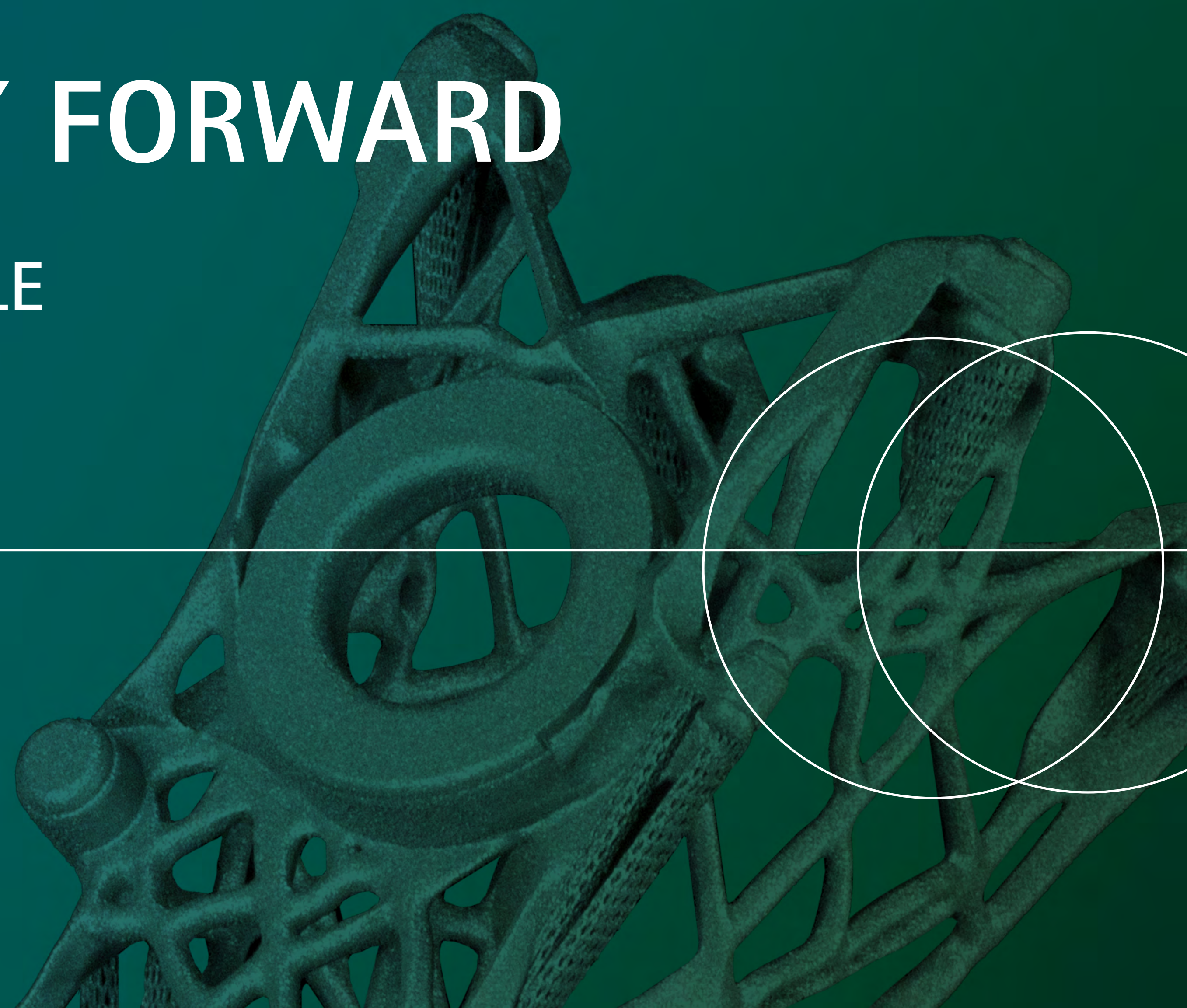




PAVING THE WAY FORWARD

ON THE WAY TO RESPONSIBLE
MANUFACTURING

Sustainability Report
2022



**Sustainability Report
EOS GmbH**

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LIST OF ABBREVIATIONS

AM	Additive Manufacturing	FAT	Factory Acceptance Testing
AMGTA	Additive Manufacturer Green Trade Association	GHG	Greenhouse Gas
BG ETEM	Professional Association for Energy, Textiles, Electrical, and Media Products	GRI	Global Reporting Initiative
BAMC	Bavarian AM Cluster	GWP	Global Warming Potential
BMBF	Federal Ministry of Education and Research	HR	Human Resources
BYOD	Bring Your Own Device	ISMS	Information Security Management System
CBO	Chief Business Officer	LCA	Life Cycle Assessment
CCA	Chief Customer Advocate	LED	Light-emitting Diode
CCF	Corporate Carbon Footprint	LPBF	Laser Powder Bed Fusion
CEO	Chief Executive Officer	NGO	Non-governmental Organization
CLT	Core Leadership Team	OT	Optical Tomography Camera
CSO	Chief Sales Officer	OSH	Occupational Safety and Health
CPO	Chief Performance Officer	PIM	Plastic Injection Molding
CPP	Cost per Part	SDG	Sustainable Development Goals
CTrO	Chief Transformation Officer	SBTi	Science Based Targets initiative
DEI	Diversity, Equity, and Inclusion	SLS	Selective Laser Sintering Process
GDPR	General Data Protection Regulation	SRM	Supplier Relationship Management System
ESRS	European Sustainability Reporting Standards	XR	Extended Reality Technology

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GLOSSARY

17 Sustainable Development Goals (SDGs)	United Nations (UN) global plan to promote sustainable peace and prosperity and protect our planet.
Additive Manufacturing (AM)	Designation for all manufacturing processes in which material is applied layer by layer to create a three-dimensional object.
CO₂ equivalents (CO₂e)	In addition to carbon dioxide (CO ₂), there are also other greenhouse gases, such as methane or nitrous oxide, which contribute to global warming. CO ₂ equivalents are a metric measure that enable a comparison of how much each gas contributes to the greenhouse effect.
Corporate Citizenship	The practice of social responsibility by companies.
Factory Acceptance Testing (FAT)	Factory acceptance of products at the site of the manufacturer.
Frequently Asked Questions	A list of commonly asked questions together with their answers.
Global Reporting Initiative (GRI) standards	Recognized global standards for sustainability reporting.
