



# SETTING THE SCENE

ON THE WAY TO RESPONSIBLE  
MANUFACTURING

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Sustainability Report  
2021

**Sustainability Report  
EOS GmbH**

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# GLOSSAR

<b>17 Sustainable Development Goals (SDGs)</b>	United Nations's (UN) global plan to promote sustainable peace and prosperity and protect our planet.
<b>Additive Manufacturing (AM)</b>	Designation for all manufacturing processes in which material is applied layer by layer to create a three-dimensional object.
<b>CO<sub>2</sub> equivalents (CO<sub>2e</sub>)</b>	In addition to carbon dioxide (CO <sub>2</sub> ), there are also other greenhouse gases, such as methane or nitrous oxide, which contribute to global warming. CO <sub>2</sub> equivalents are a metric measure that enable a comparison of how much each gas contributes to the greenhouse effect.
<b>Corporate Citizenship</b>	The practice of taking social responsibility by companies.
<b>Factory Acceptance Testing (FAT)</b>	Factory acceptance of products at the site of the manufacturer.
<b>Frequently Asked Questions</b>	A list of commonly asked questions together with their answers
<b>Global Reporting Initiative (GRI) standards</b>	Recognized global standards for sustainability reporting
<b>Greenhouse Gas (GHG) Protocol</b>	Recognized international greenhouse gas accounting standard for companies and projects.
<b>Good Manufacturing Practice (GMP)</b>	Approved guidelines for quality assurance of processes and the production environment.
<b>Industrial 3D printing</b>	Industrial 3D printing enables the production of highly complex structures that are at the same time lightweight and stable. The use of functional integration can reduce the number of parts, enable better use of the available space, and reduce assembly costs.
<b>LaserProFusion technology</b>	Innovative additive manufacturing process employed with plastics that makes the manufacturing process several times faster.
<b>Life Cycle Assessment (LCA)</b>	Also referred to as ecobalance or life cycle analysis - a systematic analysis of potential environmental impacts and the energy balance of products throughout their life cycle.
<b>Mixed Reality (MR)</b>	The merging of environments such that a user's real-world perception is augmented by a virtual environment.

<b>PDCA method</b>	The Plan-Do-Check-Act cycle - a four-stage control loop employed for continuous process improvement that is used to optimize in-house quality management.
<b>Product footprint - also known as "Product Carbon Footprint" (PCF)</b>	Indicator of a product's total greenhouse gas emissions over the various phases of its life cycle.
<b>Science-based Target (SBT)</b>	Scientifically based reduction targets for greenhouse gases, starting with a determination of the reduction rate both within the industry and in the company itself, with the goal of effectively limiting global warming to 1.5 degrees.
<b>Scope 1-3 emissions</b>	Greenhouse gas (GHG) emissions are divided into three categories, or "scopes", in accordance with the Greenhouse Gas (GHG) Protocol. Scope 1 covers direct emissions, Scope 2 covers emissions from purchased energy and Scope 3 covers all other indirect emissions of a company.
<b>Virtual Reality (VR)</b>	A computer-generated, interactive and artificial reality, which can be experienced using special glasses.

**Definition of "EOS"**

The term "EOS" refers to EOS GmbH. Environmental, social and performance data are based on internal key figures and information from the three EOS sites in Germany, located at Krailling, Maisach and Düsseldorf.

**Form of address**

As an expression of our support for diversity, equity and inclusion, we have chosen to use gender-inclusive language. This is reflected in our use of neutral spellings, words and formulations, where applicable. This serves to underscore our "ALL IN" approach.

# 1.

# INTRODUCTION

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# 1.1 FOREWORD



Dear readers,

The COVID pandemic has had a major impact not only on all of our employees but also on our work at EOS GmbH<sup>1</sup>, not to mention society worldwide. It forced us to rethink our processes, supply chains and structures and is set to continue to influence us in the long term. Together, we tackled the challenges and introduced new ways of working, such as mobile working, in pursuit of our aim to further advance EOS. Protecting our employees has always been our top priority.

Despite the challenging circumstances, we still managed to push our focus on sustainability and launch various projects in this area. On the one hand, we have defined our corporate purpose: "We want to accelerate the transformation towards responsible manufacturing through industrial 3D printing". We believe that technology and innovation have a role to play in protecting our planet. Unlike conventional manufacturing techniques, which are often inefficient and resource-damaging, additive manufacturing frequently consumes less materials and produces less waste.

On the other hand, we have conducted our first materiality analysis, for which we questioned internal and external stakeholders of EOS. Based on the results of the analysis, we continued to develop our core themes of "People", "Planet" and "Performance" during the year under review. This enabled us to adapt and align our sustainability strategy, based on the needs of our stakeholders.

We are also very proud to have been awarded the "Top 100 Innovator Prize" in 2021 by the Vienna University of Economics and Business for our customer-centered innovation strategy and open innovation culture.

Sustainability is a central element of our daily work, and it was anchored in our corporate strategy in the year under review as a long-term aim under the banner of "Purpose". That is why we are particularly proud to present our first sustainability report after what was a challenging and eventful financial year 2021.

Marie Niehaus-Langer - CEO



Dear readers,

Sustainability has always been an important concept for EOS and its employees, and it permeates every area of our company. We are proud that we have anchored the theme of sustainability both strategically and organizationally and that we can advance the change towards responsible production. Together with our employees, customers, service providers, and business partners, we intend to place our focus equally on financial, environmental and social aspects, so that we can fulfill our corporate responsibility towards the environment and society.

The earth is the most valuable thing that we have. Achieving the right balance between a good quality of life and respect for our planet's natural resources is a major challenge. Sustainable production is our contribution to a better future. What we want is for our company to combine solid financial results with a positive social and environmental impact.

We are therefore very proud to have been selected to represent the 3D printing industry in the context of the "50 Sustainability and Climate Leaders" initiative. Through this initiative, the international business community demonstrates and expresses its desire, leadership and determination to take effective measures in the fight against climate change.

Our aim is that our Sustainability Report will provide all those who are interested in knowing more with a comprehensive insight into the commitment and progress that we are making in the field of sustainability. This is our first report and we look forward to continuing to work with all our partners on the path towards responsible manufacturing.

Björn Hannappel - Head of Sustainability

<sup>1</sup> Hereafter referred to as EOS



# 1.2 ABOUT US

EOS supplies sustainable production solutions based on industrial 3D printing to manufacturers worldwide. On its journey towards the future of manufacturing, the independent company, which was founded in 1989, combines efficient production with pioneering innovations and sustainable practices. Based on our digital, platform-controlled systems and our holistic portfolio of materials, processes and services, we are committed to meeting the needs of our customers and acting responsibly for the planet. The company has its headquarters in Krailling, near Munich, while its production site is situated in Maisach.

Our business model is rooted in the development and marketing of additive manufacturing machinery, software and materials, such as polymer and metal powders. Our machines are produced externally following in-house research and development. We then combine and coordinate the components, integrate the software, and optimize the process parameters. We also offer a range of customer services. Right from the start, we see to it that our customers benefit from smooth integration of our technology – indeed this is the maxim of our technical services & support staff. We support them with commissioning and certification, maintenance and calibration, plus rapid troubleshooting whenever they need it. We have also developed a new business model with the sale of used 3D printers.

Additional advisory services are available from Additive Minds, the technical consulting unit of EOS. Additive Minds has built on the collective experience of the EOS specialists to create an additive manufacturing roadmap. We provide support along the entire value chain to companies that are already involved in additive manufacturing, whether they require assistance with application finding, application development, powering up and certifying series production facilities, or establishing scalable digital production chains.

over  
**900** Number of employees in Germany

around  
**40** Number of employee nationalities in Germany



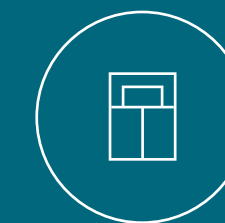
Locations of EOS GmbH sites in Germany: Krailling, Maisach, Düsseldorf

**7** technology centers worldwide

**15** Sales and service locations in 15 countries



Together with **75** sales partners in **50** countries we serve customers in **68** countries



**4,180**  
We have installed more than 4,180 systems worldwide

Responsible manufacturing is not only our corporate purpose, it is our north star that shows us where we need to go. Accordingly, our goal is to accelerate the global transformation towards sustainable manufacturing through 3D industrial printing. As a provider of a technology of the future that plays a key role in technical advancement, our aim is to help make the world a little better by constantly improving people's lives. That is both our ambition and our goal. This endeavor is also rooted in the four values that are the cornerstone of our corporate culture as a family business and that we all practice: excellence, responsibility, fairness, togetherness.

### **Excellence:**

As an organization, we strive for excellent performance and expect this from all our employees. We are continuously improving our products, processes and personal skills. Our surroundings are constantly changing. We are not merely gearing up for this but we are also actively contributing to it. To preserve our opportunities, we are willing to take risks and learn from mistakes. Our values, principles and standards of behavior are set out in the EOS "Code of Conduct".

### **Fairness:**

We treat each other with respect and openness and discuss differing opinions constructively. We communicate openly with each other and with our partners and respect the dignity of every individual person. We always make a distinction between the issue level and the relationship level (i.e., tough on the issue, soft on the person). In addition, everyone has the opportunity for personal success. We value people's performance and express this through appreciation and acknowledgment.

### **Responsibility:**

We act responsibly in the interests of the company. To this end, we make our decisions with caution, taking into account all known circumstances and interests. We regard problems as tasks and link them with solutions. We take responsibility for the outcome of our work. The aim of our actions is to create mutual and sustainable benefits for us and our stakeholders.

### **Togetherness:**

For us, cooperation is rooted in mutual trust. We agree on objectives and make our decision-making processes transparent and comprehensible. Each and every one of us can contribute to this according to his or her abilities and skills. This also includes our business partners in whatever way is applicable. We stand behind decisions taken mutually and consistently pursue our agreed goals. We are proud of our successes and express our appreciation of them.

# 1.3 GOVERNANCE STRUCTURE



It was in 1989 that Dr. Hans Langer founded EOS and established it as a world leader in high-end solutions in the field of industrial 3D printing. He was responsible for providing the strategic direction of the group, which is still family-owned to this day. In 2019, Marie Langer, second generation of the owner family, took over a role on the board of EOS AG and became Chief Executive Officer (CEO) of EOS GmbH. With this step, the family initiated the internal transfer of the company into the second generation. Irrespective of the legal structure, a management reporting logic has been inserted at EOS that is suitable for controlling the overall business.

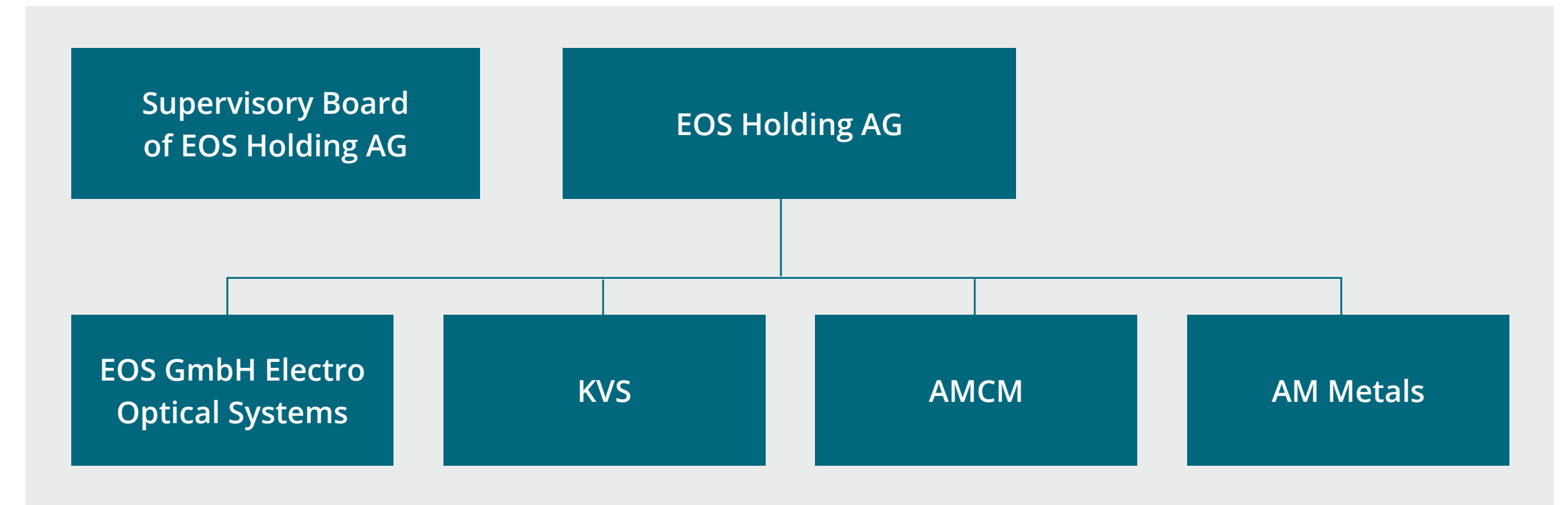


Figure 1 Structure of EOS Holding AG

## Legal structure

The top management body of EOS GmbH is the Executive Board of EOS Holding AG. The members of the Management Board of EOS Holding AG are Dr. Hans Langer, Marie Langer and Dr. Florian Mes. Figure 1 illustrates the structure of EOS Holding AG. The Supervisory Board oversees the Executive Board in accordance with § 95 AktG and holds meetings every quarter. Performance is monitored and evaluated at the quarterly Supervisory Board meetings on the basis of various key figures such as turnover, incoming orders, operating expenses, cap-

ital expenditure, budget and liquidity. Among other things, finance, compliance issues, topics relating to sustainability reporting and corporate strategies are discussed there. Among these are EOS GmbH, which is run by three managing directors: Marie Langer, CEO and Chairwoman of the Executive Board, Dr. Florian Mes, Chief Performance Officer (CPO) and Managing Director, as well as Nikolai Zaepernick, Chief Business Officer (CBO) and Managing Director. In addition, there are three smaller organizational units, called KVS, AMCM and AM Metals, which are legally attached to EOS Holding AG.

## Management structure

The entire EOS Group is strategically and operationally managed by the **Core Leadership Team (CLT)**. The CLT is composed of two members of the Executive Board of EOS Holding AG, the Management Board of EOS GmbH and two other C-Level Managers inside of EOS GmbH (see Figure 2). An EOS Board Meeting takes place every two weeks to involve Dr. Hans Langer as CEO of EOS Holding AG in the management of the overall business and to make strategic decisions together. A quarterly review with preparatory activities for the Supervisory Board meeting is conducted every quarter. In October 2019, Marie Langer took over the position of CEO of EOS and has since been responsible for the

strategic direction of EOS and its subsidiaries. Her focus is on such topics as digitalization, industrialization, and the sustainability of 3D printing. This includes the integration of industrial 3D printing into the digital production value chain and the further industrialisation of mass production technology.

