



# **SUSTAINABILITY REPORT 2023**

## FOREWORD

### DEAR READERS,

In 2023, we celebrated our 25th company anniversary. The primary strategic goal, ever since the company was founded, has been future-oriented and sustainable corporate development over the long term. This goal will remain the same in the years to come.

We live in a rapidly evolving world defined by major changes. As entrepreneurs, we are constantly challenged to adapt to these changes while not losing sight of the bigger picture. The major challenges right now are the weak global economy, international conflicts and the transformation of the automotive industry. These obstacles do not change our strategic orientation and, logically, our sustainability strategy either. The carbon footprint, the circular economy and social and corpo-

rate responsibility continue to play a key role for us. The strategic use of artificial intelligence is also crucial for our future development.

This sustainability report for the 2023 financial year achieves two things:

It shows which economic, ecological and social sustainability goals we have already met. And it outlines what we have planned for the years ahead.

We are proud to have surpassed the key targets of our long-term strategy yet again. Here are some examples:

- 89% of our revenue in the 2023 financial year was classified as sustainable.
- The start of series production of three components for a fuel cell system and another major acquisition are testimony to our leading position in the hydrogen sector.
- Our sustainability strategy, the iONiX DC charging station and our CSR report all won awards in 2023.
- We opened our new production facility in Karlsfeld, expanded our locations in Landshut and Munich and are planning new offices in Augsburg for 2024.

Crucially, our products and services in the mobility electrification sector remain in high demand. Our employees, though, are paramount. As our company continues to evolve, we are seeking more and more young professionals as well as experienced, highly trained specialists. To attract and retain top talent over the long term, we offer a professional working environment, a range of desirable perks, and an extensive health and fitness programme. In 2023, we once again won the "Corporate Health Award" for outstanding "Employee Engagement" in recognition of our holistic approach to

health management. This Sustainability Report 2023 is the outcome of a process in which we have aligned the needs of our stakeholders and customers with our activities, ideas, and initiatives. In addition, we have tailored the report to meet the requirements of the EU Corporate Sustainability Directive (CSRD) and the European Sustainability Reporting Standards (ESRS).

Josef Mitterhuber, CEO

Josef Mitterhuber  
CEO

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WE TAKE RESPONSIBILITY – FOR THE ECONOMY, THE ENVIRONMENT AND ESPECIALLY FOR PEOPLE. I AM DEEPLY INVESTED IN THIS CAUSE.



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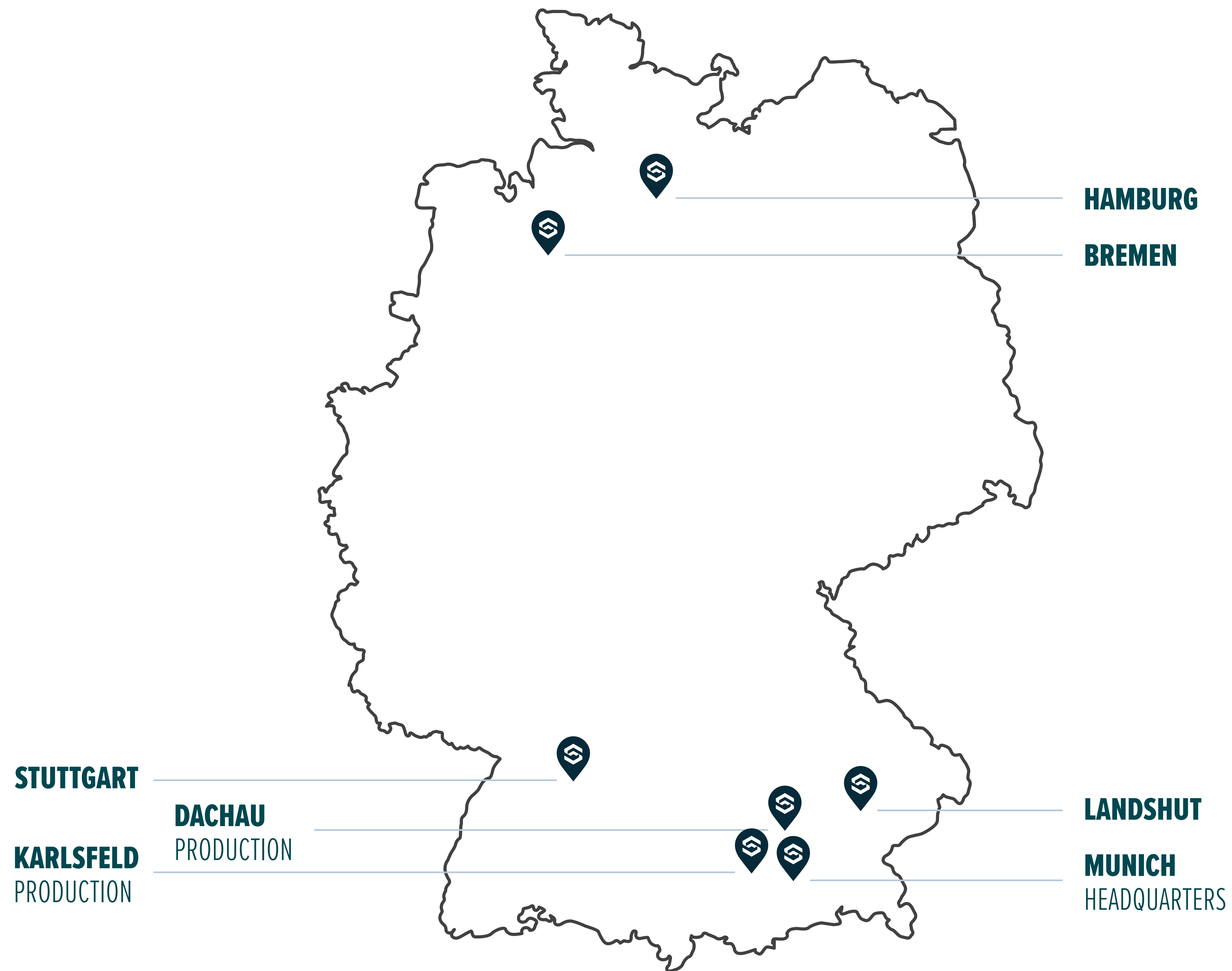
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# LOCATIONS AND EMPLOYEES

LOCATIONS  
**7**

EMPLOYEES  
**398**

STUDENTS  
**86**



# SILVER ATENA

## THE FUTURE OF MOBILITY CENTRES AROUND ELECTRIFICATION, HYDROGEN AND RENEWABLE ENERGIES.

Silver Atena develops and supplies components for fuel cells, electromobility and urban air mobility.

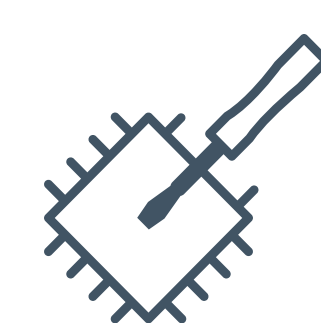
We supply the industry with prototypes and series products, focussing on high-tech solutions for a various market segments. Our products are used in sports cars, limousines and lorries, air taxis, drones, aircrafts and wind turbines. Our iONiX DC charging station is an integral part of the charging infrastructure. Our components meet the most stringent safety and efficiency requirements. Silver Atena was established in 1998 and is today part of the Expleo Group. We employ just under

500 people at our locations in Munich, Landshut, Dachau, Karlsfeld, Stuttgart, Hamburg and Bremen The team includes numerous development engineers and highly trained production and logistics specialists who develop custom solutions and exceptional products for our customers. We leverage our expertise to offer sustainable and competitive products for the future. We have positioned ourselves as a driving force on the market. Our goal is to achieve leadership in technology.

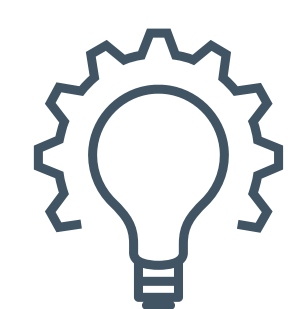
# VISION



WE ARE THE **DRIVING FORCE** IN THE TRANSFORMATION TO ELECTROMOBILITY.



WE ARE **A SERIES SUPPLIER** OF HIGH-TECH COMPONENTS IN DIFFERENT MARKET SEGMENTS.



WE ARE THE **LEADING DEVELOPMENT PARTNER** FOR FAIL-SAFE CONTROL UNITS AND POWER ELECTRONICS.



WE ARE **SUSTAINABLE** AND ACT WITH THE ENVIRONMENT, THE ECONOMY AND PEOPLE IN MIND.



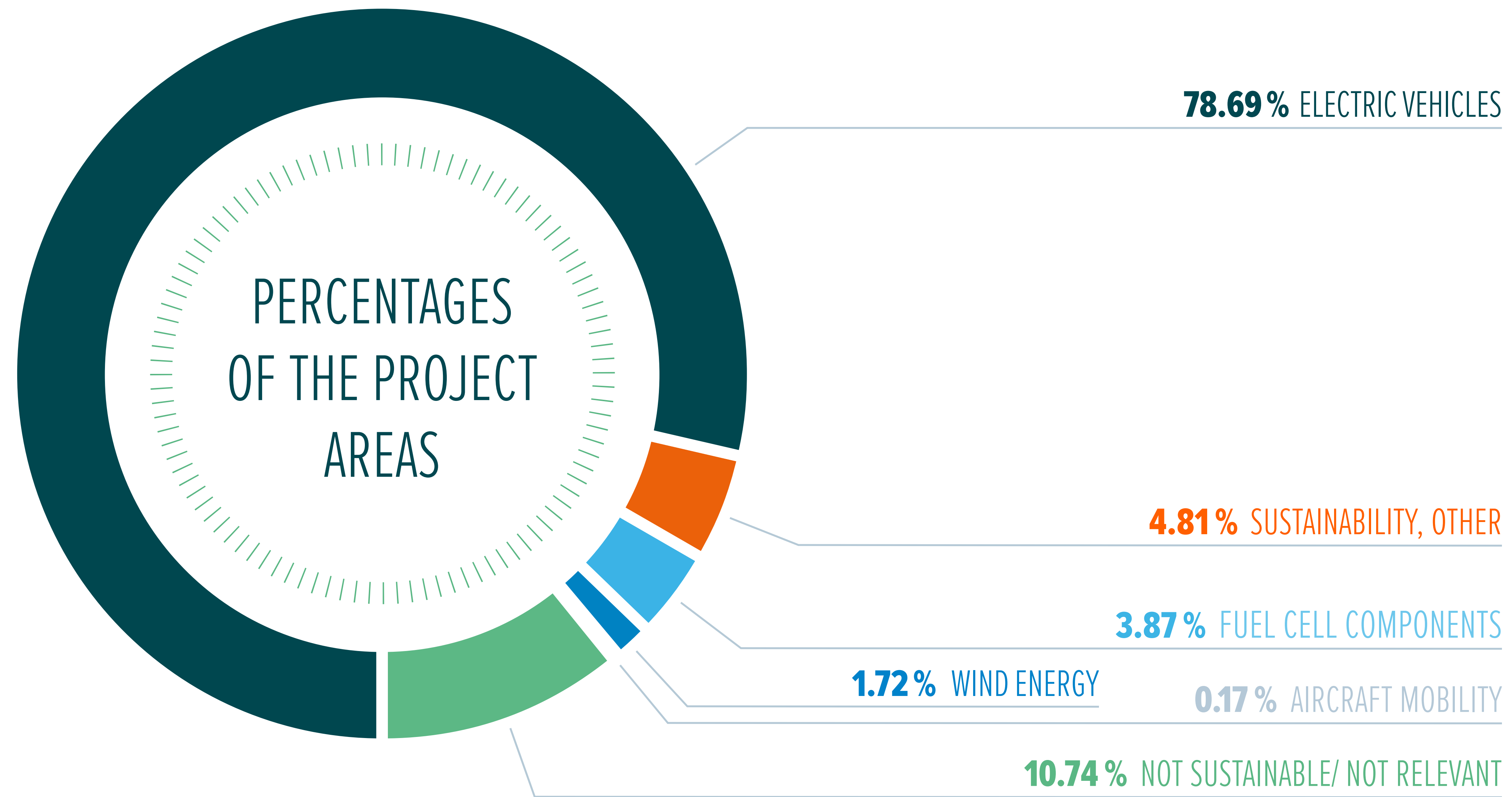
**89%** OF OUR PROJECTS  
ARE SUSTAINABLE.

- DR IRENE SCHÖNREITER, DIRECTOR SUSTAINABILITY, SAFETY & HEALTH

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# COMPANY & GOVERNANCE

## SUSTAINABLE PROJECTS



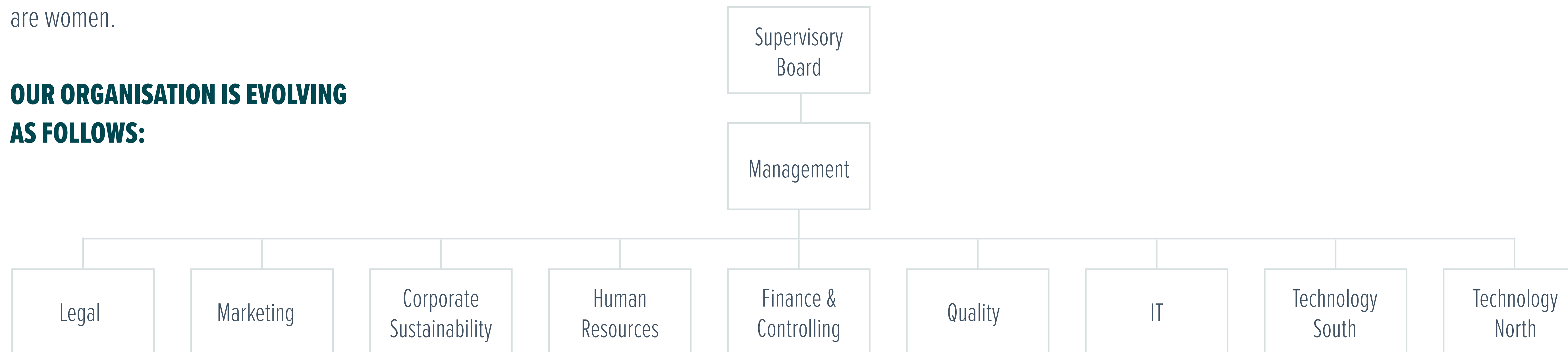
We generate 89% (2022: 85%) of our revenue with sustainable projects in electromobility, fuel cells and wind power. We expect our profitable growth to continue in the years to come.

Our revenue is projected to exceed 100 million euros in 2024. And we are anticipating significant increases through to 2026.

## SUSTAINABILITY COMMITTEE

Innovation and sustainability are the driving forces behind Silver Atena. We established the Sustainability Department back in 2021 with the aim of implementing our sustainability strategy with a specific focus. Due to our size and culture, we operate with a flat hierarchy. A third of managers at the first management level are women.

### OUR ORGANISATION IS EVOLVING AS FOLLOWS:



In order to adequately and continuously assess the impacts, risks and opportunities of sustainability, from 2024 onwards a Sustainability Committee will meet quarterly and also as and when required. The committee has specific tasks and goals. It ...

- conducts a materiality analysis and assesses the impacts, risks and opportunities it reveals,
- formulates a sustainability strategy,

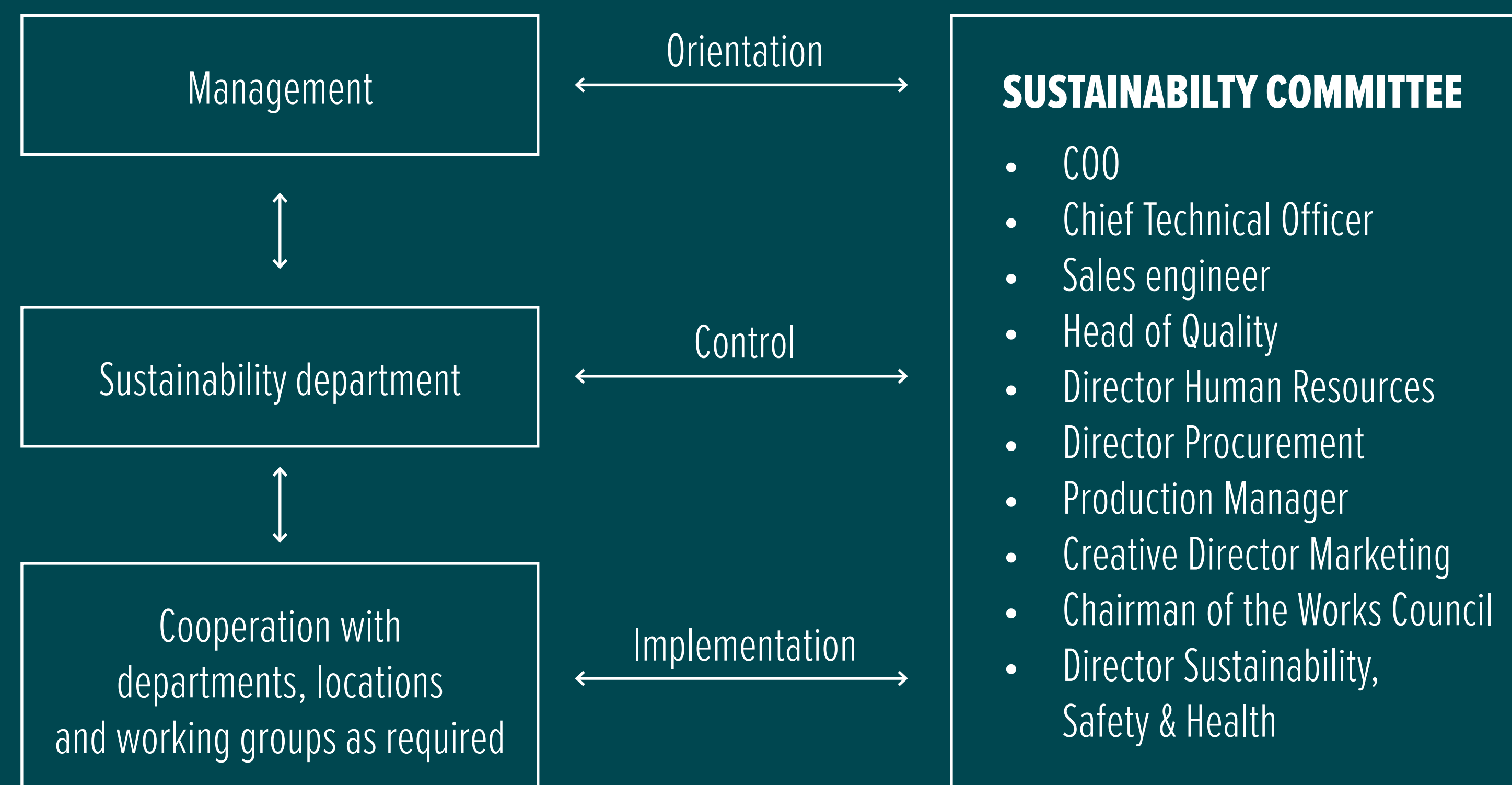
- defines and monitors the sustainability targets,
- guides the company's sustainability policy,
- derives measures from customer requirements and requirements ensuing from legislation,
- shares information internally and externally,
- defines sustainability projects and puts them into action,
- adjusts the corporate culture to take account of sustainability aspects.

## OUR SUSTAINABILITY STRATEGY

Sustainability is a key element of Silver Atena's corporate strategy. We...

- take responsibility for our employees
- make sure that our customers and suppliers are treated fairly
- promote sustainable products and developments
- act in an environmentally and climate-conscious manner
- are committed to a sustainable society





Ultimately, the management team or a defined committee decides on sustainability issues. The management team also summarises all sustainability aspects in the annual management review. It documents the extent to which the goals mentioned have been achieved and the extent to which the tasks have been accomplished. The strategic orientation for the next year is also decided. Measures for ongoing sustainability aspects are closely coordinated with the management team. Another committee for occupational health and safety meets on a quarterly basis. In addition, all those involved often share information outside of the meetings. This is easily done thanks to the size of the company.

Guidelines and processes are part of everyday business and are adapted as needed. The input of the Sustainability Committee plays a crucial role here.

The Sustainability Committee counts key stakeholders as its members. This ensures that issues from all areas of the company are afforded due consideration and that the results of all agreed strategies, goals, measures and parameters are analysed. The committee members possess a great deal of specialist knowl-

edge that they share at the meetings. If the need for knowledge goes beyond this, Silver Atena organises training courses or approaches external consultants. As the Managing Director is a member of the Sustainability Committee, he can oversee sustainable processes at any time. Silver Atena's decision-making and signature guidelines regulate the interaction between decision makers, consultation and information on all company matters.

### INCENTIVES

Silver Atena makes contributions towards sustainability part of its incentive systems. Performance targets are agreed individually with the employees and are therefore confidential.

### EXTERNAL STAKEHOLDERS

Silver Atena has also incorporated the requirements of its external stakeholders in its materiality analysis. The company maintains close relationships with customers, suppliers, partners, financiers and shareholders. Meetings, workshops and joint events provide an opportunity to discuss current issues, projects, opportunities and risks.

# MATERIALITY ANALYSIS

To identify the key sustainability issues, we developed a systematic materiality analysis in 2021 in accordance with the guidelines of the Global Reporting Initiative (GRI). This analysis is becoming more detailed year on year and has now been expanded into a double materiality analysis. In order to narrow down and prioritise sustainability risks and opportunities that are strategically important to us, we arrange them in a company-wide risk matrix. We categorize individual issues into the relevant areas. We consider potential negative impacts on our stakeholders and put countermeasures in place wherever necessary. An internal control system ensures that we proceed in a constructive manner.

There are no dramatic impacts concerning human rights or potentially climate-damaging activities. Because all employees and external personnel are hired in accordance with German law, the possibility of forced or child labour is ruled out.

## UPSTREAM AND DOWNSTREAM VALUE CHAINS

This sustainability report concerns Silver Atena. Nonetheless, the materiality analysis also includes upstream and downstream value chains that are not fully included in the calculation of greenhouse gas emissions. Cradle-to-gate considerations are noted in the relevant chapters. Sustainability requirements concerning personnel in the value chain are mentioned insofar as Silver Atena can exert an influence over the value chain. Our series suppliers

are under an obligation to comply with the Supplier Code of Conduct. That said, we cannot rule out a residual risk within the value chain as a whole.

Detailed stakeholder analyses are documented in internal management manuals and the main interest groups and their impacts are transferred to the materiality analysis.

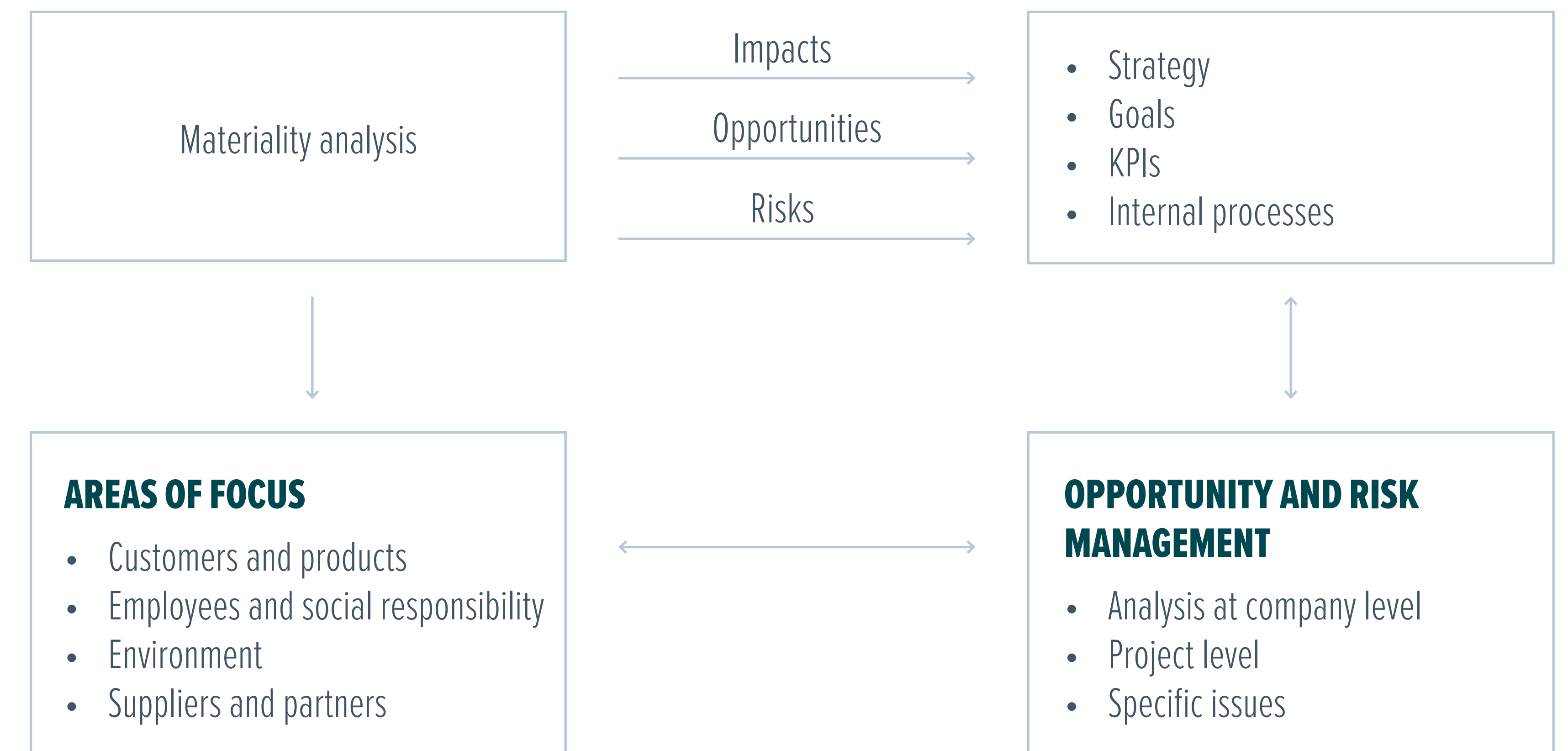
We derive the four areas of focus from the materiality analysis

- **"Customers and products",**
- **"Employees and social responsibility",**
- **"Environment" and**
- **"Suppliers and partners".**

We define goals and measures in these areas of focus. We use our key performance indicators (KPIs) to measure the progress and success of our sustainability activities within each area of focus. In addition, the KPIs make facts transparent.

