1976, acquired all the shares of the Seybert family after 1985, thus laying the foundation for the economic basis and our independence today.

Today, 80 years later, we are proud to be a leading German manufacturer of innovative environmental and fluid technologies. With over 350 employees at six international loca-

tions and more than 30 sales and service partners worldwide, we are now active in more than 90 countries. Our **AQUA** and **HYDROGEN** divisions stand for sustainable solutions in the areas of water treatment, disinfection, cleaning, wastewater treatment, and hydrogen storage and supply.

Our innovative strength, quality, reliability, and customer focus are the values that have always guided us and will continue to guide us in the future. We continuously invest in research and development in order to continue offering innovative solutions to the challenges of our time. With the newly planted **sera** forest here in Immenhausen, we are sending a symbolic message of sustainability and environmental awareness. This forest will grow year after year and create added value for people and the environment. With this in mind, we would like to shape the future together with you – with courage, innovative spirit and a firm belief in what unites us.

This year's edition of **seranews** is therefore dedicated to our anniversary. Find out how we spent our anniversary day. Learn more about current topics and projects that have also kept us busy this year. I hope you enjoy reading it.

Best regards.

Yours,
Carsten Rahier

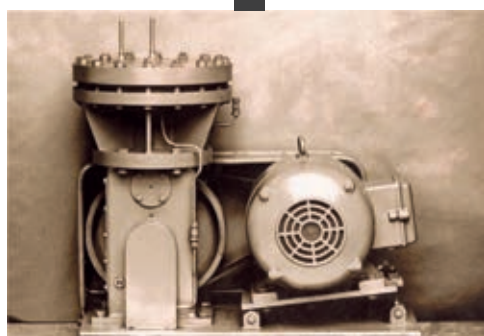


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A SUCCESS STORY WITH A FUTURE

1947

The original **sera** team with the two company founders (front row, left Hubert Rahier, back row, right Reinhold Seybert).



1955

Emil Gallino develops the 409 diaphragm pump based on an idea - it remains one of the bestsellers to this day.



1958

sera develops the test series for Hoechst: the membrane compressor emerges as a new product line.

Eighty years ago, a story began that continues to be characterised by innovation, courage and responsibility to this day. What started in 1945 as a small workshop in Immenhausen offering repairs and craftsmanship has developed into an internationally successful group of companies: the **sera** Group.

FROM THE BEGINNINGS TO TECHNICAL PIONEERING ACHIEVEMENTS

When Reinhold Seybert and Hubert Rahier founded **Seybert & Rahier OHG** shortly after the Second World War, the focus was on reconstruction. But soon, the company turned its attention to the future: with the development and patenting of the first diaphragm pump, **sera** laid the foundation for its technological leadership in the 1950s. The focus on dosing and conveying technology was the decisive step towards the specialisation that still characterises the company today.

GROWTH WITH VISION

In the following decades, **sera** continuously expanded its portfolio and expertise. In addition to classic dosing pumps, switching and

control technology, complex system solutions and the first international projects were added. Exports began as early as the 1950s – initially to Austria, Denmark and the Netherlands, and later to the rest of the world. With advancing industrialisation and increasing quality standards, the importance of precise dosing and compressor technology also grew. **sera** set standards – with products that stand for reliability, durability and technical precision.

INTERNATIONALISATION AND FOCUS

International development gained momentum in the 2000s. Under the leadership of Carsten Rahier, **sera** systematically expanded its global presence. Subsidiaries in the United Kingdom, South Africa, Spain,

Austria and Switzerland have since strengthened the company's proximity to customers and partners on six continents. At the same time, the portfolio was strategically refined: the core competencies of dosing and compressor technology were clearly differentiated from each other, but at the same time linked by a common culture of innovation.

RESPONSIBILITY AND SUSTAINABILITY

As a modern environmental technology company, **sera** takes responsibility – for people, the environment and society. Energy-efficient production processes and sustainable product concepts are now an integral part of the company's strategy. With the **sera** forest, the annual Environment Day and numerous social

1970

Lively activity at the **sera** stand at AICHEMA – the leading trade fair for the process industry.



1990

Already active in ten European countries by 1955, the distribution network grew steadily until, by the early 1990s, **sera** was represented on six continents.

projects, the group demonstrates that business success and ecological and social awareness can go hand in hand.

INNOVATION REMAINS TRADITION

The pioneering spirit of 1945 lives on today. Whether in the development of innovative solutions for water treatment, in the precise dosing of liquids or in forward-looking technologies for a sustainable industry – **sera** stands for technical excellence and continuous progress 'made in Germany'. Repeated awards, including TOP 100 Innovator 2025, impressively underline this claim.

LOOKING TO THE FUTURE

Over eight decades, a small craft business has grown into an international technology company. The

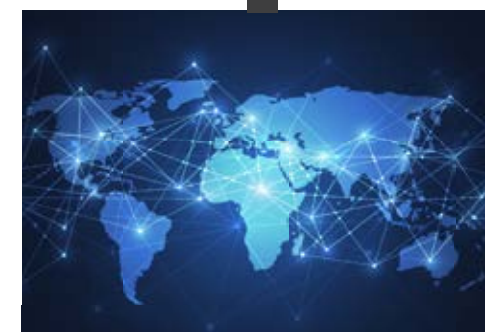
2002

Following its strategic realignment, **sera** first presents its magnetic pump series – followed a year later by the first series of multi-layer diaphragm pumps.



2025

The current portfolio combines precise dosing solutions with reliable hydrogen technology. Pumps, systems and compressors – developed to keep processes safe, clean and stable.



2025...

The focus is on the future: greater modularity, higher efficiency, more digitalisation. **sera** is strengthening its core competencies in order to continue delivering reliable and sustainable technologies in the future.



success story of the past 80 years provides a strong foundation – and at the same time drives us forward into the future: with new ideas, sustainable solutions and the ambition to continue setting standards in the decades to come.



OFFICIAL ANNIVERSARY CEREMONY – A SPECIAL START

The anniversary celebrations on 28 May began with a festive dinner in the atmospheric Hall G7. Amidst elegant surroundings, musical accompaniment and moving speeches, it became clear that 80 years of sera is much more than just a number – it stands for solidarity, responsibility and a spirit of optimism.

A festive atmosphere in Hall G7: guests from politics, business and the region listen to speeches marking the 80th anniversary – a shared look at the past and the future.



Attentive faces during the speeches – a moment full of appreciation and solidarity.



Representatives from politics, business and long-standing companions follow the ceremonial speeches with great interest.



Carsten Rahier, President & Executive Chair of the **sera Group**, opened the anniversary event with a very personal speech about the importance of community, responsibility and entrepreneurial spirit. He reminded the audience that since its foundation in 1945, **sera** has always been driven by people who act with passion and vision – and that this attitude will continue to shape the coming decades. An emotional moment was the film about the planting of the 80th tree in the new **sera** forest – a symbol of sustainability, consistency and growth.

Appreciative speeches were given by

- Mark Weinmeister, District President of the Kassel Regional Council
- Lars Obermann, Mayor of the town of Immenhausen
- Nanne Jellesma, long-standing business friend of Kalteren (Netherlands)
- Stefan Stiegel, Managing Partner of RSE+
- Coralie Zilch, Managing Director of the Hesse-metall Nordhessen employers' association



A moment of appreciation: Carsten Rahier opens the official anniversary ceremony with a personal speech about responsibility, solidarity and a spirit of optimism for the future.



Special thanks: A symbolic anniversary gift will be presented during the official anniversary ceremony – a token of long-standing friendship.

The programme was accompanied by singer and pianist Nicole Jukic, whose music wonderfully underscored the emotional atmosphere. Personal gestures – such as the fingerprint tree created by employees and the impressive anniversary cake for the Rahier family – made the moment tangible and heartfelt.



Carsten and Irena Rahier in conversation with Mayor Lars Obermann and his wife – a cordial meeting between the company and the city.

Finally, the Rahier Foundation was officially presented. With its first project, 'Leserei' (reading room) in Grimm-welt Museum in Kassel, it promotes the joy of reading and education – supported by the proceeds from the anniversary day raffle. A start that showed that entrepreneurial success and social commitment go hand in hand at **sera**.



The keynote speakers at the anniversary celebration – voices that combine appreciation, inspiration and guidance.



The Rahier family together at the anniversary celebration – a moment filled with solidarity and pride.

FAMILY & FRIENDS – A CELEBRATION FOR ALL GENERATIONS

After the official anniversary ceremony, the company premises became a meeting place for employees, families and friends – a lively, cheerful gathering that showed what the **sera Group** is all about: community, closeness and appreciation. More than 800 guests came together to celebrate 80 years of company history – and at the same time, what made it possible: the people behind **sera**. The Family & Friends Party was a labour of love and deliberately designed as a celebration for all generations – from toddlers to pensioners, from trainees to long-standing employees. The festival offered a colourful programme for children, with a bouncy castle, play bus, face painting and a well-attended ice cream bar, while adults were able to relax, chat and enjoy themselves at various stands and seating areas. The Grischäfer team ensured that no wishes remained unfulfilled with a diverse catering offer – from hearty classics to sweet favourites.