Greenhouse Gas (GHG) Protocol	Recognized international greenhouse gas accounting standard for companies and projects.
Industrial 3D printing	Industrial 3D printing enables the production of highly complex structures that are at the same time lightweight and stable. The use of functional integration can reduce the number of parts, enable better use of the available space, and reduce assembly costs.
Life Cycle Assessment (LCA)	Also referred to as eco balance or life cycle analysis - a systematic analysis of potential environmental impacts and the energy balance of products throughout their life cycle.
PDCA method	The Plan-Do-Check-Act cycle - a four-stage control loop employed for continuous process improvement that is used to optimize in-house quality management.
Product footprint - also known as "Product Carbon Footprint" (PCF)	Indicator of a product's total greenhouse gas emissions over the various phases of its life cycle.

Science-based targets (SBT)	Scientifically based reduction targets for greenhouse gases, starting with a determination of the reduction rate both within the industry and in the company itself, with the goal of effectively limiting global warming to 1.5 degrees.
Scope 1-3 emissions	Greenhouse gas (GHG) emissions are divided into three categories, or "scopes", in accordance with the Greenhouse Gas (GHG) Protocol. Scope 1 covers direct emissions, Scope 2 covers emissions from purchased energy and Scope 3 covers all other indirect emissions of a company.
Virtual Reality (VR)	A computer-generated, interactive and artificial reality, which can be experienced using special glasses.

Definition of “EOS”

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

Form of address

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

1.

INTRODUCTION

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1.1 ON OUR WAY TOWARDS RESPONSIBLE MANUFACTURING

Our corporate purpose is ambitious: "We want to accelerate the transition to Responsible Manufacturing through industrial 3D printing solutions." Besides innovation and digitalization, our focus is squarely on financial, environmental, and social sustainability. We are serious about our corporate responsibility towards society and the environment. Our aim is to create a new normal, in which sustainability is a matter of course and integrated within all our processes and products.