Our Chief Customer Advocate (CCA), Glynn Fletcher, is president of EOS North America and head of all three sales and service regions (North America, EMEA<sup>2</sup> and APAC<sup>3</sup>). Our CBO Nikolai Zaepernick is responsible for the global EOS product portfolio business, which comprises systems, software, service, and metal and polymer materials, and he also drives the digitalization of the EOS portfolio. KVS, AMCM, AM Metals and ALM report to so-called "business

units", which are led by the CBO. Our CPO Dr. Florian Mes focuses on operational excellence and is responsible for finance, operations, organizational structure and internal process landscape as well as IT. The main focus of our Chief Transformation Officer (CTrO), Ruha Reyhani, is on customer and employee experience (the so-called UX design), digital innovation, communication and storytelling, team collaboration and performance. She is also responsible for initiating cultural and organizational change at EOS by promoting cooperation and new ways of working as well as by driving innovation.



Glynn Fletcher



Nicolai Zaepernick



Marie Langer



Florian Mes



Ruha Reyhani

Figure 2 Core Leadership Team Structure

<sup>2</sup> Europe, Middle East, Africa

<sup>3</sup> Asia Pacific

# 1.4

## THE WORLD AROUND US

The years 2020 and 2021 were characterized in particular by the COVID pandemic, which had a major impact on the whole world, and hence also on the additive manufacturing market. Nevertheless, according to various research institutes, the space and medical industries, among others, experienced enormous growth, which accounted for almost two thirds of the total market.<sup>4</sup> The COVID pandemic put a heavy strain on the medical industry worldwide. Increased use was made of additive manufacturing in the development of solutions to short- and long-term supply chain problems. As COVID infections soared, doctors and nurses risked their own health, at times working without suitable personal protective equipment, such as N95 breathing masks. Not only did health workers face a shortage of protective equipment, but they also lacked ventilators and related components for treating patients with severe COVID symptoms. 3D printing has helped to relieve critical shortages in N95 masks, facial shields and spare parts for respirators.<sup>5</sup> Additive manufacturing proved to be a convincing solution for absorbing supply chain interruptions.

As a result of the production and delivery delays, manufacturers had no choice but to procure and assemble components from different sources. Additive manufacturing has simplified supply chains and reduced the need for multi-part components, with a single component that can be printed locally and on demand.

<sup>4</sup> Source: SmarTech

<sup>5</sup> Source: Bayern Innovativ

The interruption of supply chains is a continuing trend, not only because of the COVID pandemic, but also generally. The aim is therefore to make production fundamentally more digital, decentralized and flexible, in order to be able to adapt to constantly changing market requirements and customer requirements. As we have been able to demonstrate during the COVID pandemic, additive manufacturing is well positioned for this:

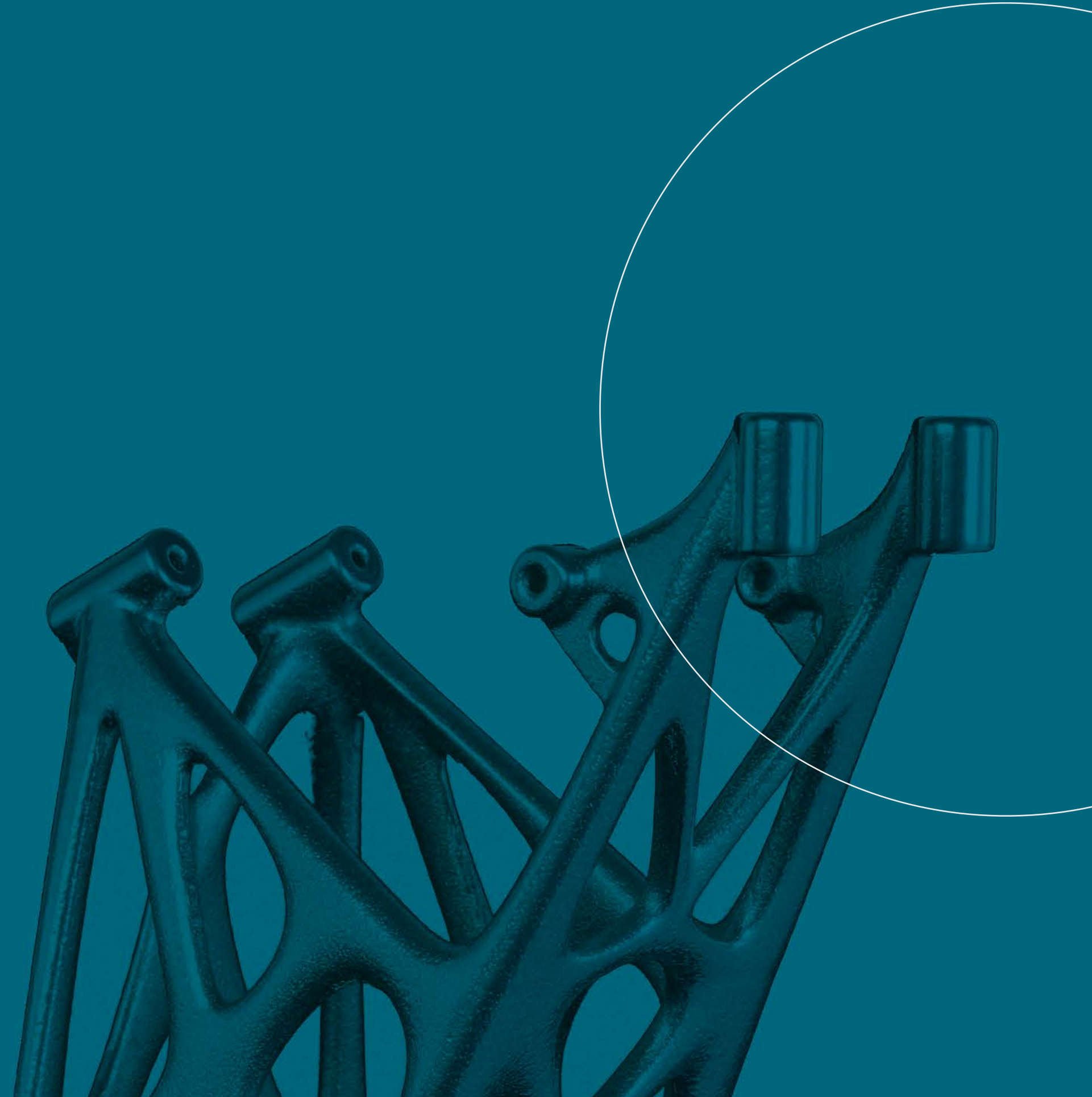
- Decentralized production is based on a network of different, digitally interconnected devices, which make it possible to produce a component at the desired location and time. This leads to faster response times with greater resilience and transparency in the supply chain.
- Decentralized manufacturing increases production flexibility, decreases inventory effort, and reduces inventory and delivery costs.
- Products can be easily adapted to individual or regional preferences.
- Demand-oriented, local production makes the prefinancing of products unnecessary and avoids overproduction.



# 2.

# OUR PPP APPROACH

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## 2.1 OUR CORPORATE PURPOSE

Our corporate purpose is "Responsible Manufacturing," and it serves as the basis both of our business model and our corporate strategy. We see responsible production and corporate governance not only as a moral imperative, but also as a business case for sustainability. By taking a responsible approach, we will be able to reduce our risks and costs in relation to sustainability issues (such as environmental protection and human rights). It also allows us as a responsible, modern company to attract and retain the best talents, and it supports the joint development of sustainable innovations. We want to be responsible and proactive in shaping the future of our industry. We therefore see it as our task to accelerate the global shift towards responsible manufacturing. Through our resourcefulness, we are creating new opportunities for ensuring greener production. However, we cannot achieve this on our own. This is why we maintain our partner network and support all our employees in finding solutions that increase energy efficiency, reduce waste and conserve resources throughout the entire life cycle.

The diversity of our employees plays a crucial role here, for we are convinced that this will lead to progress and positive change. Equity and inclusion are conscious choices, to which we at EOS commit ourselves every day. We believe in creating a working environment based on empathy, respect and fairness. Where every individual is seen and heard and has the opportunity to fully participate. We do all this with the clear aim of establishing responsi-

ble manufacturing as a new normal. In the following section, we present an evaluation of our corporate responsibility within the framework of "Planet, People, Performance".



# 2.2 OUR PRIORITIES

In this reporting year, we conducted our first materiality analysis, in order to determine our priorities. Together with internal and external stakeholders, we evaluated a number of previously selected and researched topics. The criteria were global trends, industry developments, and themes specifically connected to EOS and its locations. All internal stakeholders were surveyed, i.e., not just the founding Langer family, but also the entire EOS community, which means all employees worldwide. We also consulted with external stakeholders, such as customers, suppliers, distribution partners, other business partners, industry associations, legislators, standardization authorities and the scientific community. Topics were elaborated on in digital questionnaires and interviews. In the end, we were able to identify topics relating to the environment (Planet), social issues (People) and performance (Performance); these are included as input in the company's sustainability strategy (see Table 1). The following substantive priorities were drawn from the analysis and will be presented in detail in the following sections:

Planet	People	Performance
Material sourcing	Employer attractiveness	Product quality & performance
Resource efficiency	Occupational health & safety	Added value for customers & industrialization
Climate protection	Stakeholder involvement	Economic performance
Circular economy	Diversity, equity, inclusion	Innovation & digitalization

Table 1 PPP Core Topics

## Planet

The sustainability department reports directly to the CEO and is responsible for coordinating the sustainability strategy, including all sustainability projects in the company. The basis of the environmental activities in the company is our ISO 14001:2015 certified environmental management system for the Krailling and Maisach sites. The environmental strategy and its measures are laid down by the CEO in coordination with the head of the sustainability department.

With respect to the environment, the topics highlighted as substantive in the materiality analysis included material origin, resource efficiency, climate protection and the circular economy. These are detailed in Section 3 (see 3. Planet).

## People

Regarding social sustainability, the main themes were employer attractiveness, occupational health and safety, stakeholder involvement, diversity, equi-

ty and inclusion. These are discussed in more detail in Section 4 (see 4. People) for EOS.

Occupational safety is a particularly important element of our corporate strategy and an integral part of our business processes. We therefore attach great importance to ensuring that all activities that secure safe working conditions at least comply with the applicable regulations. Occupational health and safety are discussed with all relevant stakeholders by an occupational safety committee, as stipulated by law. Where necessary, binding decisions are taken. Ultimate responsibility for this lies with the management, which sets the organizational framework for implementing and complying with occupational health and safety requirements. Tasks for fulfilling this responsibility are delegated to managers and staff at all levels.

## Performance

Based on the value that we attach to excellence and the priorities of our stakeholders, our performance as a company is of great importance to us. We place special emphasis on the quality and performance of our products, the added value created for our customers and the industrialization of our product portfolio, our economic performance, and such themes as innovation and digitalization, both for ourselves and our surrounding environment. These issues are dealt with in Section 5 (see 5. Performance).

It is with these twelve focal points that we, as a responsible company, are endeavoring to integrate and drive environmental, social and economic sustainability in our company so as to initiate the transition to "Responsible Manufacturing".



## 2.3 OUR APPROACH TO GOVERNANCE

Our success is based on the trust of our business partners and employees. The prerequisite for maintaining this trust even as the company continues to grow is that we are committed to complying with all relevant legal regulations and internally defined rules. The EOS "Code of Conduct" serves as a guiding principle of integrity. Compliance is binding on all employees worldwide. This also includes the executive management and all management and leadership functions. This also includes the executive management and all management and leadership functions.

### Compliance Management

Our compliance management is aligned with current international standards and norms. The head of the compliance department, Volker Nagel, bears overall responsibility for global compliance management. He leads a team of experts who are responsible for issues relating to information security, data protection, and work and product safety, as well as regulatory matters. In addition, employees are able to contact an external ombudsman in confidence to report any compliance violations. In order to meet the increasing requirements, we are currently working on extending measures to detect and minimize actual or potential negative impacts and risks at an early stage. To this end, two inter-divisional project teams have been set up to address these issues in the future.

The Compliance Department is responsible for handling all compliance-related processes within EOS. This particularly includes the design and implementation of internal measures along with the related training, in accordance with the Code of Conduct and other company guidelines, and the handling of individual compliance incidents. The head of the compliance department works in close contact with the management and executives, reviews suspicious cases, and supports employees in complying with all internal regulations. He is also a member of the Compliance Committee, which assesses relevant compliance topics on a quarterly basis.

Executives and employees are made aware of the subject of compliance via several channels: First,

instruction is provided for all new employees as part of their initial training. Second, in-depth compliance information is given through in-person training and e-learning. Risk-based communication of compliance themes also takes place through internal channels (e.g., newsletters, intranet). The objectives of compliance are defined as follows:

1. To systemically prevent violations of the law
2. To minimize reputational risk
3. To establish compliance as a business value

Attainment of the targets is tracked using key performance indicators and regularly reported to both the Management and the Supervisory Board of EOS Holding AG. These regular reports ensure continuous implementation monitoring. Significant risks exist in the area of sales partner compliance; i.e. the avoidance of corruption and anti-competitive behavior among sales partners. To avoid these risks, all sales partners are subject to a risk-based "compliance due diligence". For external service providers and partner organizations, the Business Partner Code of Conduct regulates compliance with laws and contracts, as well as the standards stipulated by EOS. Compliance management is summed up as "prevention, detection and reaction." If any serious risks are identified relating to non-compliance of laws or the Code of Conduct, the business partner or employee will be promptly requested to eliminate these risks. Should no improvement and in turn elimination of the risk appear possible or realistic, EOS will exert an influence on the business partner and assist in eliminating the risks. The same applies

in the case of violations of the law or non-compliance with the Code of Conduct.

All subsidiaries and permanent establishments are assessed as part of the risk analysis. In addition, contact persons are appointed at every international location. They report risks and incidents to the head of the compliance department every quarter.

Our Business Partner Code of Conduct must be accepted by all business partners. In our risk assessment, the risk of corruption is considered negligible (Risk Rating 2/7, "negligible"). In the year under review, there was no case of corruption and, accordingly, there were no consequences. Moreover, there were no relevant breaches of law or other regulations. Consequently, no financial penalties were incurred for the period indicated.

## Risk management

In addition, regular risk analyses are carried out as part of our risk management. Within these analyses, each department is required to evaluate its risks according to the same scheme. The report is updated quarterly and presented to the management in a report. A distinction is made between financial, economic, legal and reputational risks. Reference points for the risk analysis in the context of sustainability come from the materiality analysis, the requirements of our customers, the results of the annual environmental audits, and the expertise of the sustainability team. In general, the risks are subsequently assessed in terms of their impact and likelihood. Based on this, the risks are ranked and classified, and necessary measures derived.

The measures derived for the risks are based on the respective risk description. A distinction is made between critical, serious, substantial, medium and minor risks. In the case of critical risks, immediate measures are taken, such as the adaptation of processes following a change in the law.