## WE DIFFERENTIATE BETWEEN THE FOLLOWING TIME FRAMES:

- Short-term – within one year, as per the review period of this sustainability report. This time frame relates to specifically defined measures.
- Medium-term – up to five years. This time frame relates to general goals.
- Long-term – more than five years. This time frame also relates to general goals.



# RISK MANAGEMENT

Silver Atena has a company-wide risk management system comprising corporate risks, measures, responsibilities and the ecological, social and financial impact of our actions. Particular attention is paid to sustainability aspects concerning the environment, governance and people. We also monitor our projects using specific risk management systems. Cybersecurity is very important to us and the risks involved are assessed separately and in detail.

Feedback from our stakeholders, experience from day-to-day business and global topics such as those from the Global Risk Report are incorporated into the materiality analysis and the opportunity and risk management strategy we derive from it. Currently, these are automation and artificial intelligence, demographic change and exogenous shocks such as the sudden rise in the price of our raw materials. We assess their impacts, including financial ones, and decide on suitable measures. KPIs for opportunity and risk management can be found in the four areas of focus mentioned above, but they are not part of this sustainability report. The sustainability aspects are incorporated into the company's management report. Silver Atena reports in accordance with the German Commercial Code (HGB), which is why there was no sector categorisation as per the International Financial Reporting Standards (IFRS) (see SBM-1).

## SUSTAINABLE BUSINESS MODEL

Employee retention and recruitment are essential to Silver Atena's business model due to the company's growth strategy. To retain employees, we make our sustainable investments (impact investing) within the company in corporate benefits, events and our company health management scheme. Successfully so: Our commitment has achieved higher growth and a comparatively very high health rate against a low fluctuation rate. We also invest in eco-friendly technologies. These technologies are an important decision criterion as we plan the construction or establishment of new production facilities and office locations.

## DIGITALISATION STRATEGY

Thanks to our commitment to sustainability and in line with the interests of our stakeholders, we have made significant progress in the digitalisation of our corporate processes. A crucial step in 2023 was to fully digitalise the Finance division. This transition to paperless processes is testimony to how seriously we take more efficient and eco-friendly workflows.

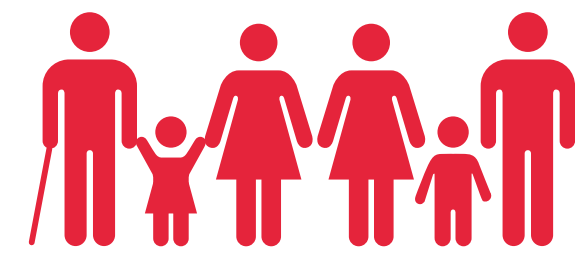
We will be introducing a new time recording tool at the turn of the year. The benefit is that working hours can be recorded accurately and transparently. They are also easier to manage. This

gives our employees more flexibility in arranging their working hours. These initiatives are part of our overall strategy to use digitalisation as a key component for sustainable growth. We are convinced that these steps will help us to achieve our eco goals, while increasing the productivity and satisfaction of our employees at the same time.

IMPACT ON EXTERNAL STAKEHOLDERS	HIGH	<ul style="list-style-type: none"> <li>Sustainability and social commitment</li> <li>Governance and development</li> <li>Product management and development</li> <li>Customer satisfaction</li> <li>Supplier management</li> </ul>	<ul style="list-style-type: none"> <li>Environmental management</li> <li>Corporate success</li> <li>Corporate identity</li> </ul>	<ul style="list-style-type: none"> <li>Social responsibility</li> <li>Governance</li> <li>Corporate security</li> </ul>
	MEDIUM	<ul style="list-style-type: none"> <li>Future-proof products, innovation</li> </ul>	<ul style="list-style-type: none"> <li>Digitalisation</li> <li>Product type, product use</li> <li>Consumption of materials and resources, avoidance of conflict minerals</li> <li>Energy management, energy consumption</li> </ul>	<ul style="list-style-type: none"> <li>HR management</li> <li>Ethics</li> <li>Technological development</li> <li>Long-term orientation, corporate strategy</li> <li>Reliable &amp; uninterrupted operation</li> </ul>
	MINIMAL	<ul style="list-style-type: none"> <li>Social dialogue (collective agreements and EEA)</li> <li>Political commitment</li> <li>Animal welfare</li> <li>Sustainable packaging concepts</li> </ul>	<ul style="list-style-type: none"> <li>Freedom of association, existence of works councils and workers' rights to information, consultation and co-determination</li> <li>Disposal concept</li> </ul>	<ul style="list-style-type: none"> <li>Corporate culture and values</li> <li>Job security and stability</li> <li>Workplace design and health</li> <li>Human resources development and well-being</li> <li>Remuneration and additional benefits</li> </ul>
		MINIMAL	MEDIUM	HIGH
		IMPACT ON INTERNAL STAKEHOLDERS		

ZIELE FÜR NACHHALTIGE ENTWICKLUNG

1 KEINE ARMUT



2 KEIN HUNGER



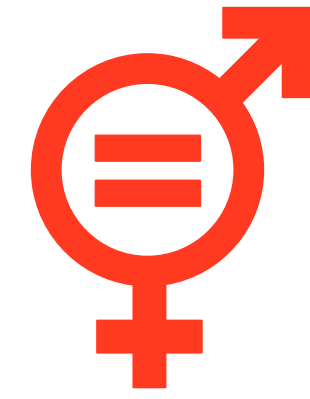
3 GESUNDHEIT UND WOHLERGEHEN



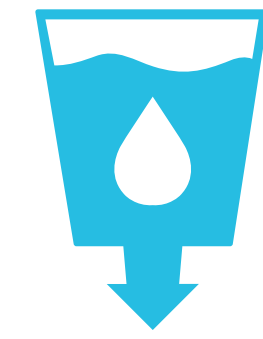
4 HOCHWERTIGE BILDUNG



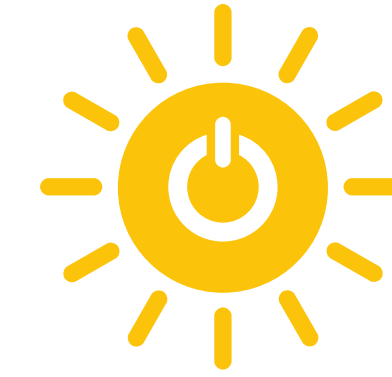
5 GESCHLECHTER-GLEICHHEIT



6 SAUBERES WASSER UND SANITÄR-EINRICHTUNGEN



7 BEZAHLBARE UND SAUBERE ENERGIE



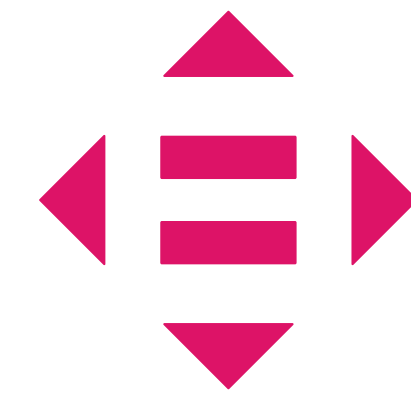
8 MENSCHENWÜRDIGE ARBEIT UND WIRTSCHAFTS-WACHSTUM



9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR



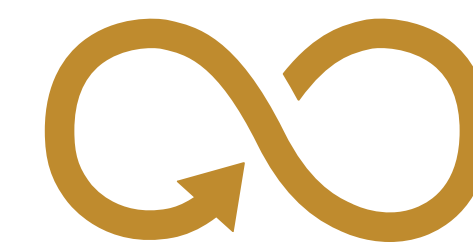
10 WENIGER UNGLEICHHEITEN



11 NACHHALTIGE STÄDTE UND GEMEINDEN



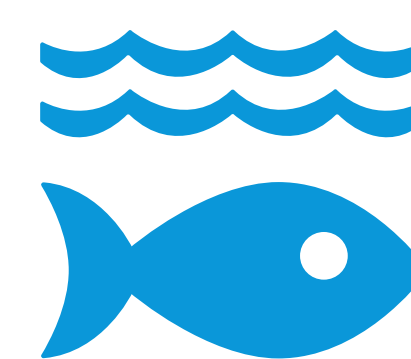
12 NACHHALTIGE/R KONSUM UND PRODUKTION



13 MASSNAHMEN ZUM KLIMASCHUTZ



14 LEBEN UNTER WASSER



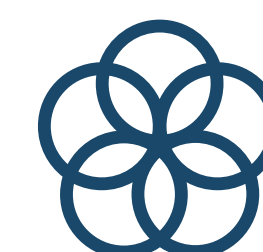
15 LEBEN AN LAND



16 FRIEDEN, GERECHTIGKEIT UND STARKE INSTITUTIONEN



17 PARTNER-SCHAFTEN ZUR ERREICHUNG DER ZIELE



## 17 GOALS FOR SUSTAINABLE DEVELOPMENT

In September 2015, the United Nations agreed on a framework for global, sustainable development at economic, social and ecological level – the 2030 Agenda. It comprises 17 Sustainable Development Goals (SDGs) and is a guide for business, politics and society.

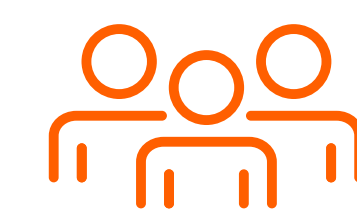
As a medium-sized company, we consider it our responsibility to meet the SDGs. We are making our contribution to the energy and climate transition and to creating a humane working environment. And to achieve this, we have developed four areas of focus from the 17 Sustainable Development Goals for Silver Atena.

# OUR AREAS OF FOCUS



## CUSTOMERS AND PRODUCTS

We impress our customers with exceptional products that we develop and produce with the least possible impact on the environment. Ethical integrity is the basis of all our business decisions and operational activities. These guidelines are embedded in our integrated management system and verified by certifications.



## EMPLOYEES AND SOCIETY

Our employees are our most important asset. We take responsibility and ensure the right balance between challenge and support. This creates the basis for a successful and trusting relationship over the long term.

We are dedicated to creating a sustainable society.



## ENVIRONMENT

We help protect the environment and mitigate climate change. Because we determine our own corporate carbon footprint, we are able to identify the largest emission sources. This is the basis of our strategy for reducing our greenhouse gas emissions.



## SUPPLIERS AND PARTNERS

We make sure that our customers and partners are treated fairly. We work with them to successfully realise our own products and customer projects. We insist on compliance with our "Supplier Code of Conduct".



WE SCORED AN IMPRESSIVE 91% IN THE SUSTAINABILITY ASSESSMENT QUESTIONNAIRE (SAQ 5.0).



## CUSTOMERS AND PRODUCTS

We supply our customers with highly efficient products that we develop and produce with the least possible impact on the environment. We see the health and safety of our customers as a top priority. We want to leave behind an enriching world for future generations.

We support SDG 9 (Industry, innovation and infrastructure), SDG 11 (Sustainable cities and communities), SDG 12 (Sustainable production and consumption) and SDG 16 (Peace, justice and strong institutions) by adopting climate-friendly and resource-efficient practices in collaboration with our customers and partners.

## OUR GOALS

### WE ARE DEVELOPING SUSTAINABLE SERIES PRODUCTION PROCESSES

#### PRODUCTION PLANNING

We use green electricity, partly from our own PV systems, to cover 100% of our production's energy requirements.

#### PRODUCTS

We calculate the product-specific CO<sub>2</sub> emissions for our iONiX charging station.

#### PRODUCTION PLANNING

We are rated by EcoVadis and achieve Silver status.

#### SUSTAINABILITY COMMITTEE

We establish an interdisciplinary sustainability committee.



## NEW LOCATION INNOVATIVE AND CLIMATE-FRIENDLY

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We already operate our production locations with 100% with green electricity. In 2023, we opened our new production facility in Karlsfeld close to Munich. It is being equipped with a photovoltaic system so that we can generate our own electricity. Our iONiX charging points will also be installed at the site. The hall's proximity to our main site in Munich means we avoid long transport routes and, as a result, reduce CO<sub>2</sub> emissions. By 2030, we aim to be carbon-neutral, not only internally but along the entire delivery chain.

In Karlsfeld, we have set great store by the ergonomic design of the workstations in production. We looked at numerous workplace scenarios, analysed workflows and examined lifting aids to find the best possible ergonomic solutions

## OUR PRODUCTION FACILITY

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We manufacture high-tech electronics for all sectors – readily available and environmentally friendly. Our series production facility covers an area of 3,420 square metres, the laboratories take up 724 square metres. Our plan is to grow and expand these spaces.

Our variable and scalable assembly lines are conducive to fast product changeovers. We uphold social, environmental and human rights standards both during our work and in the upstream supply chains.





## OUR PRODUCTS

Our products make a significant contribution to improving climate protection. An excerpt from our portfolio:

### ELECTROMOBILITY

The mobility of the future hinges on electrical energy – stored in a battery or generated from hydrogen using a fuel cell. Whether people travel by road, air or sea is of secondary importance.

Electromobility with battery and fuel cell drives is one of our focal areas. Both battery and fuel cell-powered vehicles ensure emission-free propulsion and make a positive contribution to carbon neutrality. Over the past 15 years, Silver Atena has developed a range of components for this purpose, including the first series control unit for the BMW Hydrogen 7 ("Clean Energy") back in 2002.

### PRODUCTS FOR ELECTROMOBILITY

#### IONIX CHARGING POINT

The iONiX charging point is designed for bidirectional charging, i.e. charging in two directions. Energy flows into the electric vehicle and can also flow from the vehicle's battery into the building or other devices via a smart energy system. The electric vehicle can be used to store cheap electricity obtained from the grid providers at night, for example, and surplus electricity from your own photovoltaic system. Made possible by iONiX.

#### BOOST CHARGER

Our DC Boost Charger enables vehicles with an 800 VDC electrical system to be charged at 400 VDC wall boxes.

#### HIGH-VOLTAGE TRACTION INVERTER

The compact, robust DC/AC converters were developed for controlling traction electric motors on the 400 V to 800 V electrical

system and are rated to withstand the harsh conditions on the axle drive. The high-voltage traction converter can be used in both battery and fuel cell-powered vehicles.

### FUEL CELLS DC/DC CONVERTERS

The highly integrated, scalable DC/DC converters, including energy distribution function, act as a high-voltage central unit in vehicles with fuel cells. You set the variable fuel cell voltage to the voltage required by the 400 V or 800 V electrical system.

#### HIGH SPEED INVERTERS

The highly integrated inverter operates turbo compressors for fuel cell vehicles at speeds of up to 150,000 rpm. Scalable from 400 V to 800 V and optionally equipped with silicon or silicon carbide semiconductors, the inverters can be trimmed to a specific electric motor and its operating conditions by means of optimised control concepts.





### PRODUCTS FOR THE ACTIVE CHASSIS

Alongside components for electromobility, Silver Atena produces parts that improve safety and help prevent accidents. In the active chassis system, our components play a role in vehicle damping and torque distribution. This enhances comfort and driving dynamics, while also helping to stabilize the vehicle, particularly in critical situations.

### EQUALIZER

The award-winning shock absorber control unit, the Intelligent eQualizer, controls a motor-pump unit consisting of a DC motor and a bidirectional hydraulic pump. A stereo camera captures an image of the road surface.

A control algorithm uses the motor-pump unit to stabilise and level up the passenger compartment in all driving conditions. Rolling and pitching moments are neutralised. This improves both driving comfort and safety.

### ETORQUE VECTORING

Active torque distribution increases driving dynamics and improves safety. The control unit with integrated electric motor supplies individual wheels with different torques to prevent understeer or oversteer.

### PROJECT PARTICIPATIONS

As an innovative company, we collaborate with scientific institutes, universities and other companies on projects such as:

- Development of a hybrid drive for aircraft (electric motor and combustion engine). We provide the Full Authority Digital Engine Control (FADEC).
- Development of a hydrogen propulsion system for aircraft (fuel cell and electric motor or H<sub>2</sub> combustion engine). Our contribution is the H<sub>2</sub> tank control unit.
- Development of an HP inverter, including an electric motor. The aim here is a ten percent efficiency increase as part of the Federal Ministry of Economics' "New Vehicle and System Technologies" programme.

- Development of a fuel cell DC/DC converter based on a gallium nitride (GaN) semiconductor, the aim being to increase the efficiency of transport modes and stationary energy generation, and to reduce weight. This is the reason why we are participating in the Bavarian joint research programme "Mobility Innovative Drives".
- Development of a fuel cell DC/DC converter based on super-junction mosfets. These make the power density of converters much more efficient. The aim is to cut costs to ultimately increase the acceptance of electromobility. Hence our participation in the National Innovation Programme Hydrogen and Fuel Cell Technology Phase 2 (NIP II).

## INTEGRITY

We maintain fair and trusting relationships with our customers. We firmly oppose any unethical or illegal business practices. Integrity, sustainability and ethical behaviour are firmly embedded in our integrated management system and our Code of Conduct.

We provide our employees with ethics and compliance training as well as training on supply chains, equal treatment, etc. We check whether processes and responsi-

bilities are documented, monitored and updated if necessary.

We rigorously investigate any violations of human rights or other grievances brought to our attention. Reports can be lodged via the Expleo Group's whistleblowing system. Our suppliers and partners can also make use of this system.



## SUSTAINABILITY RATINGS

### TOP RATING FOR SUSTAINABILITY-SAQ 5.0:

Silver Atena regularly answers the SAQ (Sustainability Assessment Questionnaire), a self-assessment questionnaire for the automotive (supplier) industry. The SAQ sets out the automotive industry's guidelines for improving sustainability. The current version SAQ 5.0 covers the following topics:

- Management
- Human rights and working conditions
- Occupational safety
- Business ethics
- Environment
- Responsible supply chain management
- Responsible procurement of raw materials

The aim of SAQ 5.0 is to improve the sustainable management and actions of original equipment manufacturers (OEMs) and the supply chain as a whole. The independent service provider NQC Ltd. checks and evaluates the documents uploaded via a platform. Silver Atena achieves very good ratings in each category. With a result of 91% for the Munich and Dachau locations, we exceed both the industry average (53% for 41 locations) and the average rating for Germany (51% for 1,183 locations) by far.

### ECOVADIS

In 2023, Silver Atena participated for the first time in the sustainability rating of EcoVadis, a provider of ESG ratings for companies. We achieved Gold status. This puts our company in the top 5% of the best-rated companies in the valuation cycle.

### ESG TRANSPARENCY AWARD

We are the winner of the Transparency Award 2023. The international market research institute EUPD Research, which specialises in sustainability, renewable energies and corporate health, gave this award for the first time. It recognises companies whose sustainability report not only fulfils legal requirements, but also takes a comprehensive look at people, the environment and corporate governance.

Our sustainability report was assessed according to the following criteria:

1. Forward-looking sustainability concept
2. Underlying measures and sustainability goals
3. Transparent presentation of the sustainability measures in ESG reporting
4. Pioneers

## PROCESSES AND COMPLIANCE

Certifications confirm that our processes comply with standards and requirements. Our integrated management system is certified in accordance with DIN EN ISO 9001 and DIN EN 9100. It combines compliance with governance. Workflows and processes are standardised and defined across the company. In 2023, our management system at our production sites was additionally certified in accordance with the requirements of IATF 16949.

We have been practising environmental management for many years. In 2014, we had our environmental management system certified in accordance with DIN EN ISO 14001. This enables us to analyse

environmental issues on a company-specific basis and improve our production processes with the environment in mind.

Our occupational health and safety management system had also been in place for some time before being certified in accordance with DIN EN ISO 45001 in 2020. The TISAX certification confirms that we implement and comply with information security and data protection according to a defined standard.

We comply with the relevant environmental, social and governance guidelines and pass them down the supply chain. We also voluntarily comply with sustainability stan-

dards and initiatives and integrate them into our internal processes and guidelines. The same applies to external obligations and commitments to our customers. Our effectiveness audit includes the Expleo Group's internal control systems and a voluntary self-assessment.

### VEHICLE CYBERSECURITY

As the risks of hacker attacks on vehicles increase, the automotive industry's requirements for automotive cybersecurity are also becoming more stringent. We are countering this situation by setting up a vehicle cybersecurity (VCS) management system. We participated in a pilot audit with the accreditor ENX to have our VCS

management system certified. This is why we are one of the first companies in the world to be certified according to Vehicle Cybersecurity by the ENX Association, an association of European automotive manufacturers, suppliers and organisations.

This has enabled us to reinforce our technological leadership and increase the benefits for our customers. For Silver Atena, a company that develops using the latest technologies, the evolution from safety to security is a natural process. Our innovation is a driver for VCS management systems.

## HANDLING INFORMATION AND DATA

Responsible handling of data and information is high on our agenda. This includes

- internal data, e.g. employee data internal information
- external data, e.g. customer data, project data and information

Strict security standards are imposed for confidential information. We train our employees and agree confidentiality and data protection declarations.

We promote the awareness of our employees through annual sensitisation training courses via e-learning. We achieve our target value of 95% participation rate as well as our target values for integrity, confidentiality and the availability of our systems. In addition, we define annual preventive measures to further strengthen our cybersecurity.

We attach particular importance to securing access to our offices and buildings and to the security of our computer infrastructure and networks. We test these regularly by means of penetration tests. The staff's awareness is tested using phishing simulations. By introducing an "ambassador" concept, we can ensure a rapid alarm chain within the company in case of an emergency. Ambassadors are employees who have been specially trained and sensitised in information security and who act as multipliers at their particular location.

In addition, we set up the Shadow Intelligence Agency, an internal group that simulates attack scenarios to enable us to react quickly and appropriately in the event of a cyberattack. This also increases the awareness of our employees and improves cybersecurity.

Cybersecurity is constantly changing due to new technologies, threats and regulatory requirements. Artificial intelligence (AI) and machine learning are gaining traction. In the medium term, we will launch individual AI projects to test internal processes for their automation potential and to develop guidelines for AI governance.



## OUR CERTIFICATIONS AT A GLANCE

- DIN EN ISO 9001 Quality management
- DIN EN 9100 Quality management in aviation, aerospace and defence
- DIN EN ISO 14001 Environmental management
- DIN EN ISO 45001 Occupational health and safety management
- TISAX Information security management
- ASPICE Level 2
- IATF 16949
- Vehicle cybersecurity

## AWARDS

Our innovations impress our customers. Our employees benefit from our company offers. We help improve environmental and climate protection, and promote well-being. Our awards:

### CORPORATE HEALTH AWARD

Silver Atena has once again received the Corporate Health Award. In 2023, the award was presented as a special prize for Corporate Health Employee Engagement. This is the most prestigious award for company health management in Germany. Winning the award again is testimony that our health management and our "Trimm-Dich-Fit" programme are among the best concepts in Germany.

### ESG TRANSPARENCY AWARD

EUPD Research Sustainable Management GmbH, which offers research and consultancy services in the energy market, presented the Transparency Award for the first time. The award honours companies whose CSR report not only fulfils legal requirements, but also primarily addresses the protection of people and their environment. Silver Atena won the prize right away.

### INNOVATION GREEN AWARD OF THE LR66 AUTOMOBILE AWARDS

Our iONiX DC charging station received the Innovation Green Award from the French journalist organisation LR 66 in Paris in December 2023. It recognises car manufacturers and suppliers from all over the world in various categories.

## TRADE FAIRS AND CONGRESSES

We present our services and products at trade fairs and events. These events are important platforms for engaging in dialogue with customers and partners and presenting the positive con-

tribution of our innovations to the climate and environment in person. In 2023, Silver Atena introduced itself at the International Motor Show (IAA), among other events.