An essential aspect of this is transparent reporting. Our sustainability report is currently created in reference to the Global Reporting Initiative (GRI). It will in the future be published annually, in accordance with the European Sustainability Reporting Standards (ESRS), as a way of transparently communicating our work and progress to all those interested. Unless otherwise stated, this report incorporates environmental, social, and performance data based on internal key figures and information for the period 1 October 2021 to 30 September 2022 and relates to the three EOS sites of Krailling, Maisach, and Düsseldorf.

Like the nimble hummingbird, for us, EOS GmbH ('EOS') is a company that displays agility in multiple directions. In this sense, our sustainability strategy is an iterative, dialog-based process. Our stakeholders are involved in what we do, both internally - from the Langer family, who founded the company, to the entire worldwide community of EOS employees - and externally - from our customers, suppliers, and sales partners to industry associations and legisla-

tors, standardization authorities, and scientific organizations. We combine strategy work with concrete implementation so that we can gain timely benefits from the lessons learned.

In this report, we will introduce ourselves and our organization. Our Chief Executive Officer (CEO), Marie Niehaus-Langer, will say a few words, as will Björn Hannappel, our Head of Sustainability. The report covers our focus topics and achievements in the areas of Planet, People, and Performance. Follow us and the hummingbird throughout these pages as we make our way towards Responsible Manufacturing.

1. Creating transparency: We collect and analyze data and define a science-based target. What is the impact of our corporate footprint? Where do the majority of emissions occur? How diverse are our employees and suppliers? Where are risks in our supply chains? What do we want to achieve, and by when?

2. Comprehending our customers' needs and orienting ourselves towards them: We search for solutions. What potentials and levers are available for making improvements? What will our customers find helpful? How do we attain our science-based target?

3. Meeting and improving the highest standards: We develop sustainable products and processes that go beyond business as usual. Where and how can we save CO₂e? What is both possible and makes sense? How can it be audited?