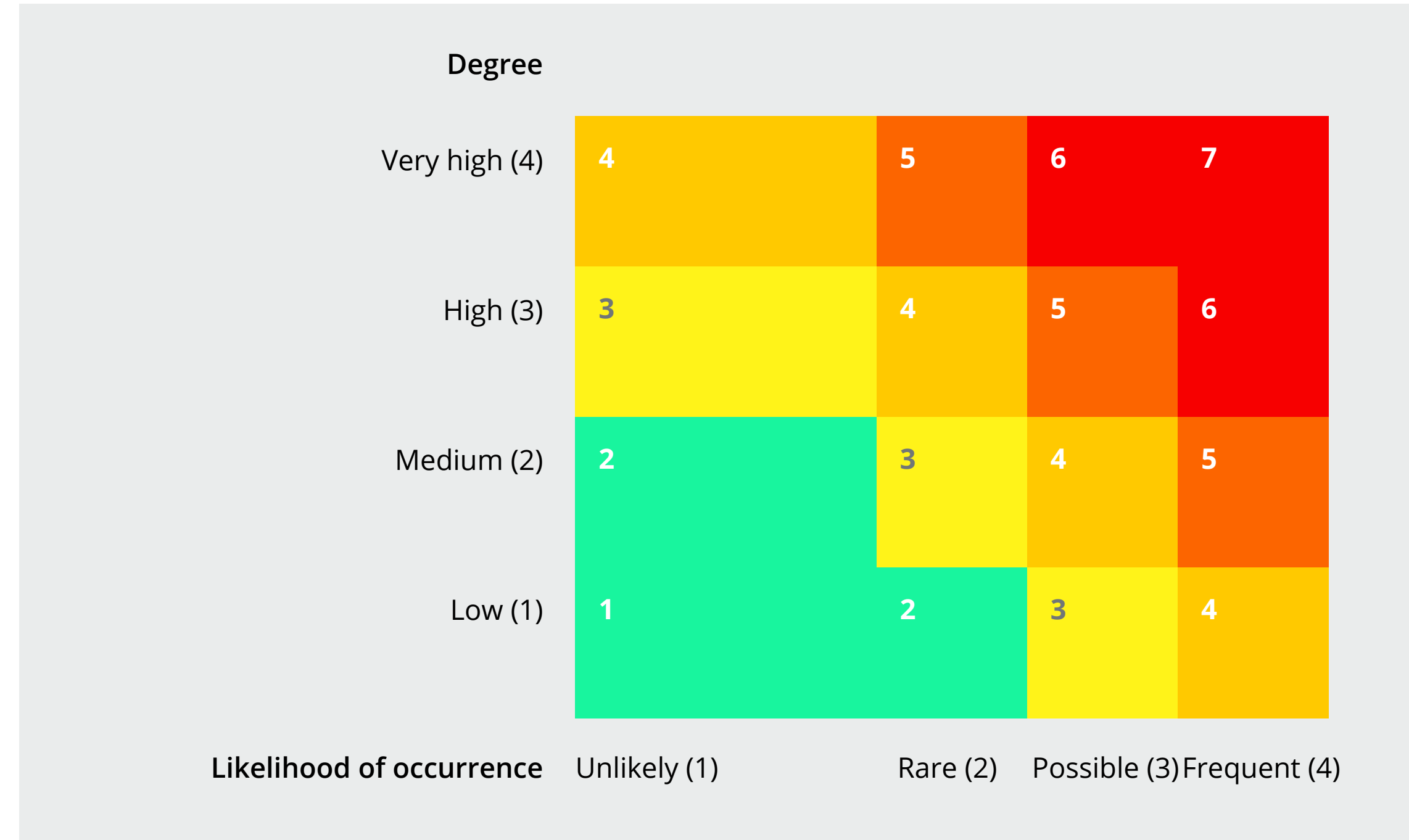


Figure 3 Risk Evaluation Matrix

## Conflicts of interest

We maintain a professional business relationship with our business partners, which is free of conflicts of interest. All employees, management and executives commit themselves to acting objectively and transparently in order to avoid conflicts of interest. If conflicts of interest are unavoidable, they must be disclosed and reported to the head of the compliance department. In order to avoid conflicts of interest, employees and managers are not permitted

to enter into or profit from private transactions with business partners, family members or close acquaintances, if this could result in undue influence. In addition, employees may not hold direct or indirect shares in any other, unlisted company in direct competition with EOS, in which there is a possibility of unfair influence, without the approval of the management.

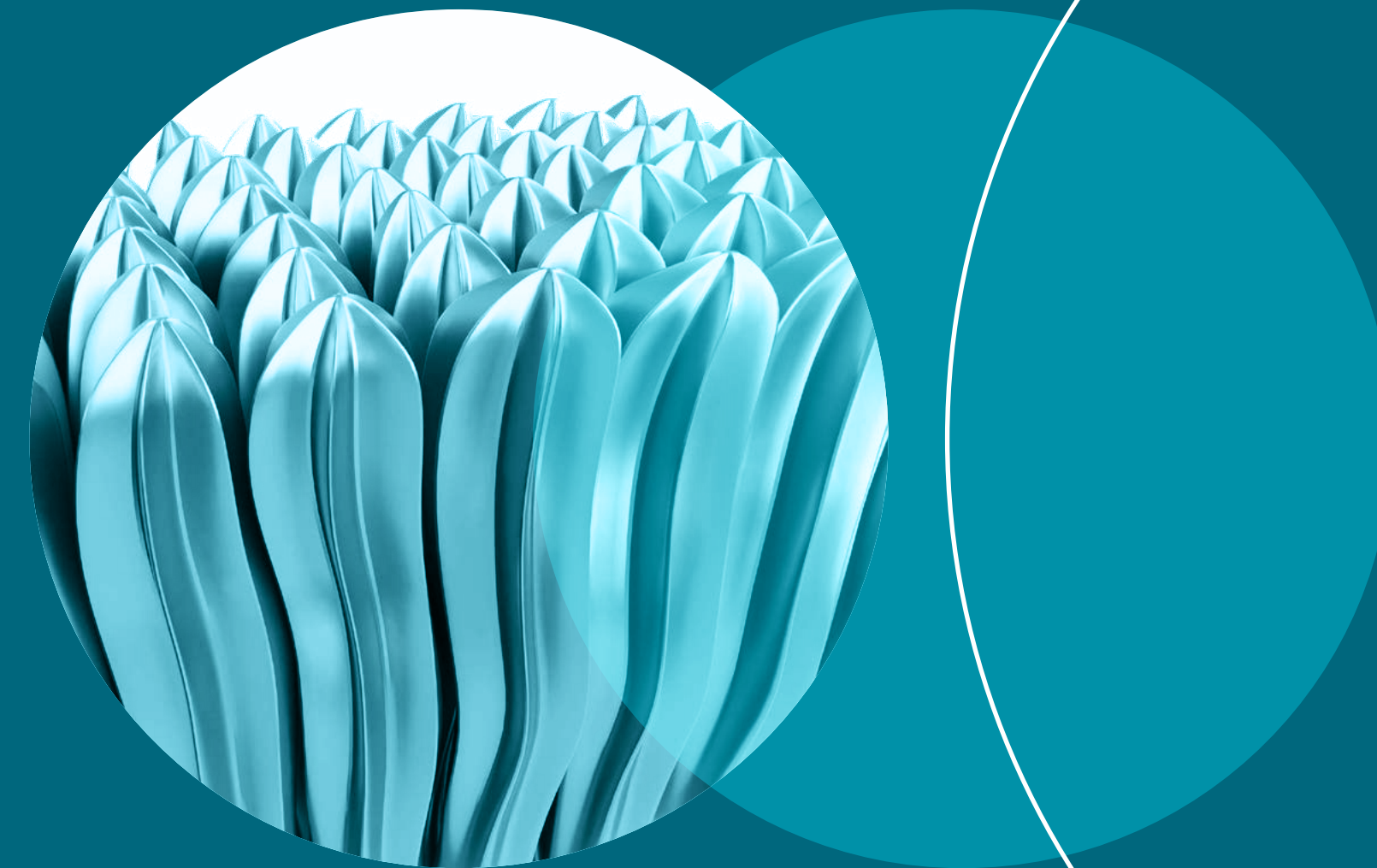
## Political commitment

We have a Political Communications Officer, who reports directly to the CEO. In this context, it is important for the company to convey the sustainability potential of additive manufacturing for German and European industries to political decision-makers, so that their potential is taken into account in future legislation and funding programs. No contributions have been made to any political parties, party organizations or decision-makers. Moreover, we are not a member of any politically active organization. The legislative procedures relating to the Supply Chain Due Diligence Act and the Hospital Information Act, as well as some extracts from the Social Code concerning the supply of medical aids, are of relevance to us.

# 3

# PLANET

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# 3.1 OVERVIEW

We believe that innovation and technology can help create a better world for all. Most current manufacturing techniques are restrictive, wasteful, and inefficient. We are convinced that additive manufacturing can overcome these limitations. Therefore, we have made it our mission to accelerate the transition to responsible manufacturing, both to meet the needs of our customers and to act responsibly towards the planet. As part of our responsibility towards the environment, we strive not only for resource-saving processes in additive manufacturing within our own company, but also to create added value for our customers through efficient and environmentally friendly use via our products. The main focus in all of our business areas is on inspiring our customers with our products. Our goal is to reduce energy consumption, material input, waste materials and wastewater. Environmental impacts and sustainability are crucial aspects in the development and optimization of our additive manufacturing processes.



## 3.2 MATERIAL SOURCING

Managing supply chains is becoming an increasingly important factor in our interconnected, globalized world. In this context, providing transparency can help to make the supply chain less complex, increase its resilience and develop it more sustainably. Above all, it is important that we procure conflict-free and high-quality materials in a way that attaches value to natural resources and respects global human rights, thus guaranteeing the livelihood of current and future generations. We are actively committed to upholding human rights and protecting the environment in order to fulfill our corporate responsibility as well as our legal obligations. At EOS, we focus on self-reporting and audits as well as on maintaining close cooperation with our suppliers.

The German Supply Chain Due Diligence Act, which will come into force for us in 2024, demands precise preparation. In this context, a cross-functional team from the areas of sustainability, compliance and purchasing has developed a concept, which is to be implemented from the second quarter of 2022. Activities for all nine due diligence requirements have been developed which will henceforth be implemented. Our main future focus is on revising risk management, carrying out an initial risk analysis with respect to suppliers, expanding the complaints mechanism, and establishing preventive measures. In the ensuing financial year, preparation of corrective actions, measures regarding indirect suppliers, drawing up a policy statement, and transparent reporting to the competent authorities and the public

are set to follow. Focusing on legal requirements has given us the advantage of a constant increase in transparency with regard to our supply chains and enabled us to build closer relationships with the partners in our network. For example, in the process of dealing with concept creation, we also held discussions with important customers and major suppliers.

Today too, a self-declaration is generally demanded from a new supplier with an estimated purchase volume of >100 TEUR. This covers environmental issues in line with the supplier qualification, which are evaluated by the purchasing department and the compliance managers. In addition, all new suppliers are checked by Compliance and Export Control as part of the qualification process. A supplier relationship management system will be introduced some time in the future. Sustainability, environmental and social criteria will also be elicited and evaluated for all new suppliers in the context of the Supplier Management Module.

In existing supply relationships, approximately 40 suppliers are evaluated every six months in accordance with sustainability criteria, which represents around 90% of the volume in direct purchasing. In indirect purchasing, five suppliers are assessed, who, in the opinion of the company, (can) have a significant influence on the environment by virtue of their transport, packaging and cleaning activities.

No suppliers were evaluated in the reporting year with regard to social criteria in the context of a new

supplier check. However, all business partners sign the Business Partner Code of Conduct to comply with various criteria, such as adequate remuneration. In addition, various tools are currently being analyzed, some under the Supply Chain Due Diligence Act initiative, to support the assessment of social criteria in the future.

## 3.3 RESOURCE EFFICIENCY

According to the European Commission, resource efficiency means “producing more value using less material and consuming differently. This will limit the risks of scarcity and keep environmental impacts within our planet’s natural limits.”<sup>6</sup> In order to meet this requirement, we are continuously optimizing our products in terms of their energy consumption, material input, serviceability and component recyclability. The environmental impact of new products, activities and processes are assessed, monitored and evaluated in advance. As far as economically justifiable, we use the best available technology (in terms of quality, reliability, energy and resource efficiency). We develop concepts for our customers to enable them to operate our systems with maximum energy efficiency.

### Materials

We are continually working to increase data transparency with respect to resource efficiency. We are already reducing our material consumption more and more to enable us to make efficient use of our required resources. An important aspect of this is our focus on renewable raw materials. One example is bio-based polymers made of castor oil. This also takes into account regional impacts (such as water demand and land use). The efficiency rate of raw materials is continuously enhanced through intensive research, the aim of which is to reduce waste quantities to a minimum. We offer customers purchasing our powders in the DACH region a free used powder reuse service so that they can return any reusable materials to the material cycle. Together with Kajo Plastic GmbH & Co. KG, we have launched

a reuse program for polymers. Efforts to reuse EOS polymers are an aspect of our corporate responsibility and sustainability concept.

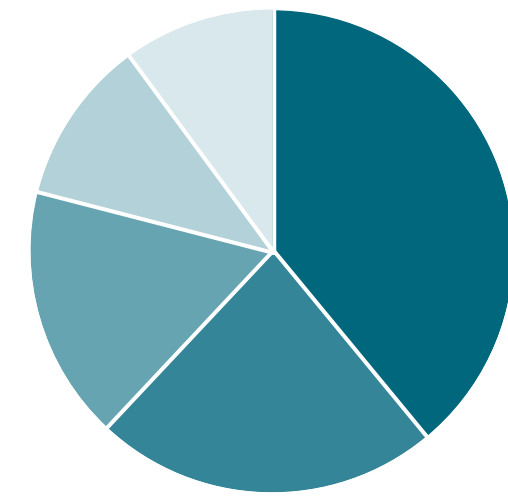
In 2021, together with Arkema, we launched two climate-neutral polymer powders - the first of their kind - to create the basis for fully waste-free additive production. The climate-neutral powders PA 802-CF CN & PA 820-MF CN are bio-based and made from castor beans. Ecobalance and carbon neutrality were calculated according to international standards and audited externally by TÜV SÜD.



<sup>6</sup> Source: European Commission

## Systems

Figure 4 illustrates by way of an example the material proportions used in the construction of the P110 Velocis system. The four main components are 39% structural steel, 23% wood, 17% stainless steel and 11% aluminum-magnesium alloys (AlMg). We are currently working on creating a database to enable us to accurately identify and optimize the materials used in our system portfolio.



- structural steel
- wood
- stainless steel
- aluminum-magnesium alloys
- others

Figure 4 Percentage of materials used in the P110 Velocis

## Packaging

In February 2021, the first test phase for the introduction of pendulum packaging commenced, which will lead to a considerable saving in packaging materials in the future. Previously used packaging consisted of disposable pallets made from compressed wood with a screw closure and foam inserts. Pendulum packages are also made of plywood and metal clips, but they can be used several times over and withstand an average of 20 transportations. Our goal for the packaging of lasers, the central component of our machines, is to save 300 packaging units per year. By taking this first step, it is our hope that we will save additional resources in the packaging sector in the future.