*A gift that brings people together: the fingerprint tree created by all employees is ceremoniously presented – a symbol of solidarity, history and the people behind **sera**.*



In the evening, the Madison Event Band took to the stage and brought all generations together with pop, rock and schlager hits. Young and old danced, laughed and celebrated into the night – in an atmosphere characterised by warmth and togetherness. The party impressively demonstrated what **sera** is all about: people are at the centre of everything we do. Whether in production, administration or field service – our employees are the heart of the company. Their commitment, ideas and passion are the basis for our success over the last eight decades. The Family & Friends Party was therefore not only a thank you, but also a symbol of the trust and loyalty that have characterised **sera** for generations. In conversations, when old colleagues met again or in the laughter of the children, it was clear that **sera** is more than just a workplace – it is a community that connects people. The day ended with many happy faces, warm words and the certainty that what makes **sera** strong will remain: cohesion, openness and the joy of working together.



A sweet anniversary moment: little guests get their well-deserved ice cream – held by Dad, served with a smile.



INSPIRED. SOLUTIONS. FOR CUSTOMERS.

FACTORY TOURS – EXPERIENCE INNOVATION, UNDERSTAND CHANGE

During a tour of the company premises, guests were able to experience first-hand how 80 years of experience have shaped a forward-looking corporate culture. The factory tours were one of the highlights of the anniversary celebrations and impressively demonstrated how tradition and innovation merge at **sera**. At various stations, visitors gained exclusive insights into modern manufacturing processes, digitalised workflows and technical innovations in the fields of dosing technology and hydrogen technology – two core competencies that make the company successful worldwide.

Employees from development, production and quality assurance explained in practical terms how precise technology, sustainable materials and intelligent control systems work together at **sera** to create durable and efficient solutions. Special attention was paid to the topic of sustainability, which was a common thread running through all areas. The trainee project 'Sustainability Exhibition', designed by trainees and students, was particularly well received. With a great deal of commitment and creativity, they had developed an interactive exhibition that showed how sustainability is lived at **sera** in everyday life.

Curiosity knows no age: the interactive sustainability exhibition created by the trainees captivated the youngest visitors in particular – learning what the future means in a playful way.

THE SUSTAINABILITY EXHIBITION BY THE TRAINEES PRESENTED PRACTICAL EXAMPLES IN FOUR THEMATIC AREAS:

Digitalisation: How digital processes help to reduce paper consumption and make workflows more efficient.

Power consumption: A live comparison of LED lamps and fluorescent tubes highlighted the difference in energy consumption and demonstrated concrete savings potential.

Social commitment: A self-designed mural highlighted **sera**'s diverse social projects – from regional initiatives to global engagement.

Water treatment: Real-life applications were used to demonstrate how **sera** products contribute to improving water quality worldwide.

This project was much more than just an exhibition – it was a clear statement about the sense of responsibility of the next generation. The young talents proved that sustainability at **sera** is not just a corporate goal, but part of the culture that is lived and breathed. The tours were accompanied by many personal

Curiosity and amazement: guests experience production up close.

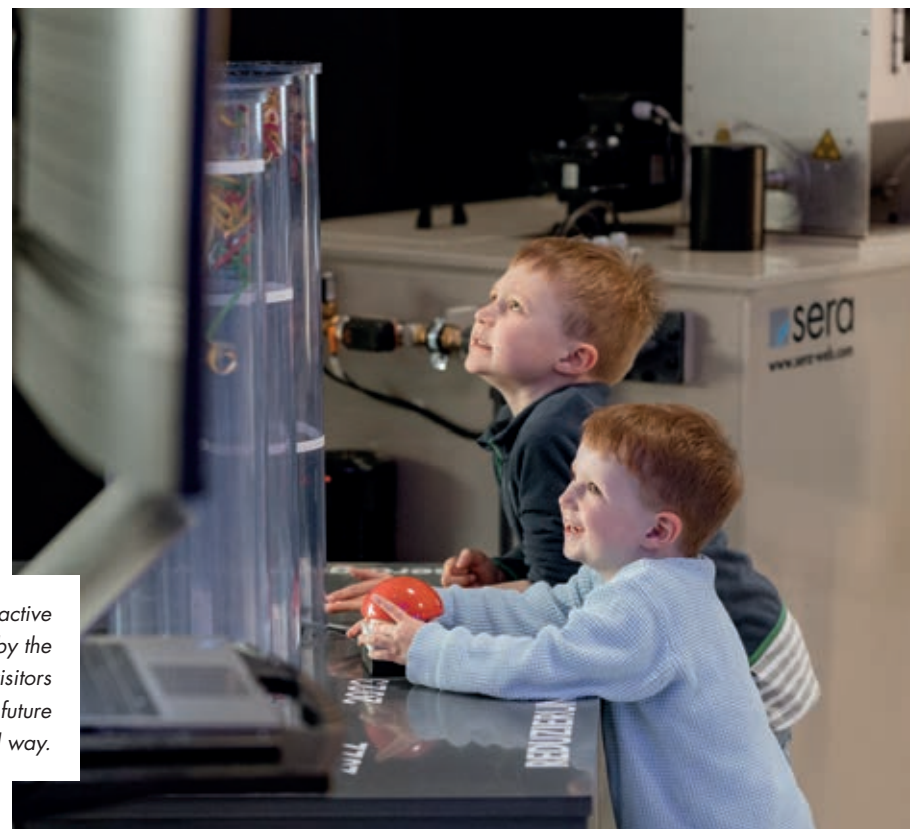
A look behind the scenes – this is where precision becomes tangible.

Hands-on technology: control systems explained in an understandable way.

Sustainability you can get involved in – the trainee project is attracting a lot of attention.

Innovations and exhibits in the anniversary tour.

Hands-on technology: during the factory tours, it quickly became clear how much precision goes into each individual component – and how alive 80 years of experience can be.





SPORTS TALK WITH VANESSA GRIMM & AARON MENSING – PERFORMANCE, TEAM SPIRIT AND MENTAL STRENGTH

A real highlight of the anniversary celebrations was the sports talk with heptathlete Vanessa Grimm and professional handball player Aaron Mensing from MT Melsungen. In conversation with Nick Dippel, Head of Operations at **sera**, both gave friendly and honest insights into their lives as top athletes – from the highs of great competitive successes to the moments when mental strength and discipline are everything. The entertaining talk built a bridge between professional sport and everyday business life. Topics such as motivation, goal orientation, setbacks and team spirit quickly found parallels in the world of work. Because at **sera**, too, it's all about working together, taking responsibility and trusting each other – values that directly connect sport and business.

Sport and marketing in direct exchange: a spontaneous moment with a great atmosphere after the anniversary talk.



When entrepreneurial spirit meets team spirit: MT Melsungen's mascot 'Henner' puts smiles on faces at the anniversary celebrations.



Vanessa Grimm spoke openly about the challenges of combining career and competitive sport, about mental strength and the importance of clear goals. Aaron Mensing provided insights into the team structure at MT Melsungen, where co-

hesion, communication and mutual support determine success or defeat. It is therefore no coincidence that **sera** sponsors both Vanessa Grimm and MT Melsungen. Both partnerships reflect key elements of the company's philosophy: passion, perseverance, fairness and team spirit. They stand for motivation, the courage to try new things and a belief in shared growth – values that **sera** lives and promotes in its everyday work. The audience was visibly enthusiastic: the athletes' personal stories encouraged them to pursue their own goals and see setbacks as opportunities. During

the subsequent autograph session, the likeable duo showed their closeness to the audience – many took the opportunity to chat, take photos and engage in inspiring exchanges. The talk impressively demonstrated that sporting and entrepreneurial success are based on the same principles: passion, focus and team spirit.



A shirt instead of an autograph card – enthusiasm knows no hierarchy on this day.



80 YEARS sera – A DAY FULL OF EMOTIONS, ENCOUNTERS AND FUTURE PROSPECTS

In the evening, the Madison Event Band brought the atmosphere to a boil with a rousing mix of pop, rock and schlager music. Young and old danced together into the night – a symbol of the lively, cross-generational community that has always characterised sera. But beyond music and entertainment, this day was above all one thing: a thank you to the people who make **sera** what it is. After all, the employees are the heart of the company – with their knowledge, enthusiasm and loyalty, they form the foundation on which the success story has been built since 1945. The Family & Friends Party was therefore not just a celebration, but an expression of appreciation, trust and solidarity. The 80th anniversary of the **sera Group** was much more than just a celebration. It was an emotional commitment to the values that define the company – tradition, innovation, responsibility and humanity. It showed that progress and consistency, technology and community are not opposites, but inspire each other. **sera** looks back with pride on eight decades of success – and looks ahead with just as much confidence. Because the story of this special day has impressively demonstrated one thing: the heart of **sera** beats in its people – and for the future.