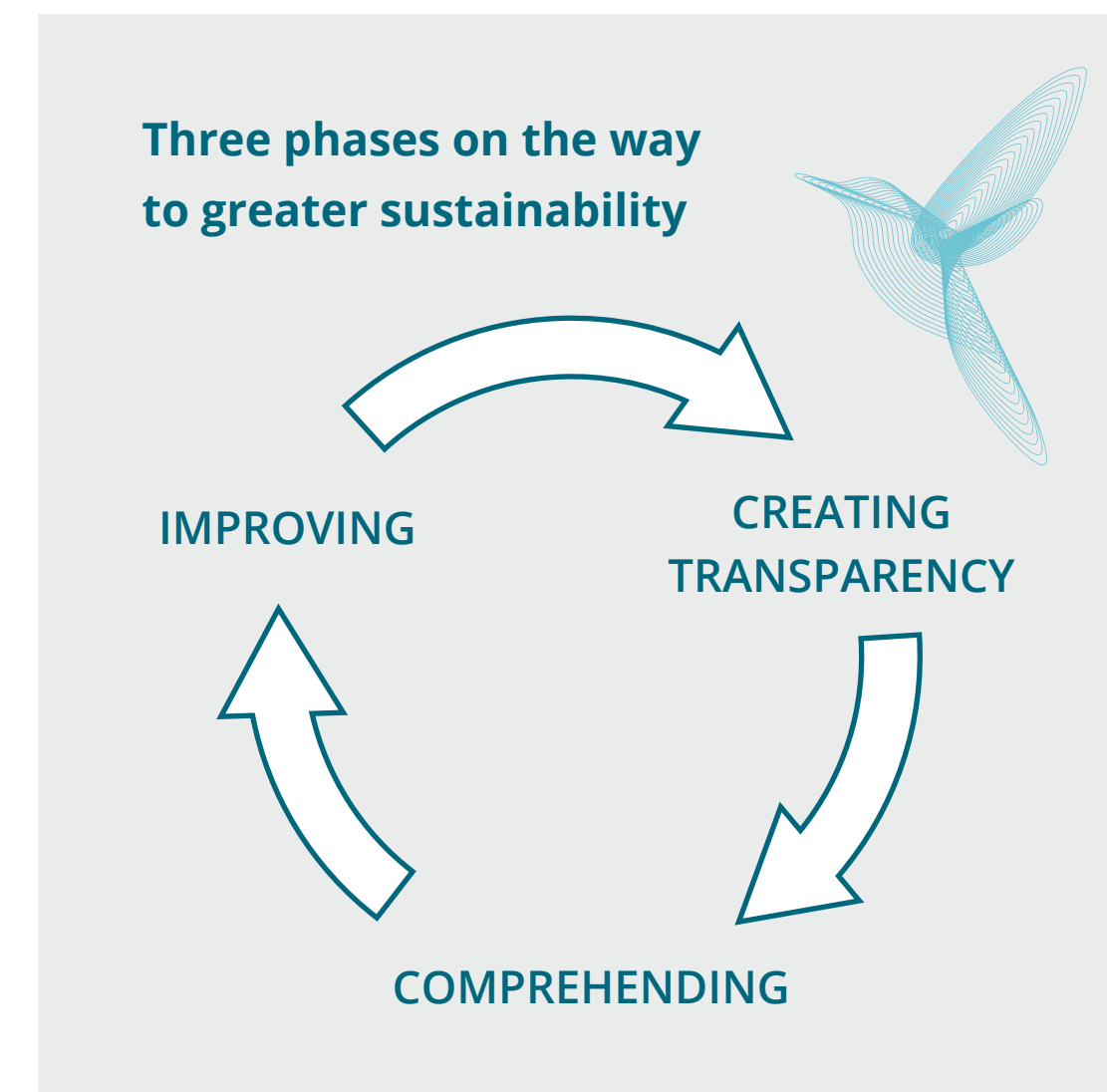


Figure 1: Three phases on the way to greater sustainability



Björn Hannappel, Head of Sustainability, advances the theme of sustainability

Interview with Björn Hannappel: Our license to grow

Björn Hannappel has been Head of Sustainability at EOS since 2020. A lot has happened over this time: Not only has the team grown to four members and is supported by a global Sustainability Team of 20 interested colleagues around the world, but an iterative process is underway to develop and implement the sustainability strategy. Mr. Hannappel talks about how he practices sustainability in his personal life and how he contributes to his work by integrating the concept of sustainability into EOS's DNA.

What is your personal attitude towards sustainability?

I would say it is one of the most important issues facing us as humans. It is also about equity, since global warming is not caused by all people equally, yet some suffer disproportionately from it. Personally, I would like to be a role model for my three children and give them a future worth living for. One important question is: What can I do personally? Well, one thing would be to avoid flying for personal reasons as much as possible, also to be more consumption conscious, and to break out of traditional role concepts. To inform my children and explain all kinds of things to them, to make them aware of the topic from an early age.

You have been with EOS since 2020. How has the topic of sustainability been rooted in the organization since then?

First of all, I consider additive manufacturing (AM) to be an outstanding technology for the future and one that contributes to protecting the environment. My team and I act as a strategy department in matters concerning sustainability. We provide information and inspiration and see to it that legal requirements are met. Implementation then takes place in the specialist departments. For example, we succeeded in developing a CO₂e-neutral powder in the polymer powder department. Also, we have put together a global Sustainability Team, comprising 20 colleagues who work with us on various sustainability issues, in addition to doing their regular work.

In what ways can profitability be reconciled with sustainability?

Questions like how we help to create a better world and why we exist as a company are becoming increasingly relevant. We distinguish between a 'license to operate' and a 'license to grow'. We have several drivers, ranging from legislation to customers to applicants. For us to do our business, we have to both comply with the law and meet our customers' requirements. Therefore, the absolute minimum is to keep the 'license to operate'. But we want more. We want to secure our future in the area of sustainability. I am talking about an increase in brand value, sustainable product development, new markets and customers, long-term profitability, and sustainable growth. This is what we mean by a 'license to grow'.

That sounds like a clear vision for EOS.

We want EOS to be the supplier of Responsible Manufacturing solutions. A few years from now, when a customer thinks about 3D printing and sustainability, the first name to come to mind should be EOS.

What are the concrete goals along the way?

We have begun an iterative process to allow us to implement the first things as quickly as possible and then learn more as we go. We are currently measuring our corporate footprint and creating a transparent database of the current situation, from which we can derive a specific science-based target. We set ourselves 10-year targets, which we then break down into smaller parts. We have set KPIs for

the initial areas of our sustainability strategy; these being climate action as well as diversity, equity, and inclusion (DEI). At the same time, we have begun implementing concrete projects, and other KPIs in other areas will gradually follow.