# 3.4 CLIMATE PROTECTION

We at EOS are aware of our responsibility towards the climate and are working hard to be able to transparently present all greenhouse gas emissions and moreover to reduce them even further. Our long-term goal is to create a company carbon footprint and to establish a science-based target (SBT) based on it. Some initial steps have already been taken:

1. At our company sites: Initial measures have been implemented, for example the optimization of the environmental management system, collection of emissions data, performance of an energy audit, and complete conversion to green electricity.
2. For our products: Life cycle analyses of selected powders to create more transparency.

## Company sites

### Emissions

So that we can record our greenhouse gas emissions at the Krailling and Maisach sites and derive appropriate measures, we are currently working on the systematic company-wide survey of these emissions. In this context, we are setting up a carbon accounting system that covers all emissions in the three so-called scopes.<sup>7</sup> In the year under review, greenhouse gas emissions were already partially collected in Scopes 2 and 3.

*Direct greenhouse gas emissions (Scope 1) in kilograms of CO<sub>2</sub> equivalent<sup>8</sup>:*

We currently have no data available on direct greenhouse gas emissions (Scope 1). Upon implementation of the carbon accounting system, we will collect the data transparently in the future.

*Indirect energy greenhouse gas emissions (Scope 2) in kilograms of CO<sub>2e</sub>:*

A total of 5,300,246 kWh of electricity were consumed in the year under review. Electricity data includes the amount of electricity used for cooling. Since October 2020, EOS in Germany has been entirely using green electricity. At the Maisach production site, 1,335,750 kWh of natural gas were consumed for heating. In addition, 1,133,800 kWh of district heating, supplied from a wood chip plant, were consumed at Krailling (see Table 2).

<sup>7</sup> For definition, cf. Greenhouse Gas Protocol<sup>8</sup>

<sup>8</sup> Hereafter CO<sub>2e</sub>

<sup>9</sup> The electricity is produced from 100% renewable energy.

<sup>10</sup> Figure includes various rented offices, whose leases were however terminated as of 31.12.2020.

<sup>11</sup> Emission factor: 0.280 kg/kWh (source: Umweltpakt Bayern)

<sup>12</sup> Emission factor: 0.304 kg/kWh (source: Umweltpakt Bayern)

Energy source	Production site	Consumption in kWh	CO <sub>2e</sub> emissions
Electricity	Maisach	1,344,366	0 <sup>9</sup>
	Krailling	3,955,880 <sup>10</sup>	0 <sup>9</sup>
Natural gas	Maisach	1,335,750	374,010 kg <sup>11</sup>
District heating	Krailling	1,133,800	344,675 kg <sup>12</sup>

Table 2 Consumption in kWh and CO<sub>2e</sub> emissions per energy source and site



*Other indirect greenhouse gas emissions (Scope 3) in kilograms of CO<sub>2e</sub>:*

Quantitative data for Scope 3 emissions could only be collected in this reporting year in the context of "Mobility". An expansion to other relevant emission sources (e.g. logistics) is currently being developed.

Regarding fuels, EOS used 1,946,611 l of diesel in the reporting year. Gasoline consumption in the year under review was 311,647 liters (see Table 3).

	Consumption in l	CO <sub>2e</sub> emissions
Gasoline	311.647 l	896.920 kg <sup>13</sup>
Diesel	1.946.611 l	6.149.344 kg <sup>14</sup>

*Table 3 Consumption in liters and CO<sub>2e</sub> emissions per fuel*

Table 4 also shows the distances traveled for business trips and the CO<sub>2e</sub> emissions generated.

Business trips	Distance in km	CO <sub>2e</sub> emissions
Rail	103.463 km	1.605 kg
Airplane	619.466 km	114.601 kg
Car	95.278 km	14.000 kg

*Table 4 Distance traveled in km and CO<sub>2e</sub> emissions from business trips*

The COVID pandemic and its attendant restrictions on travel as well as increased working from home had a significant impact on employee mobility. Since 2021, in order to meet our ecological ambitions and our responsibility towards the planet, we have provided our employees with an opportunity to charge their private electric vehicles with electricity from renewable energy sources on the premises with 100% of costs covered. A total of 2,046 kWh of electricity

were consumed in the year under review. Table 5 shows the number of company cars in the calendar years 2020 and 2021 by engine type.

	Company car by engine type		
	Gasoline	Plug-in hybrid	Diesel
2020	12	14	130
2021	12	22	98

*Table 5 Number of company cars by engine type*

<sup>13</sup> Emission factor: 2.878 kg/l (source: Umweltpakt Bayern)

<sup>14</sup> Emission factor: 3.159 kg/l (source: Umweltpakt Bayern)

### Energy consumption

In the year under review, an energy audit was carried out for the first time to identify relevant energy flows and polluters and to improve our energy efficiency. Air conditioning and cooling systems were found to be among the biggest energy consumers. Continuous optimizing measures are conducted within the context of occupational safety guidelines and related safety standards, to which we are bound. We continuously optimize energy consumption in our buildings, for example, with a modified building climate control management system.

The newer buildings (buildings 4 and 5) at the Krailing site in particular are designed to higher energy standards, and their operation is based on a holistic energy concept. Since 2012, the power supplied in our main building has been in the form of green electricity. In fact, ever since the site was acquired in 2001, 100% of the heat energy has come from renewable sources. In 2020, our office in Düsseldorf also began using electricity from renewable sources.

In the newer buildings, groundwater is utilized in summer for cooling and in winter to support heat output, using concrete core activation. Waste heat from our plant machinery is also used for heat recovery. For this purpose, we use so-called Zortström distributors, which enable the efficient use of heating and cooling layers specifically tailored to the needs of individual business areas. The heat energy required for heating office rooms in very cold periods is sourced from a nearby wood chip plant.

This means that we obtain only a small proportion of the heat energy from external sources. Blinds in the new buildings are automatically controlled by a building management system designed to keep the interior cool in summer and warm in winter. In addition, energy-saving LED lighting is used in all buildings. To further reduce and optimize our energy consumption, all roofs, including those of the plant buildings, were selected for their compliance with the latest state of technology.



## Products

As for our products, we are continuously building a thorough data base to serve as the basis for further optimizations and developments. One example of this is the life cycle analysis (LCA) of 3D-printed eyeglasses (see Figure 5). Together with our customer YOU MAWO and the Fraunhofer EMI, we carried out a systematic life cycle analysis, in which we took a close look at the potential environmental effects of additively manufactured eyeglasses. As part of this analysis, we also conducted a comparison with conventionally produced eyeglasses. The entire life cycle was taken into consideration, beginning from material procurement, through production and on to packaging and shipping.<sup>15</sup> To identify the main sources of impact and determine potential for improvement, we also performed a so-called hot spot analysis. The results showed that the greatest impact was associated with material refresh rates, powdery raw materials, and the energy sources used. The LCA study found overall that YOU MAWO 3D printed eyeglasses perform significantly better in all 18 impact categories, including climate change, human toxicity, ozone depletion and water consumption, than in the comparative study of conventional eyeglasses. Overall, production as performed by YOU MAWO, which is based on EOS 3D printing

technology, results in three times lower CO<sub>2e</sub> emissions than the production of a conventional pair of eyeglasses. However, it is the powder that has the greatest influence on the product carbon footprint (PCF). For this reason, we will focus our commitment on improvements in this area in future.

### Custom Made 3D Printed Eyewear Frames Produced by YOU MAWO



Figure 5 YOU MAWO Case Study

<sup>15</sup> The phase of use was the only one not considered in this study.

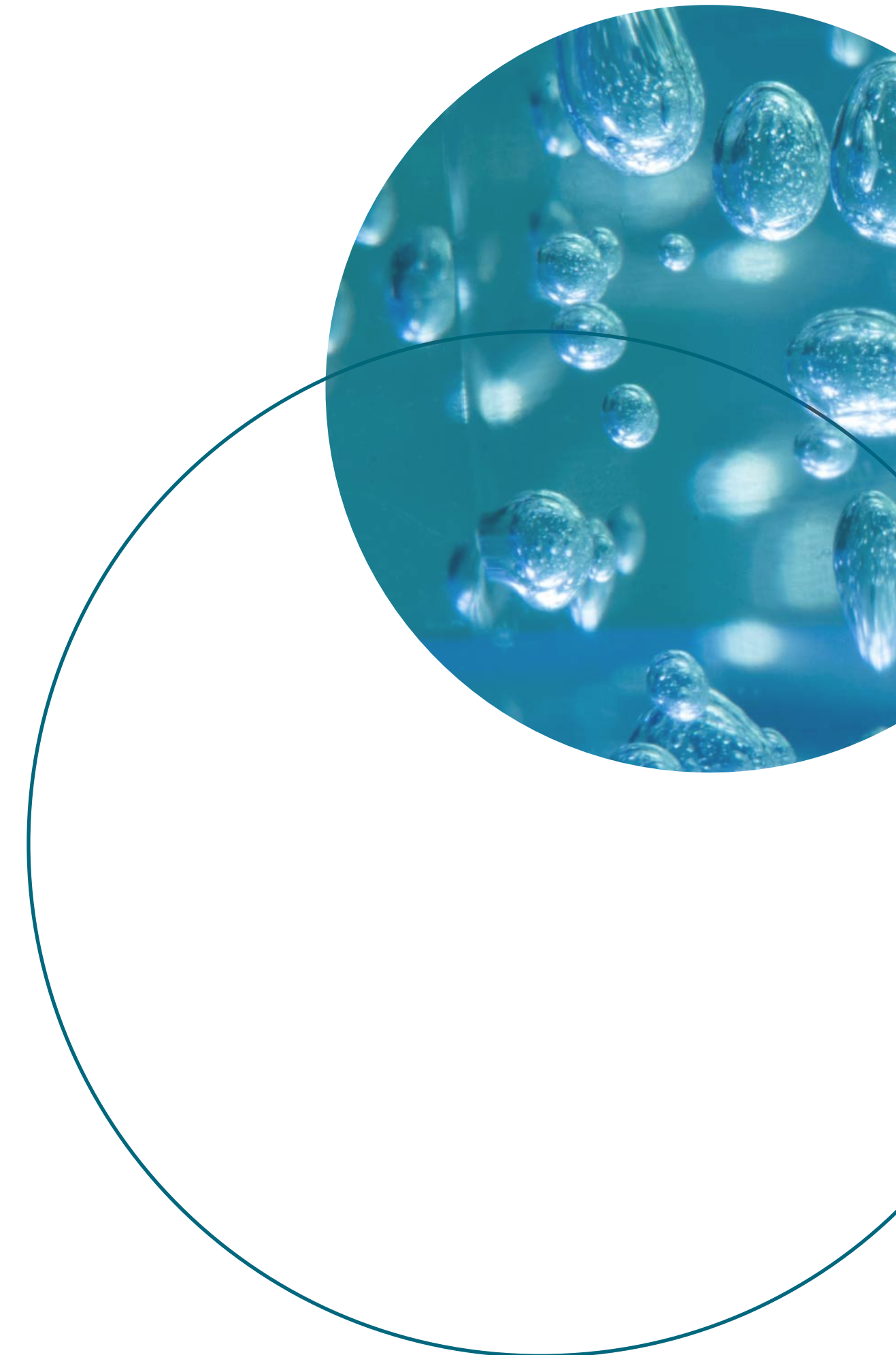
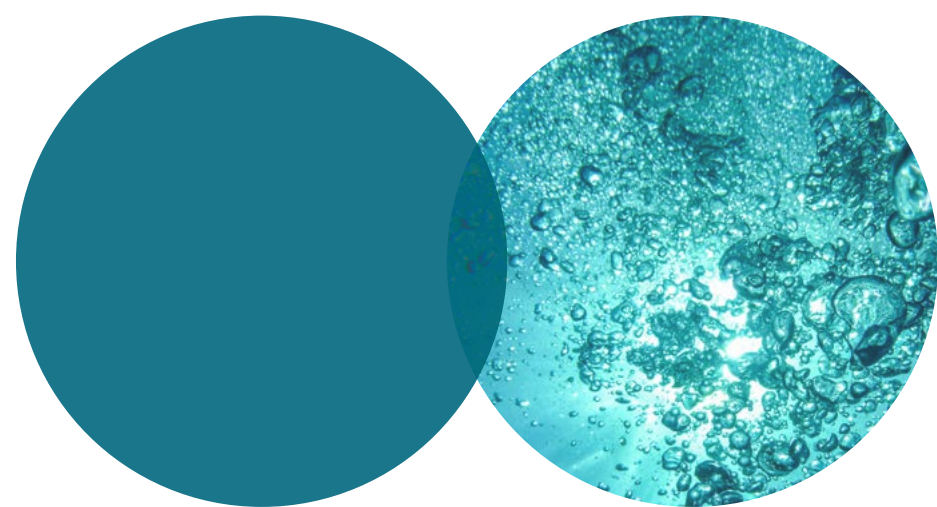
## 3.5 CIRCULAR ECONOMY

The following section refers in particular to the areas of (waste) water, by-products and waste materials.

### **(Waste) water**

In addition to its closed-circuit use for cooling, we use water purely as tap water for sanitary and general, household-like purposes. Wastewater is then returned to the municipal sewage network in equal parts. In our three oldest buildings, a cooling system is employed to keep the buildings and machines cool. At the Krailling site, well water is also used to cool the two newer buildings, in a closed circuit system. The fourth building has additional cooling for server rooms and machines. As for the production facility in Maisach, well water is provided by the landlord. In the year under review, a total of 312,881 m<sup>3</sup> of well water was pumped and 7,933 m<sup>3</sup> of process water used at the Krailling and Maisach sites.

Water quality testing is carried out solely by the water authority. To fulfill our environmental responsibility and continuously improve our water quality, we are working towards implementing filter systems for use with cleaning water in our halls. We also work together with local authorities and comply with legal regulations to ensure that, for example, the dyeing water that is produced is also adequately returned. Upon implementation of the filter systems, data collection will also be revised and optimized in the future. We return wastewater to the municipal sewage network in equal parts.



## By-products and waste materials

Most waste results from administrative activities (commercial municipal waste), used powder and the disposal of used machinery. The majority is in the form of plastic and metal waste. We distinguish between non-hazardous and hazardous waste, the latter being disposed of as such due to its associated chemical hazards.

Hazardous waste is mainly in the form of sludge with metal powder residues. A substantial proportion is attributable to suction and filter materials. The total quantity of hazardous waste generated during the specified period was 38 tons. It was collected for recycling by our disposal firm.

Non-hazardous waste consists mainly of mixed municipal waste and residual waste. It includes wood, paper/cardboard/cartons, glass, scrap metal and plastic. In total, 119 tons of non-hazardous waste were generated during the reporting year.