THE **sera FOREST**

A PLACE WHERE
MEMORIES TAKE ROOT



OAK

Family: Beech trees
Tree species: Deciduous tree
Root system: Deep-rooted plant
Growth height: 30 metres
Heyday: April – May
Life span: Up to 500 years

Sometimes it is the quiet projects that have a big impact. One example of this has been growing in Immenhausen since 2025: the **sera forest**.

An idea that combines nature, community and responsibility has given rise to a vibrant project for the future – and it will continue to grow year after year. With the first 79 trees, **sera** laid the foundation in 2025, and the 80th tree was planted on the company's 80th anniversary. Now, at least one more tree will be added each year for each additional year of the company's existence. Thanks to the cooperation with the town of Immenhausen, people outside the company will also be able to plant trees on special occasions in future – such as weddings or the birth of a child. In this way, the **sera forest** will become a shared place of remembrance that



A young oak tree – still small, but already part of a quiet beginning from which the future grows.



will gain significance far beyond the company premises.

A young tree absorbs around 22 kilograms of CO₂ per year – and with every trunk and every leaf, the contribution to climate protection also grows. At the same time, the **sera forest** is an educational forest that demonstrates how sustainable forestry works. Different native tree species – from oak to maple to service tree – ensure diversity, provide habitat and make the forest a natural learning place for young and old alike. At the inauguration in May 2025, it was immediately apparent that the **sera forest** is more than just a planting project. It is



Knowledge that takes root: the information boards in the **sera forest** make nature tangible – tree by tree.

a promise – for a sustainable future, for regional solidarity and for turning ideas into real roots. And while the trees grow silently towards the sky, something else is growing too: a shared awareness of how important every single contribution is. Tree by tree. Year after year.



“ With the **sera forest**, we are creating something lasting – for the people who accompany us and for the generations that will come after us. It stands for what drives us at **sera**: taking responsibility, shaping the future and putting down roots in the best sense of the word. ”

– Carsten Rahier, President & Executive Chair
sera Group

A moment that shows commitment: the shareholders of the **sera Group** at the symbolic launch of the **sera forest**.



CUSTOMIZED SOLUTIONS FOR EXTREME CONDITIONS

SUSTAINABLE WATER TREATMENT IN ABU DHABI: sera IBERIA SUPPLIES SOLUTIONS FOR MAJOR PROJECT

Water is one of the most valuable resources of our time – especially in regions where every drop counts. The Shuweihat S4RO project in Abu Dhabi is creating one of the most modern seawater reverse osmosis (SWRO) plants in the world.

The international company GS Inima is responsible for the development and operation of the plant, which has an impressive daily production capacity of 318,226 cubic metres of drinking water for the Emirates Water and Electricity Company (EWEC). GS Inima relies on tailor-made systems from **sera Tecnología Iberia S.L.** for the safe and efficient treatment of this water.

The Spanish branch of the **sera Group** was commissioned with the design, manufacture, testing and commissioning of the chemical and polyelectrolyte treatment system – a contract that further consolidates

sera Iberia's strong market position in international water treatment.

CUSTOMIZED SOLUTIONS FOR EXTREME CONDITIONS

What sets **sera** apart from other suppliers is its combination of technical expertise, flexibility and innovative strength. An experienced team of engineers develops individual solutions for each project – always with a view to the specific requirements on site. The Shuweihat project also focused on close cooperation with the technical departments of GS Inima in order to ensure maximum efficiency and reliability. High-performance pumps

from **sera** are used at the heart of the plant. They are specially designed for operation under the extreme climatic conditions of Abu Dhabi – with motors for high ambient temperatures, robust special coatings and multi-head configurations with a capacity of up to 4,500 litres per hour. This ensures precise and stable delivery even under the most demanding conditions.

QUALITY PRODUCED IN-HOUSE

A special feature of **sera Iberia** is that it manufactures all systems entirely in-house. Since its foundation over ten years ago, the company has developed into a leading provi-



sera supplied 14 dosing systems with a total of 40 diaphragm dosing pumps, equipped with control cabinets and Profibus DP communication.



Dosing system for sodium hypochlorite: It consists of three triple pumps (two in operation, one in reserve). The sodium hypochlorite is injected into the seawater for disinfection before it enters the reverse osmosis process.

der of integrated solutions, developing, manufacturing and programming all electrical control systems internally. This independence from external suppliers enables the highest quality and flexibility – and at the same time strengthens the innovative power within the entire **sera Group**.

INNOVATION MEETS SUSTAINABILITY

sera also relies on state-of-the-art processes in the field of connection technology: at the customer's request, infrared welding technology was used for PVDF piping systems for the first time in the Shuweihat project. **sera** has the appropriate IR welding certification, which guarantees robust, fully traceable connections and virtually eliminates the risk of leaks – an important contribution to operational safety and resource conservation.

COMMITMENT TO THE FUTURE

With projects such as Shuweihat, **sera** underlines its commitment to

sustainable water treatment worldwide and consolidates its position as one of the leading companies in the development and manufacture of dosing systems for desalination plants. Whether in Abu Dhabi, Spain or Germany – the **sera Group** stands for efficiency, reliability and quality from a single source.

The successful collaboration with GS Inima shows once again that when innovative and reliable solutions are required, **sera** is the right partner.



UNITED
ARAB
EMIRATES

Abu Dhabi



**AWARDED TOP 100
INNOVATOR
FOR THE THIRD TIME**



*A strong team at the award ceremony: representatives of the **sera Group** and the town of Immenhausen receive the TOP 100 seal from Ranga Yogeshwar in Mainz.*

THE TOP 100 FOR 2025 HAVE BEEN DECIDED!

The **sera Group** is once again among the 100 most innovative medium-sized companies in Germany in 2025 – for the third time. On 27 June, the award was presented at a ceremony during the German SME Summit in the Rheingoldhalle in Mainz.

Science journalist Ranga Yogeshwar personally presented the prestigious TOP 100 seal to the management of the **sera Group**. 'Receiving this award again is a great honour and confirmation of our clear focus on innovation,' emphasises Carsten Rahier, President & Executive Chair. 'For us, innovation is not a matter of chance, but is deeply rooted in our corporate culture and is the key to our success.'

SCIENTIFICALLY BASED SELECTION

For over 30 years, the TOP 100 innovation competition has been considered one of the most important awards for small and medium-sized enterprises. Under the direction of Prof. Dr. Nikolaus Franke from the Vienna University of Economics and Business, over 100 criteria from five categories are examined – from the role of management and the innovation climate to concrete innovation success. **sera** scored particularly well in the category 'External orientation / Open innovation'.

FUTURE-ORIENTED FOCUS

A central component of the innovation strategy is hydrogen technology. Hydrogen is considered the energy source of the future – and **sera** is developing technologies that enable a sustainable energy supply. In this way, the company is actively contributing to the energy transition. The jury also highlighted the company's commitment to young talent: students write their theses at **sera**, trainees take on responsibility in projects, and young

talents get involved with children and young people on the **sera** Social Day. With a training quota of over 12%, the company is well above the industry average.

AWARD CEREMONY IN A SPECIAL SETTING

The award ceremony in Mainz was not only an honour, but also a networking event for Germany's most innovative medium-sized companies. In addition to Carsten Rahier, other representatives of the **sera Group** also took part, including Nick Dippel (Head of Operations), Roland Tittel (Vice President / Managing Director of **sera HYDROGEN GmbH**), Irena Rahier (Shareholder **sera Group**) and Lars Obermann, Mayor of Immenhausen. Together, they accepted the congratulations from Ranga Yogeshwar.

AWARD AS AN INCENTIVE

For the **sera Group**, the third TOP 100 seal is not only a success, but also an obligation: 'We will continue to work hard to develop innovative and sustainable solutions – for our customers, our employees and the future of our markets,' said Rahier.

With the renewed TOP 100 award, **sera** reaffirms once again: **WE ARE SHAPING THE FUTURE**



Success that grows from teamwork: employees present the TOP 100 awards from recent years.



RUDOLF DIESEL MEDAILLE

MAN MUSEUM AUGSBURG

10. JULI 2025



RECOGNITION FOR SUSTAINABLE INNOVATION: CARSTEN RAHIER FINALIST FOR THE RUDOLF DIESEL MEDAL 2025

On 10 July 2025, there was a touch of history, innovation and the future in the air at the MAN Museum in Augsburg: surrounded by numerous personalities from the worlds of business, science and politics, Carsten Rahier, President & Executive Chair of the sera Group, was honoured as one of three finalists for the Rudolf Diesel Medal in the category 'Sustainable Innovation'.

The award is considered one of the oldest and most prestigious innovation prizes in Europe – named after the inventor of the diesel engine, Rudolf Diesel. It honours people who shape progress through their ideas, courage and drive. Names such as Daimler, Zuse and the founders of SAP AG feature in its long history – and now Carsten Rahier has joined this impressive list as a finalist.