## WE HAVE ACHIEVED THIS TOGETHER

- Way above-average sustainability rating by SAQ 5.0 and EcoVadis
- Other awards and prizes
- Increasing contribution to electromobility and its infrastructure
- 100% green electricity at our production sites
- Ambassador concept for IT security
- Revision of our recycling and disposal concept
- Establishment of the internal "hacker" squad "Shadow Intelligence Agency" to strengthen our IT security
- Certification of our production sites according to IATF 16949
- Introduction of a vehicle cybersecurity management system according to ENX VCS
- Investments in our locations to ensure production of sustainable products over the long term

## THESE ARE OUR NEXT STEPS

- Calculation of the product carbon footprint for further products, initially for our iONiX charging station
- Stronger focus on resource-efficient, low-emission and climate-friendly production
- Recyclability and life cycle assessment considered as early as the product development phase
- Advancing our digitalisation strategy and using artificial intelligence on the basis of use cases
- Establishment of another office location in Augsburg

## BY WHICH WE MEASURE OUR SUCCESS

- Positive results from SAQ 5.0. ACTUAL value: 91%
- Awarded the Gold medal by EcoVadis
- No whistleblowing reports on suspected cases of corruption or violations of our Code of Conduct/ discrimination. ACTUAL value: 0 messages
- Proportion of operating sites with a risk of corruption: 0%
- Number of legal proceedings on account of anti-competitive behaviour and violations of antitrust and competition law monopoly right: 0
- Signed confidentiality agreements from our newly recruited employees. ACTUAL value: 100%
- Attendance rate at training on ethics & compliance and anti-corruption: 97%
- Total number of substantiated complaints received regarding breaches of customer privacy: 0
- Number of convictions and amount of fines for offences against corruption and bribery regulations: 0 / 0 €
- Total number and type of confirmed cases of corruption or bribery: 0
- Number of confirmed cases in which own personnel were dismissed for corruption or bribery or disciplined: 0
- Number of confirmed cases relating to contracts with business partners that were terminated or not extended due to violations in connection with corruption or bribery: 0
- Capex: 10 million €
- Opex: 99.920 €



IN OUR TEAMS OF 34 DIFFERENT NATIONALITIES, WE HAVE CREATED THE IDEAL BASIS FOR OUR SUCCESS.





## EMPLOYEES AND SOCIETY

We take responsibility for our employees and are committed to a sustainable society. Our corporate strategy is geared towards the long term and the sustainable safeguarding of attractive jobs. The health of our employees is our top priority:

We contribute to SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) by promoting diversity and equal treatment within the company as well as the health and safety of our workforce:

## OUR GOALS

SATISFIED EMPLOYEES ARE OUR MOST IMPORTANT ASSET

### EMPLOYEE RETENTION

We track employee satisfaction and develop a system of key figures.

### CORPORATE BENEFITS

We are expanding our offering for a healthy lifestyle.

### OCCUPATIONAL HEALTH MANAGEMENT

We are opening our own fitness centre where our employees can train daily and our internal trainers can give courses.

### SOCIAL COMMITMENT

We plan what additional contributions our company can make for society.



## DIVERSITY WITHIN THE COMPANY

We are performance-orientated. At the core of our corporate culture is the appreciative and respectful treatment of all employees – regardless of ethnic origin, skin colour, gender, sexual orientation, gender identity, pregnancy, motherhood, disability, age, veteran status, religion, political opinion and social background.

### QUALIFICATIONS AND PERSONALITY ARE THE ONLY KEY FACTORS FOR US.

Because of this principle of equality, we have no need for strategies that promote or include certain groups of people. However, we do provide our employees with disabilities with the aids they need. Our rooms are accessible. We do not tolerate any form of discrimination or harassment. Hostile, offensive, aggressive and hurtful behaviour is unacceptable and will be severely punished. All employees are entitled to equal opportunities in terms of employment, recruitment, development and promotion. Our workforce is vibrant and diverse. Collaboration between the most diverse talents always brings innovative and creative solutions.

# 91%

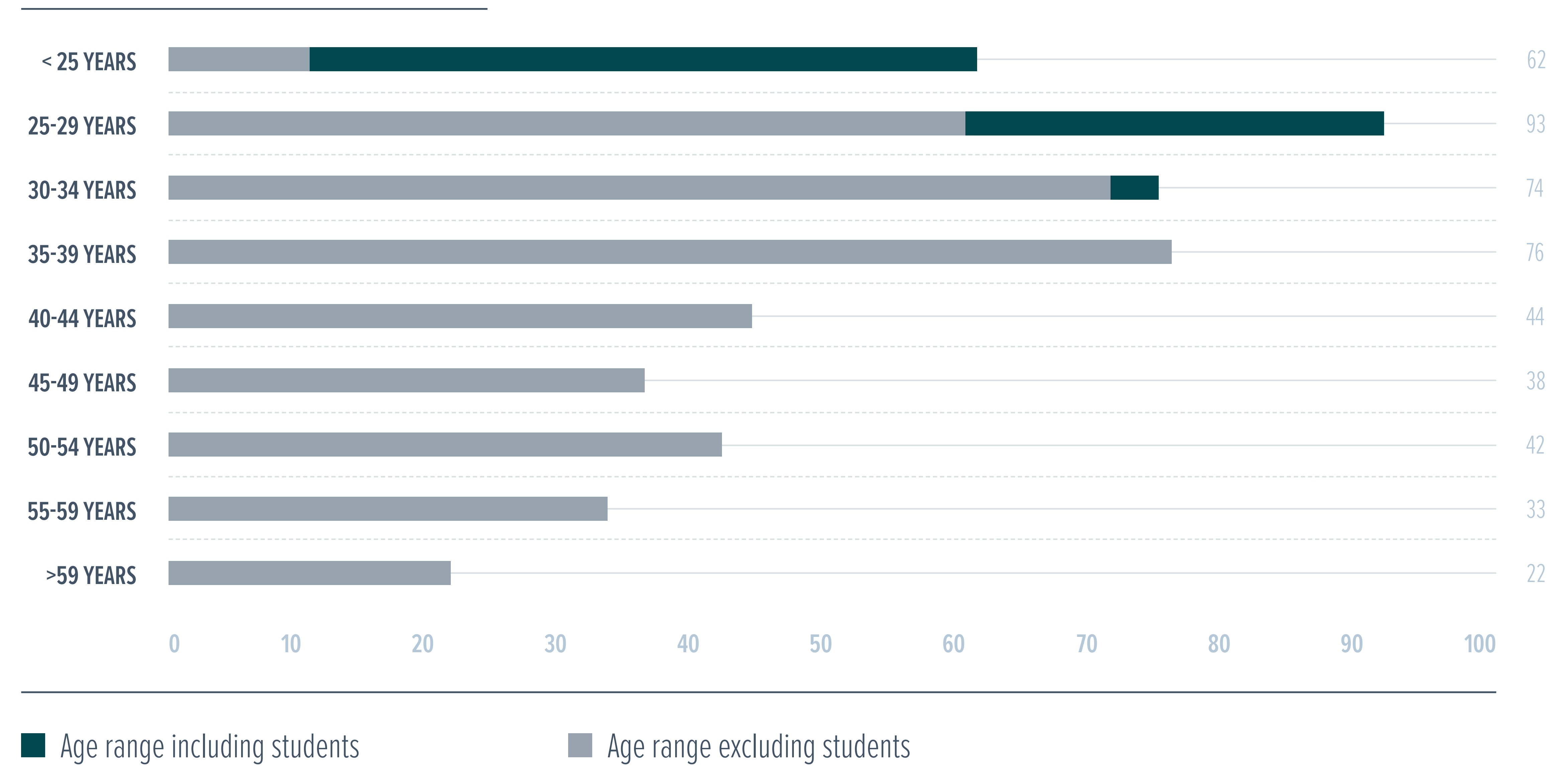
of our employees confirmed in the Great Place to Work® employee survey (GPTW survey 2022) that Silver Atena treats people fairly, regardless of their origin.





**THE GROUP OF MEN AGED 25 TO 29 IS THE LARGEST IN THE WORKFORCE.**

AGE



**IF STUDENTS ARE EXCLUDED, THE GROUP OF MEN AGED 35 TO 39 IS THE LARGEST IN THE WORKFORCE.**

**MUNICH (incl. Dachau / Karlsfeld)**

	PERMANENT		TEMPORARY	
FULL-TIME	198	37	0	0
PART-TIME	51	13	1	1
STUDENTS	32	6	18	1

**STUTTGART**

	PERMANENT		TEMPORARY	
FULL-TIME	28	5	0	0
PART-TIME	3	3	0	0
STUDENTS	3	0	1	0

**LANDSHUT AND AUGSBURG**

	PERMANENT		TEMPORARY	
FULL-TIME	16	3	0	0
PART-TIME	1	0	0	0
STUDENTS	9	0	10	0

**HAMBURG AND BREMEN**

	PERMANENT		TEMPORARY	
FULL-TIME	25	7	0	0
PART-TIME	5	1	0	0
STUDENTS	5	1	0	0

■ Male ■ Female

**Employment relationships and working time models**

Silver Atena employs staff on both permanent and temporary contracts. We offer full-time and part-time working models. The table shows employees by gender and region. The effective date was 31 December 2023.

All employees have a German employment contract. This is how we guarantee to comply with the minimum wage and avoid human rights violations such as forced and child labour. As Silver Atena is a limited liability company and does not have a Management Board, no Management Board remuneration needs to be disclosed.

There were no major fluctuations within the workforce over the course of 2023. The figures relate to salaried employees. We also employ an average of 45 freelancers over the course of the year. People on parental leave and inactive employees are not included in the table. The number of working hours per day, week or month is specified in the employment contracts.



TOTAL NUMBER OF EMPLOYEES

484

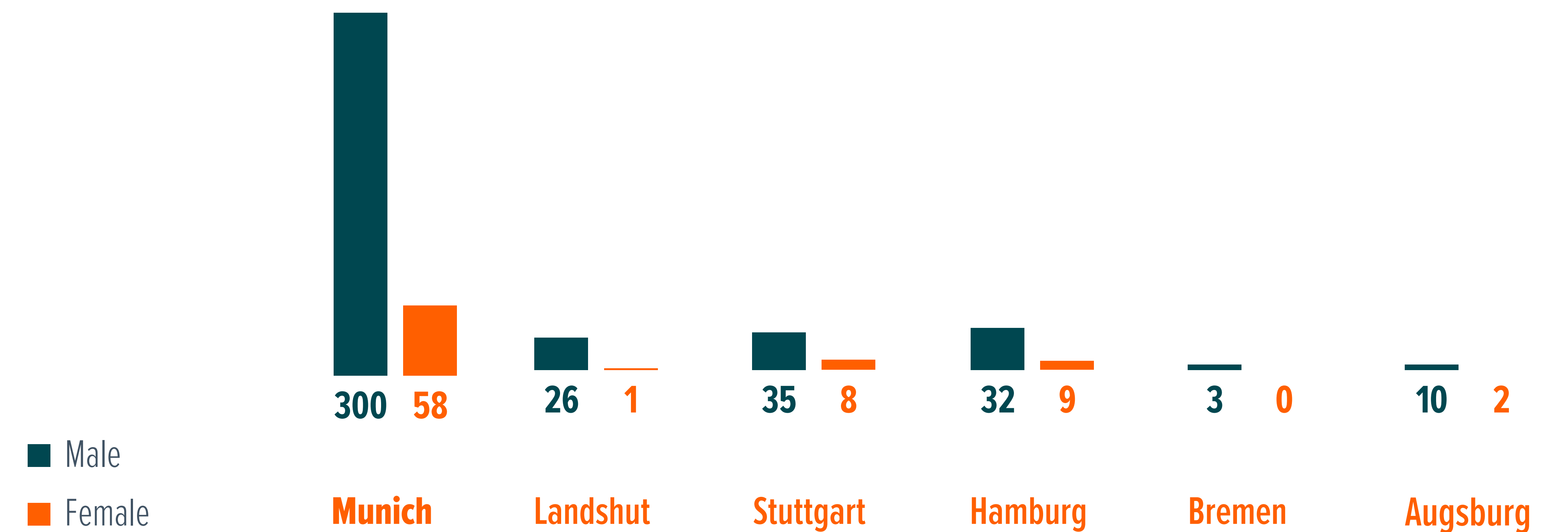
Most of our 484 employees are based in Munich. 84% of our employees are male. This ratio is typical for a company in a technical sector. The genders are equally distributed in the administrative departments.

35 NATIONALITIES

Our workforce is made up of 35 nationalities. The number of nationalities has risen steadily in recent years. In view of our planned growth, this trend is set to continue.

IN 2023, OUR EMPLOYEES CAME FROM THE FOLLOWING COUNTRIES:

Afghanistan, Argentina, Austria, Bosnia-Herzegovina, Bulgaria, Croatia, China, France, Germany, Greece, Hungary, India, Indonesia, Iran, Italy, Japan, Mexico, Morocco, Nepal, Netherlands, North Macedonia, Pakistan, Peru, Poland, Romania, Russia, Slovakia, South Africa, Spain, Syria, Tunisia, Turkey, Ukraine, Venezuela and Vietnam





### DEMOGRAPHIC MANAGEMENT

Silver Atena operates a demographic management system with the following objectives:

- We want our employees to reach retirement age in good health.
- We want to pass on the knowledge of experienced colleagues to young colleagues.
- We are mindful of the changes that occur with age.
- We want to retain our employees.
- We foster motivation and expertise.

In order to effectively manage the different age groups within the company, we analysed the age structure.

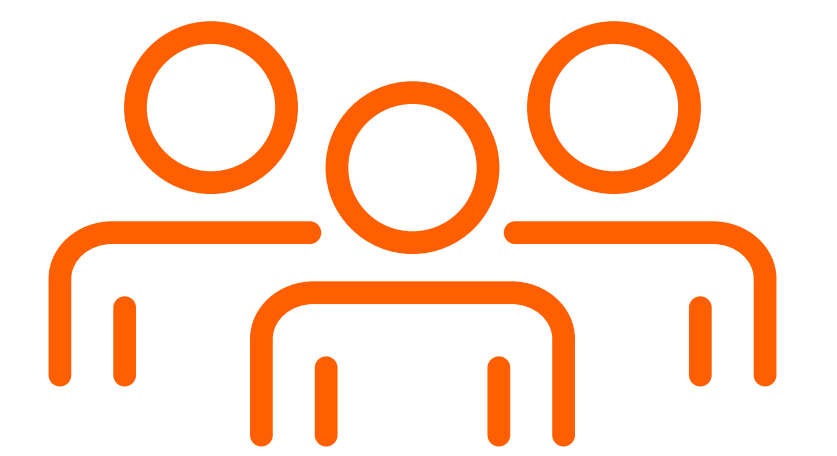
Mixed-age teams work together at Silver Atena. We have few employees who are close to retirement age. A small number of retirees are employed. The employees in the individual teams are mainly between 25 and 39 years old. The average age of the smaller locations is low. In the administrative area, people are between 30 and 34 years old and between 50 and 54 years

old. Given these two different age groups, the transfer of knowledge between old and young plays an important role.

According to our forecast, the average age of our employees will not change significantly in the future.

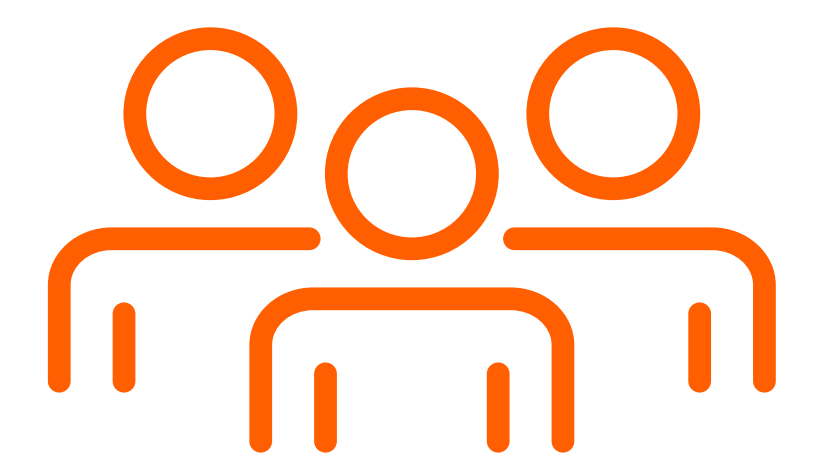
AVERAGE AGE  
**37.5**

The average age of Silver Atena's workforce is 37.5 years. This figure is well below the national average. According to the 2023 microcensus, the average age of the labour force in Germany in that year was 43.8 years for men and 44 years for women.



**37.6** MEN

AVERAGE AGE



**37.1** WOMEN

**NEW HIRES AND EMPLOYEE TURNOVER**

The employee turnover rate at Silver Atena is 9%. This figure is comparatively low. In 2023, 84 new permanent employees were hired, 12 of whom were women. The new hires in 2023 are distributed across our locations as follows:

- Munich incl. Dachau and Karlsfeld: 56 people
- Landshut: 3 people
- Stuttgart: 11 people
- Hamburg and Bremen: 9 people
- Augsburg: 5 people

**PARENTAL LEAVE**

Silver Atena's employees took a total of 2,231 days of parental leave in 2023. Of the 24 employees who took parental leave, 18 were men and 6 women. All employees had previously agreed to return to work. All of them did actually return. Nobody resigned after returning from parental leave, making the return rate 100%.

**COMPANY BENEFITS**

Silver Atena offers all employees the same basic benefits, regardless of whether they are employed full-time, part-time, on a temporary or permanent basis.

**REMUNERATION PARAMETERS**

**366%** PAY RATIO MEAN VALUE

Ratio of the annual total remuneration for the highest-paid person to the average annual total remuneration for all employees in % (excl. students, 2023)

**370%** PAY RATIO MEDIAN

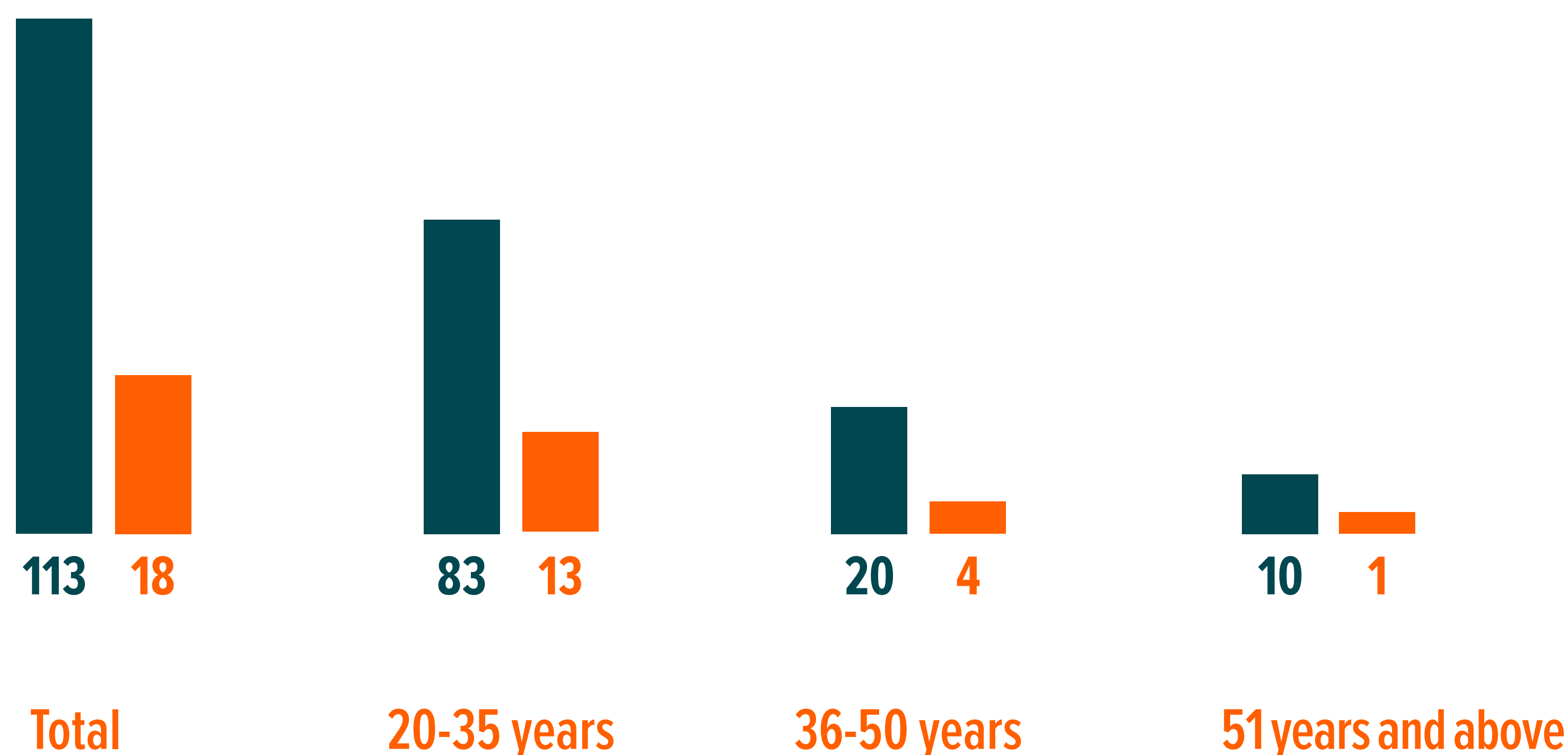
Ratio between the annual total remuneration of the highest-paid person and the median of the annual total remuneration of all employees (excluding the highest-paid person and students, 2023)

**12.6% GENDER-PAY-GAP**

Wage comparison independent of job, training, qualification, etc., pure computation value (average unadjusted gender pay gap (excl. students, 2023)

**NEWLY HIRED EMPLOYEES**

- Male
- Female



## OUR VALUES

### PRINCIPLES

Silver Atena upholds the principles and values set out in the United Nations Universal Declaration of Human Rights (OECD Guidelines). Although we are not a member of the International Labour Organization (ILO), we uphold and support its principles. Set out in our Code of Conduct, these rights are

- the right to respect and dignity,
- the prohibition of any form of discrimination,
- freedom of assembly and association,
- freedom of opinion and the right to freedom of expression,
- the right to work and equal pay for equal work.

We condemn child, forced and compulsory labour and uphold the rights of indigenous peoples.

We use the Expleo Group's whistleblowing tool. It regulates the whistleblowing process and the steps that follow. The whistleblowing tool guarantees that whistleblowers stay anonymous and face no repercussions as a result of their report. Internal and external persons can express concerns about:

- unlawful behaviour,
- suspicion of corruption or bribery,
- violations of human rights,
- violations of animal welfare and
- behaviour that is contrary to our Code of Conduct, ban on discrimination or similar rules.

We condemn behaviour like this in the strongest possible terms; it contradicts our corporate culture. The management team leads by example, and the core values are deeply embedded within the company. Training courses are offered on a regular basis.

Our target value is 0. No cases were reported in 2023 either.

### MUTUAL RESPECT

Our dealings with one another are based on respect and openness. We support our employees and enjoy our successes in development and production together. New markets and the challenges presented by the electrification of mobility engage our workforce and encourage creativity and innovation.

As we favour flat hierarchies and balanced teams, our managers are available to all employees at all times. The annual employee appraisal is about the development goals and interests of each individual. Talking openly with each other encourages employees to develop both professionally and personally. We are thrilled with the high rate of internal appointments to management positions.

### SOCIAL DIALOGUE

We attach great importance to social dialogue. We respect the right of our employees to form or join trade unions or employee organisations.

Internal and external parties are identified in our management handbook, and their interests and needs are assessed and monitored.

Silver Atena has a works council.





# 27%

of our employees have been with the company for 10 years or more. We celebrate our long-timers. Employees receive a bonus on their 5th, 10th, 15th, 20th or 25th anniversary with the company. We recognise their loyalty with a celebration.



### PRINCIPLE OF OPEN DOORS AND FLAT HIERARCHIES

We encourage open communication across all hierarchical levels. To reinforce this principle, we ensure our employees can share their thoughts and feelings openly. We also provide regular updates on current and planned sustainability activities, new and ongoing projects, company figures,

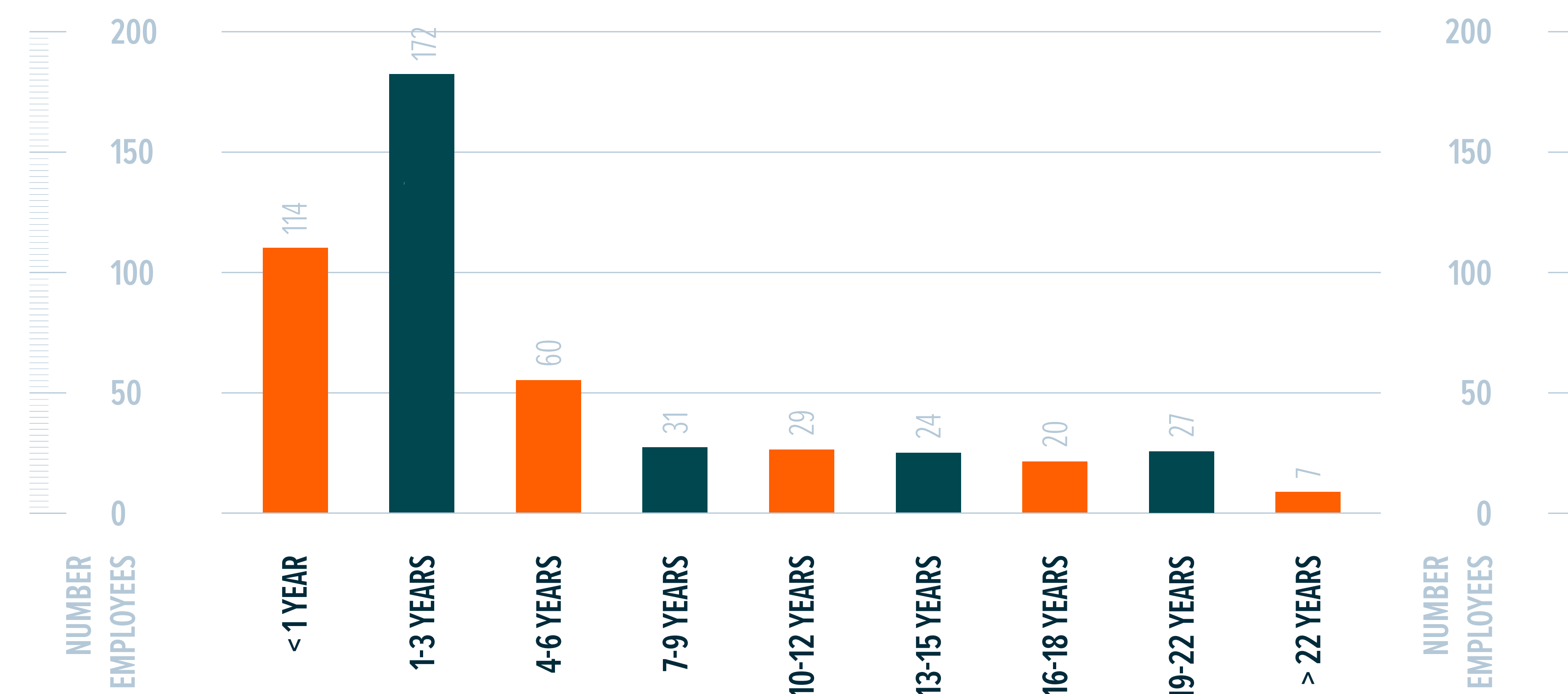
personnel information and occupational health management. Information channels include our intranet, e-mails and "Klartext", the management's TV show. In 2023, we broadcasted "Klartext" three times.