The workforce is also involved in this. In principle, every employee must feel responsible, as must every manager. Sustainability must be integrated into the company's DNA and ultimately become part of its everyday work.



CEO Marie Niehaus-Langer manages the company in the second generation

Interview with Marie Niehaus-Langer: Our purpose is Responsible Manufacturing

Marie Niehaus-Langer has been CEO of EOS since 2019. Since the company was founded by her father, Dr. Hans J. Langer, it has continued to develop in the direction of sustainability and meaningful entrepreneurship. In this interview, she explains what motivates her and what steps she has been taking in recent years.

What motivates you to run the family business with such a strong focus on sustainability?

Ever since I was a student, I have always been looking for ways of combining entrepreneurial activity with social relevance. As regards resource efficiency, sustainability is, of course, very well suited to our technology, which I have been familiar with since my childhood. My father founded EOS 30 years ago and he had a major influence on the development of my entrepreneurial thinking. My mother, in turn, was a member of the Green party and was actively involved in environmental and social issues in our area. This also had a formative effect on me and gave me a strong sense of responsibility for our society and the environment.

How did you initiate the sustainability process in your company?

In 2019 and 2020, we set up several ideation workshops on the subject of purpose, in which many employees took part. EOS has the clear mission and vision to guide our customers towards series production using our technology. But as family proprietors, we lacked the purpose. The employees in the workshops put great emphasis on the topic of sustainability. This led to the consolidation of twelve focus topics in the areas of Planet, People, and Performance, and the commencement of our strategy work. Our Head of Sustainability, Björn Hannappel, who has been in this role since 2020, reports directly to me and addresses the issue together with his team. Our purpose and guiding star is Responsible Manufacturing.

How have you anchored the issue in your business model?

We have linked our long-term management incentives to sustainability goals. Quite specifically in the areas of CO₂e emissions and diversity. Sustainability in terms of resource efficiency is an important pillar of our product strategy, alongside efficiency, productivity, and customer experience. Looking at the market, we see that sustainability aspects and company values are increasingly important to our customers. This is definitely going to be a 'license to grow'. And job applicants come to us because they see we have a purpose and we are a family business that is oriented towards social values.

Companies are still wary of investing in sustainable transformation. In your view, what is needed for a consistent sustainability strategy?

For one thing, the cost is not that high. You just have to start, and you can do that on a small budget. You need people who can form a community and attract others to join them. Because it can't be done without the support of stakeholders and shareholders. On the other hand, we had extremely good prerequisites. Sustainability enjoys a high priority with the owner family. And together with Björn Hannappel and his team, we have people with great expertise and personalities who drive the topic forward.

Is there a project that you are particularly proud of?

I am very pleased with the reception we received for our first CO₂e-neutral powder in the polymer

department. To obtain complete neutrality, we installed solar cells on the roof of the production building. Right now, I am happy to see that we are expanding our customer service and consultancy activities. We will give more advice on how our technology can be used to increase sustainability efficiency. This is the beauty of my job: to see how our customers give a real home to our technology, which then in turn reconnects with our purpose.

1.2 ABOUT US: SUSTAINABLE NORMALITY

At EOS, we are proud to be suppliers of sustainable production solutions based on industrial 3D printing. Ever since Dr. Hans J. Langer founded the company in 1989, we have made it our mission to practice sustainability in our company. We want to shape the production of tomorrow by combining efficient production with pioneering innovations and sustainable practices. So that sustainability becomes our normality.

The home of our family-owned business is in Krailling near Munich, while our production facilities are in nearby Maisach. Our site in Düsseldorf is constantly being expanded. We employ platform-driven digital systems and our comprehensive portfolio of materials, processes, and services to meet the needs of our customers, while always acting responsibly in the interests of our planet.

over
900 employees
in Germany

around
40 employee nationalities
in Germany



3 EOS GmbH sites in Germany:
at Krailling, Maisach and
Düsseldorf

7 technology centers worldwide

15 sales and service locations
in 15 countries



75 sales partners in
50 countries

over
108 customers in 68 countries



over
4,392
systems installed worldwide

We stand for Responsible Manufacturing

Our corporate purpose, which we see as the north star that guides us towards our future, is Responsible Manufacturing. Our declared aim is to accelerate the global transition towards sustainable manufacturing through industrial 3D printing. As a pioneer of a technological future, we want to do our part in making the world a little better and continuously improving people's lives. This ambition is firmly anchored in the [four values](#) that form the cornerstones of our corporate culture and that we practice as a family business: excellence, responsibility, fairness, and togetherness.