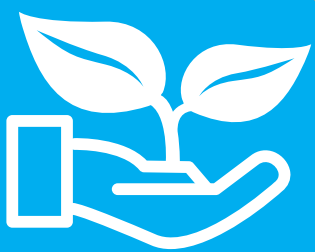
The jury's statement reads: "Under the leadership of Carsten Rahier, the **sera Group** has developed into an innovative, globally active environmental technology company that focuses on sustainability and values." This is exactly what **sera** stands for: innovation with responsibility. Technology that protects resources. Entrepreneurship that keeps both people and the environment in mind.

For Carsten Rahier, President & Executive Chair of the **sera Group**, the nomination was a moving moment:

"I am delighted to receive this prestigious award as one of the three finalists and would like to congratulate this year's winner, Fabian Wildfang. This recognition is also a thank you to all our employees who work passionately and innovatively every day on our solutions for a sustainable future."

Today, the **sera Group** is synonymous with advanced environmental technologies and embodies what Rudolf Diesel once envisioned: technology that serves people and the future. The nomination shows that the path sera has been following with conviction and courage since 1945 has had an impact far beyond the company's boundaries – and that sustainable innovation is no longer just an idea, but a living reality.

sera goes green



AWARENESS OF SUSTAINABILITY AT sera

For us at sera, sustainability means much more than just environmental protection, even though the term is often reduced to this. We understand sustainability in its comprehensive sense: as a balanced interplay of ecological, social and economic responsibility. These three pillars form the foundation for our long-term, future-oriented actions.



ENVIRONMENT

For us, **environment** means taking responsibility for preserving natural resources. As an environmental technology company, we see it as our duty to integrate ecological thinking into our processes and decisions. Our goal is a resource-efficient and environmentally friendly approach to business that not only meets legal requirements but also sets standards in the responsible use of energy, raw materials and emissions.



SOCIAL

For us, **social responsibility** means treating our employees and the people in our social environment with respect, fairness and partnership. We support our employees individually and specifically, because their satisfaction, motivation and qualifications are crucial to our shared success. In addition, we are committed to the society in which we live and work and take responsibility beyond the boundaries of our company.



ECONOMY

For us, **economic responsibility** means establishing sustainable structures that are in harmony with ecological and social objectives. We act in a forward-looking and entrepreneurially responsible manner in order to ensure long-term growth based on transparency, integrity and intergenerational thinking.

ZIELE FÜR
NACHHALTIGE
ENTWICKLUNG



UN GLOBAL COMPACT & SDGs

In 2022, we joined the UN Global Compact and thereby expressly committed ourselves to its principles – these include the protection of human rights, compliance with labour standards, environmental protection and the fight against corruption. We also based our selection of Sustainable Development Goals (SDGs) on the three pillars of sustainability. The SDGs that are central to us embody our understanding of sustainability and guide

our actions:

- SDG 3: Good health and well-being
- SDG 4: Quality education
- SDG 5: Gender equality
- SDG 12: Responsible consumption and production
- SDG 13: Climate Action

ENVIRONMENT

OUR FIRST COMPLETE CARBON FOOTPRINT

Last year, we drew up a comprehensive carbon footprint for the base year 2023 for the first time. This covered all emissions at our headquarters in Immenhausen, i.e. our two plants at the site. We are particularly proud to have compiled a complete carbon footprint across all three scopes. Why is this so special? Because many companies still exclude Scope 3, even though this is often where the greatest potential for real climate protection lies. Scopes are categories into which CO emissions are divided in order to measure

and compare them more effectively. Scope 1 covers direct emissions, Scope 2 takes into account emissions from purchased electricity and heat, and Scope 3 refers to all indirect emissions along the value chain. With the results of the carbon footprint, we now have a basis for defining concrete goals and deriving targeted measures to reduce our carbon footprint.



PRODUCTION AND FACTORY BUILDINGS

Our production processes are not only central to our economic success, but also crucial to how sustainably we operate as a company. That is why we are committed to actively embedding sustainability not only in our pro-

ducts, but also in our factory buildings and operational processes.

INTERVIEW WITH BENJAMIN TROTTIER

HEAD OF OPERATIONS COMPONENT ASSEMBLY:
SUSTAINABILITY IN PRACTICE



“ In your view, which measure had the greatest impact on energy savings or sustainability?

From a technical perspective, there are several measures that together make a significant contribution to energy efficiency. I would particularly like to highlight the energy-efficient renovation of the hall facades and the complete conversion to LED technology.

The exterior walls of halls G3 and G4 were extensively modernized. Old exposed aggregate concrete surfaces and outdated glass elements were replaced with modern, insulated facades with mineral wool insulation. This significantly improves thermal insulation and noticeably reduces heat loss.

At the same time, the lighting in all factory halls was converted to LED technology. The system is now controlled by a KNX-based system that adjusts lighting based on time and actual demand, further increasing energy savings.

These measures were complemented by the renewal of the compressed air lines. Our existing photovoltaic system, with a capacity of 303 kWp, continues to make an important

contribution to energy efficiency at the site. In addition, the heating technology has been further developed, including the conversion of radiators to hot water surface collectors and an optimized control system.

Taken together, these improvements result in a significantly more efficient and sustainable use of our energy resources.

What was the biggest challenge during implementation, and how was it resolved?

The biggest challenge was the renovation of our infrastructure during ongoing operations. Many measures, such as the conversion of the transformer or the modernization of the heating system, could only be carried out outside regular production hours. In some cases, this required shutting down the power supply, which was only possible on weekends. In addition, there were temporary restrictions for colleagues in operational areas. A great deal of coordination and willingness to compromise was needed to integrate the work as smoothly as possible into daily workflows. However, through close coordination with the affected teams and careful planning, we were able to keep disruptions to a minimum.

Where are things headed, what are the next steps?

We will continue to analyze our heating technology with a focus on sustainability and evaluate potential opportunities for optimization. Our goal is to continuously reduce energy consumption. To achieve this, we rely on both technical measures and an intelligent interplay of building management systems, user behavior, and digital control technologies. The results so far show that we are on the right track.

“



SOCIAL

GOOD HEALTH AND WELL-BEING

Health and safety are an integral part of our everyday working life. Exercise opportunities such as walking meetings, yoga and fitness rooms, bike leasing and sporting events promote physical well-being, healthy eating, fruit, water and vegetarian and vegan dishes. Health days, workshops and online formats further strengthen exercise, nutrition and mental strength. At the same time, barbecue events, summer parties and end-of-year celebrations promote social interaction. Safety is also a top priority at sera. Our occupational safety system is systematically structured, continuously implemented and

has been awarded the BG seal of approval 'Sicher mit System' (Safe with System). Meetings of the occupational safety committee, Gemba walks, analyses of near misses, practical training courses, noise measurements and hearing protection ensure that risks are identified at an early stage and targeted measures are implemented. In this way, we create a working environment in which well-being, safety and cooperation are a matter of course.



EDUCATION AND TRAINING AT sera – ACTIVELY SHAPING THE FUTURE

Our junior staff not only learn specialist knowledge, but also how to take on responsibility and actively live sustainable values. Our training programmes closely combine theory and practice, enabling trainees to develop a strong professional identity and acquire future-proof skills. A new training area offers optimal conditions for creative work, project management and exchange. Feedback discussions on an equal footing promote the learning process and enable trainees to actively participate themselves. Sustainability is firmly anchored: trainees actively participate in environmental and social projects and develop an awareness of ecological and social contexts at an early stage. By participating in practical projects, they gain valuable experience in teamwork, organisation and communication – with a direct link to the environment and society. Our training

programme thus combines professional competence, practical experience and the teaching of sustainable values. Young professionals not only learn for their profession, but also for a responsible and sustainable way of working.



ECONOMY

At sera, we understand sustainable business to mean responsible, future-oriented action. For us, sustainable success means creating stable structures, combining economic growth with ecological and social requirements, and investing in future-proof technologies and processes. Our goal is to shape performance in such a way that it does not come at the expense of natural resources or social standards. Efficiency, transparency and resilient business models, as well as the development of new business areas such as hydrogen technology, digital manufacturing and internationalisation,

on, reflect this aspiration. For us, sustainable business practices mean not only growth, but also responsibility towards the environment, people and future generations.





IRELAND

HIGHEST PURITY FOR SENSITIVE PROCESSES

CO₂-COMPRESSION FOR LINDE

sera has implemented a state-of-the-art CO₂ compression plant for the Linde Group, which will be used in Ireland in future. The aim of the project was to provide CO₂ of the highest purity for cleaning sensitive electronic components – around the clock.

FOCUS ON PRECISION, PURITY AND RELIABILITY

The gas is compressed from 6–8 bar to 60 bar and then stored in a tank. Three metal diaphragm compressors from the PU series are used, two of which run continuously while the third is on standby as a backup. This concept ensures maximum system availability – even during maintenance work, the process remains stable and uninterrupted.

The technical requirements are high: the CO₂ must not be contaminated in any way during compression. This is where sera's metal diaphragm compressors show their strengths. They operate without lubricants, abrasion or leakage – for absolutely contamination-free compression. They also impress with their high corrosion resistance, long service life and hermetically sealed system design, which does not require flushing or barrier gases.