### SECURITY AND STABILITY

We are a healthy, sustainably growing company that offers secure and stable

jobs. Our employees can accomplish their tasks in a goal- and results-driven manner. That pays off. The average length of service of our permanent employees is 6.34 years. This is a very satisfactory figure in relation to the industry comparison and the average age.

LENGTH OF SERVICE IN YEARS\*



\* (excluding students)

## APPRECIATION AND CORPORATE BENEFITS

The Universal Declaration of Human Rights "Human Rights Policy" covers all issues relating to working conditions:

- Ensuring equal opportunities
- Protection against discrimination and harassment
- Fight against child labour, forced labour and modern slavery
- Ensuring health and safety
- Fair pay
- Freedom of association and
- the right to collective bargaining.

We live and work according to this code of conduct. It is available to all employees on the intranet. As Silver Atena operates solely in Germany, our employees are covered for the following cases:

- Sickness,
- Unemployment
- Occupational accidents and incapacity,
- Parental leave and
- Retirement.

We also offer perks and corporate benefits. This includes group accident insurance, an allowance for the company pension scheme and capital-forming benefits.

It is important to us that our employees feel good. We provide them with personalised workwear and electrostatic discharge (ESD) protective clothing in the warehouse and production. We ensure that our workplaces, social areas, laboratories and production facilities meet the requirements for occupational safety. The rooms are also attractively and ergonomically designed. We offer our employees cold drinks, tea and coffee free of charge.

We celebrated our 25th anniversary at each location with a summer fair and a Christmas party. As a surprise gesture, each employee received a book on the company's history with a review of years gone by. Christmas parties with special attractions and competitions go far beyond the usual. We plan a visit to the Oktoberfest in Munich every year. The race day at the Salzburgring is one of our most popular special events. Our employees set great store by our benefits and our initiatives.



### FLEXIBLE WORKING ENVIRONMENT

The transition to a more flexible working environment at Silver Atena began before the coronavirus pandemic and has gained traction ever since. As a result, we are working even more flexibly in terms of time and location wherever possible. Our employees coordinate this in detail.

A survey of employees shows that most of them would like a hybrid model. Flexible working and strong company growth prompted the management to analyse the existing office situation. The decision was made to expand the location in Landshut and establish a new office in Augsburg, the idea being to attract more local employees and shorten their travelling distances.

All employees are entitled to special leave if, for example, there is a special occasion in the family or if someone is temporarily unable to work through no fault of their own.

### SOCIAL AND NON-PROFIT PROJECTS, CORPORATE CITIZENSHIP

Supporting social and charitable projects is something very close to our hearts. In our sports programmes, for example, we organise charity events wherever possible. We have been sponsoring the Münchner-Kindl-Lauf® for several years. In 2023, we took part in several company runs for a good cause. Our newly founded Silver Atena FC put up a good fight at the "Munich City Company Championship" charity tournament.

We want to expand our contribution to proactively solving social problems. To achieve this, a project group will develop concepts for further sponsorship of local campaigns, environmental protection and social commitment in 2024.

### WORK/ LIFE BALANCE

We have always encouraged a good work/ life balance through flexible working hours and working from home. On average, our employees are in the office 3.4 days a week. We help them apply the parental leave regulations in a flexible way. We take family matters into account with individual part-time models.





## MEMBERSHIP OF ORGANISATIONS AND ASSOCIATIONS

We communicate our values to the outside world and influence social issues through various committees. Silver Atena is a member of several associations, partnerships and interest groups at international, national and regional level.

### WE ARE A MEMBER OR REPRESENTED IN:

- Federal Economic Senate
- BMW - Federal Association of Small and Medium-Size Enterprises
- Automotive Northwest
- BavAIRia
- ECPE - European Center for Power Electronics e.V.
- IEEE - Institute of Electrical and Electronics Engineers
- Hamburg Aviation
- UAV Dach e.V. – Association for Unmanned Aviation
- VDA - German Association of the Automotive Industry
- ZAL - Centre for Applied Aeronautical Research

Silver Atena is not politically active and is not involved in any lobbying activities.

## INTELLECTUAL PROPERTY AND KNOW-HOW TRANSFER

22% of our employees have been with the company for ten years or more. They have excellent specialised knowledge, which they systematically pass on to new employees. This knowledge enables us to create high added value through lean processes, ensuring that our work conserves resources while supporting our younger employees at the same time. We can constantly increase our productivity. Knowledge management (lessons learnt) and the mix of experienced and young colleagues are standard in our projects. They enable a maximum transfer of knowledge.

Our internal experts pass on their experience in a range of training courses. We also offer courses run by external trainers. We will continue to develop this concept. The aim is to measure and raise the interaction between qualification and productivity.

## TRAINING AND DEVELOPMENT

Our HR development works according to an integrated, skills-based development model for employees. It shows the diversity of career prospects at Silver Atena: The model compares possible development paths in the company against employees' expectations for their personal development in various areas of expertise. We encourage people to take on more responsibility. We regularly assess the performance and professional development of individual employees in one-to-one annual appraisals.

### TRAINING IN FIGURES

#### SEMINARS IN HOURS

<b>Male</b>	6,201 hours, i.e. 18.91 hours per employee
<b>Female</b>	1,089 hours, i.e. 15.56 hours per employee

**OVERALL RESULT 7.3 THOUSAND HOURS**

### AVERAGE NUMBER OF HOURS FOR TRAINING

The average number of hours for training per employee in 2023 was 18.32 hours (assumption: 328 permanent employees, excluding students).

### PERFORMANCE AND HEALTH

We improve the effectiveness of our personnel development measures through training courses on time and self-management as well as resilience training. This not only promotes performance, but also the resilience and health of our workforce.

## PARTICIPATION

All of our employees can lend their voice to the Works Council and contribute to reaching a consensus. The Silver Atena Works Council is made up of ten employees from all locations, nine men and one woman.

The Works Council monitors, among other things, whether laws, company agreements and guidelines are observed in the interests of the employees. It represents the labour law and general interests of all employees vis-à-vis the management team. The Works Council has formed various committees that are in regular dialogue with the management on specific topics. These meetings take place weekly to quarterly, depending on the topic. This

way, the input of the workforce is integrated into the corporate concept. Numerous company agreements document the regulations.

The Works Council reports on the content of communication with the management at works meetings and in regular newsletters. It also informs employees about aspects of labour law and helps to decide on new appointments to vacant positions. Significant operational changes are coordinated between the employer and employee representatives in compliance with the law. The Works Council surveys employees annually to assess the effectiveness of its work. These surveys encourage people to raise further concerns.

Silver Atena does not have a collective wage agreement.



## STUDY WITH SILVER ATENA

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We support the younger generation. We invest in our future by offering young people the best possible training and passing on our knowledge. This is our answer to the shortage of skilled labour. In 2023, students accounted for 18% of our workforce. We encourage talent with seven initiatives: voluntary internships, compulsory internships, working students, Bachelor's and Master's degrees, dual study programmes for university students and the Silver Atena Entry Programme for university students.

### **THE NOTORIOUS E.N.G. CREW**

In October 2020, our students founded the group "Notorious E.N.G. Crew" in order to better share ideas with each other. Anyone new to Silver Atena is immediately informed of the group's activities and can quickly network within the company. The members of the Notorious E.N.G. Crew work together on their own projects and meet regularly. The management supports the activities with its own budget and provides premises.

## OCCUPATIONAL HEALTH AND SAFETY

We take responsibility for the health of our employees and visitors at our facilities. Whether in production, high-voltage areas, or office spaces, occupational health and safety play a central role. Silver Atena protects its employees from workplace accidents as well as acute and chronic illnesses. Our occupational health and safety guidelines are ISO 45001 certified.

### GEFÄHRDUNGSBEURTEILUNGEN

In our risk assessments, we examine whether the safety and health of our employees are adequately ensured in the workplace or during work-related routes, such as through production halls. We identify and evaluate potential emergency situations and accidents, for example, during on-site inspections at company locations. For critical deviations such as:

- Health hazards,
  - Impacts across multiple areas, and
  - Violations of legal requirements,
- we draft a deviation report and take immediate action.

For new areas, we always conduct new risk assessments. Every two years, we review the risk assessments and adjust them if necessary. When our employees work on customer premises, we also check for potential hazards.

Defibrillators are available at all locations with high-voltage systems to respond quickly in the event of a cardiac arrest.

We avoid using high-risk hazardous materials as much as possible. Carcino-

genic CMR substances (carcinogenic, mutagenic, reprotoxic) are only used exceptionally at the customer's request. In our regular hazardous substance inventory, we assess which environmentally friendly alternatives can replace hazardous substances.

As Silver Atena develops a wide variety of technical products, safety and occupational health standards are reviewed and, if necessary, adjusted individually for each project. The requirements of the EHS Management System (Environment, Health, and Safety) are accessible to employees via the intranet. Since 2020, all production sites have been ISO 45001 certified and meet the requirements for occupational health and safety management systems.



### COMMITTEE FOR OCCUPATIONAL SAFETY

The Occupational Health and Safety Committee meets quarterly to discuss topics relevant to occupational health and safety, including, working hours, authorised representative system and occupational health management. The committee is made up of the management team, works council, safety officer, company physician, occupational safety specialist, health management team and, if required, subject matter experts.

We also fulfil our responsibility in occupational health and safety vis-à-vis external companies and visitors. This also applies to external locations at which our employees work.

### PREVENTIVE MEDICAL CHECK-UPS

Our company physician offers the following preventive check-ups:

- G25 examination for employees with driving, controlling and monitoring activities to check whether they are physically fit enough for their duties.
- G37 examination for employees at VDU workstations in order to identify or prevent work-related health problems at an early stage.
- G40 examination specifically for employees who work with carcinogenic and mutagenic substances.

All data from the analyses are subject to strict data protection regulations.

### OCCUPATIONAL ACCIDENTS

Three reportable accidents occurred in 2023. None of these were directly related to professional activity. Work-related injuries caused a total of 6 lost days.

### TRAINING COURSES

Silver Atena regularly trains its employees on topics relevant to occupational health and safety, ergonomics, handling in the laboratory, specific hazardous substances, etc.

### OCCUPATIONAL INTEGRATION MANAGEMENT

We offer occupational integration management to every employee who has been ill for a prolonged period of time and then returns to the company. This enables us to successfully integrate those returning into the work processes.







## TRIMM DICH FIT - OCCUPATIONAL HEALTH MANAGEMENT PROGRAMME

With the Corporate Health Awards 2022 and 2023, EUPD, an independent assessment body, recognised our occupational health management (OHM) programme as one of the best in Germany.

In order to maintain the long-term health and performance of our employees, regardless of age, gender, location or physical constitution, we offer activities relating to nutrition, exercise, stress reduction and resilience with our Trimm-Dich-Fit health programme: This leads to further courses in which employees pass on their skills and interests. Our Run4Fun running group was launched in April 2022 for novices and advanced runners to train for the company run. Other courses evolved because employees trained or were approached by colleagues about a course in their area of expertise. We now have 28 internal trainers from the workforce who give OHM courses at 6 locations in

their free time. A diverse programme has developed through a rapid momentum of its own. We alternate the courses to suit the season and adapt the programme to the demand.

### TEAM SPIRIT

Our programme includes: Football with the newly founded Silver Atena FC, boxing, dancing, Run4Fun, sword fighting, tennis, Qi Gong, golf, bouldering, road cycling, magic and spinning. The number of trainers, courses and participants is increasing at all locations. Given the size of our company, the programme is an impressive one. Our employees rate these courses extremely highly in our evaluations. Sport brings people together. Team spirit creates a better understanding of each other and new friendships develop. This spirit radiates out into the community: For example, some colleagues support the organisation of charity events.

### ASSUMPTION OF COSTS

Silver Atena supports this commitment financially: We make rooms available and provide sports clothing and equipment such as boxing gloves, swords, balls, etc. We cover the costs of health days at all locations. In 2023, for example, these focussed on nutrition and metabolism analysis. We pay the fees as a matter of course. We are currently investing in our own Move&Taste fitness centre at our headquarters in Munich. Competitions and surprise packages are additional incentives to get involved. External partners and health insurance companies round out this programme.

### WE ALSO OFFER:

- Fruit basket and snacks at all locations
- Subsidised membership of selected national fitness studios
- Mental health counselling in the workplace
- EGYM Wellpass with sports and wellness packages as a corporate benefit

## EMPLOYER ATTRACTIVENESS THROUGH OHM

The Trimm-Dich-Fit programme boosts employee loyalty. Our staff turnover rate is stable and well below the industry average. At 96%, the health rate is very high. OHM is more than just a benefit. It supports the growth-led corporate strategy and makes us more attractive as an employer. It has a positive impact on performance, motivation, satisfaction, robustness and identification with the company. To ensure that employees make use of the Trimm-Dich-Fit programmes, we communicate them through channels such as the intranet, e-mails, videos and the "Klartext" TV show by our Managing Director. Multipliers also reach out to employees.

### OUR 2023 EVALUATION PRODUCED THE FOLLOWING RESULT:

- 88 % think occupational health management is important or very important
- 95 % are aware of the Trimm-Dich-Fit campaigns (2022: 69 %)
- 54 % of respondents attended courses
- Each course had an average of 8.5 participants



OUR TRIMM-DICH-FIT CONCEPT:

88%

INTERNAL TRAINERS

THE HIGH LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS CONFIRMS THE CONTRIBUTION TO EMPLOYEE RETENTION:

I WAS ENCOURAGED TO TAKE PART IN SPORTING ACTIVITIES.

RELATIONSHIPS WITH MY COLLEAGUES HAVE IMPROVED.

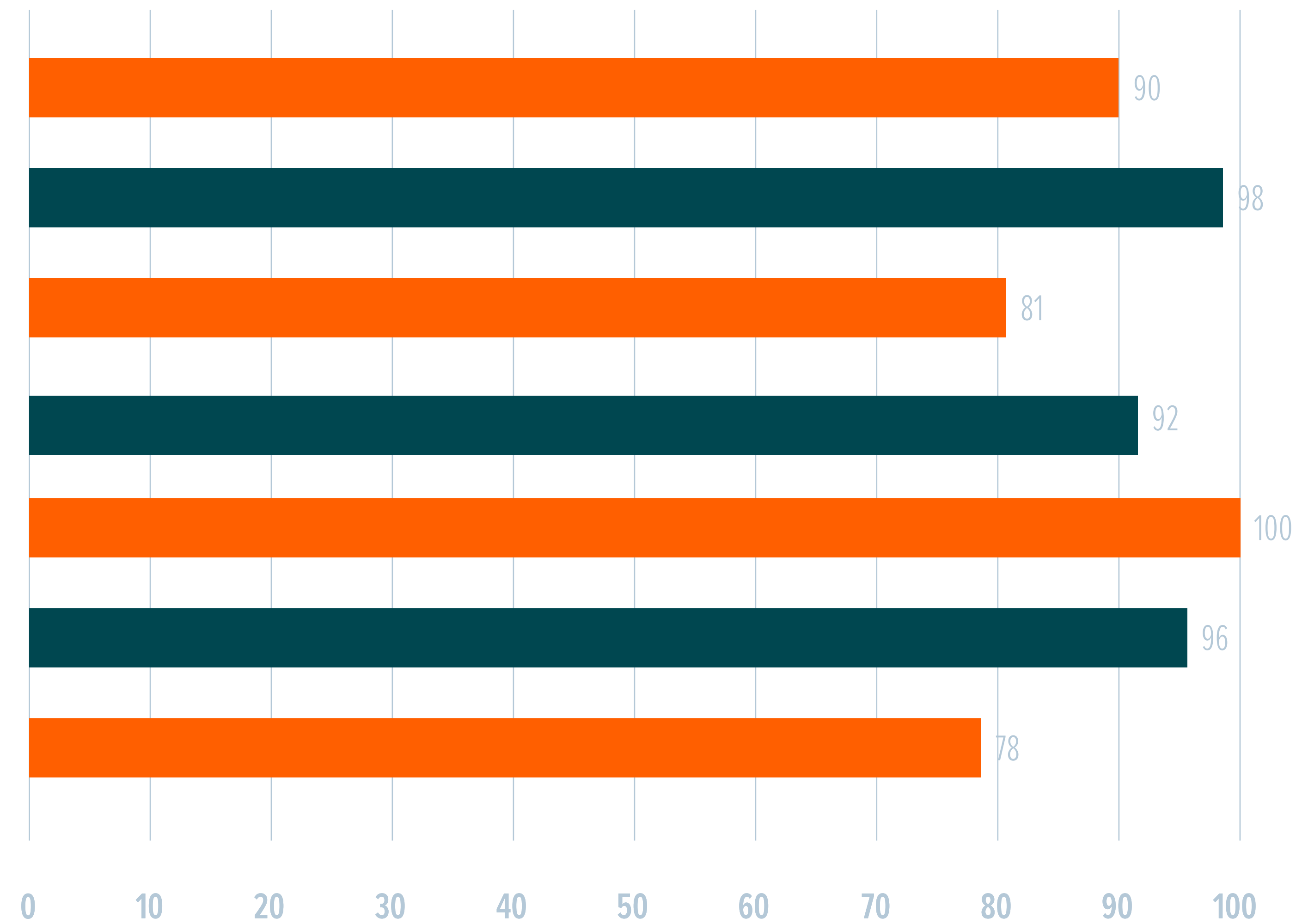
I LEARNT NEW EXERCISES.

I AM PHYSICALLY STRONGER.

I SIMPLY HAD FUN.

MY WELL-BEING WAS BOOSTED.

MY MOTIVATION TO WORK HAS INCREASED.



EVALUATION OF THE TRIMM-DICH-FIT ACTIVITIES:

COURSE PARTICIPANTS	★★★★☆	4.53
NON-PARTICIPANTS	★★★★	3.71

# TRIMM-DICH-FIT ACTIVITIES



## WE HAVE ACHIEVED THIS TOGETHER

- Winner of the Corporate Health Award 2022 and 2023 for our occupational health management programme
- Low turnover rate of 9% in 2023 (permanent employees)
- In 2023, 22% of our employees had been with the company for ten years or longer
- Above-average health rate of 96% compared to the sector average
- Company events such as Christmas party, summer fair, Oktoberfest and racing day at the Salzburgring
- Student group "Notorious E.N.G. Group"
- Points of contact for addiction prevention and online stop smoking programmes
- Management system in accordance with ISO 45001 at all locations, certification at the Munich and Dachau production locations
- Firmly embedded occupational health management programme with growing number of activities and internal trainers

## THESE ARE OUR NEXT STEPS

- Management training with several modules according to Malik (e.g. results-orientation, contribution to the whole, positive thinking)
- Analysing the jobs of the future
- In-house fitness centre Move&Taste for even better occupational health management
- Corporate Citizenship: launch of other social and charitable projects for the common good and to support employees in their commitment to society
- Another GPTW survey in 2024
- Awarding contracts to service providers that are committed to inclusion and diversity

## BY WHICH WE MEASURE OUR SUCCESS

- All production locations are ISO 45001 certified
- Health rate of over 95% in 2023. ACTUAL value: 96.1 %
- Student quota above 10%. ACTUAL values: 14% in 2020 and 2021, 17% in 2022, 18% in 2023
- D&I score (Diversity & Inclusion) in GPTW 2022 over 85%. ACTUAL value: 86%
- Number of whistleblowing reports on cases of discrimination or similar: 0 messages. ACTUAL value: 0



WE FOCUS NOT ONLY ON ECONOMIC SUCCESS, BUT ALSO ON LONG-TERM ECOLOGICAL GOALS.



## ENVIRONMENT

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As a medium-sized company, we see it our responsibility to contribute to climate protection. Our overarching goal is to be carbon-neutral by 2030. We have formulated climate protection targets and calculate our corporate carbon footprint. This enables us to identify the largest sources of emissions from our internal processes and upstream and downstream activities. We see where greenhouse gas emissions can be reduced and are continuously working to measurably reduce our emissions. This requires us to calculate our corporate carbon footprint. Clean water is also important to us. Which is why we handle hazardous substances with care. We store and dispose of substances of all kinds in accordance with regulations so as not to jeopardise groundwater and wastewater. Where possible, we replace substances with a high hazard potential with more harmless forms. We check our resource consumption in energy audits. We are constantly improving.

We contribute to SDG 7 (Affordable and clean energy), SDG 11 (Sustainable cities and communities), SDG 12 (Sustainable consumption and production) and SDG 13 (Climate action).



# OUR GOALS



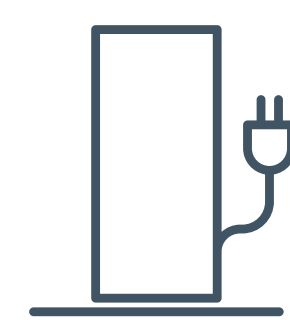
## TO REDUCE OUR CARBON FOOTPRINT

WE ARE DEVELOPING A PLAN TO MINIMISE OUR CO<sub>2</sub> EMISSIONS AND TO ACHIEVE CARBON NEUTRALITY BY 2030.



## VEHICLE FLEET

WE ARE INCREASING THE PROPORTIONS OF ELECTRIC VEHICLES IN OUR FLEET TO 35%.



## CHARGING POINTS

IN 2024, WE WILL EQUIP ANOTHER LOCATION WITH OUR IONIX CHARGING POINTS.



## SUSTAINABLE DEVELOPMENT

WE IMPLEMENT SUSTAINABILITY CRITERIA IN THE DEVELOPMENT PROCESS.



## ELECTRICITY

WE WILL BE USING ELECTRICITY FROM RENEWABLE ENERGY SOURCES AT ALL LOCATIONS FROM 2025.

**... WE WILL BE CARBON-NEUTRAL BY 2030.**



## OUR CONTRIBUTION TO CLIMATE PROTECTION

Silver Atena is drawing up an internal transition plan for its climate protection efforts. The plan includes our strategy to contribute to a sustainable economy and to limiting global warming to 1.5 °C in accordance with the Paris Climate Agreement: This includes detailed emissions reduction targets for Scopes 1, 2 and 3.

### RISK ANALYSIS

In order to protect the climate, we assess each risk differently. We examine whether these are climate-related physical risks or climate-related transition risks. Physical risks include natural disasters, extreme weather events and commodity crises. Transition risks are the inadequate containment of climate change and the failure to achieve the carbon neutrality targets. Anticipated financial effects are also included in the risk analysis.

### RESILIENCE ANALYSIS

In a resilience analysis, we analysed all of the risks we have identified in our business activities as well as in the upstream and downstream value chains. In order to assess the short, medium and long-term effects of the risks, we formulated critical assumptions about macroeconomic trends, energy consumption and the energy mix as well as the use of technologies. The International Energy Agency's (IEA) net-zero climate scenario by 2050 was used for the resilience analysis. Key features include the rapid transition to renewable energies, the electrification of various sectors and increased efficiency. Result of our analyses: further measures must be taken to mitigate climate change and strengthen the company's resilience to its potential consequences.

### RISK MATRIX

We determine and assess the climate-related impacts, risks and opportunities annually in a materiality analysis. In a cross-company risk matrix, we assess our vulnerability to physical risks in order to prioritise them and strengthen our resilience. We develop measures to prevent, minimise or eliminate actual and potential impacts. Short, medium and long-term climate risks and transition events include the cost of lower-emission technologies, higher prices for greenhouse gas emissions and rising commodity prices.