Waste is also generated at the end of the life cycle of EOS products. However, our customers have the opportunity to hand over machines to us for reconditioning and reuse for other customers. To reduce waste, various teams within the company are currently working on environmental projects such as longer operating times for components, more effi-

cient filters, biodegradable materials, and reuse and recycling concepts for material waste. These initiatives are centrally coordinated and quantified. In addition, intensive research is conducted to enable continuous enhancement of the efficiency rate of raw materials and thus reduce waste quantities to a minimum.

Waste disposal is carried out by contracted disposal companies, with whom we maintain a constant dialog. They are reviewed on an annual basis with the aid of disposal service certificates. We are increasingly working on evaluating a new waste concept to enable us to meet our objectives and reduce the waste generated at our sites and by our products.

In addition, we cooperated with AfB gGmbH in the year under review to extend the life of our used IT and mobile devices and thus further advance the idea of the circular economy. Between January 1, 2021 and November 15, 2021, AfB collected 647 IT and mobile devices with a total weight of 2.3 tons from us for processing. Of this equipment, 47% was re-marketed after data destruction and reconditioning, while 53% was recycled (see Figure 6).

### Aufteilung in ReUse (Wiedervermarktung) und Recycling Ihrer übergebenen Geräte:

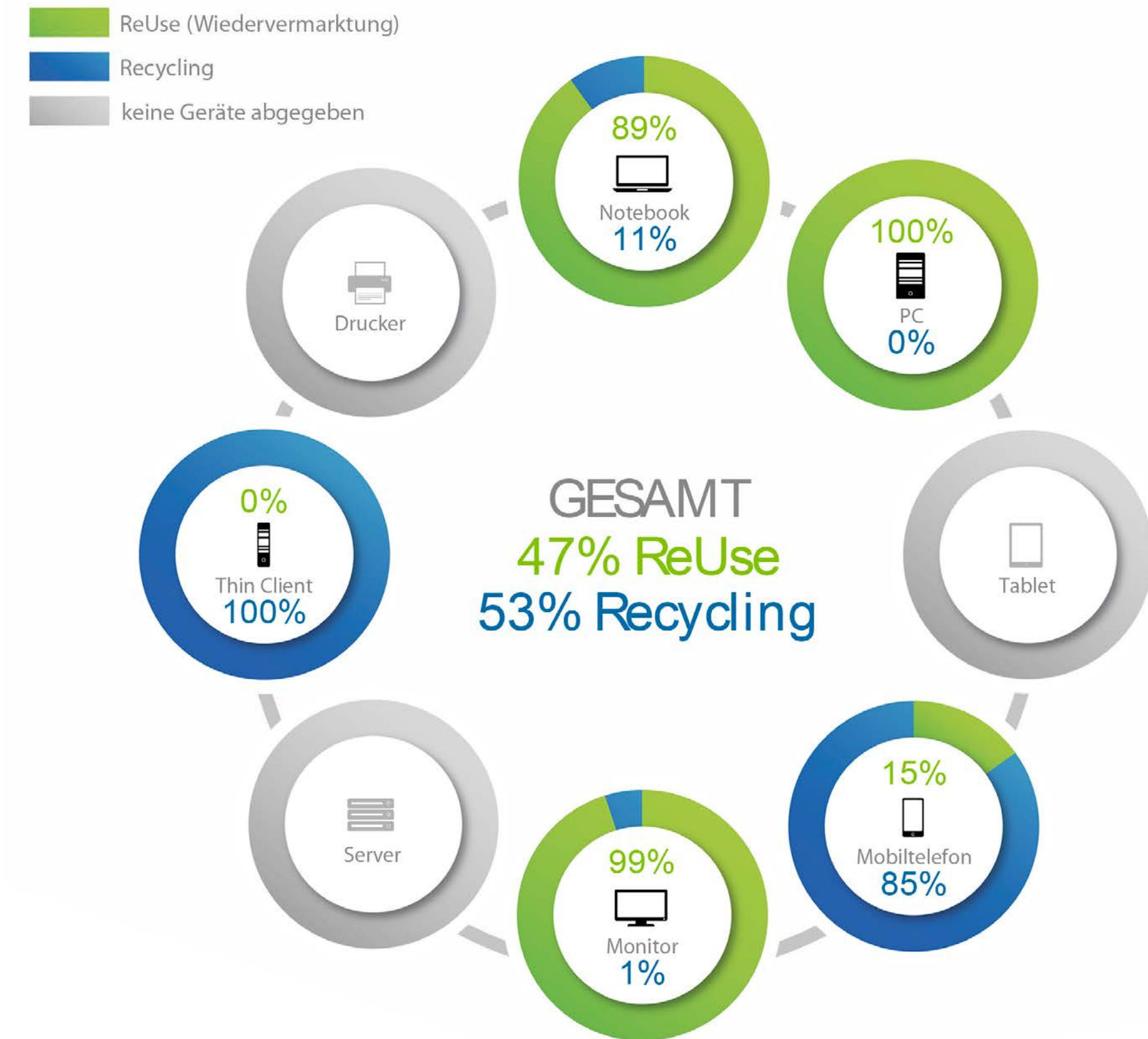


Figure 6 Amount and usage of devices handed over

# 4.

# PEOPLE

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## 4.1 OVERVIEW

More than 900 brilliant minds and some 40 nationalities, but only one goal: to hasten the global transition towards responsible manufacturing. We do this with our technology, 3D industrial printing, which has been a success on the market for over 30 years. We believe that by doing what we can, we can help create a better world for everyone.

A diverse, equitable and inclusive team is essential to drive progress and positive change. At EOS, we want people of all genders, backgrounds, ages and abilities to feel that they belong and can contribute. We work in a global network, we like to think outside the box, and we are looking for people who want to help shape the future with us. We are pushing the boundaries of technical feasibility to ensure that the manufacturing industry will harm our planet less, while providing more value.

In doing so, we think and act in accordance with the values that represent the cornerstones of our corporate culture: excellence, responsibility, fairness, and togetherness. These values strengthen the relationships within the EOS family and shape the way we behave with our employees and executives as well as with our customers, suppliers, shareholders, competitors, and the public.

We are in constant dialog with our stakeholders and do our utmost to satisfy their requirements. The issue of employee health and safety at work is particularly close to our hearts. We therefore conduct active and preventive health management in the form of a wide range of training courses and programs. We also provide a comprehensive range of mandatory and non-mandatory occupational health checks. We operate a structural and emergency management system to enable us to deal with any accidents. A large number of first responders ensure immediate assistance in the event of an emergency. Ready formulated contingency plans enable smooth procedures in the event of an incident and increase the safety of all employees involved. Attracting top talent is a part of our HR strategy. In addition, various measures have been implemented to retain employees over the long term.

# 4.2 EMPLOYER ATTRACTIVENESS

Employee recruitment and retention is part of our HR strategy. This has resulted in a variety of optimization measures:

1. In the year under review, the rollout of the program "Positive Leadership" began, with the aim of enabling a positive cultural transformation through better leadership.
2. We optimized the employee dialogs (annual and half-yearly discussions) between employees and executives, with a new focus on commitment, cooperation and growth as well as on feedback and appreciation of executives and other colleagues.
3. In May 2021, a global employee survey was conducted, with the aim of measuring employee satisfaction and retention and identifying potential for improvement.

## Employment in the year under review

In the year under review, there were 916 employees at EOS (see Figure 7). Figure 8 shows the number of full-time employees by gender, and Figure 9 shows the number of part-time employees by gender.

21 apprentices (19 male, 2 female, 0 other) and 23 student workers (12 male, 11 female, 0 other) were employed in the year under review. There were also 15 temporary workers, the majority of whom (61%) were employed by the CPO. Also, 126 (112 male, 14 female, 0 other) employees from external companies were working with us as were 10 (9 male, 1 female, 0 other) freelancers.

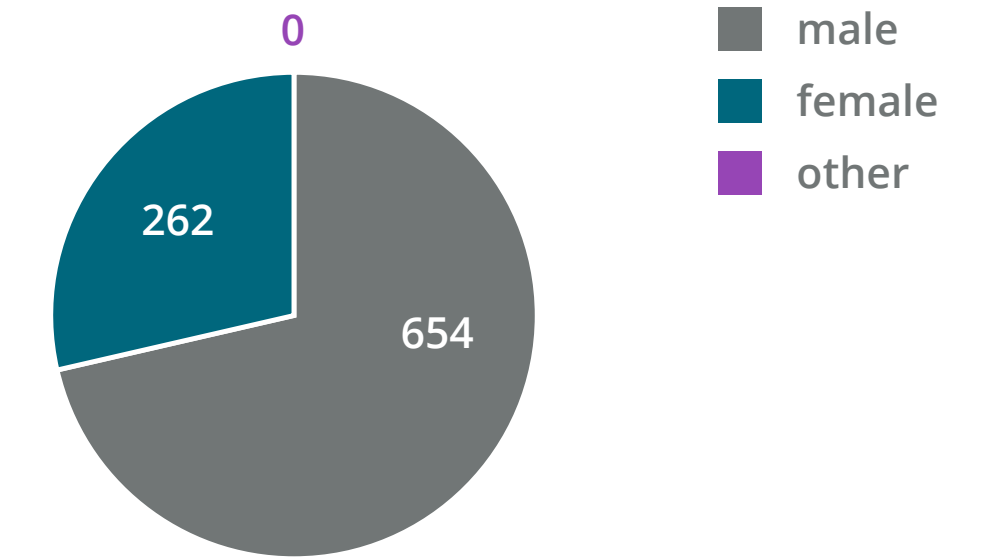


Figure 7 Employees in the year under review

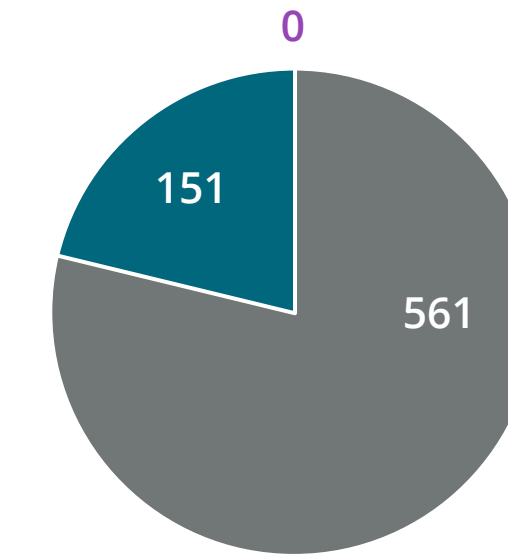


Figure 8 Full-time employees in the year under review

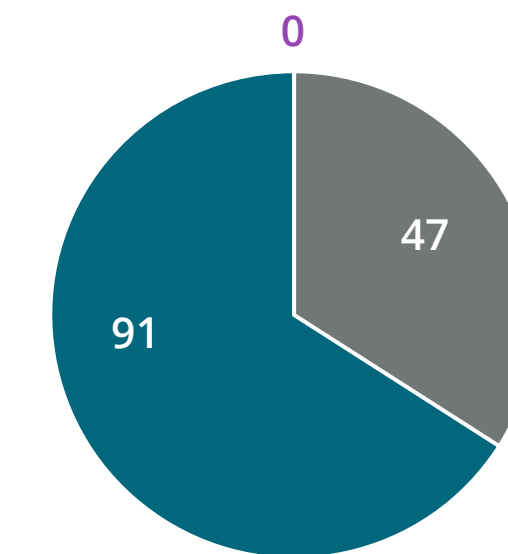


Figure 9 Part-time employees in the year under review



## New hires & fluctuation

In the year under review, EOS recruited 73 new staff (55 male, 18 female, 0 other) (see Figure 10). The fluctuation rate was 10%. A total of 87 employees (61 male, 26 female, 0 other) left the company during this period (see Figure 11).

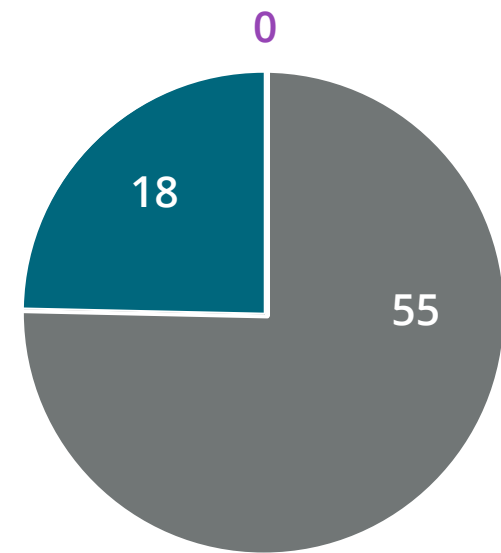


Figure 10 New hires by gender in the year under review

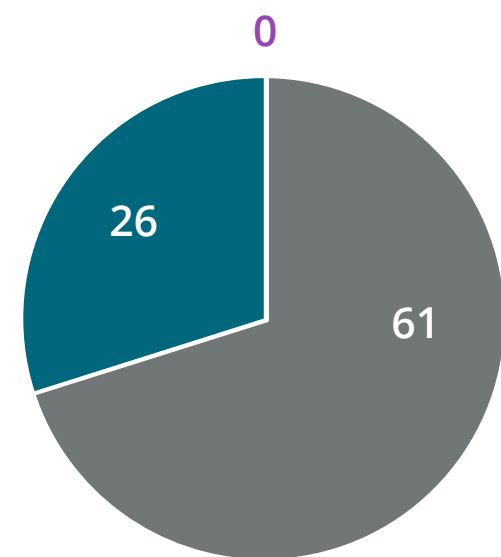


Figure 11 Exits by gender in the year under review

## General additional offers for employees

The well-being of our employees is very important to us, which is why we offer the same benefits to all full-time and part-time employees. There are also other benefits such as occupational pensions, a monthly travel allowance for public transport or a work bike, as well as an allowance for childcare costs and assistance with preventive travel. In addition, we provide our employees with free group accident insurance from HDI insurance as a voluntary additional benefit.

We also offer our employees a certain number of days for paid leave of absence to support them in their training and further education activities. Technical staff completed an average of 12.1 days of training per year. All other employees participated in internal training for an average of 1.2 days per year.

- male
- female
- other

## Parental leave

As a family business, we care deeply about families. Figure 12 shows the number of staff members by gender who took parental leave in the year under review. Of these, 68 employees (57 male, 11 female, 0 other) joined EOS again after parental leave. We are delighted that 96% of employees who have returned home after parental leave are still working at EOS twelve months later. To support our employees, we grant a tax-free subsidy to their childcare costs per month, child and employee.