” Our technology is the right choice, especially for applications where maximum gas purity is essential. Our compressors combine efficiency, safety and precision – exactly what Linde needs for this process

“ explains Roland Tittel, Managing Director of **sera HYDROGEN GmbH**. With this plant, sera once again demonstrates how innovative compression technology from Immenhausen sets global standards – for maximum purity, reliability and sustainability in sensitive industrial processes.



One of three metal diaphragm compressors in the PU series: precise, contamination-free and built for maximum purity.



Precise measurement and control technology: instruments that guarantee maximum purity and process reliability in CO₂ compression.

sera ENVIRONMENT DAY IN REINHARDSWALD

The sera Environment Day has been a tradition at our company for many years. Once a year, we dedicate a working day to environmental protection, demonstrating that we actively live by our motto, 'We create added value for people and the environment.'

This year, we were once again out and about in the Reinhardswald forest – as in previous years, in cooperation with the Hessen Forest State Enterprise. The focus was once again on cultural maintenance: our employees worked hard to free young oak and beech trees from competing vegetation, thus ensuring their healthy growth.

In addition to the actual work, the focus was also on mutual exchange. On Environment Day, employees from different departments come together, get to know each other better and experience how joint action has an immediate positive effect. This direct experience not only promotes team spirit, but also strengthens awareness of ecological interrelationships and sustainable use of resources.

For many colleagues, the sera Environment Day has become an integral part of the year and is eagerly anticipated. Through their work in the forest, everyone can experience first-hand how important active environmental care is and what contribution each and every individual can make. Such actions show that sustainability at sera is not just a buzzword, but part of our corporate culture and a lived responsibility – for today's and future generations.



TRAINEE ENVIRONMENT DAY

This year, we held our first ever Trainee Environment Day. Our trainees and students took the opportunity to implement specific environmental protection projects directly on our factory premises in Immenhausen. With great dedication, they planted new fruit trees, created a flowering meadow and built a composting area. The campaign is very much in line with our 'sera goes green' mission and shows how sustainability is integrated into training at sera in a very practical way. Sustainability has long been an integral part of our training. The Trainee Environment Day makes this visible: our junior staff experience sustainable action in their everyday work and actively take on responsibility. At the same time, they develop an initial awareness of environmental and climate protection.





PRECISION, PASSION AND SOCIAL COMMITMENT



THE sera CHARITY GOLF CUP

For sera, precision is much more than a technical requirement – it is part of the corporate culture. In the development of innovative solutions, in the manufacture of high-quality equipment and in our partnership-based cooperation with customers, we demonstrate every day how important accuracy, responsibility and enthusiasm for detail are. These values are also reflected in golf: concentration, sensitivity, timing – and the ambition to achieve the best through experience and passion.

On 30 August 2025, it became clear once again how closely sporting precision and social commitment can be linked. The second **sera Charity Golf Cup** at the Kassel-Wilhelmshöhe Golf Club was a special event that impressively combined sporting competition, social interaction and active responsibility. There was a palpable sense of anticipation early in the morning: bright sunshine, a immaculately maintained course and a warm atmosphere among the participants created a unique atmosphere. Numerous players from various golf clubs in the region and golfers from southern Hesse associated with the company made their way to Kassel to experience an unforgettable day together – with exciting rounds, lively conversations and lots of good humour. This mixture of sporting ambition, team spirit and communal exchange made the day a special experience. The **sera Charity Golf Cup** showed once again that precision and passion can be connecting elements not only in everyday working life, but also in social life. At the same time, the tournament offered the opportunity to raise awareness of the **sera Group** in the region and to present its values – reliability, quality, innovation and social responsibility – in a sporty and elegant setting.

The Rahier family, long-standing members of the Kassel-Wilhelmshöhe Golf Club, have put their heart and soul into making this tournament an integral part of club





life. The **sera Group**'s commitment extends far beyond golf – whether as a premium partner of MT Melsungen, as a sponsor of heptathlete Vanessa Grimm or in international care projects for children and young people. Their commitment stands for an attitude that connects: taking responsibility, creating opportunities and living in community. In keeping with this attitude, this year's tournament was once again played for a good cause. A highlight of the day was the 'Hit the Green' charity contest on the 17th hole, which added to the excitement in the glorious late summer weather. Carsten Rahier personally generously topped up the proceeds, and the entire amount went to the Rahier Foundation. The Rahier Foundation is committed to helping children and young people worldwide – those whose everyday lives are marked by insecurity, poverty or a lack of opportunities. It provides access to education, strengthens social participation and opens up prospects for young people where they are often most urgently needed.

Events such as the **sera Charity Golf Cup** are much more than just pleasant encounters on the green: they raise awareness of the valuable work done by the foundation and at the same time provide concrete support. Every donation, every commitment and every participant contributes to opening up new paths to a self-determined future for young people. At the festive award ceremony, conducted by President Thomas Franke, not only were sporting achievements honoured, but the extraordinary social commitment of the **sera Group** and the Rahier family was also highlighted. His words of appreciation for the combination of entrepreneurial spirit, social responsibility and regional commitment were met with loud applause from the participants. The day also left nothing to be desired in terms of cuisine: the club catering team, led by the Matern family, spoiled the guests with a delicious buffet.

The social part of the evening kicked off with good conversation, laughter and a glass of wine – a moment of togetherness that showed how much community spirit connects people beyond sport. After dinner, another highlight followed: the raffle and



auction of selected highlights – including signed jerseys from MT Melsungen and the Kassel Huskies – generated great enthusiasm. All proceeds from these events also went to the Rahier Foundation. In addition, participants could either win raffle tickets through strong performances in the 'Hit the Green Contest' or – for those who didn't want to leave their luck to chance – secure them in exchange for a voluntary donation. In this way, every raffle ticket and every bid became a small but effective contribution to supporting children and young people worldwide. At the end of the evening, a DJ created a lively atmosphere with upbeat beats. The dance floor quickly filled up – and the celebrations, laughter and sharing of experiences continued late into the night. A day full of energy, precision, joy and heart thus came to a worthy conclusion. The enthusiastic feedback from the participants left no doubt: the **sera Charity Golf Cup** will continue in 2026 – as a sporting, social and societal highlight that shows how closely precision, passion and humanity can be linked.



SAVE THE DATE:
September 5th, 2026





WASTE AS AN ENERGY SOURCE



sera SOLUTIONS AS THE BACKBONE OF WATER PROCESSES

Stable water chemistry is essential for the energy-related processes in the CHP plant. In the water-steam cycle, the pH value, conductivity and hardness must be kept within narrow tolerances at all times in order to prevent corrosion, deposits and efficiency losses.

A combination of ammonia and caustic soda dosing systems was designed for this purpose:

• Ammonia in the low-pressure range

Ammonia ensures the volatile alkalisation of feed and condensate water. It raises the pH value in the wet pipe areas and reliably protects carbon steel from acid-induced corrosion. Its volatile properties also ensure even distribution throughout the branched pipe network.

• Caustic soda in the high-pressure range

Caustic soda is used for non-volatile alkalinisation. It stabilises the pH value in feed and boiler water, protects evaporator and superheater surfaces from deposits and prevents corrosive attacks in the high-pressure section.

Both media are dosed by sera using robust piston diaphragm pumps – designed for high operating pressures, low-pulsation delivery and precise, reproducible dosing quantities. The modular system concepts (DAV) offer maximum operational reliability and enable reliable control of water chemistry in 24/7 operation. The result: a stable, efficient water-steam cycle that protects the entire plant and ensures consistently high energy yields.

PROVEN TECHNOLOGY - FLEXIBLE APPLICATION

The solutions used are taken from the sera standard portfolio for water treatment: softening, alkalisation and pH correction are among the globally proven processes in power plant and energy technology. The DAV vertical dosing systems are modular systems that guarantee high operational reliability, long service life and energy-efficient processes – precisely tailored to the requirements of the ZRE.

CENTRE FOR RESOURCES & ENERGY HAMBURG

In Hamburg-Bahrenfeld, the Centre for Resources & Energy (ZRE) is being built, a facility that not only sorts waste streams but also converts them into energy. What used to end up as waste is now systematically separated, processed and converted into electricity and heat. The site demonstrates how modern recycling and energy management can work in an urban environment.

SORTING, PROCESSING, RECOVERING

At the heart of the ZRE is a sorting plant that is unique in Germany. As soon as the waste arrives, it is separated into three categories: high-calorific, low-calorific and residual waste. In the residual waste stream, sensors, magnetic technology, wind separators and near-infrared detection ensure the precise recovery of ferrous and non-ferrous metals, plastics and glass. Only materials that cannot be recycled economically are used for thermal energy – with the aim of maximising the yield of recyclable materials.

ENERGY PRODUCTION WITH MEASURABLE OUTPUT

Energy recovery enables up to 75 MW of district heating in winter and around 23 MW of electrical power in summer. In addition, approximately five MW of heat from exhaust gas streams is used annually. Once fully operational, the plant will be able to supply over 40,000 households with electricity and around 39,000 households with heat. A plant that shows that the energy transition has long been taking place in the heart of the city.