In connection with our climate strategy, we committed the following financial resources in 2023:

OpEx: 99,920 €

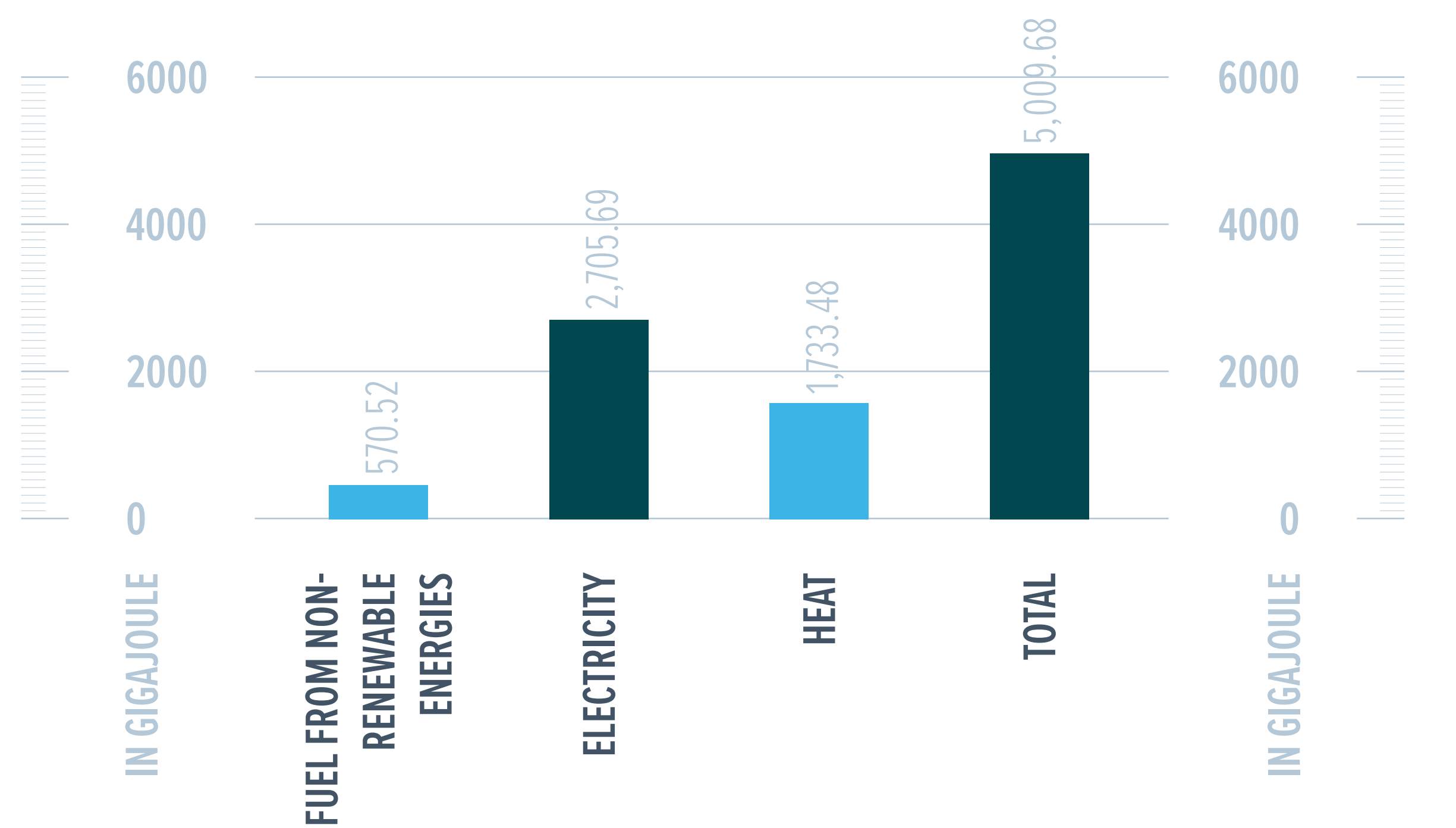
CapEx: 10,000,000 €



# 5,010 GIGAJOULE

Silver Atena consumed a total of 5,010 gigajoules.

## ENERGY CONSUMPTION



## WASTE MANAGEMENT AND ENERGY CONSUMPTION

Silver Atena has set itself the goal of strengthening the circular economy and avoiding waste along the entire value chain. This applies both within the company itself and in the upstream and downstream supply chains. We are drawing up a recycling concept that will gradually be implemented in all projects. When selecting our suppliers, we check whether their waste management concept fulfils our requirements.

If we commission external service providers to manage our waste, we ensure that they comply with the contractual obligations and the applicable legal requirements. We use the service providers' invoices to track how waste-related data has been recorded and monitored.

### REDUCING ENERGY CONSUMPTION

To test our products, we use plants in which electricity is fed back into the system. These plants initially require a one-off power supply to start up the system. After that, only 10% of the of the required power (power loss) is fed back into the circuit. The remaining 90% is generated by feeding electricity back in.

## SCOPE 1 DIRECT GHG EMISSIONS

- Vehicle fleet
- Stationary combustion
- Fugitive emissions

## SCOPE 2 INDIRECT GHG EMISSIONS

- Purchased electricity
- Purchased district heating

## SCOPE 3 OTHER INDIRECT GHG EMISSIONS

- Waste and disposal
- Business trips
- Journeys by employees
- Emissions from purchased goods and services
- Inbound and outbound logistics
- Disposal of sold products

Categorisation of Silver Atena's greenhouse gas emissions according to the Greenhouse Gas Protocol

## GREENHOUSE GAS EMISSIONS

We use the Corporate Carbon Footprint to record all direct and indirect greenhouse gas (GHG) emissions at Silver Atena. Based on the results of the Corporate Carbon Footprint, we can set emission reduction targets and other targets relating to climate-related impacts, risks and opportunities. The calculation is based on the standards of the Greenhouse Gas Protocol. This divides the emissions into three scopes:

- Scope 1 includes all direct greenhouse emissions that are owned or controlled by the company, e.g. from the vehicle fleet and heating systems.
- Scope 2 includes all indirect emissions such as those from purchased electricity and purchased district heating.

- Scope 3 measures further indirect emissions from upstream and downstream value chains. This includes, for example, supply chains, disposal and transport. Although Scope 3 emissions are determined on a voluntary basis, the largest emissions can still occur in these categories. It is extremely valuable to include these emissions, as potential savings can often be realised relatively easily. Not all Scope 3 categories are taken into account, as there is no valid database in some cases. However, long-term planning includes all relevant categories in the calculation.

We use the unit of measurement CO<sub>2</sub> equivalents, or CO<sub>2</sub>e for short. It makes the effect of the various greenhouse gases comparable as they remain in the earth's atmosphere for different lengths of time. New findings in the fugitive emissions category have led to a retroactive correction of the 2019 figures. In 2023, we analysed emissions from fuel and energy-related activities separately from Scope 1 and 2 for the first time.

## DEVELOPMENT OF GREENHOUSE GAS EMISSIONS

Since 2019, we have been calculating our corporate carbon footprint, where we consider the emissions from upstream and downstream activities. We use the Greenhouse Gas Protocol and the ISO 14064 standard as a supporting document.

In 2019, almost half of the emissions were caused by employees travelling to work. Business trips accounted for just over a fifth of greenhouse gas emissions. Around one sixth of emissions were attributable to the vehicle fleet.

In 2023, the proportion of emissions from employees' journeys to work remained at 47%, just as high as in 2019. We were able to reduce emissions from business trips. In 2023, they accounted for 8%, compared to 23% in 2019. Emissions from stationary

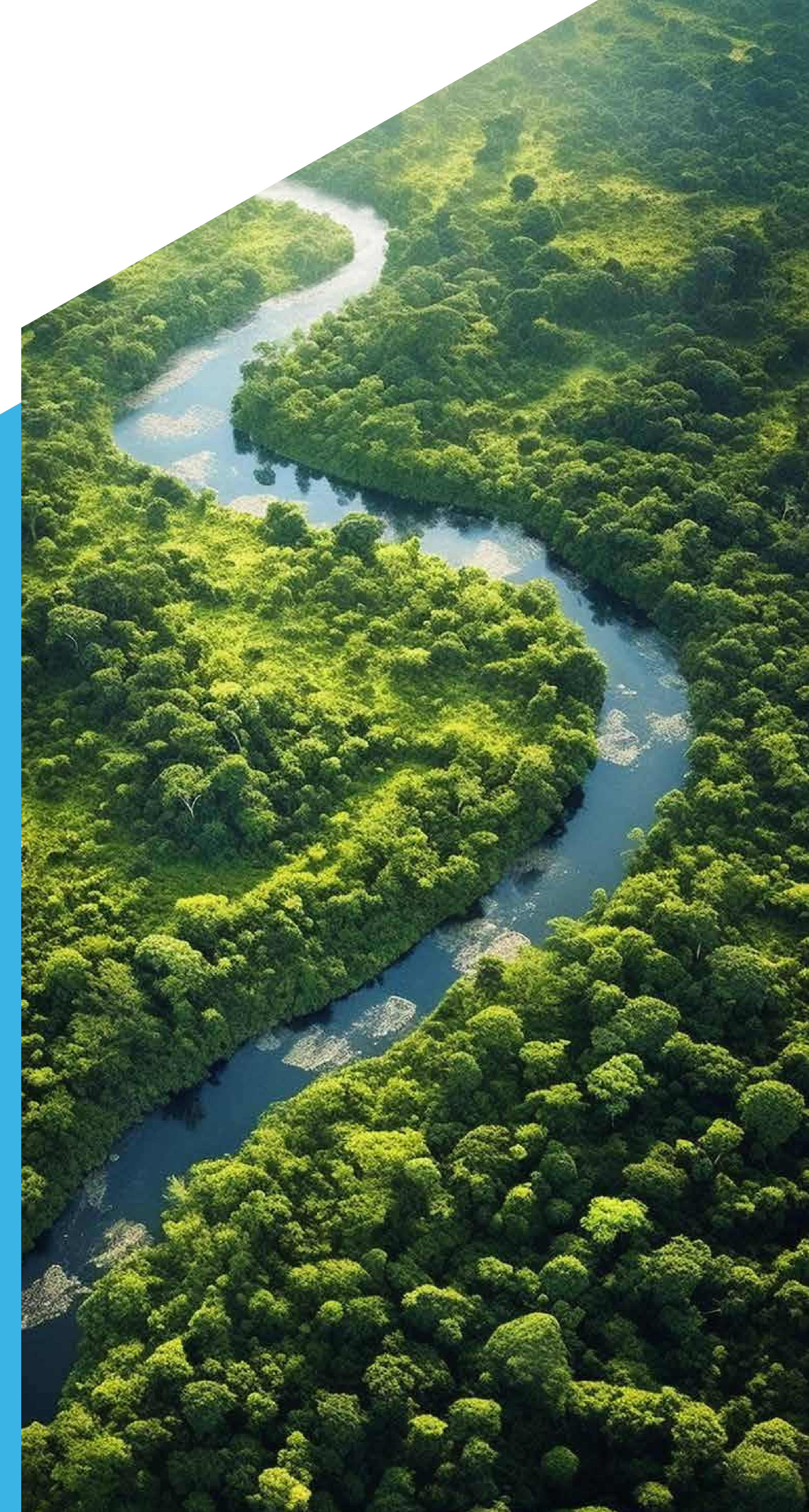
combustion fell from 6% to 4%. In the other categories, there was either no change or emissions increased compared to 2019.

From 2019 to 2023, emissions fell by 14% overall. In the same period, the workforce grew by 41%. The increase in emissions from 2022 to 2023 is due to the company's growth. Silver Atena not only employed more staff, the number of projects also increased. This resulted in higher consumption, particularly in the categories of electricity, heat and employee journeys.

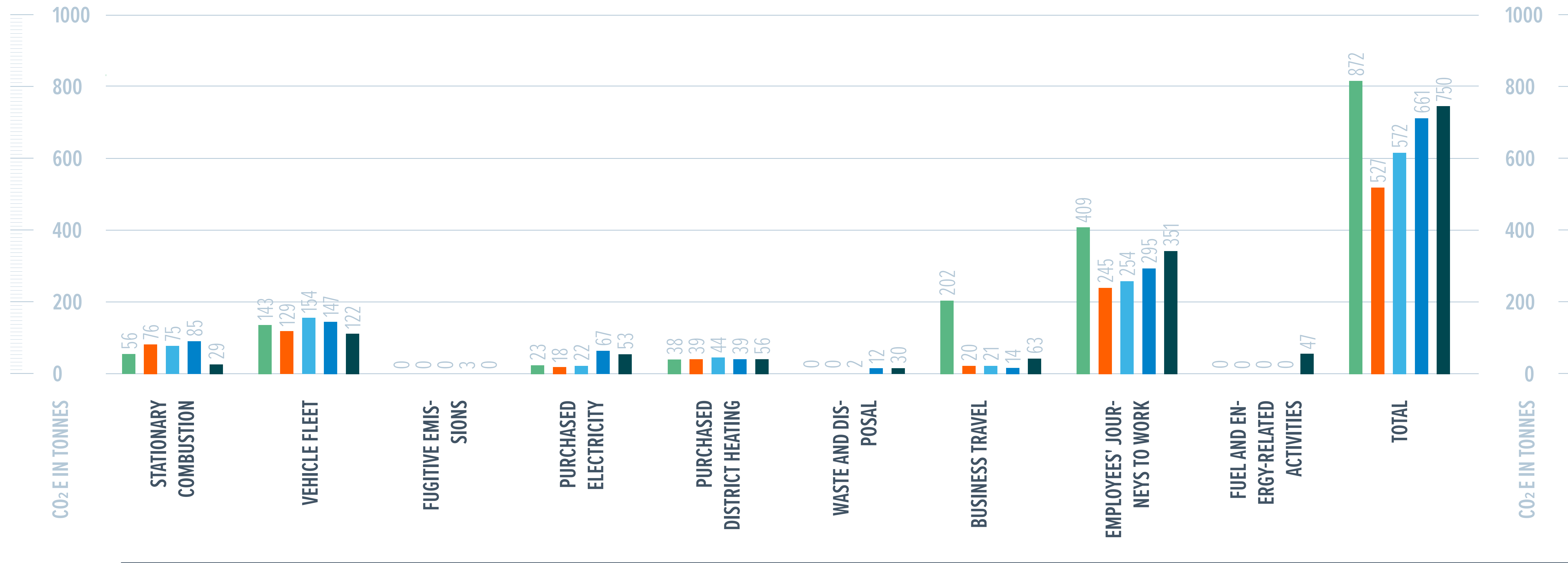
### DIFFERENT TRENDS IN ABSOLUTE VALUES

Compared to 2019, there were reductions in emissions in 2023 in the categories of stationary combustion, vehicle fleet, business trips and employees' journeys to work. The trends in absolute values:

- The reduction in the vehicle fleet emissions by around 15% was because the proportion of electric and hybrid vehicles increased.
- Around 69% of emissions were saved on business trips, as online meetings often replaced business trips.
- Emissions from employees travelling to work were reduced by around 14%, as people worked from home more.
- There was no change in fugitive emissions as no refrigerants were topped up.
- The emissions caused by purchased electricity increased 2.3-fold as production started at the Karlsfeld site. Overall, the areas and number of employees increased. A new location was opened in Augsburg.
- Stationary combustion reduced emissions by around 48%. The reason for this is a recalculation based on new findings.
- Emissions from purchased district heating increased 1.5-fold as the Karlsfeld site switched to district heating.
- Emissions from waste and disposal rose sharply, as waste at the Karlsfeld production site increased significantly.



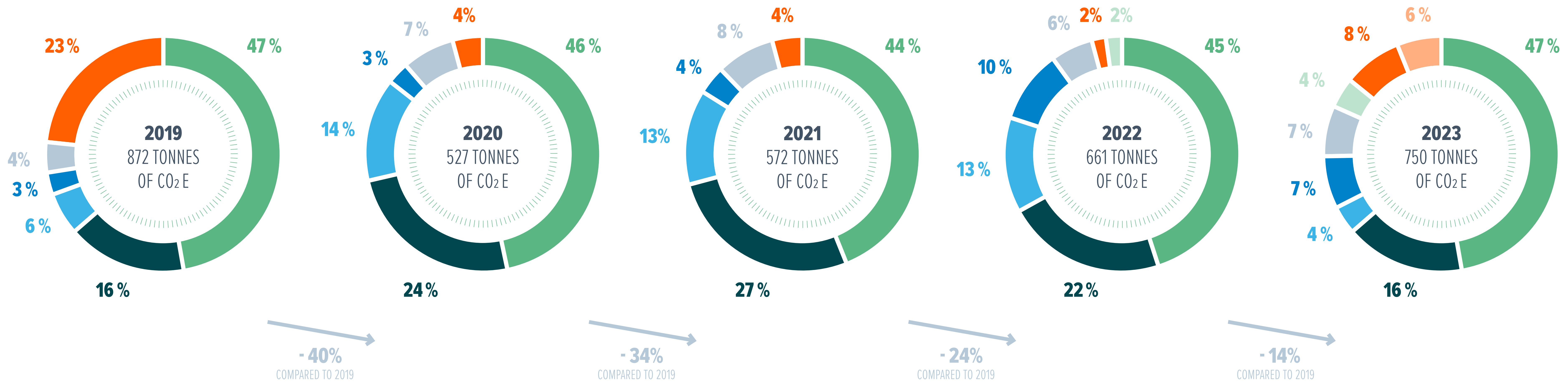
GREENHOUSE GAS EMISSIONS CAUSED IN CATEGORIES



2019  
2020  
2021  
2022  
2023

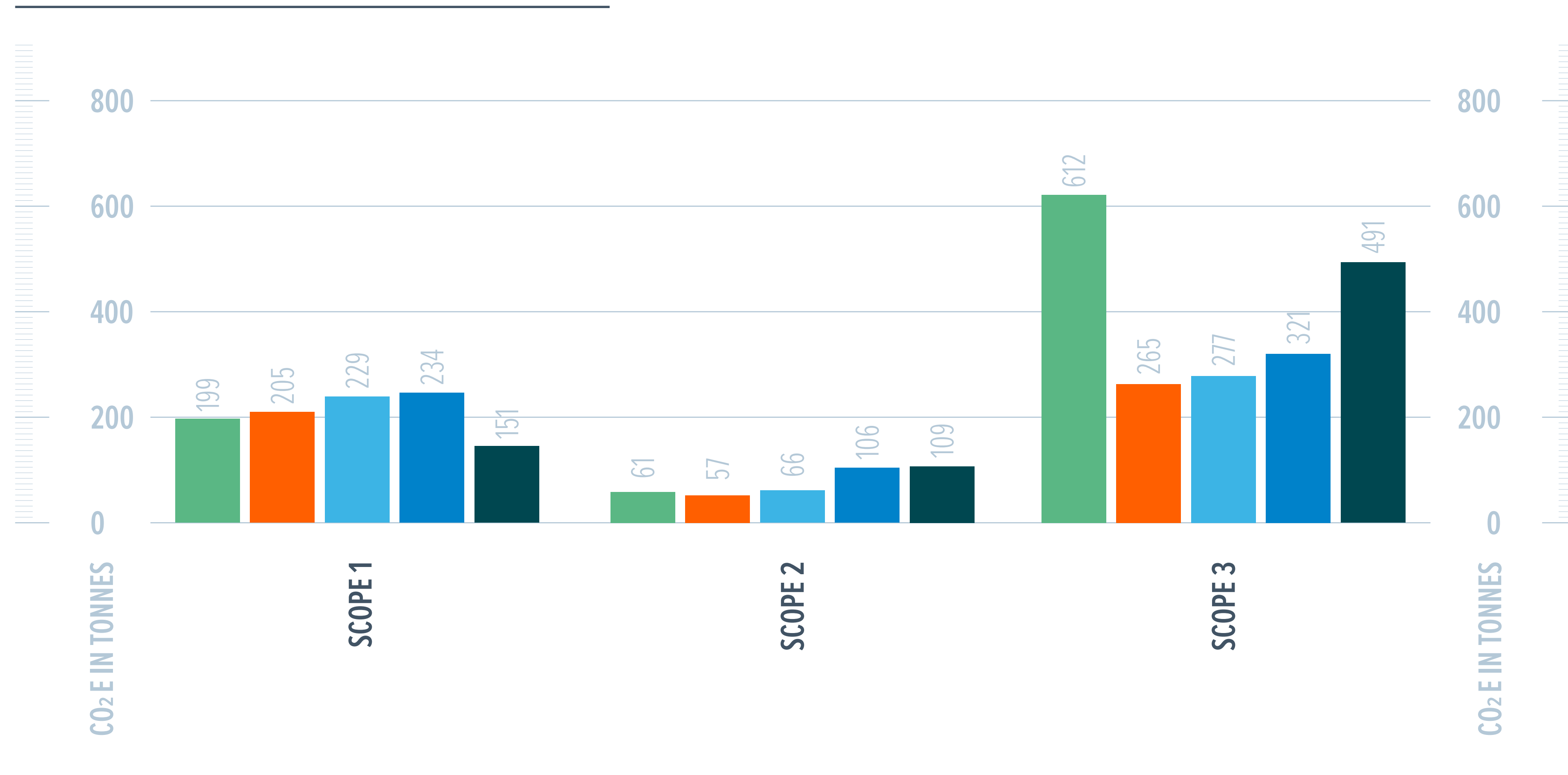


SILVER ATENA CAUSED THE FOLLOWING AMOUNTS OF GREEN HOUSE GAS EMISSIONS:



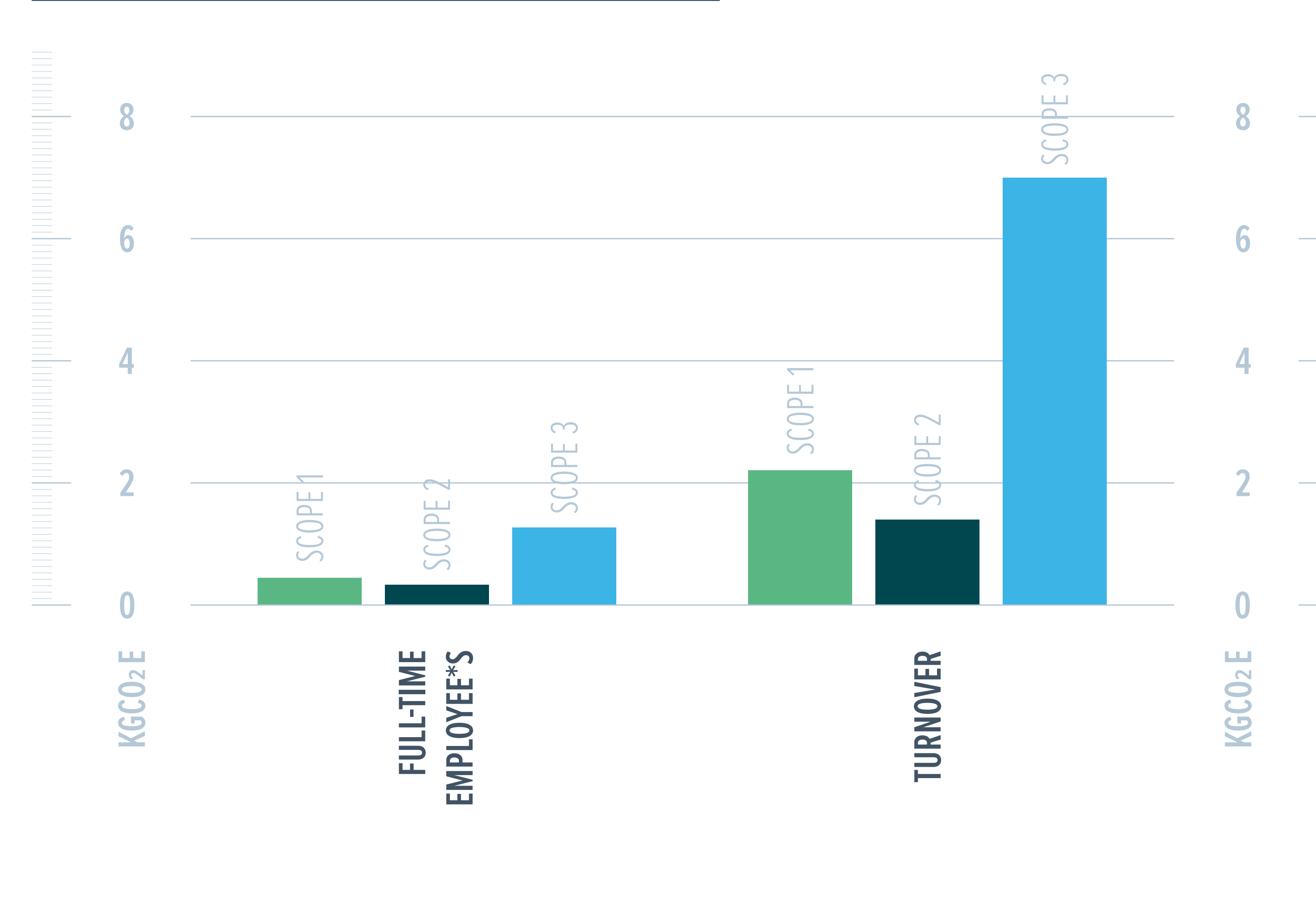
- Journeys by employees
- Vehicle fleet
- Stationary combustion
- Purchased electricity
- Purchased district heating
- Fugitive emissions
- Business travel
- Waste & disposal
- Fuel and energy-related activities

GREENHOUSE GAS EMISSIONS CAUSED: DIVISION INTO SCOPES



2019  
2020  
2021  
2022  
2023

INTENSITY OF GREENHOUSE GAS EMISSIONS:



INTENSITY OF THE GREENHOUSE GAS EMISSIONS

Greenhouse gases are harmful to the climate in different ways. Although carbon dioxide (CO<sub>2</sub>) occurs most frequently, it is less harmful than methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>).

We included all these gases. In order to compare them with one another, we calculated intensity ratios that included the consumption of fuel, electricity and district heating. The parameters full-time employees (FTE) and turnover (EUR) were used for this purpose.