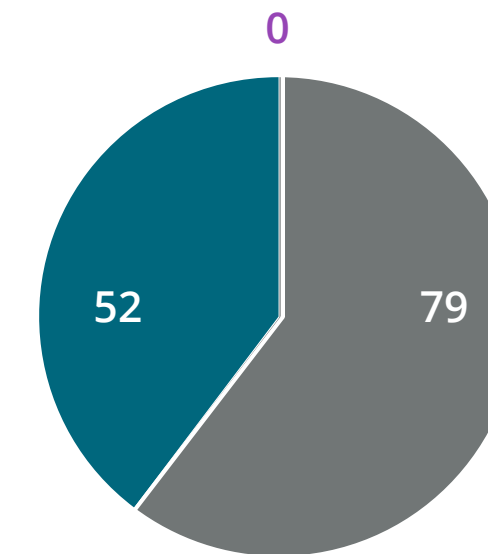


Figure 12 Number of employees taking parental leave



## Digital learning offers and inclusive communication

We provide digital learning opportunities via an on-line portal to support the lifelong learning of our employees. There are currently 585 learning activities on offer that focus on technical skills, working methods, languages and leadership (e.g., leadership seminars and conferences for middle and senior management). Other special courses are available for machine operators, technical consultants, developers, and other specialized professions.

In addition to continuing education, we offer a part-time retirement program, health courses and individual support in the form of learning and development plans designed to help employees find the best way of matching their skills and position.

Furthermore, company-wide conferences are organized so that all employees have the best opportunity to participate. For example, channels are available for digital "town halls" in German and English. To promote inclusivity, videos on the intranet are always subtitled in English and German for the benefit of company employees who are deaf.

## Feedback discussions & career development

In order to achieve the objectives of the financial year, the senior management board has defined three main objectives as well as various subordinate objectives. The objectives are all related to our corporate purpose of Responsible Manufacturing.

We want to support our employees in their lifelong learning through continuous feedback discussions. In the year under review, EOS performance was measured on the basis of goals and performance feedback from all employees worldwide. The defined objectives are checked at least twice per fiscal year in the course of the annual and half-yearly discussions. Performance feedback is part of the half-yearly discussions, in which strengths and development areas are reflected on, based on our competency model and the respective job requirements. Learning and development plans are derived from these two employee interviews. 87% of EOS employees received performance feedback during the specified period. To increase this percentage, follow-up interviews were organized with those executives who had not completed the interview within the original deadline. This made it possible for outstanding performance feedback to be accommodated.

## Collective agreements

In our company there are no collective agreements. However, we have implemented an internal grading system that was specially developed at EOS. To provide fair remuneration, we are guided, among others, by the metal and electrical industries, their collective agreements, and nationwide inflation rate and general salary benchmarks.



# 4.3 OCCUPATIONAL HEALTH & SAFETY

To prevent accidents at work and to protect the health of employees, safety standards are regularly reviewed on the basis of risk assessments. New work equipment, activities and processes are analyzed in structured cooperation with the employees responsible and affected before work commences, and protective measures are identified. Only after all possible shortcomings have been taken into account and suitable protective measures have been selected will new work equipment be put into operation. Employees are regularly informed and instructed about all relevant regulations. We conduct active and preventive health management through a wide range of courses and training programs. A comprehensive range of occupational health insurance plans are also offered. With ergonomic workstations, intelligent room concepts, barrier-free access to our buildings and sufficient technical aids, we ensure a permanently healthy work environment in all office spaces and technical areas.

For the handling of hazardous materials, we draw up operating procedures and safety data sheets in accordance with the legal regulations and train the employees concerned accordingly. Personal protective equipment is provided wherever necessary.

The risk of fire is reduced by effectively organized fire protection. We conduct regular evacuation and fire extinguishing exercises to train our employees, which allows us to maintain a high level of safety and vigilance.

Data protection is also handled by a professionally trained person. In addition, an internal team is continuously concerned with the data protection-compliant handling of sensitive data.

All EOS employees (including temporary and student workers) are covered by the health and safety management system.

## Risk assessments

Risk assessment is a key element of occupational health and safety. It forms the basis for a systematic analysis of hazards and the identification of appropriate protective measures. Risk assessments at EOS relate to either the job, the workplace or the task. Risk assessments are compiled by the responsible executives with advice from occupational safety employees and published centrally on the intranet. Risk assessments are also compiled for hazardous materials and for employees with disabilities. In addition, a psychological risk assessment of all employees is conducted within the employee survey, such as most recently in May 2021. All working conditions are continuously subject to the PDCA (Plan-Do-Check-Act) procedure, which is illustrated in Figure 13.



Figure 13 The PDCA procedure

After analyzing all possible hazard factors, measures are defined to reduce the risk to an acceptable level. A performance review and regular updates of risk assessments ensure effectiveness and support our preventive approach.

## Employee involvement

All employees are obliged to ensure their own safety and the safety of the persons affected by their actions to the best of their ability and in accordance with EOS instructions. Employees are obliged to report detected hazards and to support the appointed occupational safety specialists in their work. All employees receive instruction through the personnel registration procedure, the scope of which matches their work and the relevant risk assessment. All instructional activities are assigned centrally in the OSH software. Online instruction is provided and tracked by a learning management system.

Instruction is divided into:

- Brief instruction at the workplace
- General occupational safety briefings
- Specialized instruction as relevant to the job

All training sessions take place regularly and reflect the respective current circumstances. As a rule, instruction is given at least once a year or, where necessary, on an ad hoc basis. In the case of instruction provided solely online, a learning objectives test is given to ensure that the content has been understood.

## Preventive measures

We applied a variety of preventive measures to ensure health and safety in the workplace. Workplace design takes into account the prevailing technical regulations and implements their requirements. When purchasing new installations or work equipment or planning new work processes, we take into account not only economic efficiency but also various aspects of occupational health and safety. A risk assessment prior to commissioning identifies relevant hazard factors and identifies necessary protective measures. Hazardous substances are only used when there is no alternative, less hazardous substances that can be used for the same purpose. Technical installations and systems are regularly checked and maintained on the basis of manufacturer specifications and legal regulations. The principles of German statutory accident insurance, Provision 3 for testing electrical equipment are comprehensively implemented.

In addition, emergency management helps to prevent and minimize damage. Emergency management comprises the following aspects:

### Alarm plan/emergency contact list:

- Document containing all relevant telephone numbers during and outside working hours.

### First aid:

- Overview of all first responders throughout the various buildings as well as first aid information and training materials.

### Fire protection:

- Escape and rescue route plan for all buildings including identification of assembly stations and corresponding markings in buildings.
- Adequate and regularly maintained fire extinguishers adapted to suit the anticipated fire scenario.
- Regular fire safety and evacuation drills to increase employee safety and awareness.

In the year under review, there were 41 entries in the first aid record book (Verbandsbuch), five industrial accidents, four road accidents and four near misses (see Figure 14).

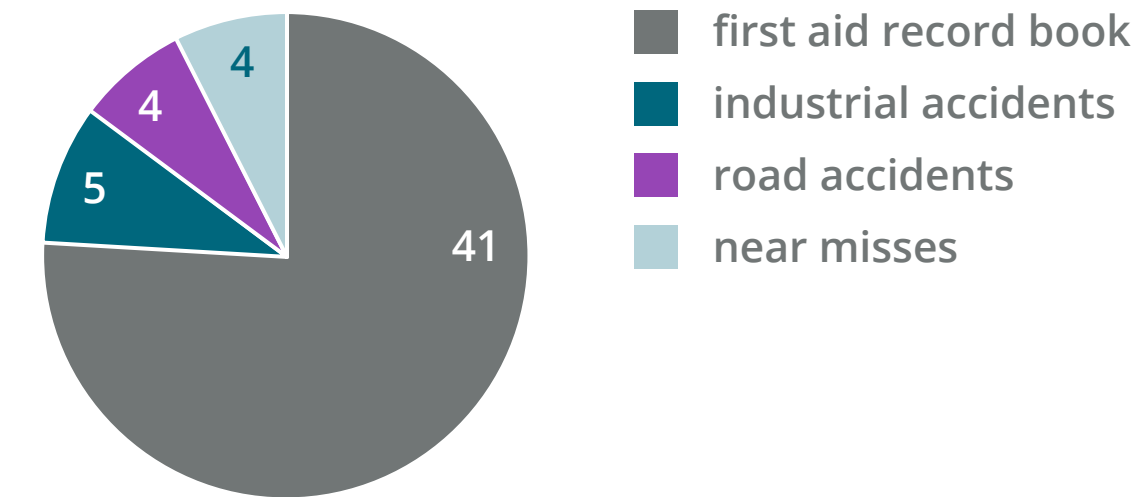


Figure 14 Number of accidents in the year under review



## Employee health

At EOS, we consider it crucial to create health awareness and cultivate a sense of personal responsibility. This reflects our wish to support our employees in gaining and retaining their personal fitness so that they can meet their everyday challenges and demands. By reinforcing and promoting personal health, we wish to ensure our employees' continuous and sustainable motivation and performance. To this end, we aim to offer all employees proactive health activities, measures and guidelines with which they can enhance their personal, physical and mental wellbeing. EOS Health Management is responsible for such areas as exercise, nutrition, relaxation, ergonomics, health-oriented leadership and resilience.

Healthy employees are the foundation of a sustainable and successful company. This is why EOS offers its employees a variety of health and fitness activities (see Figure 15).

In addition, we operate an "Employee Assistance Program" under a separate emergency hotline number, where EOS employees can receive professional advice from external experts for both mental and health emergencies.



Figure 15 Our health and fitness offers

## COVID pandemic

The spread of the coronavirus had a great effect on the working environment of all employees at EOS. To ensure the best possible protection, a coronavirus prevention team was established that developed and implemented a variety of measures. To prevent the coronavirus from spreading, restricted 3G access was implemented, comprising a combination of locking systems and regular updates. In addition, an FAQ was provided on the intranet, in which employees were able to view all relevant information and find answers to any questions. Other protective measures included the opportunity to work from home, the implementation of safe distance rules, particularly in meeting rooms, and the provision of personal protective equipment as well as self-tests, masks and hand sanitizers. To prevent its spread, all employees had to test for coronavirus before commencing work. In offices with several employees, a CO<sub>2</sub> traffic light system was introduced. We also offered vaccinations to our employees to ensure they had the best possible protection.

## 4.4

# STAKEHOLDER INVOLVEMENT

At EOS, we maintain a continuous dialog with our stakeholders. We exchange ideas on relevant topics on a regular basis, so that together we can navigate the transition to responsible manufacturing on the basis of industrial 3D printing and in so doing satisfy our requirements and wishes. We continuously involve our stakeholders in current and long-term matters, one example of which is the materiality analysis that we conducted in 2021, which we established together with external and internal stakeholders, and whose results serve as input for the company's sustainability strategy.

### Our stakeholders

We have identified the following as "stakeholders relevant to the company":

#### The founding family / shareholders

Via the CEO, they are instrumental in helping to set both the strategic direction of the company and its sustainability strategy.

#### Employees

These are informed about sustainable development activities in the company and integrated in the ongoing dialog by way of regular company-wide meetings ("town halls"). They are also able to submit and evaluate topic suggestions at any time through a variety of communication channels.

#### Customers / partners

These stakeholders place numerous sustainability demands on EOS. These are taken up and form an integral part of the ongoing sustainability management process.

#### Suppliers

Suppliers must demonstrate that they respect sustainability aspects, by way of a supplier assessment. This is checked, among other methods, in an auditing process. Furthermore, we maintain regular contact with suppliers so that together we can shape our supply chain more sustainably.

#### Authorities

We maintain a proactive exchange with relevant authorities on current aspects of sustainability, primarily on the basis of legal obligations. These have a significant impact on our sustainability management activities.

#### The scientific world

We have a proactive exchange with the science world on matters such as current research and possible collaborative research projects in the field of additive manufacturing.

#### The public

The public are addressed through a variety of channels (e.g. social media) about current topics in the area of sustainability management.

The requirements of a sustainable product cycle are increasing all the time, especially with respect to customers and suppliers: We aim to accommodate and fulfill customer requirements to the best of our ability.

## Memberships in associations

We are involved in the development of the ISO standard "ISO TC 261 JG 78" in the field of additive manufacturing as it concerns the safety of AM machines (with respect to harmonized European standards, type C standard). In addition, we are in the trade association Energie Textil Elektro und Medienerprodukte (BG ETEM).

In terms of sustainability, we are a member of the following organizations and initiatives:

- The "Sustainability Competence Program" by econsense, a German industry sustainability network.
- "Additive Manufacturer Green Trade Association" (AMGTA), a global trade organization that promotes the environmental benefits of additive manufacturing
- "Mobility/Medical goes Additive" (MGA), an international network for industrial additive manufacturing in the field of mobility and medicine

These memberships enable us to engage in exchanges with other companies regarding current challenges and trends and to establish a framework for collaborations in which we can work on joint projects and solutions.

Moreover, in the year under review, we were selected as the company permitted to represent the 3D printing industry in the context of the "50 Sustainability and Climate Leaders" initiative. "We firmly believe that technology and innovation really can help save our planet," says Marie Langer, CEO of EOS. "Our technology of additive manufacturing will allow us to do things better and establish it as a new normal in manufacturing."

## Corporate citizenship

The "2030 Agenda for Sustainable Development" was adopted at the summit held in New York on 25 September 2015. The 17 Sustainable Development Goals (SDGs) are a key component of the agenda. Their aim is to end poverty and other forms of deprivation, improve health and education, reduce inequality and boost economic growth (see Figure 16).



Figure 16 The 17 Sustainable Development Goals (SDGs)<sup>16</sup>

<sup>16</sup> Source: Sustainable Development Goals - UN Agenda 2030

In the year under review, we strategically aligned our corporate purpose with our corporate citizenship efforts and harmonized it with the fourth Sustainable Development Goal: To ensure inclusive and equitable quality education and promote lifelong learning opportunities for all (see Figure 17).



Figure 17 SDG 4 - Quality Education<sup>16</sup>

EOS has significantly furthered the field of industrial 3D printing in the past 30 years. Our experience and project knowledge are unrivaled worldwide. We are constantly addressing issues of the future, not just in respect to our own additive manufacturing solutions, but also, on a very general level, on finding answers that industrial 3D printing can provide to solve all kinds of challenges in a variety of sectors. That is why we at EOS support a number of global education projects:

"Teach First Deutschland" is a non-profit educational initiative aimed at improving equal opportunities in education. To this end, university graduates work for two years at schools in social hot spots, where they support students in gaining qualifications and navigating the transition into working life. The original idea came from the US organization "Teach For America". "Teach First Deutschland" is part of the international "Teach for All" network.

Our CEO Marie Langer is herself a former fellow of "Teach First". That is why EOS is very proud to be able to give financial support to "Teach First".

### Employee volunteering

At EOS, we take our commitment to society seriously and we want to give our employees the opportunity to be involved in and lend support to local communities. That is why we regularly organize events that enable our employees to make an active contribution. In the year under review, we participated in a pre-Christmas campaign by the Johanniter organization, in which we prepared aid packages for people in need in South-eastern Europe. Following the flood

disaster in Berchtesgaden, Bavaria, donations in kind were collected among our employees and delivered to the affected area. In addition, several EOS employees helped with the clean-up and reconstruction of the local infrastructure.