Dosing station for caustic soda: Removal of the medium from the on-site IBC and dosing into the high-pressure area.



Dilution station for ammonia with storage tanks: dilution of 25% ammonia to 0.5 to 2% ammonia and storage in two storage tanks.



Rear of the dosing station for caustic soda.



NORTH HESSE STUDENT RESEARCH CENTRE VISITS sera

Lilly Schwarz, national winner of Jugend forscht (Youth Research), visited sera in mid-September together with Philipp Imhof, head of the North Hesse Student Research Centre (SFN).

With her award-winning project 'Optimus Klimas – Optimisation of Physical Dynamics in Deep Learning for Climate Simulations', Lilly impressed both our team and the **sera** Young Talents. Her innovative approach shows how deep learning can help to make climate models faster, more regional and more meaningful. Particularly impressive were the inclusion of tipping points, such as the collapse of permafrost soils, and the significantly reduced computing time compared to classic climate simulations.

SUSTAINABILITY IN TRAINING

For us at **sera**, encounters like these are pure inspiration. Sustainability is deeply rooted in our training – our trainees and students not only experience it, but also actively shape it. In recent years, they have implemented numerous projects that promote environmental awareness, social responsibility and sustainable thinking. These include the Trainee Environment Day, the creative sustainability exhibition for the 80th anniversary, practical experiments with the LMU (Ludwig-Maximilians-Universität, University of Munich) climate kit and the **sera Social Day**, where our young talents support social institutions in the region. In addition, they present our technologies and sustainability approaches during school visits and training fairs, gain practical experience in communication and organisation, and raise awareness among young people for environmental and future issues. Events such as Lilly Schwarz's visit impressively demonstrate how valuable impulses from research and science are for our training and the promotion of sustainability at sera. At the same time, they raise the question of what we as a company can do – and make it clear: only when companies and society take responsibility together can we make our world more sustainable.

THANK YOU FOR THE EXCHANGE

A big thank you to Lilly Schwarz and Philipp Imhof for their inspiring visit and the exciting insights into the connection between deep learning, climate protection and practical support for young talent. We look forward to further encounters that combine sustainability, training and research in such an inspiring way.

LILLY SCHWARZ

- Lilly Schwarz, national winner of Jugend forscht (Youth Research), presented her project 'Optimus Klimas' – deep learning for faster and more regional climate simulations – at **sera**.
- **Sustainability in training:** From trainee environment day and sustainability exhibition to social day and school visits – our young talents are actively involved.
- **Pure inspiration:** The visit to the SFN brings fresh impetus and strengthens our commitment to environmental and future issues.

INSPIRATION FROM
TOP-CLASS RESEARCH

«
A throw that says
it all: confidence
grows when you
dare to take risks.



»
Go full throttle mode: When the ball
is rolling, it's all about focus and
teamwork.



»
Genuine team moments: this is where
the spirit is created that turns a good
training session into an unforgettable
experience.

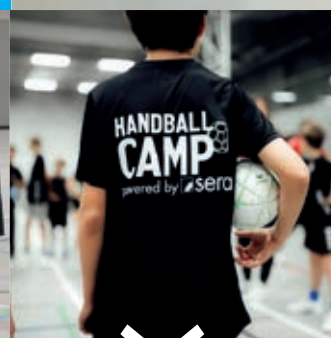


LEARN FROM PROFESSIONALS AND IMPROVE YOUR SKILLS

Together with MT Melsungen, sera launched the MT Handball Camps several years ago with the aim of specifically promoting young talent and further igniting their passion for the sport.

For three days, everything revolves around technique, tactics and team play. Under the guidance of experienced MT Talents coaches and with the support of Finn Lemke, former national player and true figurehead of MT, participants experience professional training at the highest level. Each camp has a special theme – sometimes it's about perfect defence, sometimes attack, sometimes mental strength or teamwork. This means that even repeat participants can take away new ideas each time and improve their game step by step. In four intensive training sessions per day, the kids hone their technique, practise plays, learn from each other – and above all, have a lot of fun. Between sessions, there is a communal lunch where new friendships are formed and participants can exchange ideas. The atmosphere is friendly, motivating and full of energy – just as handball should be. The next MT Handball Camp will take place during the holidays in January 2026 in the Task Hall in Kassel. There is already a lot of anticipation, because one thing is certain: those who take part here will not only gain a lot in terms of sport, but also unforgettable experiences and plenty of motivation for the next season.

«
Dribbling, courage, enthusiasm
– this is where young players
learn to lead the game.



«
The foundation of success:
repeat, improve, grow
together.

»
Powered by **sera** – and
by loads of passion.



»
Full intensity: whoever
plays here throws them-
selves into every action
with heart and pace.

«
Training with a wink:
between concentration
and fun, there is al-
ways room for a smile.



»
Handball brings
people together –
friendships are just
as much a part of
it as training and
technique.



Pure excitement: 64 children, a Bundesliga team – and a handball day that creates lifelong memories every year.

Handball Day Magic: A high five from Henner, and the afternoon is yours.

Speed, courage, precision – here, your handball skills grow with every step.

sera HANDBALLTAG 2025

BEAMING FACES, CHEERING CHILDREN AND FULL HANDBALL POWER!

For over 19 years, sera has been a proud partner of MT Melsungen – and is wholeheartedly committed to making children's dreams come true. What once began as a special event has now become a real institution: the sera Handball Day.

Every year, 64 children aged between 10 and 14 enjoy an unforgettable afternoon in the hall, side by side with the MT professionals. At a variety of training stations, the players demonstrate what handball is all about – from throwing technique to defence and team tactics. They give valuable tips, reveal personal tricks and take plenty of time for questions, autographs and group photos. For the young talents, it is a real highlight to stand on the court with their idols. But the professionals also clearly enjoy themselves every time – because the energy and enthusiasm of the kids is contagious. Places are highly sought-after and are traditionally allocated by lottery among all applicants. The focus is not on sporting excellence, but on the joy of exercise, fair play and togetherness. The sera Handball Day is therefore much more than just an event – it is a living symbol of commitment, team spirit and regional solidarity. And one thing is certain: the memories of this day will remain – with the children, the professionals and with us at sera.



Teamwork with guaranteed muscle soreness: every move and every laugh counts here.



Full commitment from the very first second – cheered on by Henner, training gets off to a fast and fun start.



During coordination training, the children demonstrate their physical awareness and how playing handball sharpens their basic skills.



Full concentration during the jump: young talents train side by side with the professionals.



Together through the tunnel: Henner and the MT coaches cheer on the kids during training.