## REDUCTION IN GREENHOUSE GAS EMISSIONS

In order to significantly reduce greenhouse gas emissions in the future, Silver Atena is focusing on the categories of vehicle fleet, electricity consumption, waste avoidance and disposal. There is huge potential in reducing employees' journeys and business trips.

### VEHICLE FLEET

Our fleet includes vehicles with conventional drive systems as well as hybrid and electric cars. In order to reduce greenhouse gas emissions, we are purchasing more vehicles with non-fossil drive systems.

### ELECTRICITY

To reduce energy consumption, conventional light bulbs have been replaced by LEDs in almost all offices and production facilities. Five of our eight locations obtain electricity from renewable energies. By 2025, all of our locations should be using green electricity. Due to our business activities, we are only able to save electricity to

a limited extent. HVAT tests (High Voltage Acceptance Test) and functional tests are power-intensive and there is no alternative. However, we use systems for testing our products in which power can be fed back into the system. This cycle means that only 10 % of the electricity consumed has to be fed back in. All the more reason to monitor the energy efficiency of our systems and equipment and increase it wherever possible. At our new production facility in Karlsfeld, we produce our own green electricity with the help of photovoltaics.

### DISPOSAL AND PAPER AVOIDANCE

Our waste disposal concept includes all kinds of waste and follows the rules of the Commercial Waste Ordinance. Our locations use sustainable, 100% climate-neutral printing paper. In the medium to long term, we would like to completely digitalise the HR and finance departments, thereby reducing paper consumption to a minimum.

### EMPLOYEES' JOURNEYS TO WORK

To reduce the greenhouse gas emissions caused by our employees travelling to work, we offer job bikes. Employees can lease a bike from our company at a favourable rate. We also subsidise travel by public transport, which is used by 15.5% of employees. This is not only climate and environmentally friendly but also beneficial to health. So far, 5% of our employees have taken up the job bike offer. The result of this initiative is that we have been able to reduce the greenhouse gas emissions caused by employee travel by 58 tonnes of CO<sub>2</sub> e. Even after the coronavirus pandemic, we are encouraging our employees to work from home to minimise greenhouse gas emissions on the way to work.

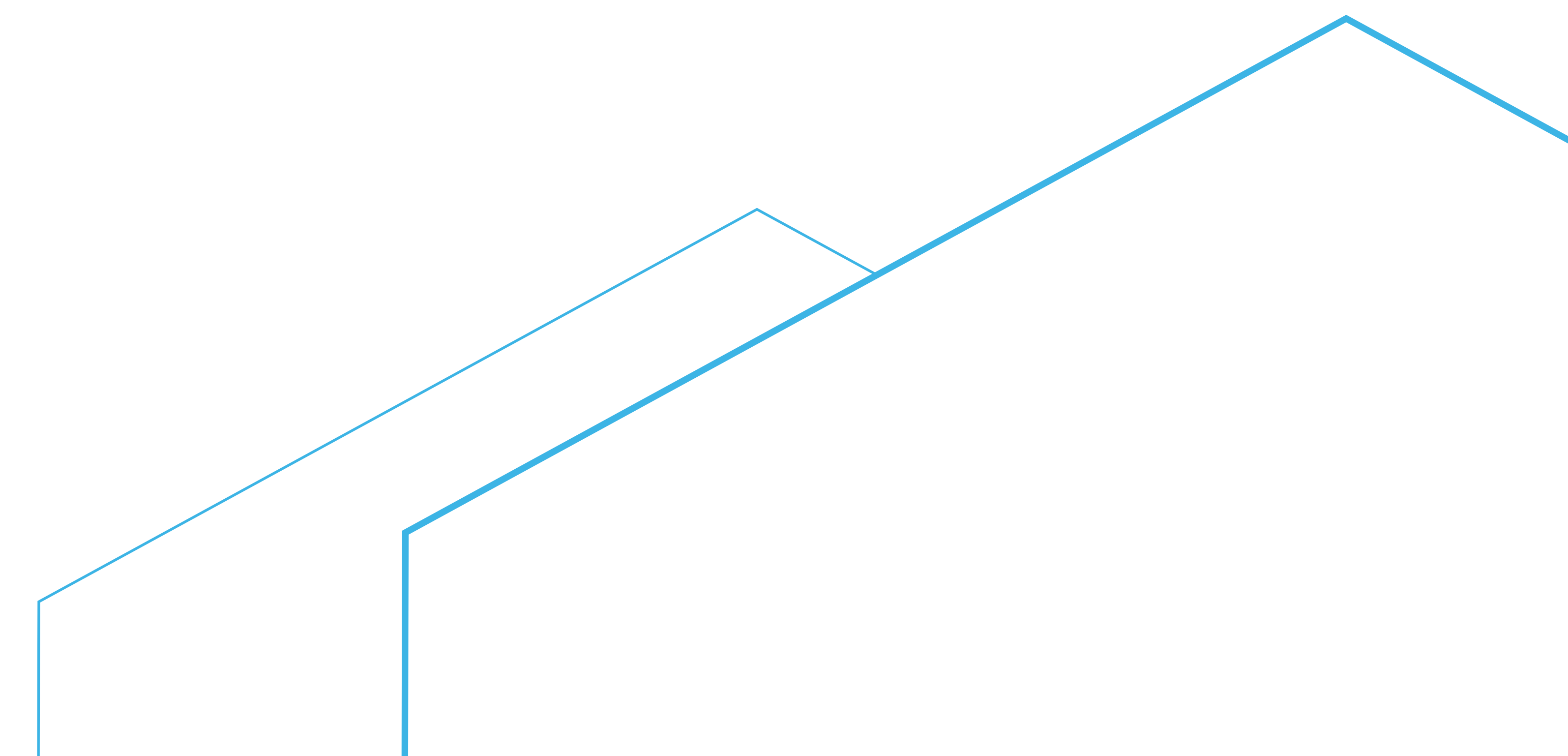
### BUSINESS TRIPS

There were hardly any business trips in 2020, 2021 and 2022 due to the pandemic. Many business trips were also replaced

by digital meetings in 2023. Emissions fell by 138.96 tonnes of CO<sub>2</sub> e. Silver Atena will continue to minimise site visits in the future and conduct conferences via video.

### CO<sub>2</sub> CREDITS AND INTERNAL CO<sub>2</sub> PRICING SYSTEMS

Silver Atena did not purchase any CO<sub>2</sub> credits to offset greenhouse gas emissions. We also did not use any internal CO<sub>2</sub> e pricing systems.





## LIFE CYCLE ANALYSIS

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Silver Atena wants to know how high its greenhouse gas emissions (Product Carbon Footprint) are for each individual product. As a pilot project, emissions from the transport, production and disposal of a typical control unit were recorded. We analysed the emissions of the upstream and downstream processes according to the cradle-to-gate principle, i.e. up to the moment the product passes through our factory gates. We ensure that our suppliers

also record their CO<sub>2</sub> emissions in order to identify potential savings both internally and externally as early as possible and to reduce CO<sub>2</sub> emissions. In the medium term, we intend to extend the analysis of emissions to the entire Product Carbon Footprint and determine this for all our series products.

## COMPLIANCE WITH REACH AND ROHS REGULATIONS

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We comply with the REACH (Regulation concerning the Registration, Evaluation, Authorisation and Restriction of Chemicals), RoHS (EU Directive 2011/65/EU Restriction of Hazardous Substances) and GADSL (Global Automotive Declarable Substance List) regulations. We do not use certain hazardous substances in electrical and electronic devices and avoid conflict minerals such as tin, tungsten, tantalum and gold as far as possible.

Directive 2000/53/EC is also relevant for certain customer projects. It commits us to a defined reuse and recycling rate. We use recycled materials wherever possible. We respect the applicable substance bans according to the GADSL list.

As early as the development stage, we check whether future products comply

with the REACH and RoHS regulations to ensure that no hazardous materials are used. This is how we protect people and the environment. We check the individual components of our products using an IT-supported reporting tool. Either our suppliers confirm in writing that they comply with the regulations, or we verify this via IMDS reports (IMDS - International Material Data System). As soon as we place an order, we obligate the supplier to comply with the regulations.

## WE HAVE ACHIEVED THIS TOGETHER

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- ISO 14001 and 16247 certification
- Decreasing greenhouse gas emissions from our vehicle fleet
- 84% of electricity from renewable energies
- Reduction of greenhouse gas emissions by 14% compared to the base year 2019
- Use of sustainable printer paper at all locations
- Offer of job bikes for employees
- Consistent compliance with RoHS/REACH regulations
- Life cycle analysis for first series products

## THESE ARE OUR NEXT STEPS

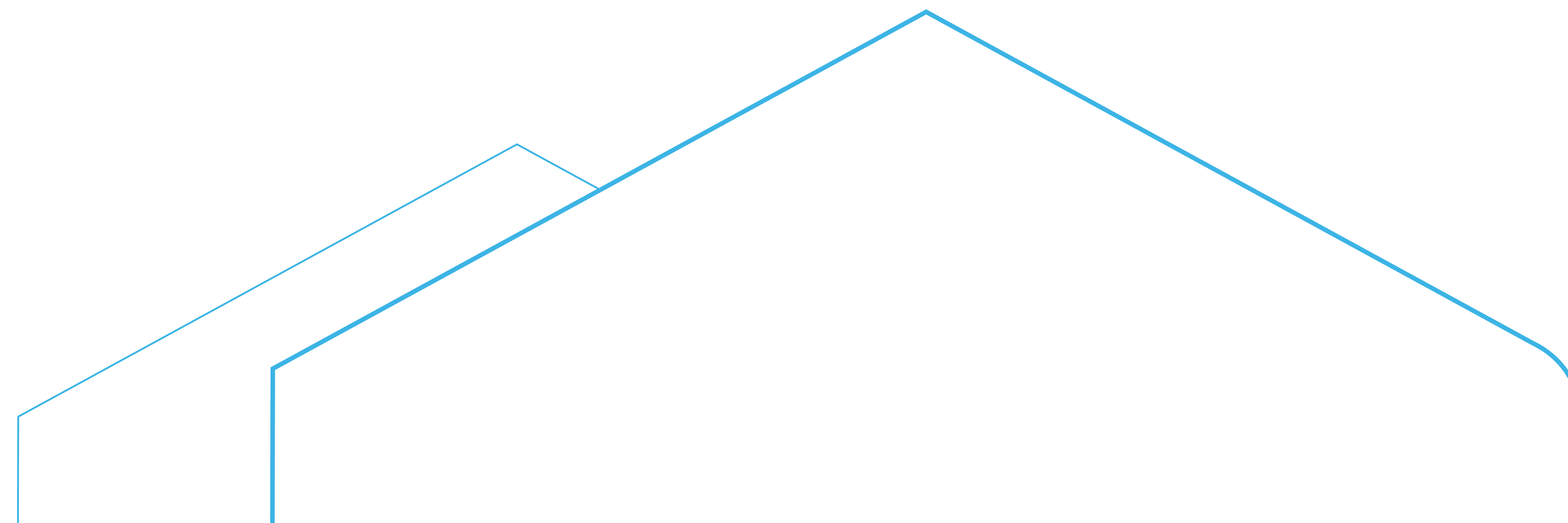
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- Development of an environmental dashboard to make our values transparent and increase awareness among our employees
- Green electricity for all locations
- Equipping further locations with iONiX charging points
- Training on sustainability in development
- Launch of the project to achieve carbon neutrality
- Adaptation of internal processes to environmental aspects
- Establishment of an energy management system

## BY WHICH WE MEASURE OUR SUCCESS

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- Guarantees of origin from our energy suppliers
- 84% of electricity from renewable energies
- Reduction of greenhouse gas emissions by 14% compared to the base year 2019
- Proportion of electric or hybrid vehicles in the fleet. Target: 30%, ACTUAL: 44 %
- Annual decrease in paper consumption
- Annual surveys to measure greenhouse gas emissions from journeys to work
- Our Corporate Carbon Footprint per capita was reduced by around 47% compared to the base year 2019





WE FOCUS ON ECOLOGICAL ASPECTS AND RESPECT FOR HUMAN RIGHTS AS SOON AS WE SELECT OUR SUPPLIERS.



## OUR GOALS

WE ARE ESTABLISHING A SUSTAINABLE VALUE CHAIN BY 2030

### SUPPLIER QUALIFICATION

We evaluate our supply chain according to sustainability criteria and sharpen the requirements according to which we approve product suppliers.

### TRANSPORT OF PRODUCTS

We use local suppliers wherever possible in order to minimise CO<sub>2</sub> emissions.

### CONFLICT MINERALS

We avoid conflict minerals in our supply chain wherever possible. Respect for human rights is paramount to us.

### SUPPLIER CODE OF CONDUCT

We update and expand our Supplier Code of Conduct and obligate our series suppliers to comply with it.

### REQUIREMENTS FOR SUPPLIERS

We obligate our suppliers to use electricity from 100% renewable energy sources, to draw up life cycle assessments and to make greater use of recycled materials.

## SUPPLIERS AND PARTNERS

Our suppliers and partners are essential to our success. We select them carefully according to ethical and legal principles. A prerequisite for cooperation is that suppliers are committed to our Supplier Code of Conduct. It contains the values of our company and creates the basis for responsible and trusting cooperation. This is how we contribute to SDG 8 (Decent Work and Economic Growth) and SDG 17 (Partnership to Achieve the Goals).



## OUR SUPPLY CHAIN

We source 100% of our product components from suppliers, in particular die-cast housings, injection-moulded parts, turned parts, deep-drawn parts, assembled cables, chokes, assembled circuit boards (PCBA) and power modules. These are the main components of the control units that we assemble in our production facility. Suppliers are selected in three stages:

- Research and check whether the company fulfils our basic requirements, e.g. regarding certifications, equipment, expertise and location. An environmental and social assessment is carried out. The basis for this are the requirements of our customers, which result from the order concerned.
- If the potential supplier meets our requirements, we establish direct contact.
- If the outcome is positive, we visit the company to audit it.

Our purchasing department evaluates our series suppliers once a year. We want to establish a catalogue of requirements specifically for environmental criteria in supplier management.

### OUR RESPONSIBILITY VIS-À-VIS SUPPLIERS AND PARTNERS

We want to treat our suppliers and partners fairly. Only then is long-term successful cooperation possible.

We select our suppliers carefully and attach great importance to transparency during the partnership. We are in close contact with our direct suppliers and ensure that they comply with our standards. These are randomly checked in internal audits and verified in discussions.

We cannot guarantee this throughout the entire value chain, as our influence is lim-

ited to direct contacts. The obligation to pass on also only applies to upstream supply chains. This also applies to the labour force in the value chain.

Our payment practices are independent of the supplier groups. We treat suppliers of all sizes equally. Our payment term of 27 days is 3 days less than the 30 day term. This includes all invoices and is therefore 100%. We regularly analyse the key figures in comprehensive reports using the ESKER tool. Our terms and conditions of purchase are available to all suppliers on our homepage and are referred to with every order. We strategically select our suppliers according to quality and regionality. In doing so, we consider whether the supplier fulfils its social and ecological responsibility. As disruptions in the supply chain have a negative impact on our output, we analyse the risks in order to minimise them. Series

suppliers in particular are regularly audited according to defined criteria. We plan to evaluate them successively according to additional sustainability factors.

### TRANSPORT ROUTES

The suppliers are based in Europe and Asia. Although we use regional suppliers wherever possible, this is not always possible. Some elements are only produced in Asia. Nevertheless, we keep transport routes as short as possible. For example, we have components from Italy and Thailand sent directly to other partners in our supply chain for processing. Silver Atena receives the end product as ordered.





## CO<sub>2</sub> NEUTRALITY OF SERIES SUPPLIERS

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We will be CO<sub>2</sub>-neutral by 2030. To achieve this goal, we also demand carbon neutrality from our suppliers. As a first step, we are focussing on our series suppliers and obliging our top suppliers to draw up a life cycle assessment. We then work with them to develop a strategy to reduce greenhouse gases through to carbon neutrality. We review our progress with annual audits. Environmental protection is a key criterion for the future nomination of our suppliers. The basis is their self-disclosures, evidence of certifications and sustainability activities, as well as our requests for quotation (RFQ). A project group will launch in 2024 to work out our strategy for carbon neutrality and define the procedure.

## CALCULATION OF THE LIFE CYCLE ANALYSIS

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The life cycle assessment of our series suppliers' products is essential for us to calculate the Life Cycle Analysis of our own products. It is still difficult to obtain primary data because suppliers rarely have information on greenhouse gas emissions. This applies both generally and specifically to components and products, as our pilot project on a typical control unit from Silver Atena confirms. In order to make up for this deficit, we initially draw on secondary data in relevant databases. We will gradually replace these with real data. We have already started this process. The GaBi software supports us in this.

## OUR SUPPLIER CODE OF CONDUCT

100% of Silver Atena's series suppliers agree to our Supplier Code of Conduct. We expect our stakeholders to meet the highest standards of integrity, as this is the only way we can work together in a spirit of trust. Our standards are based on internationally recognised standards relevant to workers in the value chain, including the United Nations Guiding Principles on Business and Human Rights. Violations can be reported via the whistleblowing tool.

Our suppliers and their employees must comply with the applicable laws and regulations. If the law is stricter than the regulations applicable at Silver Atena, it takes precedence. The principles described in the Supplier Code of Conduct are a minimum standard. Country-specific supplements based on the respective culture remain unaffected.

## THE PRINCIPLES OF THE SUPPLIER CODE OF CONDUCT OF SILVER ATENA

### REQUIREMENTS FOR ETHICAL BEHAVIOUR

- Combating bribery and corruption
- Gifts and invitations
- Conflict of interest
- Fair competition
- Minerals from conflict areas
- Good trading practices
- Finances
- Intellectual property and counterfeit products
- Information security
- Sensitive, confidential and protected information
- Protection of personal data

### SOCIAL RESPONSIBILITY

- Human rights
- Employment practices
- Health and safety

### ENVIRONMENT

- Compliance with all applicable environmental laws
- Animal welfare
- Conservation of resources
- Reduction of greenhouse gas emissions

### SUSTAINABLE PROCUREMENT

#### OBLIGATION OF THE SUPPLIER

- Consent to the Silver Atena Supplier Code of Conduct
- Reporting a concern or problem
- Inspection rights
- Corrective measures

### REQUIREMENTS FOR ETHICAL BEHAVIOUR

- Bribery and corruption violate public trust, jeopardise economic and social development and damage fair trade. We are committed to acting in accordance with the highest anti-corruption standards and expect our suppliers to comply with applicable anti-corruption laws, policies and regulations in the countries in which they operate.
- We have clearly regulated the handling of gifts and invitations. Suppliers, partners and our employees must not gain an unfair competitive advantage through business favours.
- Conflicts of interest must be strictly avoided. We expect our employees to act in the best interests of Silver Atena.
- Our rules on fair competition protect consumers and competitors from unfair business practices. In the interests of healthy competition, we comply with antitrust and competition laws.
- The extraction and trade of minerals and raw materials from conflict areas can lead to human rights violations and further conflicts. We refuse to support public and private security forces that illegally control mining sites and transport routes. Our suppliers are obliged to respect human rights and to supply all minerals and raw materials - especially from conflict and high-risk areas - in a responsible manner. Armed groups may not be financed either directly or indirectly.
- Suppliers shall comply with applicable export control regulations, laws, directives and regulations on sanctions and embargoes and provide truthful information to customs and other authorities on request.
- Suppliers must not take financial advantage of fraud, embezzlement or counterfeiting or allow third parties to do so. Laws to combat money laundering and terrorist financing are observed.
- Suppliers are obliged to comply with all rights and laws for the protection of intellectual property. They accept protection from disclosure, patents, copyrights and trademarks. They may only use legally acquired and licensed information technology and software. They may not disclose technology, proprietary information or trade secrets without the prior written consent of Silver Atena's Legal Department. If counterfeit parts and materials are delivered despite all precautionary measures and checks, they must be identified, reported and quarantined. They must not re-enter the supply chain.
- The data and information security of the suppliers is a basic prerequisite for working with Silver Atena.
- Suppliers are obliged to treat sensitive, confidential and proprietary information entrusted to them by Silver Atena, its customers or third parties as confidential. Exception: Disclosure is authorised or required by law. Then it may only take place after prior notification.
- All applicable data protection laws and regulations must be observed.





### SOCIAL RESPONSIBILITY

- Silver Atena expects its suppliers to recognise and respect the International Declaration of Human Rights and the International Labour Organization's Declaration on Principles and Rights at Work. Suppliers treat people with dignity and respect. They ensure a safe, inclusive and accessible workplace, both physically and virtually.
- Our suppliers accept our guidelines on human rights and employment practices such as working hours, wages and social benefits, freedom of association, diversity, equal opportunities and respect for the individual.
- Suppliers must comply with the ban on human trafficking and the applicable local laws in the countries in which

they operate. There must be no forced, bonded or compulsory labour. Child labour is absolutely taboo. Employees must be able to terminate their employment relationship after giving reasonable notice.

- Regulations on the health and safety of employees must be observed.

### ENVIRONMENT

- In line with the Science Based Target Initiative (SBTi), the United Nations Global Compact and the Paris Climate Agreement, Silver Atena has decided to achieve net-zero greenhouse gas emissions across the entire value chain by 2030. We want to play a leading role on the road to a net-zero society by reducing and avoiding CO<sub>2</sub> emissions.

We utilise sustainable innovations and increase environmental and climate awareness as well as the actions of our stakeholders. We also expect a net-zero initiative from our suppliers.

- Our suppliers must comply with the applicable environmental laws. The responsible treatment of living beings is part of our understanding of values. Silver Atena requires that all members of the company and suppliers comply with national and international legal standards on animal protection and welfare.
- Our suppliers must monitor, measure and minimise their consumption of natural resources such as water, raw materials and energy.

### SUSTAINABLE PROCUREMENT

Our suppliers pass on the principles of the Supplier Code of Conduct to their partners, subsidiaries and subcontractors who do business with Silver Atena. They apply our standards to their own suppliers.

### OBLIGATION OF THE SUPPLIER

Suppliers undertake to comply with Silver Atena's Supplier Code of Conduct and to act in accordance with an effective ethics and compliance programme. You are welcome to report concerns or problems at any time. We reserve the right of verification. In the medium term, we will also install an ethics and compliance training programme for our suppliers.

## WE HAVE ACHIEVED THIS TOGETHER

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- Focus on regional suppliers
- Careful selection and verification of future suppliers
- Updating our Supplier Code of Conduct
- Obliging our suppliers to comply with our Supplier Code of Conduct
- Plans for climate neutrality as an important requirement criterion for future suppliers, verification via self-disclosure and price and condition enquiries

## THESE ARE OUR NEXT STEPS

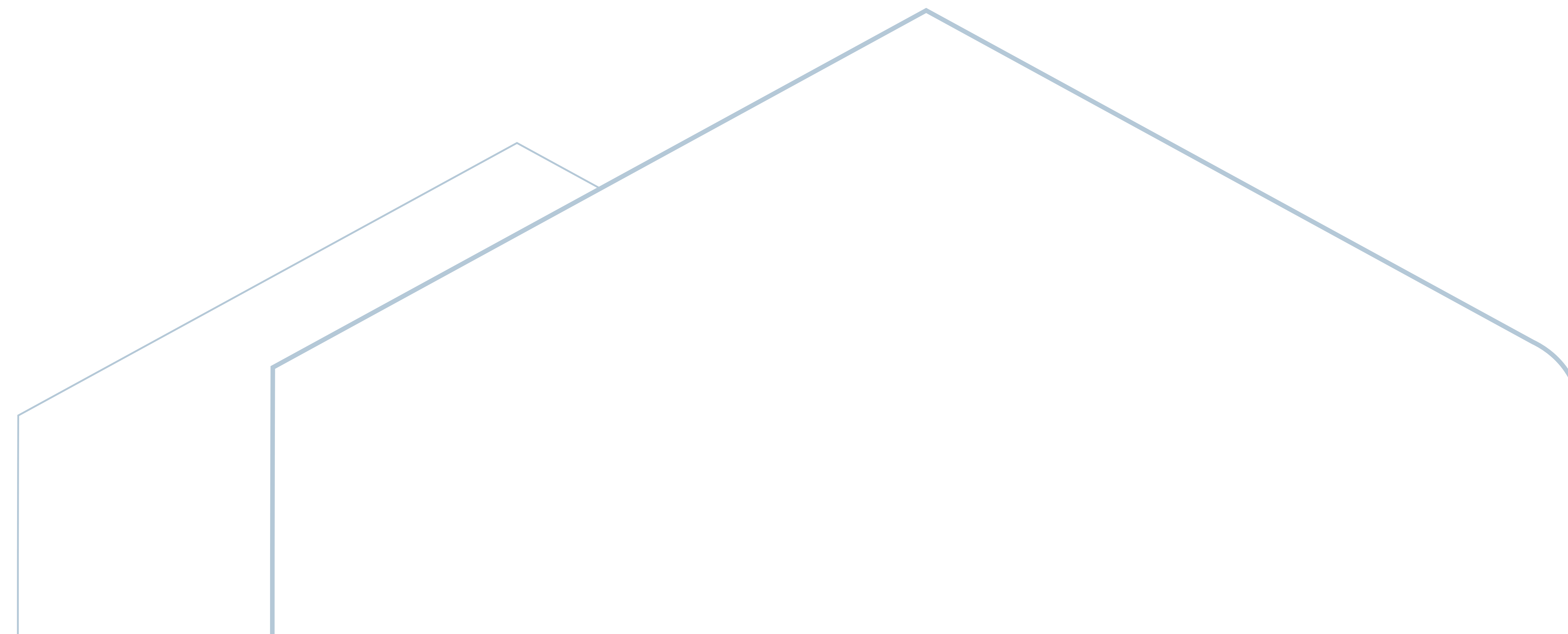
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- Calculation of the life cycle analysis of our series products, perspective based on real data
- Coordination of schedules with suppliers on timetables for climate neutrality

## BY WHICH WE MEASURE OUR SUCCESS

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- Our suppliers are committed to climate neutrality
- 68% of our suppliers are certified to ISO 14001
- Standard payment terms: 30 days, ACTUAL: 27 days
- Number of court proceedings currently pending due to late payment to suppliers: 0



## CONCLUSION

Silver Atena has published a sustainability report every year since 2021 to provide information about its economic, environmental and social goals, key figures and measures. Information on upstream and downstream activities can be found in the information on suppliers and products, but is not a primary component of this sustainability report. The Sustainability Report 2023 shows that we have already taken important steps towards sustainable economic growth. Many more are planned.