”

**"I am delighted that we can support an educational organization that will ensure that young people from so-called difficult backgrounds are not additionally disadvantaged by corona and also that schools become more digital," says Björn Hannappel, Head of Sustainability.**



# 4.5 DIVERSITY, EQUITY AND INCLUSION

It makes good sense for a company to concern itself with diversity, equity and inclusion, and not only from an ethical perspective. According to a McKinsey study, companies that fail to address today's societal issues are also worse off in terms of profits.<sup>17</sup> Indeed, according to a study by the TU Munich and BCG, if more women, for example, work in a company, it increases the potential for innovation.<sup>18</sup> EOS is committed to these issues - not least because the company's 2021 materiality analysis also rated diversity, equity and inclusion as the social issues of greatest importance to its stakeholders.

In the year under review, we at EOS formulated a Company Statement, which acts as our guiding principle and aims to reflect our ambition:

"At EOS we extend the boundaries of manufacturing ingenuity to ensure that future production is less harmful to our planet. We cannot achieve this without breaking boundaries for our people. Diversity is a fact of our world, and we are convinced of its power to bring progress and positive change. Inclusivity and equity however are choices and at EOS we commit to them every day. We believe in creating a work

environment that is built on empathy, respect and fairness. Where every individual is seen, listened to and empowered to bring in their whole self. We recognize we still have a lot to learn yet we are committed to shape a new future together. We are ALL IN."

Furthermore, this was the first time that we determined our current company status quo, to enable us to define the necessary next steps.

**29%** Number of women in the company: 262

**40%** Number of women in the Core Leadership Team: 2

 **39** nationalities

**19** persons with disabilities

**16-69** Age group within EOS GmbH  
Jahre

<sup>17</sup> Source: McKinsey 2018

<sup>18</sup> Source: BCG 2017

Our current plan is to query further diversity characteristics (such as sexual orientation and religious affiliation) by way of an anonymous, voluntary survey.

In the future, we will be focusing on four key issues relating to diversity, equity and inclusion:

- **Leadership:** It is important to create trust through the commitment of leaders and to promote topics strategically and specifically.
- **HR:** The HR department in particular plays a central role in collecting the data for the evaluation of the status quo and in improving personnel processes. In addition, an incident reporting system will help us to collect data on discrimination incidents and to implement measures to eliminate future discrimination. Also, a first set of training sessions were given on such issues as power and privilege, as well as unconscious bias and micro-aggressions, to raise awareness of such matters among employees and to create a basis for discussion.
- **Communication:** Internal and external communication is a key component of our commitment. It includes the company's presence on social media and vis-a-vis potential applicants, as well as internal campaigns, exchanges and learning opportunities.
- **Community:** Mutual learning can be strengthened and issues driven forward collectively by conducting external networking with other orga-

nizations - such as the "Women in 3D Printing" network - as well as internal networking between colleagues (for example, our EOS "Women's Lean In Group" in the USA).

In the year under review, no official cases of discrimination were reported to the Ombudsman. However, incidents have been reported to various offices (e.g. the personnel management, transformation team, sustainability team or workers' council), which is why

a new, comprehensive, confidential and constructive solution needs to be created. We are currently working on the development and implementation of an overall reporting system for incidents relating to compliance, occupational safety, environmental incidents and discrimination, along with the establishment of the associated process. This will enable us to provide our employees with even better and more targeted support.



# 5.

# PERFORMANCE

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# 5.1 OVERVIEW

Our materiality analysis has revealed the crucial areas of performance to be product quality & performance, value creation for customers & industrialization, economic performance, and innovation & digitalization. These topics will be examined in more detail on the following pages. We are continually striving to improve our performance and to meet the needs of our stakeholders. We are constantly working to improve our product quality and to further enhance our service so as to create more added value for our customers. We are certified according to ISO 9001:2015 (Quality Management) and ISO 14001:2015 (Environmental Management), and we supply high quality systems and materials to our customers. We are also currently preparing ourselves for the introduction of ISO 45001:2018 (Occupational Safety Management) and TISAX (Information Security). Another important factor for us is that of sustainability in the onward evolution of our systems, powders and services. It was for this reason that sustainability was selected as a guiding criterion for in-house requests regarding innovation projects.



## 5.2 PRODUCT QUALITY & PERFORMANCE

The aim of our quality policy is to recognize both current customer requirements and future market requirements at an early stage and to fulfill them by appropriate organizational, technical and economic means. This is the only way to ensure our company's long-term success and competitiveness. We have therefore defined the following quality principles, which are implemented throughout the company:

- Customer satisfaction is our measure of quality.
- We strive to provide above-average quality in all of our products and services.
- Our robust technical and organizational processes enable us to guarantee our high quality standards at cost-efficient price points.
- All employees strive to perform work of flawless quality and avoid errors.
- All employees contribute to achieving the company's goals and improving quality through personally responsible, quality-conscious actions.
- We promote the quality awareness of all employees by providing training courses and information events.
- The decisive factor for the implementation of our quality policy is the model set by the management in following these principles.

The senior management and every manager in the company are committed to aligning their daily actions with the defined quality policy. Our quality management places the emphasis on the development and continuous improvement of the organization and its processes, systems, and products using the best available methods. This is done in alliance with our colleagues and departments.

It enables us to both satisfy the legal requirements of our customers and meet our corporate goals efficiently and effectively. In order to document our own high standards, our management systems are certified according to recognized standards:

- Since 1998, our quality management has been certified according to ISO 9001:2015 for the development, manufacturing, sales and service of systems and solutions for additive manufacturing using laser sintering technology.
- Our environmental management has been certified for the same scope according to ISO 14001:2015 since 2017.

We update our quality management processes according to the standards of the medical and aerospace industries and according to GMP, or "Good Manufacturing Practice". At EOS, we continuously monitor the quality of all components through every step of the value creation process. In addition, we possess relevant product certifications and validations (installation, functional and performance qualifications) for all components used in the additive manufacturing process. This includes customer-facing processes and finished parts, as well as regulatory certifications and registrations on global markets.

We develop systems for the additive manufacturing of metals and polymers. The product quality of our systems thus makes a direct contribution to the final quality of the manufactured components. Intensive quality and product performance testing via our "Verification & Validation" test plan is illustrated based on the example of the EOS M 300-4 (see Figure 18).

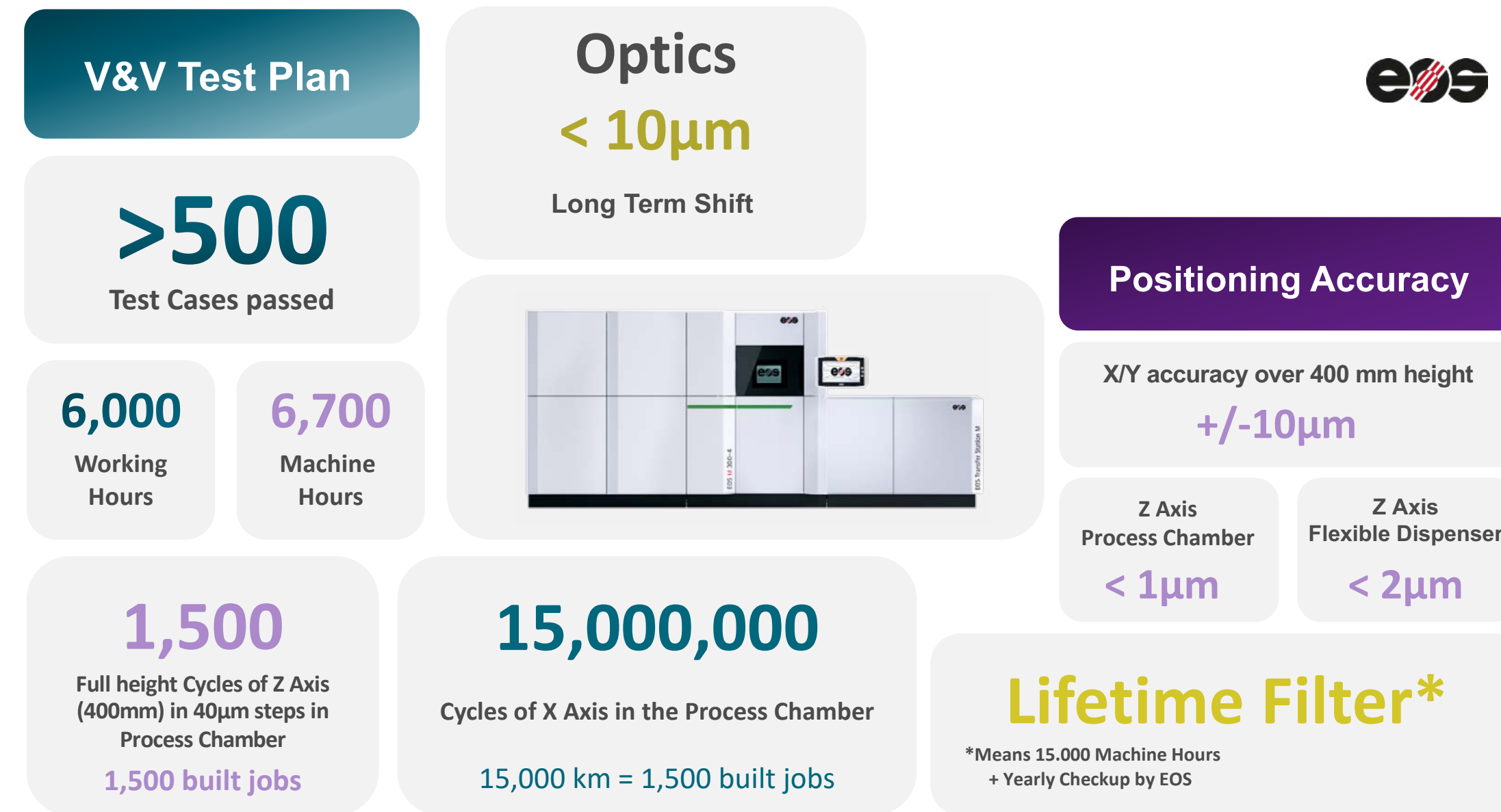


Figure 18 Quality and product performance testing based on the example of the EOS M 300-4

A total of eleven product safety incidents were reported in the year under review. As part of its regular quality control, EOS records error messages by way of a structured process, analyzes the cases, and initiates necessary measures.

We are also working on the sustainable formation of customer relationships in the context of service. We focus on delivering efficient, performance-based service - for example, by reducing travel time and optimizing parts supply by accessing remote support capabilities. To enable us to respond to the limitations resulting from the COVID pandemic, we have extended the possibilities of remote support, using, among other things, new systems and technologies such as "TeamViewer", "TeamViewer Pilot (VR)" and "HoloLens". Installations were maintained remotely using virtual reality (VR) and on-site cameras. We even managed to successfully install a new EOS system at a distance of 16,300 km! We also conducted virtual factory acceptance testing (FAT). We were helped in this by the use of so-called mixed reality (MR) smart glasses.

In addition, we are continuously optimizing the product life cycle of our systems and products. One key element of this is the refurbishment and overhauling of systems and peripherals to prepare them for a second life.

## 5.3

# ADDED VALUE FOR CUSTOMERS & INDUSTRIALIZATION

According to the Federal Agency for Civic Education (Bundeszentrale für politische Bildung), industrialization means changing "how people make things and where they work."<sup>19</sup> Additive manufacturing has the potential to innovate and significantly improve industrial manufacturing. Any design that in the past seemed impossible using conventional methods can now be realized by 3D printing. Not only are products made from a single material, the finished assemblies also consist of fewer individual parts. The combined result is a simplified recycling and recovery process - which makes 3D industrial printing an excellent starting point for the circular economy.

Certain applications, such as in lightweight construction, can even result in further environmental benefits compared to conventionally produced components, due to the weight reduction that can be achieved using the additive manufacturing method. An example of this in the field of aviation is the locking shaft for the aircraft door of an Airbus A350 (see Figure 19): EOS 3D printing technology helps Airbus to offer a more resource-efficient aircraft. By manufacturing the locking shaft using the additive method, it was possible to achieve impressive performance indicators:

- 45% weight reduction of the additively manufactured component with no change in robustness<sup>20</sup>.
- This resulted in a CO<sub>2e</sub> reduction potential of approximately 3,000 kg CO<sub>2e</sub> per aircraft per year.
- 25% saving in production costs thanks to the reductions in material and assembly time.
- Reduction in parts from 10 to 1.

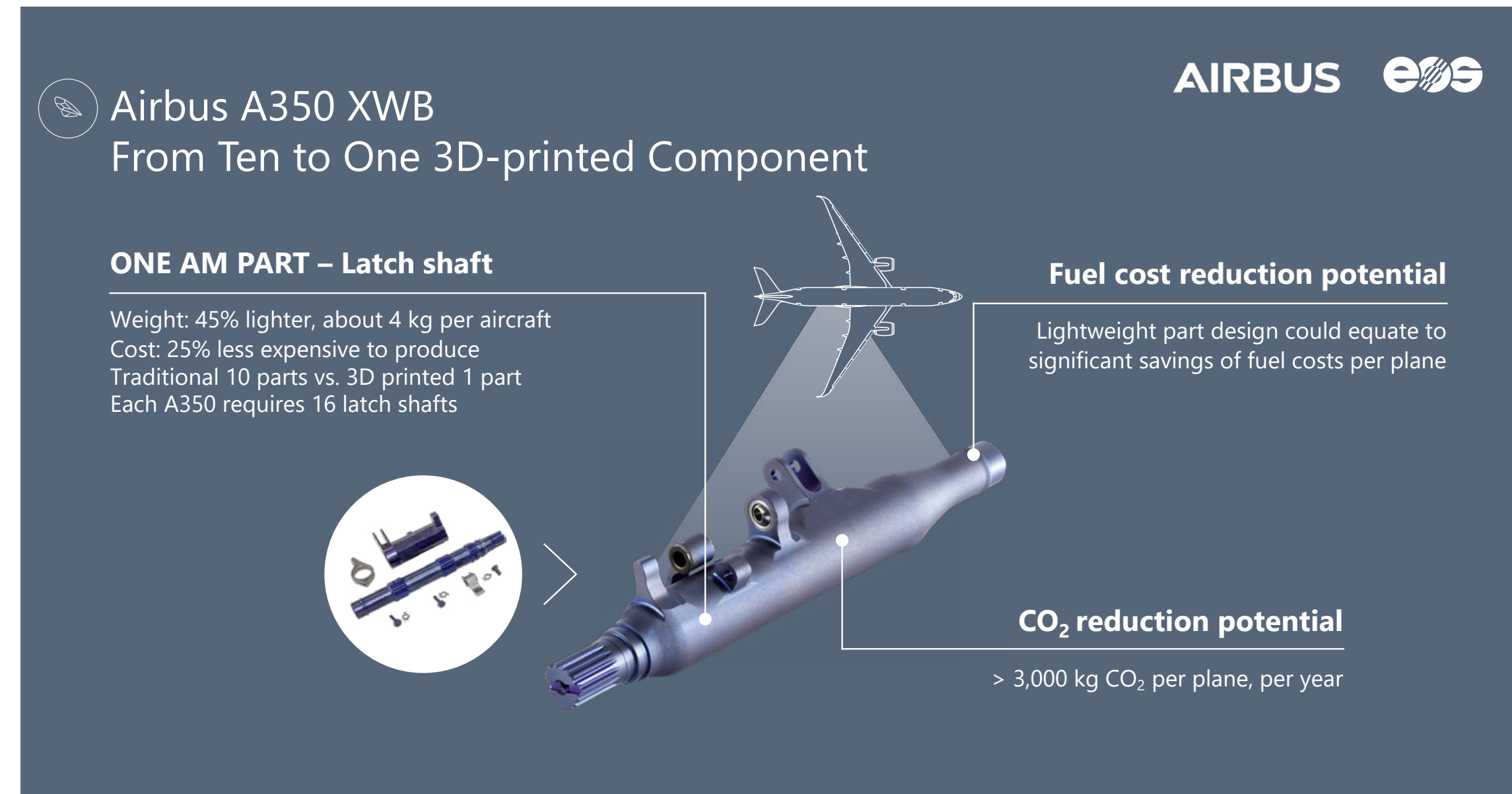


Figure 19 Lightweight construction in aviation based on the example of Airbus

<sup>19</sup> Source: BPB

<sup>20</sup> The component was manufactured from titanium on the EOS M 400-4 system.