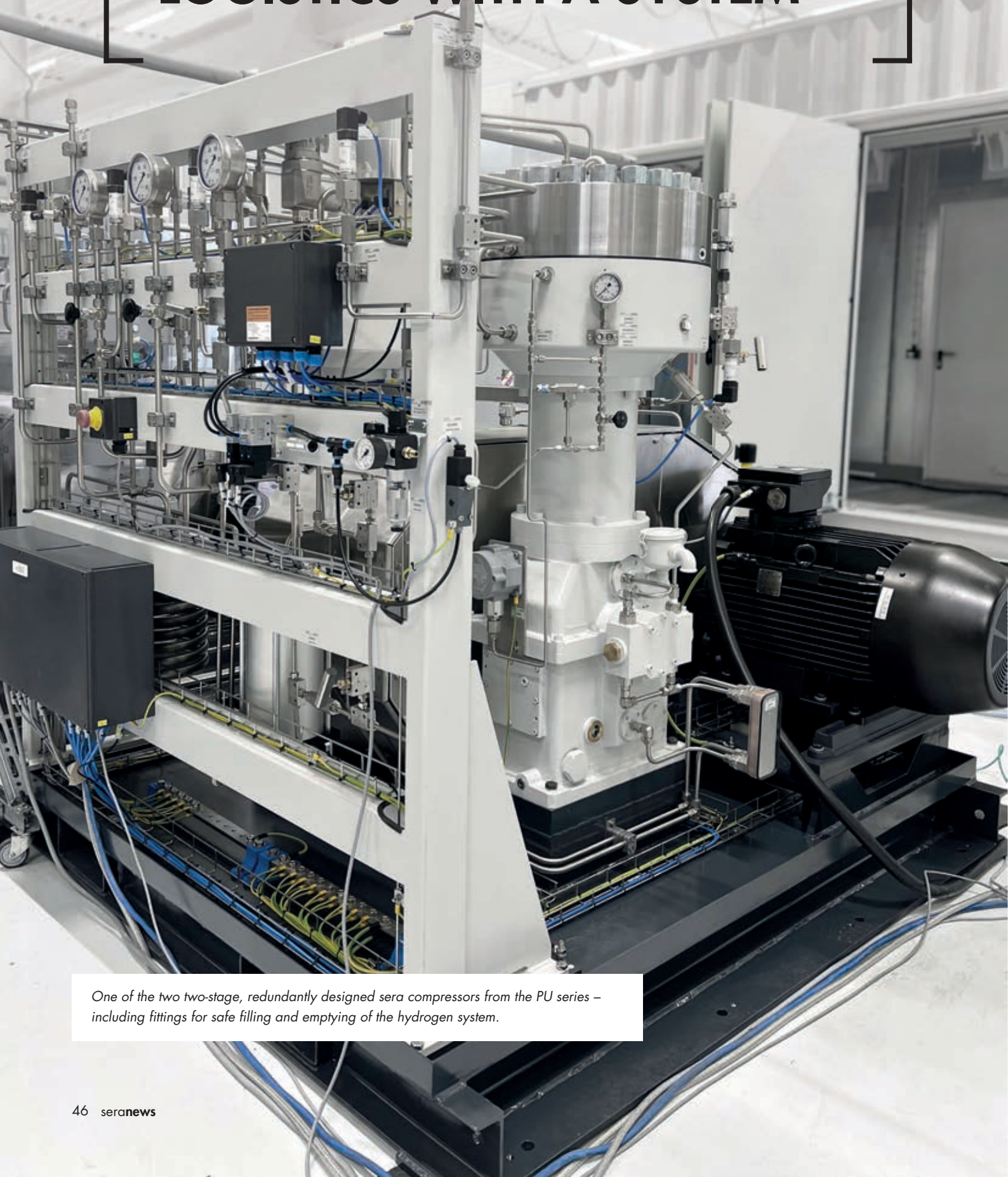


Whether it's piggyback or sprint relay – the fun factor is high, and the team spirit is even higher.

For many children, it's a truly thrilling moment: coming face to face with the professionals and taking home a personal souvenir.



RELIABLE HYDROGEN LOGISTICS WITH A SYSTEM



One of the two two-stage, redundantly designed sera compressors from the PU series – including fittings for safe filling and emptying of the hydrogen system.



sera DELIVERS TWO COMPRESSORS TO SAUERSTOFFWERK FRIEDRICHSHAFEN GMBH

sera has implemented an efficient solution for hydrogen logistics for Sauerstoffwerk Friedrichshafen GmbH (SWF): in the new plant, hydrogen is transferred from a trailer into cylinder bundles – safely, reliably and with sophisticated redundancy.

At the heart of the system are two identical SERA compressors, which are installed together in a compact container. This concept offers several advantages: if one of the two compressors fails or requires maintenance, the second automatically takes over operation. This ensures that at least 50% of the delivery capacity is maintained at all times – a decisive factor for security of supply. Due to the high pressure difference between the trailer and the cylinder bundle, the compressor has a two-stage design. This allows the trailer to be emptied to a residual pressure of only 15 bar, while the cylinder bundle is simultaneously filled to an impressive 500 bar. A plant manufacturer supplements the sera compressor container with the necessary filling and emptying fittings so that the trailers and bundles can be easily connected.



Modern air separation plant from SWF at the Bielefeld site.

With this solution, sera is helping to ensure that hydrogen transport at the Friedrichshafen oxygen plant is not only efficient but also particularly reliable – further proof of how the sera Group's sophisticated technology is providing practical support for the energy transition.



Tausendwasser, Berlin

The trade fair brought together experts from the water and wastewater industry and provided new impetus. Our **sera AQUA** experts were on site to demonstrate how our technology supports efficient and safe wastewater treatment.



Pumps & Valves, Dortmund

Numerous visitors took the opportunity to learn about our broad range of pumps. The personal exchanges once again demonstrated how important clear requirements and technical insights are for making the right decision.

Meet - Jobmesse, Kassel

From curious questions to genuine talks with professionals – our visit to the careers fair showed just how much interest there is in sera. We met lots of exciting people and realised how valuable personal interaction remains. These conversations help us to get to know talented individuals and better understand their perspectives.



GLUG25, Aarau

sera Technology Swiss at GLUG25 – an exciting appearance at the Alte Reithalle in Aarau. At stand 344, we presented our solutions for the beverage industry and had many good discussions.



MeineZukunft!, North Hesse, Kassel

We had many good conversations with interested visitors. Whether they were career starters, trainees or experienced professionals, the direct exchange repeatedly showed how important personal encounters are for genuine orientation.



Cooling Systems, Wiesbaden

sera was represented at the nationwide symposium on wet and dry cooling systems. The event provided a concise overview of current developments in technology, water treatment, operation and legal requirements – an important industry gathering that underscores the importance of well-designed water treatment.



Global Water Expo, Riyadh

At our stand at the Global Water Expo, we presented solutions for sustainable water management for the first time. Our colleagues were on hand to discuss ideas for sustainable water treatment and make valuable contacts..



Parts2Clean, Stuttgart

Our high-pressure cleaning systems have demonstrated how efficiency, sustainability and reliability go hand in hand – with minimal water and energy consumption and intelligent control that keeps processes clean and stable in every application.

Beer X, Liverpool

The UK's most important brewery trade fair – and we were right in the middle of it. Lots of technical discussions, exciting trends and strong interest in our solutions. BeerX remains a must-attend event.



DWA Regional Association Conference, Gießen

We were represented as exhibitors at the DWA regional association conference in Giessen. The event provided an excellent opportunity to present our company and establish valuable contacts within the industry.



Vocatium, Kassel

We attended vocatium Kassel, the trade fair for training and study. There, we had many interesting conversations with visitors who were interested in our training opportunities. It was an exciting exchange and a great opportunity to present our company.



Ecomondo, Rimini

We exhibited at Ecomondo for the first time – one of the leading international trade fairs for environmental technologies and sustainable innovations. The event gave us the opportunity to learn about exciting trends, make valuable contacts and present our solutions to an international audience of experts.

Moments that connect!

OUR MOST MEMORABLE EXPERIENCES AT sera

Every workplace thrives on special experiences – moments, big and small, that stay with us and strengthen our connection to the company. Under the motto 'Your best sera moment', our employees report on personal highlights at sera: successes, team spirit, exciting projects or simply a moment that made them proud.

These individual stories show how diverse and lively our everyday work is. Whether you've been with us for many years or are new to the team, at sera everyone has the opportunity to create their own success stories and be part of a shared success story. These experiences range from the successful implementation of challenging projects to moving encounters with colleagues and very personal milestones. With this collection of special moments, we want to show what makes sera stand out as an employer: strong teamwork, appreciation, commitment and the joy of shared success.



Claudia and Nicole

Our best moment this year was when the anniversary celebrations finally began. All the tension slowly melted away. At that moment, we knew that after months of planning, excitement and hard work, our efforts had paid off and that we had put together an unforgettable event with the help of a fantastic team.



Maik

My special sera moment was when we were able to realise an extensive new construction project together with the Kulmbacher Brewery. This result shows that our planned sales strategy in the end customer sector has been a complete success.



Cedric and Oliver

Our moment was at one of our customers in Sweden, a major European research facility, where our compressor provides helium for cooling a proton particle accelerator.



Hannah, Anna, Kristin, Natascha and Tom

Our best experiences at sera happen when we work together as a marketing team, laughing and bringing our ideas to life. The strong team spirit and creative energy make every day special.



Timo

My moment is continuing my education at sera – I used to wire terminal boxes and controls for our dosing systems myself, but now I design them independently.



Stefanie

Winning the national SCHULEWIRTSCHAFT award (SCHOOL ECONOMICS) award shows that our training concept not only inspires us, but also impresses people beyond our region. It's a great feeling to see our commitment being noticed, recognised and rewarded.



Frederik

A special moment for me was organising and running sera's trade fair appearance at BrauBeviale 2024 in Nuremberg – exciting impressions and many interesting discussions about the brewing and beverage industry.



Iris

I am particularly proud of our new training area in Plant 2: from modern machines to our self-built trainee container, we have created a place where trainees can learn, experiment and grow. It is wonderful to see how much commitment and creativity has gone into this area.



Leon and Daniel

Our moment was when we, as the AQUA Innovation team, worked together with production, sales and our customers to develop new, sustainable and efficient products – using state-of-the-art technology from the initial idea to series production.

Moments that connect

OUR MOST MEMORABLE EXPERIENCES AT sera



Benedikt, Carolin, Nico, Christoph and Jan

With our new planning tool, you always have an overview of the current order volume and can prioritise tasks in a targeted manner. For us, this not only means less paper, but also a better overview of production. Deviations during assembly are reported digitally to the responsible team.



Nicole, Susanne and Sandra

Together, we have been with **sera** for 107 years – and that is precisely what defines us. We – Nicole, Susanne and Sandra – all completed our training here. And we were happy to stay because **sera** is more than just a workplace for us. It is the people, the projects, the small and big moments that make us realise: this is where we grow, this is where we belong.



Simon and Tristan

Our defining moment was moving into our new office and establishing the Corporate Communication team – a step that has brought a breath of fresh air, creative collaboration and a great deal of team spirit.



Sarah

My moment was designing the tree with the fingerprints of all employees for the 80th anniversary – a beautiful symbol of solidarity and the history of **sera**.