As a company, we live by ethical principles every day, and we expect the same from our partners and suppliers. We are aiming for carbon neutrality by 2030. This goal will challenge us and everyone involved in our supply chain over the next few years.

We not only pursue internal sustainability strategies, but also play our part in contributing to a sustainable society. We promote the further development of electromobility with our products. The careful

use of resources throughout the supply chain and a high recycling rate for our waste are very important to us.

Our employees are our most important asset. Employee recruitment and retention remain major challenges, particularly due to strong growth. Flexible working models in terms of location and time have proven their worth. We promote our own young talent by employing students and offering them an exciting spectrum of tasks. With us, you can turn innovative ideas into reality and help to make a strong contribution to electromobility with future-proof technologies.

We are expanding our occupational health management programme to include a blend of sport, fun and performance, which our employees consider to be very important. Corporate benefits round off this offering. We will continue to follow this path. We are even building an in-house fitness centre.

The reporting period covers the entire year 2023. It includes the performance of key figures since 2019. All Silver Atena locations are included. The report is based on the following regulatory standards:

- Global Reporting Initiative (GRI Standard)
- CSRD / ESRS Standards
- German Sustainability Code (DNK)
- The Universal Declaration of Human Rights
- United Nations Sustainable Development Goals (SDG)
- UN Global Compact
- GHG Protocol

## EU TAXONOMY

EU taxonomy is playing a key role on the road to Europe's planned climate neutrality by 2050. As a classification instrument of the EU Commission, it is intended to make the Green Deal more tangible for companies and investors. The idea is to see how environmentally and climate-friendly individual companies are. The new EU directive on corporate sustainability reporting, the Corporate Sustainability Reporting Directive (CSRD), breaks down the requirements of the EU taxonomy for companies. The European Sustainability Reporting Standards (ESRS) define the details of sustainability reporting and specify criteria according to which an economic activity is or is not environmentally compatible.

The EU taxonomy affects Silver Atena as a subsidiary of the Expleo Group. The results of our own sustainability reporting mean a great deal to us. Because we can use these results to review our strategy, ensure that we stay on track, recognise

potential for improvement and boost the confidence of our stakeholders. Three financial indicators show the extent to which our activities comply with the EU taxonomy: sales, investments (capex) and operating costs (opex). We have integrated the principles of the EU taxonomy into our growth strategy and made sustainability an integral part of our business model.

In the Sustainability Report 2023, we fulfil the requirements of the ESRS to the greatest possible extent. According to the ESRS definition, all corporate activities are in the "Other" sector. We are aware that we can only improve our sustainability reporting step by step. However, we are on the right track, as shown by the excellent results of our sustainability ratings and the ESG Transparency Award.

### CORE ELEMENTS OF THE DUTY OF CARE

Integration of due diligence into governance, strategy and business model

Involvement of affected stakeholders in all key due diligence steps

Identification and assessment of negative impacts

Measures to counter these negative effects

Tracking the effectiveness of these efforts and communication

### SECTIONS IN THE SUSTAINABILITY REPORT

- Foreword
- Sustainability strategy
- Silver Atena

- Sustainability Committee
- Employees and society/works council

- Materiality analysis and risk management

- Materiality analysis and risk management
- Internal processes and documents

- Materiality analysis and risk management
- Employees and society/ Our values
- Internal processes and documents

# KEY FIGURES ACCORDING TO ESRS AND GRI

ESRS NO.	DISCLOSURE	KEY FIGURE	2023	2022	2021	REFERENCE TO SECTION IN CSR	GRI	COMMENT
ESRS 2 GOV-1	21a	Number of executive members	2	2	2	Sustainability organisation	2-9	
ESRS 2 GOV-1	21a	Number of non-executive members	0	0	0	-	2-9	
ESRS 2 GOV-1	21d	Percentage share by gender and other aspects of diversity	100% male	100% male	100% male	-	2-9	
ESRS 2 GOV-1	21d	Gender diversity in management	1	1	1	-	2-9	
ESRS 2 GOV-1	21e	Percentage of independent board members	1	1	1	-	2-9	
ESRS 2 GOV-3	29d	Proportion of variable remuneration that depends on sustainability-related targets and/or impacts	n.a.	n.a.	n.a.	-	2-19	Variable remuneration is concluded at individual level
ESRS 2 SBM-1	40 a iii	Number of employees					2-7	see ESRS 1-6
ESRS 2 SBM-1	40b	Total revenue	70,426,000 €	58,855,000 €	50,111,000 €	Appendix / Key figures at a glance	201-1	
ESRS 2 SBM-1	40 d i	Revenues from fossil fuels, coal, oil, gas, chemical production, arms supplies, tobacco	0 €	0 €	0 €	-	2-7	
ESRS G1-4	24a	Number of convictions for offences against corruption and bribery regulations	0	0	0	Customers and products / summary page	2-27	
ESRS G1-4	24a	Amount of fines for offences against corruption and bribery regulations	0 €	0 €	0 €	Customers and products / summary page	2-27	
ESRS G1-4	22, 25a	Number of cases of corruption or bribery	0	0	0	Customers and products / summary page	205-3	
ESRS G1-4	25b	"Number of confirmed cases in which own employees were dismissed or disciplined for corruption or bribery"	0	0	0	Customers and products / summary page	205-3	
ESRS G1-4	25c	"Number of confirmed cases of contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery"	0	0	0	Customers and products / summary page	205-3	
ESRS G1-5	29b	"Amount of political contributions made in cash or in kind"	0 €	0 €	0 €	-	415-1	
ESRS G1-6	33a	Average time (in days) taken by the company to settle an invoice from the start of the contractual or statutory payment period	27 days			Suppliers and partners / summary page	-	
ESRS G1-6	33b	Standard payment terms of the company in days	30 days			Suppliers and partners / summary page	-	
ESRS G1-6	33b	Percentage of its payments for which these standard terms and conditions are applied	100 %			Suppliers and partners / summary page	-	
ESRS G1-6	33c	Number of court proceedings currently pending due to late payment	0			Suppliers and partners / summary page	-	
		Share of ISO 14001 certification of our suppliers	68 %	68 %		Appendix / Key figures at a glance	-	
ESRS S1-6	50a	Total number of employees	484	433	388		405-1	Employees of Silver Atena: Permanent staff, casual workers, external employees and students

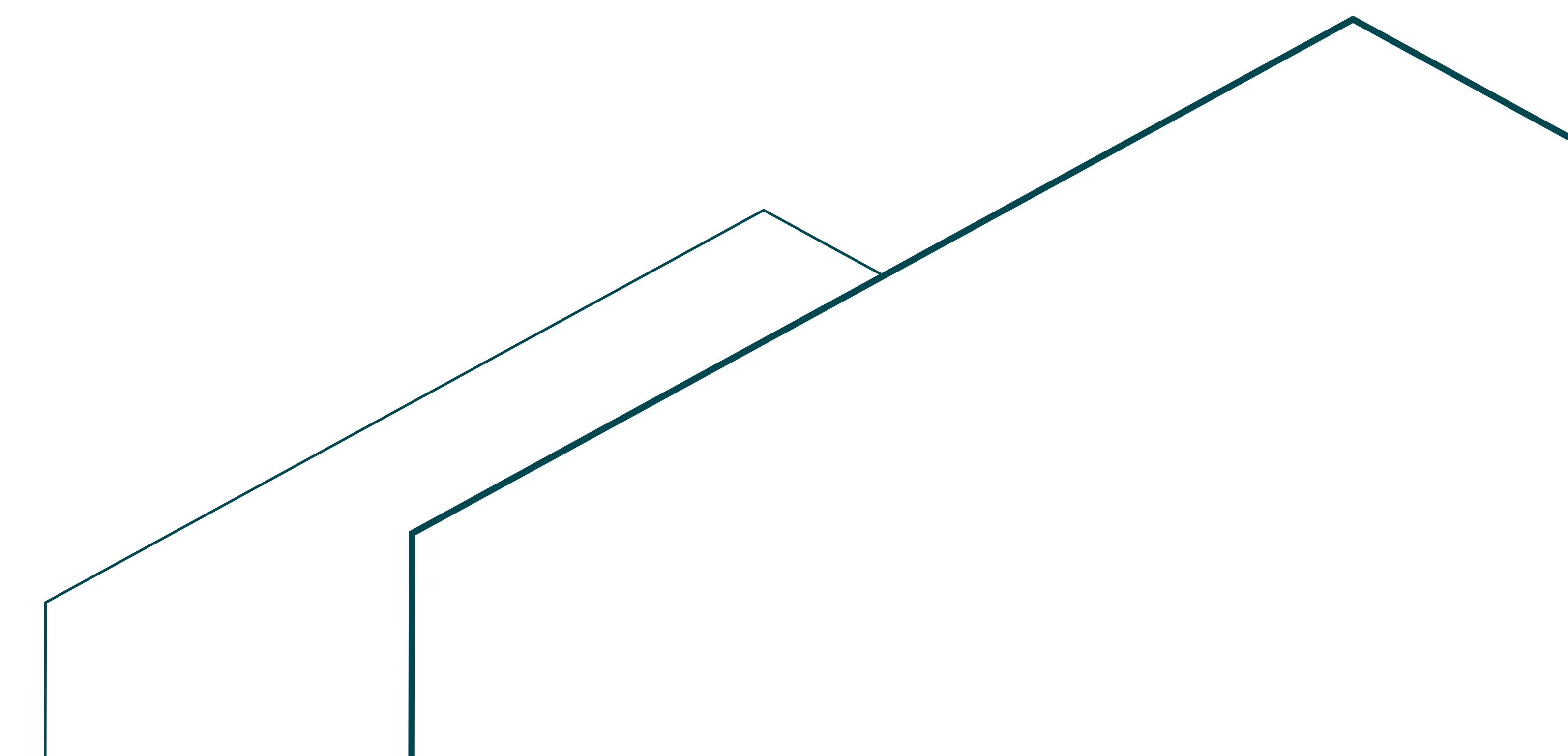
ESRS NO.	INDICATOR	KEY FIGURE	2023	2022	2021	REFERENCE TO SECTION IN CSR	GRI	COMMENT
ESRS S1-6		of which women	78	70	59			
ESRS S1-6		of which men	406	363	329			
ESRS S1-6		of which working in Germany	484	433	388			
ESRS S1-6		of which not working in Germany	0	0	0			
ESRS S1-6	50b	Total number of permanent employees	398	359	333		2-7	
ESRS S1-6		of which women	70	64	282			
ESRS S1-6		of which men	328	295	51			
ESRS S1-6	50b	Total number of temporary employees	86	74	55		2-7	incl. students
ESRS S1-6		of which women	8	68	8			
ESRS S1-6		of which men	78	6	47			
ESRS S1-6	50b	Total number of employees without guaranteed working hours	2	1	1		2-7	
ESRS S1-6		of which women	0	0	0			
ESRS S1-6		of which men	2	1	1			
ESRS S1-6	50c	Total number of employees who have left the company	84	93	109		401-1	incl. students
		Total number of employees who have left the company (core workforce)						
ESRS S1-6	50c	Employee turnover rate	20 %	23 %	26 %		401-1	incl. students
		Employee turnover rate, core workforce	9 %					excluding students
ESRS S1-7	55a	Total number of non-salaried employees	45				2-8	
ESRS S1-8	60a	Percentage of all employees covered by collective wage agreements	0 %	0 %	0 %		2-30	Silver Atena does not have a collective wage agreement.
ESRS S1-8		of which in the European Economic Area	0 %	0 %	0 %			
ESRS S1-8	63a	Total percentage of employees covered by wage agreements	100 %	100 %	100 %			
ESRS S1-9	66a	Gender distribution at top management level					405-1	
ESRS S1-9		of which women (number)	3	3	2			
ESRS S1-9		of which women (percentage)	33 %	30 %	20 %			
ESRS S1-9		of which men (number)	6	7	8			
ESRS S1-9		of which men (percentage)	67 %	70 %	80 %			
ESRS S1-9	66b	Age distribution					405-1	All employees

ESRS NO.	INDICATION	KEY FIGURE	2023	2022	2021	REFERENCE TO SECTION IN CSR	GRI	COMMENT
ESRS S1-9		Employees under 30 years of age	155	131	104			
ESRS S1-9		Employees 30 - 50 years	240	229	222			
ESRS S1-9		Employees over 50 years of age	89	73	62			
ESRS S1-10		Fair remuneration: Narrative						
ESRS S1-11		Social protection: Narrative						
ESRS S1-12	77	Employees with disabilities (percentage)	0.04 %	1 %	1 %			
ESRS S1-13	83a	Percentage of employees who have participated in regular performance and career development reviews	100 %	100 %	100 %		404-3	
ESRS S1-13		of which men	100 %	100 %	100 %			
ESRS S1-13		of which women	100 %	100 %	100 %			
ESRS S1-13	83b	Average number of training hours/employees	18.32	13.2			404-1	Key figure from 2022
ESRS S1-13		of which men	18.91	13.3				
ESRS S1-13		of which women	15.56	12.7				
ESRS S1-14	88a	Percentage of own workforce covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines	100 %	100 %	100 %		403-8	
ESRS S1-14		of which salaried employees	100 %	100 %	100 %			
ESRS S1-14		of which non-salaried employees	100 %	100 %	100 %			
ESRS S1-14	88b	Number of deaths due to work-related injuries and illnesses	0	0	0		403-9	
ESRS S1-14		of which other employees working at company locations	0	0	0			
ESRS S1-14	88c	Number of reportable occupational accidents	3	2	7		403-9	
ESRS S1-14	88c	Rate of reportable occupational accidents	10.5				403-9	
ESRS S1-14	88d	Number of cases of reportable work-related illnesses	0	0	0		403-10	
ESRS S1-14	88e	Number of days lost due to work-related injuries and deaths as a result of occupational accidents, work-related illnesses and deaths due to illnesses	6				403-9	
ESRS S1-15	93a	Percentage of employees entitled to leave for family reasons	100 %	100 %	100 %		401-3	
ESRS S1-15	93b	Percentage of eligible employees who have taken leave for family reasons					401-3	Reason for special leave is not recorded
ESRS S1-15		of which women						
ESRS S1-15		of which men						
ESRS S1-16	97a	Gender pay gap	13 %	24 %	22 %		405-2	Wage comparison independent of task, training, qualification, etc., pure calculation value
ESRS S1-16	97b	Ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration of all employees (excluding the highest-paid individual)	370 %	385 %	391 %		2-21	
ESRS S1-17	103a	Total number of reported cases of discrimination, including harassment	0	0	0		406-1	
ESRS S1-17	103b	Number of complaints submitted via channels through which people within the company's own workforce can express concerns	0	0	0		2-25	

ESRS NO.	DISCLOSURE	KEY FIGURE	2023	2022	2021	REFERENCE TO SECTION IN CSR	GRI	COMMENT
ESRS E1-17	103c	Total amount of significant fines, penalties and damages in connection with the incidents and complaints described above	0	0	0			2-27
ESRS S1-17	104a	Number of serious incidents related to human rights in connection with the company's workforce	0	0	0			3-3
ESRS S1-17	104a	of which violations of the United Nations Guiding Principles on Business and Human Rights	0	0	0			
ESRS S1-17	104a	of which violations of the ILO Declaration on Fundamental Principles and Rights at Work	0	0	0			
ESRS S1-17	104a	of which violations of OECD Guidelines for Multinational Enterprises	0	0	0			
ESRS S1-17	104b	Total amount of fines, penalties and compensation payments in connection with 104a	0 €	0 €	0 €			2-27
ESRS E1-GOV-3	13	Percentage of recognised allowances linked to climate-related considerations	-				-	Not collected, individual target agreements included in bonus system per employee
ESRS E1-1	16c	Financial resources for the action plan (OpEx)	99,920.00 €					"Our contribution to climate protection"
ESRS E1-1		Financial resources for the action plan (CapEx)	10,000,000.00 €					"Our contribution to climate protection"
ESRS E1-1	16f	Substantial capital expenditure for coal / oil / gas-related economic activities	- €				-	No investments in economic activities in the coal, oil and gas sectors
ESRS E1-3	4b	Achieved and expected reduction in GHG emissions	- 14%	- 24%	- 34%			"Greenhouse gas emissions" Reduction compared to base year 2019
ESRS E1-4	9a / b	GHG emission reduction targets	-					305-5 Planning in the project to achieve CO2 neutrality
ESRS E1-5	12	The total fuel consumption within the organisation from non-renewable sources in joules or multiples of joules, including the types of fuel used	158477 kWh	365840 kWh				302-1
ESRS E1-5	12	Power consumption	751581 kWh	583225 kWh				302-1 Waste management and energy consumption
ESRS E1-5	12	Thermal energy consumption	481521 kWh	193766 kWh				302-1
ESRS E1-5	12	Total energy consumption within the organisation in joules or multiples of joules	1391579 kWh	1142831 kWh				302-1
ESRS E1-5	13	Total energy consumption for companies in the climate-intense sector	-				-	302 Not operating in the climate-intense sector
ESRS E1-5	15	Total energy consumption per net revenue related to activities in climate-intense sectors	-				-	302 Not operating in the climate-intense sector
ESRS E1-5	16	Total energy consumption by activities in sectors with high climate impact	-				-	Not operating in the sector with a high climate impact
-	-	Energy intensity ratio of the organisation	124.29 kWh / m <sup>2</sup>	120.97 kWh / m <sup>2</sup>			-	302-3
-	-		3496.43 kWh / VZB	3351.41 kWh / VZB			-	302-3
-	-		19759.45 kWh / million EUR	19417.74 kWh / million EUR			-	302-3
-	-	Size of office & laboratory space	11196 m <sup>2</sup>	9447 m <sup>2</sup>			-	302-3

ESRS NO.	DISCLOSURE	KEY FIGURE	2023	2022	2021	REFERENCE TO SECTION IN CSR	GRI	COMMENT
-	-		0.01 tonnesCO <sub>2</sub> e/m <sup>2</sup>	0.03 tonnesCO <sub>2</sub> e/m <sup>2</sup>	-	-	305-4	
-	-	Intensity of greenhouse gas emissions - Scope 1	0.38 tonnesCO <sub>2</sub> e/VZB	0.80 tonnesCO <sub>2</sub> e/VZB	-	"Greenhouse gas emissions"	305-4	
-	-		2.14 tonnesCO <sub>2</sub> e/million EUR	4.64 tonnesCO <sub>2</sub> e/million EUR	-	"Greenhouse gas emissions"	305-4	
-	-		0.01 tonnesCO <sub>2</sub> e/m <sup>2</sup>	0.01 tonnesCO <sub>2</sub> e/m <sup>2</sup>	-	-	305-4	
-	-	Intensity of greenhouse gas emissions - Scope 2	0.27 tonnesCO <sub>2</sub> e/VZB	0.31 tonnesCO <sub>2</sub> e/VZB	-	"Greenhouse gas emissions"	305-4	
-	-		1.54 tonnesCO <sub>2</sub> e/million EUR	1.80 tonnesCO <sub>2</sub> e/million EUR	-	"Greenhouse gas emissions"	305-4	
-	-		0.04 tonnesCO <sub>2</sub> e/m <sup>2</sup>	0.03 tonnesCO <sub>2</sub> e/m <sup>2</sup>	-	-	305-4	
-	-	Intensity of greenhouse gas emissions - Scope 3	1.23 tonnesCO <sub>2</sub> e/VZB	0.94 tonnesCO <sub>2</sub> e/VZB	-	"Greenhouse gas emissions"	305-4	
-	-		6.97 tonnesCO <sub>2</sub> e/million EUR	5.46 tonnesCO <sub>2</sub> e/million EUR	-	"Greenhouse gas emissions"	305-4	
-	-	Size of office & laboratory space	11196 m <sup>2</sup>	9447 m <sup>2</sup>	-	-	305-4	
-	-	Average number of office days	3.4 days	3.2 days	-	"Principles"	-	
-	-	Stationary combustionCO <sub>2</sub> e(tonnes)	28.99	84.93	75.43	"Greenhouse gas emissions"	305-1	
-	-	Vehicle fleetCO <sub>2</sub> e(tonnes)	121.60	146.61	153.69	"Greenhouse gas emissions"	305-1	
-	-	Fugitive emissions (refrigerant leaks)	0.00	2.50	0.00	"Greenhouse gas emissions"	305-1	
ESRS E1-6	19a	Scope 1 - Total	150.59	234.04	229.11	"Greenhouse gas emissions"	305-1	
-	-	Purchased electricityCO <sub>2</sub> e(tonnes) - grey electricity	52.87	67.00	21.73	"Greenhouse gas emissions"	305-2	
-	-	Purchased electricity (tonnes) - green electricity	0.00	0.00	0.00	"Greenhouse gas emissions"	305-2	
-	-	Purchased heat (district heating)CO <sub>2</sub> e(tonnes)	55.82	38.95	44.27	"Greenhouse gas emissions"	305-2	
ESRS E1-6	19b	Scope 2 - Total	108.69	105.94	66.00	"Greenhouse gas emissions"	305-2	
ESRS E1-6	26	Waste and disposalCO <sub>2</sub> e(tonnes)	29.90	12.08	2.02	"Greenhouse gas emissions"	305-3	
ESRS E1-6	26	Business tripsCO <sub>2</sub> e(tonnes)	63.16	14.47	21.15	"Greenhouse gas emissions"	305-3	
ESRS E1-6	26	Employee journeysCO <sub>2</sub> e(tonnes)	350.73	294.51	253.99	"Greenhouse gas emissions"	305-3	
ESRS E1-6	26	Fuel and energy-related activities	46.83	-	-	"Greenhouse gas emissions"	305-3	
ESRS E1-6	19c	Scope 3 - Total	490.63	321.06	277.16	"Greenhouse gas emissions"	305-3	
ESRS E1-6	19d	TOTAL	749.91	661.04	572.28	"Greenhouse gas emissions"	305	
ESRS E1-6	23b	Percentage share of Scope 1 greenhouse gas emissions from regulated emissions trading systems	-	-	-	-	-	No participation in emissions trading system
ESRS E1-6	24a	Location-based Scope 2 GHG gross emissions	418.70 tonnes-CO <sub>2</sub> e	-	-	-	305-2	
ESRS E1-6	24b	Market-related Scope 2 GHG gross emissions	108.69 tonnes-CO <sub>2</sub> e	-	-	-	305-2	
ESRS E1-6	25a	Breakdown of Scope 1 and Scope 2 emissions, parent company	-	-	-	-	-	Separate consideration of emissions of Silver Atena and the parent company

ESRS NO.	DISCLOSURE	KEY FIGURE	2023	2022	2021	REFERENCE TO SECTION IN CSR	GRI	COMMENT
ESRS E1-6	27a	Scope 1-2 and 3 GHG emissions by location	418.70 tonnes-CO <sub>2</sub> e	-	-	-	-	Consideration of Scope 2 only, as Scope 1 and 3 not relevant for market-related
ESRS E1-6	27b	Scope 1-2 and 3 GHG emissions market-related	108.69 tonnes-CO <sub>2</sub> e	-	-	-	-	Consideration of Scope 2 only, as Scope 1 and 3 not relevant for market-related
ESRS E1-6	28	Net revenue	1,182,969 €	-	-	-	305-4	
ESRS E1-6	28	Intensity of GHG emissions per net revenue	63.39 tCO <sub>2</sub> e/million EUR	-	-	-	305-4	
ESRS E1-6	AR 43c	BiogenicCO <sub>2</sub> emissionsfrom the combustion or biodegradation of biomass that are not included in Scope 1 GHG emissions	-	-	-	-	305-1	are not recognised
ESRS E1-6	AR 45d	Percentage of contractual instruments	57 %	-	-	-	-	
ESRS E1-6	AR 45e	BiogenicCO <sub>2</sub> emissionsfrom the combustion or biodegradation of biomass that are not included in Scope 2 GHG emissions	-	-	-	-	-	are not recognised
ESRS E1-6	AR 46g	Percentage of GHG Scope 3 calculated from primary data	25 %	-	-	-	-	Of four categories, only business trips primary data
ESRS E1-6	AR 46j	BiogenicCO <sub>2</sub> emissionsfrom the combustion or biodegradation of biomass that occur in the value chain and are not included in Scope 3 GHG emissions	-	-	-	-	305-3	are not recognised
ESRS E1-6	AR 55	Net revenues used for the calculation of greenhouse gas intensity that are not used for the calculation of greenhouse gas intensity	-	-	-	-	-	all net income was taken into account
ESRS E1-7	all						305	not relevant, as no GHG abatement and GHG reduction projects financed viaCO <sub>2</sub> -credits
ESRS E1-8	all						-	not relevant, as no internal-CO <sub>2</sub> pricing takes place
ESRS E1-9	all						201	no specific values, evaluation takes place in the risk analysis
		Proportion of electric and hybrid vehicles in the fleet	44 %	30 %	-	-	-	
		Share of electricity from renewable energies	84 %	71 %	77 %	-	-	
		Percentage of employees who use a job bike	5 %	4 %	-	-	-	