Another example are 3D-printed orthoses and prostheses. These medical applications significantly improve people's quality of life and can be further individualized using additive manufacturing (see Figure 20). As the manufacturing process is based on individual scan data of the patient, 3D printed prostheses and orthoses optimally match the anatomy and requirements of the patient, as well as saving time, costs, and resources.

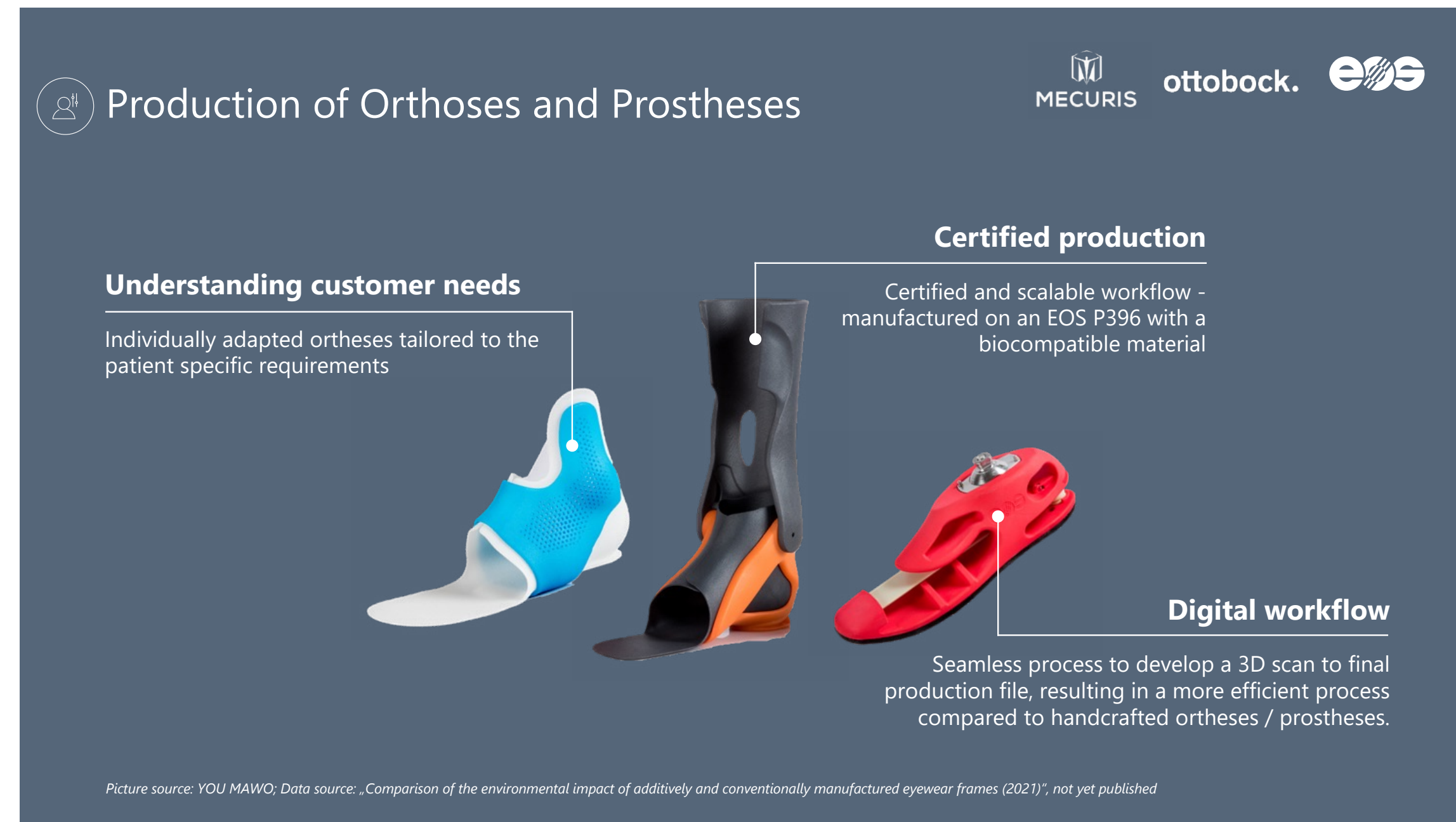


Figure 20 Production of orthoses and prostheses

### POLYLINE project

We participate in the POLYLINE project, which is funded by the Federal Ministry of Education and Research. Fifteen industrial and research partners from Germany's work together to develop a next-generation digitalized production line to produce plastic components for the automotive industry. The aim is to supplement conventional production techniques (such as machining, and casting) with additive manufacturing (AM), implemented as high-throughput line production systems. Applications include both custom and serial components in large production runs. The project is founded on the strong cooperation between 15 partners working in different fields, which enables the high level of competence that is required to understand the needs of each process step. While EOS focuses on its core competence of 3D printing, other companies bring skills such as automation to the table.



## 5.4 ECONOMIC PERFORMANCE

Economic performance at EOS is monitored and evaluated in quarterly meetings by the Supervisory Board, based on key figures such as turnover, order intake, operating expenses, investment expenses, budget and liquidity.

The top management body of EOS GmbH is EOS Holding AG. A yearly report is prepared for it which contains a review of past performance and serves as a decision-making basis for the future management of the company.

As these metrics and reports are confidential, they are not included in this report.



# 5.5 INNOVATION & DIGITALIZATION

The EOS innovation team has incorporated the task of improving technical sustainability into its activities, by focusing on new filter technologies, waste disposal concepts and process optimization (e.g., reductions in gas and energy consumption). Thanks to additive manufacturing, the resulting increases in resource efficiency enable EOS to reduce what is already a small material loss even further and to move one large step closer towards responsible manufacturing.

## Requests for innovation projects

For us, sustainability plays an important role in the onward development of our systems, powders and services. We are aware of the necessity to continuously optimize the consumption of materials and energy by our machines. To place the focus of innovation more squarely on sustainability, this theme was selected as a criterion with internal requests for innovation projects.

## Innovation competition

An "Innovation Jam" was organized for the first time in the year under review. This new format aims at discovering, promoting and implementing new ideas. The winning project produced concrete proposals for increasing sustainability in the polymer sector and the team is currently working on their implementation.



Figure 21 Innovation Jam at the Maisach site

## New technologies

New, more efficient technologies for additive manufacturing with metals and polymers are currently being readied for the market. They are set to drastically reduce production times and thus also lower levels of gas and energy consumption, which will have a positive effect on the systems' sustainability. In combination with innovations towards the aforementioned circular economy and climate-neutral powders, this will result in a drastic increase in environmental friendliness compared to the industry standard of additive manufacturing. In the context of polymers, this technological development is known as LaserProFusion technology.

## Cooperations

Cooperations with our customers and suppliers enable us to solve specific sustainability challenges with the expertise of internal and external specialists. These external cooperations give internal optimizations a greater leverage on the market, accompanied by greater sustainability benefits.

## Awards

In 2021, we were awarded the "Top100 Innovator Prize" by the Vienna University of Economics and Business (see Figure 22).



Figure 22 EOS wins the "Top100 Innovator Prize"

# 6.

# APPENDIX

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## 6.1 ABOUT THIS REPORT

We are conscious of our responsibility as a company that has an impact on society, our stakeholders, the environment and the business climate. Corporate responsibility is thus a field of action that runs through all areas of our company. For this reason, a sustainability report with reference to the Global Reporting Initiative (GRI) standards<sup>21</sup> was prepared for the first time for this reporting year. From this fiscal year onwards, we will produce the Sustainability Report on a regular basis. The data will be reported by financial year unless clearly stated otherwise. This report includes environmental, social and performance data based on internal indicators and information for the period from 1 October 2020 to 30 September 2021 and the three EOS sites in Krailling, Maisach and Düsseldorf.

<sup>21</sup> Source: GRI Standards

# 6.2 GRI CONTENT INDEX

GRI Standard 2021	Disclosure	Chapter	Reason for Omission
GRI 2: General Disclosures 2021	2-1 Organizational details	1.3	
	2-2 Entities included in the organization's sustainability report	6.1	
	2-3 Reporting period, frequency and contact point	6.1	
	2-4 Restatements of information		Not applicable
	2-5 External assurance		Not applicable
	2-6 Activities, value chain and other business relationships	1.2	
	2-7 Employees	4.2	
	2-8 Workers who are not employees	4.2	
	2-9 Governance structure and composition	1.3	
	2-10 Nomination and selection of the highest governance body	1.3	
	2-11 Chair of the highest governance body	1.3	
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3	
	2-13 Delegation of responsibilities for managing impacts	1.3	
	2-14 Role of the highest governance body in sustainability reporting	1.3	
	2-15 Conflict of Interest	2.3	
	2-16 Communication of critical concerns	2.3	
	2-17 Collective knowledge of the highest governance body	1.3	
	2-18 Evaluation of the performance of the highest governance body	1.3	
	2-19 Remuneration policies		Confidentiality constraints
	2-20 Process to determine the remuneration		Confidentiality constraints
	2-21 Annual total compensation ratio		Confidentiality constraints

	2-22 Statement on sustainable development strategy 2-23 Policy commitments 2-24 Embedding policy commitments 2-25 Processes to remediate negative impacts 2-26 Mechanisms for seeking advice and raising concerns 2-27 Compliance with laws and regulations 2-28 Membership associations 2-29 Approach to stakeholder engagement (with reference to material topic selection) 2-30 Collective bargaining agreements	1.1 2.3 2.3 2.3 2.3 2.3 4.4 4.4 4.2	Information unavailable / incomplete Information unavailable / incomplete Information unavailable / incomplete
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics 3-2 List of material topics 3-3 Management of material topics	2.2 2.2 2.2	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed 201-2 Financial implications and other risks and opportunities due to climate change 201-3 Define benefit plan obligations and other retirement plans 201-4 Financial assistance received from government		Confidentiality constraints Confidentiality constraints Confidentiality constraints Confidentiality constraints
<b>GRI 205: Anti-corruption 2016</b>	205-1: Operations assessed for risks relation to corruption 205-2: Communication and training about anti-corruption policies and procedures 205-3: Confirmed incidents of corruption and actions taken	2.3 2.3 2.3	
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume 301-2 Recycled input materials used 301-3 Reclaimed products and their packaging materials	3.3 3.3 3.3	Information unavailable / incomplete Information unavailable / incomplete Information unavailable / incomplete
<b>GRI 302: Energy 2016</b>	302-1 Energy consumption within the organization 302-2 Energy consumption outside of the organization 302-3 Energy intensity 302-4 Reduction of energy consumption 302-5 Reductions in energy requirements of products and services	3.4 3.4 3.4 3.4 3.4	Information unavailable / incomplete Information unavailable / incomplete Information unavailable / incomplete
<b>GRI 303: Water and Effluents 2018</b>	303-1 Interactions with water as a shared resource 303-2 Management of water discharge-related impacts 303-3 Water withdrawal 303-4 Water discharge 303-5 Water consumption	3.5 3.5 3.5 3.5	Information unavailable / incomplete Information unavailable / incomplete Information unavailable / incomplete Not applicable

<b>GRI 305: Emissions 2016</b>	305-1 Direct (scope 1) GHG emissions	3.4	Information unavailable / incomplete
	305-2 Energy indirect (scope 2) GHG emissions	3.4	Information unavailable / incomplete
	305-3 Other indirect (scope 3) GHG emissions	3.4	Information unavailable / incomplete
	305-4 GHG emissions intensity	3.4	Information unavailable / incomplete
	305-5 Reduction of GHG emissions	3.4	Information unavailable / incomplete
	305-6 Emissions of ozone-depleting substances (ODS)		Not applicable
	305-7 Nitrogen oxides, sulfur oxides, and other significant air emissions		Not applicable
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	3.5	Information unavailable / incomplete
	306-2 Management of significant waste-related impacts	3.5	Information unavailable / incomplete
	306-3 Waste generated	3.5	
	306-4 Waste diverted from disposal	3.5	Information unavailable / incomplete
	306-5 Waste directed to disposal	3.5	Information unavailable / incomplete
<b>GRI 308: Supplier Env. Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	3.2	
	308-2 Negative environmental impacts in the supply chain and actions taken	3.2	Information unavailable / incomplete
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	4.2	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	4.2	
	401-3 Parental leave	4.2	
<b>GRI 403: Occup. Health and Safety 2018</b>	403-1 Occupational health and management system	4.3	
	403-2 Hazard identification, risk assessment, and incident investigation	4.3	
	403-3 Occupational health services	4.3	
	403-4 Worker participation, consultation and communication on occupational health and safety	4.3	
	403-5 Worker training on occupational health and safety	4.3	
	403-6 Promotion of worker health	4.3	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	4.3	
	403-8 Workers covered by an occupational health and safety management system	4.3	Information unavailable / incomplete
	403-9 Work-related injuries	4.3	Legal prohibitions
	403-10 Work-related ill health	4.3	Legal prohibitions
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	4.2	Information unavailable / incomplete
	404-2 Programs for upgrading employee skills and transition assistance programs	4.2	Information unavailable / incomplete
	404-3 Percentage of employees receiving regular performance and career development reviews	4.2	Information unavailable / incomplete

<b>GRI 405: Diversity and Equal Opport. 2016</b>	405-1 Diversity of governance bodies and employees	4.5	Information unavailable / incomplete
	405-2 Ratio of basic salary and remuneration of women to men	4.5	Information unavailable / incomplete
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	4.5	
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	3.2	Information unavailable / incomplete
	414-2 Negative social impacts in the supply chain and actions taken	3.2	Information unavailable / incomplete
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	2.3	
<b>GRI 416: Customer Health &amp; Safety 2016</b>	416-1 Assessment of the health and safety impacts of products and service categories	5.2	Information unavailable / incomplete
	416-2 Incident of non-compliance concerning the health and safety impacts of products and services	5.2	

*Tabelle 6 GRI Content Index*