Tom

A particular highlight for me was redesigning a meeting room during my training. This resulted in our 'Creative Hub' for agile working and creative collaboration. The insights into project management were particularly formative for me – and accompany me today in my daily work in purchasing.



Marvin

Digitalisation is merely a means to an end. Seeing the level of transparency and automation that can be achieved with digital data inspires me every day.



Luca

My best moment at **sera** was my first customer project. I was particularly impressed by the great teamwork and the opportunity to contribute to the redevelopment of the system.



Sebastian and Miguel

Our moment was the service trip to Lund to the European Spallation Source (ESS), where we worked together to get a PU075 compressor system up and running again – and then celebrated our success with good pizza and expensive beer.



Leon

My **sera** moment was successfully completing my training with a good grade after three years – an important milestone that I am very proud of.



Sarina and Anna

Our defining moment was working together on this year's sustainability report. The design was new and unclear at the beginning, but that is precisely what brought us closer together as a team. With openness, creativity and mutual trust, we created something we are truly proud of.



Yannik

My favourite moments during my time at **sera** are that I made friends through working together, which have lasted beyond their time at **sera**, and that I was given the opportunity to take leave to further my education with a technical business management qualification.

sera wins state and national SCHULEWIRTSCHAFT award

FIRST PLACE



EXCELLENT ORIENTATION

What do trainee mentors, Girls' Day, pre-boarding, BOZ cooperation and social media have in common? That's right: they are all part of a holistic training concept with which **sera** not only inspires young people to take an interest in technology, sustainability and responsibility, but has now also won the SCHULEWIRTSCHAFT award (SCHOOL ECONOMY award). In the 'SCHULEWIRTSCHAFT Company' category, **sera** first became the state winner for Hesse and was ultimately even awarded the national prize.

COMMITMENT THAT MAKES A DIFFERENCE

SCHULEWIRTSCHAFT is a nationwide network that brings schools and companies together to help young people transition into the world of work. Awards are given to companies that are particularly committed to career guidance with innovative, sustainable and practical concepts. This year, **sera** scored highly with its 'practical, participatory and networked' approach.

THE PROJECT: 'EXPERIENCE TRAINING – FUTURE PERSPECTIVES AT sera'

Our submitted programme combines traditional training formats with innovative elements: early career guidance starting in Year 5, close cooperation with schools (e.g. with the career guidance centre in the district of Kassel), intensive support from trainee

coaches, our own trainee projects such as the 'Cleaning Station' or the 'Creative Hub', an active social media channel and, last but not least, the consistent involvement of our young talents in trade fairs, school visits and events.

AWARD CEREMONY IN FRANKFURT AND TRIBUTE IN BERLIN

In September, **sera** was honoured as the state winner for Hesse at the 50th SCHULEWIRTSCHAFT annual conference in Frankfurt. The next stage followed in November: the national award ceremony in Berlin. There, **sera** was honoured alongside Germany's best companies for its commitment, demonstrating once again that training at **sera** is more than just a start to a career: it is an entry into a value-oriented, sustainable and future-oriented working environment.

THANK YOU!

A big thank you goes to our trainees, trainee coaches, training officers and partners such as BOZ Kassel and I AM MINT. Your commitment makes all the difference. This award is thanks to you. Together, we are shaping the future – in a practical, human way and with perspective.



THE seraFANT

OUR AMBASSADOR WITH HEART, STRENGTH AND INTELLIGENCE

With a friendly glance and impressive charisma, our brand ambassador introduces himself: the seraFANT. He is much more than just a likeable symbol – he is the face of our values. As an ambassador for **sera**, he embodies exactly what defines us: innovation, strength, sustainability and customer focus.

SUSTAINABLE AND
ENVIRONMENTALLY
CONSCIOUS



Elephants live in close harmony with their environment. Sustainability also plays a central role at **sera**. With innovative technologies, we focus on solutions that have a real impact – for the benefit of people, animals and nature.

CUSTOMER-FOCUSED AND
SOLUTION-ORIENTED



An elephant is not only strong, but also social and empathetic. Within the herd, it ensures cohesion and support. We also live by this principle at **sera**: we listen, understand the needs of our customers and work together to develop solutions that fit.

INNOVATIVE AND
INTELLIGENT



Elephants are among the most intelligent animals on earth. They solve problems, remember experiences and tackle challenges with creativity. These are precisely the qualities that characterise **sera**: we develop smart, forward-looking solutions – with the courage to break new ground and a clear vision for intelligent innovation.

STRONG AND
RELIABLE



The strength and endurance of an elephant are legendary – and represent what our customers value in us: reliability, precision and durability. Just as the elephant is a rock in the surf, our customers can always rely on the quality and consistency of our products.

The **seraFANT** thus stands for everything that is important to us – intelligent innovation, reliable strength, sustainable action and genuine proximity to our customers. With him at our side, we show how values can come to life – friendly, strong and forward-looking.

LOOKING AHEAD TO 2026: CLARITY, FOCUS, PROGRESS

2026 will be a year in which we consciously set our priorities and further develop our strengths in a targeted manner. Markets remain dynamic, many projects are becoming more complex – and this is precisely where we want to provide guidance: with reliable technology, clear processes and a way of working that is geared towards the practical needs of our customers.

A key focus is on making collaboration easier and more transparent. We are reducing unnecessary complexity, creating clearer structures and strengthening our proximity to our customers. When processes are predictable and decisions are transparent, trust is built – and that is exactly what we are working towards. At the same time, we are continuing to develop our technologies. New product generations should combine efficiency, precision and cost-effectiveness without compromising on robustness. We do not view digitalisation as an end in itself, but as a tool that facilitates operations, strengthens service and makes projects more efficient.

In the compressor and hydrogen sectors, too, we are focusing more strongly on applications that have long-term potential. Our aim is to develop technology that is reliable, modular and sustainable – and thus offers genuine future viability. We remain deliberately focused internationally: we invest where our technology demonstrates particular performance and where we can make a clear difference for our customers.

At the same time, the fundamentals remain crucial. Stable processes, reliable delivery performance and high quality characterise our daily collaboration – and it is often precisely these quiet factors that determine the overall success of a project. We take a similarly pragmatic approach to sustainability: integrated into products and structures, measurable and technically sound, rather than loud and abstract.

INTERNATIONAL

QUALITY



As always, people are at the heart of everything we do. Competence, responsibility and cooperation are the building blocks from which solutions emerge. In 2026, we will be investing specifically in this strength – in clear roles, reliable decision-making processes and an environment that enables good work.

An important moment in the coming year will be IFAT in Munich. There, in Hall A3, Stand 345, we will be presenting our expertise in water treatment and look forward to exchanging ideas with experts and partners. It will be a good opportunity to talk about specific challenges and look ahead together.

Yours sincerely, Carsten Rahier

SUSTAINABILITY

NEW PRODUCTS

SOLUTION-ORIENTED

TECHNOLOGIES

The future of communication:

Printed brochures are giving way to digital alternatives

At a time when sustainability and environmental protection are increasingly coming into focus, companies like **sera** are being challenged to take responsibility for the planet. With our '**sera goes green**' initiative, we are actively committed to protecting our resources and a more sustainable future. A decisive step in this direction is the decision to replace printed brochures with digital alternatives.

Why rethink printed brochures?

Printed materials have always been an important means of communication in the business world. They offer a haptic appeal that is often missing in the digital age. But this advantage comes at a high price – for the environment. Producing paper requires enormous amounts of water, energy and wood. Added to this are printing inks that leave chemical residues, as well as the logistical challenge of distributing brochures worldwide. These factors lead to significant CO₂ emissions and a strain on our natural resources. As a company that develops innovative and sustainable solutions, we are determined to take action.

The advantages of digital alternatives

Digital brochures offer numerous advantages that go far beyond the environmental aspect. They enable greater flexibility and timeliness, as content can be adapted and updated in real time. Unlike printed materials, information is always up to date. In addition, digital brochures are cost-efficient: without printing and shipping costs, financial resources can be used more sensibly. Another decisive advantage is the worldwide accessibility of digital content. It can be accessed anytime and from any device, which greatly increases the reach of our communication.

'We create added value for people and the environment'

Our company motto is not only a guiding principle, but also a promise. The switch to digital brochures is a further step in fulfilling this promise. Not only do we create added value for our customers through innovative solutions, but we also make an active contribution to protecting the environment and conserving resources. By providing our brochures in digital form, we are significantly reducing our company's ecological footprint. At the same time, we are ensuring that all relevant information remains easily accessible – and in a modern, future-oriented way.

A shared path to the future

We hope that this decision is not only perceived as a step towards greater sustainability, but also as an invitation to share our vision of a greener economy. With '**sera goes green**', we are setting an example that change is possible – if we tackle it together.

We warmly invite you to continue to benefit from our comprehensive information and exciting insights into our work. Your support and interest are an essential part of our success. Stay tuned, read our articles and be part of our journey towards a more sustainable future.

Together we can create added value – for people and the environment.



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Published Once a year //

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