# ESRS INDEX

ESRS NO.	DISCLOSURE	TITLE	LOCATION IN CSR
ESRS 2	BP-1	General principles for the preparation of the sustainability declaration	Conclusion, suppliers and partners
ESRS 2	BP-2	Information in connection with specific circumstances	Time frame: Materiality analysis Value chain: Suppliers & partners Other legislation: Appendix GRI  Sustainability organisation
ESRS 2	GOV-1	The role of the administrative, management and supervisory bodies	Note: Our company has no significant impact on animal welfare. We have no operational activities that could directly affect or endanger animals. Our power electronics business does not require the use of animals or animal products and has no impact on animal habitats. Animal welfare is therefore not relevant for our company. However, the other aspects of the ESRS G1 are taken into account.
ESRS 2	GOV-2	Information and sustainability aspects handled by the administrative, management and supervisory bodies of the company	Sustainability organisation
ESRS 2	GOV-3	Inclusion of sustainability-related performance in incentive systems	Sustainability organisation
ESRS 2	GOV-4	Declaration on due diligence	Appendix, presentation of sustainability aspects considered ESRS
ESRS 2	GOV-5	Risk management and internal controls for sustainability reporting	Materiality analysis and risk management
ESRS 2	SBM-1	Strategy, business model and value chain	Projects for the future, Customers and products/Our products (No. 39+40) Employees and society (No. 40), Suppliers and partners (No. 42)  Materiality analysis and risk management
ESRS 2	SBM-2	Stakeholders' interests and positions	Materiality analysis and risk management
ESRS 2	SBM-3	Significant effects, risks and opportunities and their interaction with strategy and business model	Materiality analysis and risk management
ESRS 2	IRO-1	Description of the procedure for determining and evaluating the material effects, risks and opportunities	Materiality analysis and risk management
ESRS 2	IRO-2	Disclosure obligations covered by the company's sustainability statement and included in ESRS	Appendix
ESRS 2	MDR-P	Strategies for dealing with material sustainability aspects	Chapter "Silver Atena", Chapter 17 Sustainable Development Goals, Our Areas of Focus, Objectives for Each Area of Focus,
ESRS 2	MDR-A	Measures and resources in relation to material sustainability aspects	Objectives/measures for each area of focus, final page for each area of focus
ESRS 2	MDR-M	Parameters in relation to material sustainability aspects	Information in the areas of focus
ESRS 2	MDR-T	Tracking the effectiveness of strategies and measures through targets	Information in the areas of focus
ESRS G1	GOV-1	The role of the administrative, management and supervisory bodies	Sustainability organisation section
ESRS G1	IRO-1	Description of the process for identifying and assessing the material impacts, risks and opportunities	Materiality analysis and risk management
ESRS G1	G1-1	"Strategies concerning corporate policy and corporate culture"	Employees and society / Our values, sustainability organisation

ESRS NO.	DISCLOSURE	TITLE	LOCATION IN CSR
ESRS G1	G1-2	Management of relationships with suppliers	Suppliers and partners / Supplier selection / Our responsibility towards suppliers and partners
ESRS G1	G1-3	Prevention and detection of corruption and bribery	Customers and products / summary page
ESRS G1	G1-4	Incidents of corruption or bribery	Customers and products / summary page
ESRS G1	G1-5	Political influence and lobbying activities	Employees and society / Membership in organisations and associations
ESRS G1	G1-6	Payment practices	Suppliers and partners // Our responsibility towards suppliers and partners Suppliers and partners // how we measure our success
ESRS E1	GOV-3	Inclusion of sustainability-related performance in incentive systems	Silver Atena section
ESRS E1	E1-1	Transition plan for climate protection	Our contribution to climate protection section
ESRS E1	SBM-3	Significant effects, risks and opportunities and their interaction with strategy and business model	Our contribution to climate protection section
ESRS E1	IRO-1	Description of the procedure for determining and evaluating the material effects, risks and opportunities	Our contribution to climate protection section
ESRS E1	E1-2	Strategies concerning climate protection and adaptation to climate change	Our contribution to climate protection section
ESRS E1	E1-3	Measures and resources in connection with the climate strategies	Objectives/measures for each area of focus, final page for each area of focus
ESRS E1	E1-4	Objectives in connection with climate protection and adaptation to climate change	Objectives/measures for each area of focus, final page for each area of focus
ESRS E1	E1-5	Energy consumption and energy mix	Greenhouse gas emissions section
ESRS E1	E1-6	Gross GHG emissions in the Scope 1, 2 and 3 categories and total GHG emissions	Greenhouse gas emissions section
ESRS E1	7	Reduction of greenhouse gases and projects to reduce greenhouse gases, financed viaCO2credits	Greenhouse gas emissions section
ESRS E1	8	InternalCO2pricing	Greenhouse gas emissions section
ESRS E1	9	Expected financial impact of significant physical risks and transition risks, as well as potential climate-related opportunities	Our contribution to climate protection section
ESRS E2	all	Air, water and soil pollution	Typically, companies from the agriculture, forestry, construction and property development, energy production, tourism and leisure sectors are affected. However, our company is not active in these sectors. Furthermore, our company does not cause any significant environmental impact in terms of soil, air or water pollution. We also do not make any significant operational expenditures or investments in measures to reduce environmental pollution. Due to our business activities, noise and noise protection are also irrelevant. ESRS E2 is therefore not relevant for our company.
ESRS E3	all	Water and marine resources	Typically, companies from the agriculture, forestry, construction and property development, energy production, tourism and leisure sectors are affected. However, our company is not active in these sectors. Furthermore, our company has no significant impact on water and marine resources. We also do not make any significant operational expenditures or investments in measures to reduce our impact on water and marine resources. ESRS E3 is therefore not relevant for our company.



ESRS NO.	DISCLOSURE	TITLE	LOCATION IN CSR
ESRS E4	all	Biodiversity in ecosystems	Typically, companies from the agriculture, forestry, construction and property development, energy production, tourism and leisure sectors are affected. However, our company is not active in these sectors. Furthermore, our company has no significant impact on biodiversity, plant protection and ecosystems. We also do not make any significant operational expenditures or investments in measures for the conservation and sustainable use of aquatic freshwater and marine ecosystems. ESRS E4 is therefore not relevant for our company.
ESRS E5	all	Resource utilisation and circular economy	Our company is not involved in the production or processing of materials that typically consume large amounts of resources or generate large amounts of waste. Purchased components are used in our products during production. We attach great importance to using a high proportion of recycled materials wherever possible.  Our waste production is mainly limited to conventional waste generated by our employees and packaging material. We ensure careful separation in order to increase the recycling rate and make a positive contribution to the circular economy.  For these reasons, ESRS E5 is not of central importance for our company.
ESRS S1	SMB-1	Strategy, business model and value chain	Materiality analysis and risk management
ESRS S1	SMB-2	Stakeholders' interests and positions	Materiality analysis and risk management
ESRS S1	SMB-3	Significant effects, risks and opportunities and their interaction with strategy and business model	Employment relationships and working time models Materiality analysis and risk management
ESRS S1	S1-1	Strategies in connection with own workforce	Materiality analysis and risk management, diversity within the company, employees and society, occupational health and safety,
ESRS S1	S1-2	Procedure for involving the company's own management and employee representatives with regard to effects	Participation
ESRS S1	S1-3	Processes for eliminating negative effects and channels through which the company's own workforce can express concerns	Employees and society / Our values, how we measure our success Strategies in relation to corporate policy and corporate culture
ESRS S1	S1-4	Taking measures in relation to material impacts and approaches to managing material risks and capitalising on material opportunities in relation to our own workforce and the effectiveness of these measures and approaches	Governance/ Materiality analysis and risk analysis section
ESRS S1	S1-5	Parameters and targets: Objectives in connection with the management of material negative effects, the promotion of positive effects and the handling of material risks and opportunities	Governance/ Materiality analysis and risk analysis section
ESRS S1	S1-6	Characteristics of the company's employees	Employees and society section
ESRS S1	S1-7	"Characteristics of non-salaried employees in the company's own workforce"	Employees and society section
ESRS S1	S1-8	Collective wage agreement coverage and social dialogue	Employees and society/ participation section
ESRS S1	S1-9	Diversity parameters	Employees and society / diversity in the company section
ESRS S1	S1-10	Fair remuneration	Employees and society/ appreciation and corporate benefits section
ESRS S1	S1-11	Social protection	Employees and society/ appreciation and corporate benefits section
ESRS S1	S1-12	People with disabilities	Employees and society / diversity in the company section
ESRS S1	S1-13	Parameters for training and skills development	Employees and society/ training and development section
ESRS S1	S1-14	Parameters for health and safety	Employees and society / occupational health and safety section
ESRS S1	S1-15	Parameters for work/life balance	Employees and society / flexible working environment section

ESRS NO.	DISCLOSURE	TITLE	LOCATION IN CSR
ESRS S1	S1-16	Remuneration parameters (differences in earnings and total remuneration)	Remuneration parameters
ESRS S1	S1-17	Incidents, complaints and serious impacts in connection with human rights	OCCUPATIONAL ACCIDENTS
ESRS S2	all	Labour in the value chain	ESRS S2 is not included in our current sustainability report as we do not have the necessary data from the upstream and downstream value chain.  Our suppliers and distribution partners do not currently have the necessary systems in place to provide the required social data in the required quality and level of detail. In addition, collecting and validating this data presents a considerable challenge due to the complexity of our global value chain and the different regional conditions.  We are working hard to improve data collection in order to fulfil the requirements of ESRS S2 in the future.
ESRS S2	S2-1	Strategies relating to labour in the value chain	Principles
ESRS S2	S2-2	Procedures for involving the workforce in the value chain in terms of impact	Suppliers and partners / our responsibility towards suppliers and partners
ESRS S2	S2-3	Procedures to address negative impacts and channels, through which employees in the value chain can raise concerns	Our responsibility towards suppliers and partners
ESRS S2	S2-4	Taking measures in relation to material impacts and approaches to managing material risks and capitalising on material opportunities related to the workforce in the value chain and the effectiveness of these measures and approaches	Materiality analysis and risk management Suppliers and partners / Supplier Code of Conduct
ESRS S2	S2-5	Objectives related to managing material negative impacts, promoting positive impacts and handling material risks and opportunities	Materiality analysis and risk management Suppliers and partners / Supplier Code of Conduct
ESRS S3	all	Communities concerned	ESRS S3 is excluded due to the following criteria:  1) Company size: our annual average number of employees does not exceed 750. We will therefore refrain from reporting in accordance with ESRS S3 for the first two years of our reporting obligation and instead make disclosures in accordance with ESRS 2. 2) Geographical reach: our activities have no significant impact on affected communities living or working in the immediate vicinity of our operations. We are therefore exempt from reporting in accordance with ESRS S3. 3) Materiality analysis: in our materiality analysis, we determined that the impact of our activities on affected communities is not material. We are therefore exempt from reporting in accordance with ESRS S3. This exclusion ensures that our sustainability reporting remains focussed on the material and relevant aspects of our business activities.
ESRS S4	all	Consumers & end users	ESRS S4 is excluded due to the following criteria  1) Company size: our annual average number of employees does not exceed 750. We will therefore refrain from reporting in accordance with ESRS S4 for the first two years of our reporting obligation and instead make disclosures in accordance with ESRS 2. 2) Geographical reach: Our activities have no significant impact on consumers and end users who live or work in the immediate vicinity of our premises. We are therefore exempt from reporting in accordance with ESRS S4. 3) Materiality analysis: In our materiality analysis, we determined that the impact of our activities on consumers and end users is not material. We are therefore exempt from reporting in accordance with ESRS S4. This exclusion ensures that our sustainability reporting remains focussed on the material and relevant aspects of our business activities.

# GRI INDEX

GRI NO.	GRI STANDARD	DISCLOSURE AVAILABILITY, LOCATION	RELEVANT?	REQUEST OMITTED?	REASON	EXPLANATION
GRI 1	GRI 1: Fundamentals 2021	3-1 to 3-9	yes			
GRI 1	GRI 1: Fundamentals 2021	4	yes			
GRI 2	GRI 2: General disclosures 2021	2-1	yes			
GRI 2	GRI 2: General disclosures 2021	2-2	yes			
GRI 2	GRI 2: General disclosures 2021	2-3	yes			
GRI 2	GRI 2: General disclosures 2021	2-4	yes			
GRI 2	GRI 2: General disclosures 2021	2-5	no			
GRI 2	GRI 2: General disclosures 2021	2-6	yes			
GRI 2	GRI 2: General disclosures 2021	2-7	yes			
GRI 2	GRI 2: General disclosures 2021	2-8	yes			
GRI 2	GRI 2: General disclosures 2021	2-9	yes			
GRI 2	GRI 2: General disclosures 2021	2-10	yes			
GRI 2	GRI 2: General disclosures 2021	2-11	yes			
GRI 2	GRI 2: General disclosures 2021	2-12	yes			
GRI 2	GRI 2: General disclosures 2021	2-13	yes			
GRI 2	GRI 2: General disclosures 2021	2-14	yes			
GRI 2	GRI 2: General disclosures 2021	2-15	yes			
GRI 2	GRI 2: General disclosures 2021	2-16	yes			
GRI 2	GRI 2: General disclosures 2021	2-17	yes			
GRI 2	GRI 2: General disclosures 2021	2-18	yes			
GRI 2	GRI 2: General disclosures 2021	2-19	yes	yes	Restrictions due to a Duty of confidentiality	remuneration policy are not disclosed
GRI 2	GRI 2: General disclosures 2021	2-20	yes	yes	Restrictions due to a Duty of confidentiality	remuneration policy are not disclosed
GRI 2	GRI 2: General disclosures 2021	2-21	yes	yes	Restrictions due to a Duty of confidentiality	remuneration policy are not disclosed
GRI 2	GRI 2: General disclosures 2021	2-22	yes			
GRI 2	GRI 2: General disclosures 2021	2-23	yes			
GRI 2	GRI 2: General disclosures 2021	2-24	yes			
GRI 2	GRI 2: General disclosures 2021	2-25	yes			
GRI 2	GRI 2: General disclosures 2021	2-26	yes			
GRI 2	GRI 2: General disclosures 2021	2-27	yes			
GRI 2	GRI 2: General disclosures 2021	2-28	yes			
GRI 2	GRI 2: General disclosures 2021	2-29	yes			
GRI 2	GRI 2: General disclosures 2021	2-30	no			
GRI 3	GRI 3: Material topics 2021	3-1	yes			
GRI 3	GRI 3: Material topics 2021	3-2	yes			
GRI 3	GRI 3: Material topics 2021	3-3	yes			
GRI 11	GRI 11: Oil and gas sector 2021		no			
GRI 201	GRI 201: Economic performance 2016	201-1	yes			"Annual financial statements as at 31 December 2022 and management report for the 2022 financial year"
GRI 201	GRI 201: Economic performance 2016	201-2	yes			"Annual financial statements as at 31 December 2022 and management report for the 2022 financial year"
GRI 201	GRI 201: Economic performance 2016	201-3	yes			"Annual financial statements as at 31 December 2022 and management report for the 2022 financial year"
GRI 201	GRI 201: Economic performance 2016	201-4	yes			"Annual financial statements as at 31 December 2022 and management report for the 2022 financial year"
GRI 202	GRI 202: Market presence 2016	202-1	yes	yes	Restrictions due to a Duty of confidentiality	Remuneration policy are not disclosed, all employees are paid above minimum wage
GRI 202	GRI 202: Market presence 2016	202-2	yes			
GRI 203	"GRI 203: Indirect economic effects Impact 2016"		no			
GRI 204	GRI 204: Procurement practices 2016	204-1	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-1	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-2	yes	some	Information incomplete	
GRI 205	GRI 205: Anti-corruption 2016	205-3	yes			
GRI 206	GRI 206: Anti-competitive behaviour 2016	206-1	yes			
GRI 207	GRI 207: Taxes 2019		no			
GRI 301	GRI 301: Materials 2016	301-1	yes	yes	Information incomplete	not applicable
GRI 301	GRI 301: Materials 2016	301-2	yes	yes	Information incomplete	no active use of recycled raw materials yet
GRI 301	GRI 301: Materials 2016	301-3	yes	yes	Information incomplete	Information incomplete
GRI 302	GRI 302: Energy 2016	302-1	yes			
GRI 302	GRI 302: Energy 2016	302-2	yes	yes	not applicable	no disclosure in joules or of joules possible
GRI 302	GRI 302: Energy 2016	302-3	yes			
GRI 302	GRI 302: Energy 2016	302-4	yes	yes	Information incomplete	
GRI 302	GRI 302: Energy 2016	302-5	yes	yes	Information incomplete	
GRI 303	GRI 303: Water and wastewater 2018	303-1	no			
GRI 303	GRI 303: Water and wastewater 2018	303-2	no			
GRI 303	GRI 303: Water and wastewater 2018	303-3	no			
GRI 303	GRI 303: Water and wastewater 2018	303-4	no			
GRI 303	GRI 303: Water and wastewater 2018	303-5	no			
GRI 304	GRI 304: Biodiversity	304-1	no			
GRI 304	GRI 304: Biodiversity	304-2	no			

GRI NO.	GRI STANDARD	INDICATION	AVAILABILITY, LOCATION	RELEVANT?	REQUEST OMITTED?	REASON	EXPLANATION
GRI 304	GRI 304: Biodiversity	304-3		no			
GRI 304	GRI 304: Biodiversity	304-4		no			
GRI 305	GRI 305: Emissions 2016	305-1	CSR Report Sec. Environment	yes			
GRI 305	GRI 305: Emissions 2016	305-2	CSR Report Sec. Environment	yes			
GRI 305	GRI 305: Emissions 2016	305-3	CSR Report Sec. Environment	yes			
GRI 305	GRI 305: Emissions 2016	305-4	CSR Report Sec. Environment	yes			
GRI 305	GRI 305: Emissions 2016	305-5	CSR Report Sec. Environment	yes			
GRI 305	GRI 305: Emissions 2016	305-6		yes	yes	Information incomplete	Information incomplete
GRI 305	GRI 305: Emissions 2016	305-6		yes	yes	Information incomplete	Information incomplete
GRI 305	GRI 305: Emissions 2016	305-7		yes	yes	Information incomplete	Information incomplete
GRI 306	GRI 306: Waste 2020	306-1		yes	yes	Information incomplete	Information incomplete
GRI 306	GRI 306: Waste 2020	306-2	CSR Report Sec. Environment	yes			
GRI 306	GRI 306: Waste 2020	306-3	CSR Report Sec. Environment	yes			
GRI 306	GRI 306: Waste 2020	306-4	CSR Report Sec. Environment	yes	some	Information incomplete	Information incomplete
GRI 306	GRI 306: Waste 2020	306-5	CSR Report Sec. Environment	yes	some	Information incomplete	Information incomplete
GRI 306	GRI 306: Wastewater and waste 2016	306-3		no			
GRI 308	GRI 308: Environmental assessment of suppliers 2016	308-1	CSR Report Sec. Suppliers	yes			
GRI 308	GRI 308: Environmental assessment of suppliers 2016	308-2		yes	yes	Information incomplete	Implementation of customer requirements
GRI 401	GRI 401: Employment 2016	401-1	CSR Report Sec. Employees and society	yes			
GRI 401	GRI 401: Employment 2016	401-02	CSR Report Sec. Employees and society	yes			
GRI 401	GRI 401: Employment 2016	401-03	CSR Report Sec. Employees and society	yes			
GRI 402	GRI 402: Employer-employee relationship 2016	402-1		no			
GRI 403	GRI 403: Health and safety in the workplace 2018	03-1	CSR Report Sec. Employees and society EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-2	CSR Report Sec. Employees and society yes EHS Manual	yes			
GRI 403	GRI 403: Safety and health at the workplace 2018	403-3	Maintain occupational health and safety processes	yes			
GRI 403	GRI 403: Health and safety at the workplace 2018	403-4	Maintain occupational health and safety processes / intranet	yes			
GRI 403	GRI 403: Health and safety at the workplace 2018	403-5	EHS manual, internal processes	yes			
GRI 403	GRI 403: Safety and health at the workplace 2018 EHS manual, internal processes"	403-6	"CSR Report Sec. Employees and society	yes			
GRI 403	GRI 403: Health and safety at the workplace 2018	403-7		no			
GRI 403	GRI 403: Health and safety at the workplace 2018	403-8	CSR Report Sec. Employees and society	yes			
GRI 403	GRI 403: Safety and health at the workplace 2018	403-9	CSR Report Sec. Employees and society	yes	some	Information not available	Very low number of occupational accidents. These are considered and analysed individually, no added value through comparison with total hours Confidentiality, therefore not published
GRI 403	GRI 403: Health and safety at the workplace 2018	403-10	CSR Report Sec. Employees and society	yes	yes	Restrictions due to a Duty of confidentiality	
GRI 404	GRI 404: Training and development		2016 404-1 CSR Report Sec. Employees and society	yes			
GRI 404	GRI 404: Training and development 2016	404-2		no			
GRI 404	GRI 404: Training and development		2016 404-3 CSR Report Sec. Employees and society	yes			
GRI 405	GRI 405: Diversity and equal opportunities 2016	405-1	CSR Report Sec. Employees and society	yes			
GRI 405	GRI 405: Diversity and equal opportunities 2016	405-2	CSR Report Sec. Employees and society	yes	yes	Information not available	
GRI 406	GRI 406: Non-discrimination 2016	406-1	CSR Report Sec. Employees and society, Code of Conduct	yes			
GRI 407	GRI 407: Freedom of association and Collective bargaining 2016	407-1	Supplier Code of Conduct	yes			
GRI 408	GRI 408: Child labour 2016	408-1	Supplier Code of Conduct	yes			
GRI 409	GRI 409: Forced or compulsory labour 2016	409-1	Supplier Code of Conduct yes	yes			
GRI 410	GRI 410: Safety practices 2016	410-1	Supplier Code of Conduct	yes			
GRI 411	GRI 411: Rights of indigenous peoples 2016	411-1	Supplier Code of Conduct	yes			
GRI 413	GRI 413: Local communities 413-1 no			no			
GRI 413	GRI 413 Operations with significant or potential negative impacts on local communities	413-2		no			
GRI 414	GRI 414: Social assessment of suppliers 2016	414-1		no			
GRI 414	GRI 414: Social assessment of suppliers 2016	414-2		no			
GRI 415	GRI 415: Political influence 2016	415-1	CSR Report Sec. Customers and products	yes			
GRI 416	GRI 416: Customer health and safety	416-1		no			
GRI 416	GRI 416: Customer health and safety	416-2		no			
GRI 417	GRI 417 Marketing and labelling	417-1		no			
GRI 418	GRI 418 Protection of customer data	418-1	CSR Report Sec. Customers and products	yes			

## KEY FIGURES AT A GLANCE



### CUSTOMERS AND PRODUCTS

Revenue performance:

2019: 38,314 KEUR

2020: 41,336 KEUR

2021: 50,111 KEUR

2022: 58,855 KEUR

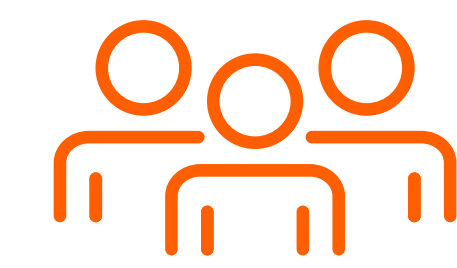
**2023: 70,426 KEUR**

Result SAQ 5.0  
(Sustainability Assessment  
Questionnaire) 2023:

Munich: **91%**

Dachau: **91%**

Coverage rate companies with a quality  
management system (9001 / 9100):  
**100%**



### EMPLOYEES AND SOCIETY

Number of employees:

**398** permanent employees

**86** students

Number of different nationalities: **35**

Coverage rate of production locations  
with ISO 45001: **100%**



### ENVIRONMENT

Corporate Carbon Footprint -  
GHG emissions:

2019: 871.77 tonnes of CO<sub>2</sub> E

2020: 526.82 tonnes of CO<sub>2</sub> E

2021: 572.28 tonnes of CO<sub>2</sub> E

2022: 661.04 tonnes of CO<sub>2</sub> E

**2023: 749.91 TONNES OF CO<sub>2</sub> E**

Share of green electricity in total elec-  
tricity consumption:

2019: 74 %

2020: 80 %

2021: 77 %

2022: 71 %

**2023: 84 %**

Coverage rate of production locations  
with ISO 14001: **100%**



### SUPPLIERS AND PARTNERS

ISO 14001 coverage of our

Series suppliers:

2021: 47 %

2022: 68 %

**2023: 68 %**

Approval rate of our suppliers  
to the Supplier Code of Conduct and the  
avoidance of conflict minerals: **100%**

Proportion of audited series suppliers  
(in relation to A components): **100%**



## IMPRINT

WE ARE ESTABLISHING A  
SUSTAINABLE VALUE CHAIN BY 2030

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