Excellence:

At EOS, we are a community that strives to excel in everything we do. This is also the attitude we expect from every member of our team. Whether concerning our products, processes, or personal skills, we are always searching for continuous improvement. We are not overwhelmed by the constant change in our environment but adapt to it and actively shape it. Our motto: take risks, seize new opportunities, and see mistakes as opportunities to learn from and grow. Our values, principles, and standards of behavior are not just words on a page but are set out in the [EOS Code of Conduct](#) - the heart of our organizational culture. They are the compass that guides us and helps us navigate our way into the future.

Fairness:

At EOS, we treat each other with respect and openness, and we firmly believe that different opinions are the key to innovative ideas. Our discussions are always constructive and aim to draw the best out of all of us. Our communication, both within the company and with our partners, is open and honest, never losing sight of the dignity of each and every individual. We believe that everyone should have the opportunity for personal success. Which is why we acknowledge every achievement and have no problem in expressing our appreciation for it. Because at EOS, every one of us is a valuable piece of the big picture.

Responsibility:

We take all decisions with the greatest awareness of our company. This means that we take all known circumstances and interests into account at all times. We see every challenge as a task and an opportunity, and we pride ourselves in finding solutions and implementing them. We believe that the true value of our work lies in the responsibility we assume for our results. Our aim is to create sustainable benefits not only for ourselves but for all of our stakeholders. After all, we are not only responsible for our company, but also for the community in which we live and work.

Togetherness:

We at EOS know that mutual trust is the foundation of successful cooperation. That is why we attach great importance to defining our objectives clearly and to making decision-making processes transparent and comprehensible. Every one of us contributes his or her unique skills and talents, so that together we are a strong team. This team dynamic also extends to our business partners with whom we cooperate. When we succeed, we take pride in our achievement and celebrate it together. Because at EOS, we know that together we are stronger.

Our business model is rooted in the development and marketing of additive manufacturing equipment, including the associated software and requisite materials, such as polymer and metal powders. Following extensive internal research and development, our systems are produced externally. Component coordination, software integration, and optimization of the process parameters are then all performed by us. Our aim is for each of these steps to be environmentally friendly and sustainable.

We accompany companies along the entire value chain

We support our customers not only during their purchase, but also beyond. Our extensive range of services ensures that the integration of our technology proceeds smoothly. We are always there to support our customers, whether for commissioning and certification, maintenance and calibration, or for providing quick troubleshooting. We have also opened up an additional business activity: the sale of used 3D printers.

Our technical advisory unit, Additive Minds, provides further consulting services. We have drawn up an additive manufacturing roadmap building on the collective experience of EOS experts. We accompany companies who already employ additive production along the entire value chain - from application discovery and development to the commencement and certification of series production, right through to the establishment of scalable digital production chains.



1.3 MANAGEMENT STRUCTURE

Our journey began in 1989, when EOS was founded by Dr. Hans J. Langer, who, over the ensuing decades, turned us into the world leader in high-end industrial 3D printing solutions that we are today. He played a decisive role in determining our strategic orientation, which to this day is anchored in our corporate culture.

In 2019, Marie Niehaus-Langer, as the second generation of the family of owners, assumed a management position at EOS AG and became Chief Executive Officer of EOS GmbH. This marked the beginning of an internal transition process, in which the company management was passed down to the next generation. This generational change has given the company a more youthful and sustainable view of the future, all the while characterized by the family tradition of entrepreneurship.

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"My father and mother had a great influence on me as a businesswoman and in my support of environmental and social issues. These are ideal prerequisites for a new generation with a youthful and forward-looking view of sustainability and stability in managing the company."

Marie Niehaus-Langer, CEO

Our legal structure

The highest executive body of EOS GmbH is the Management Board of EOS Holding AG, which comprises Dr. Hans J. Langer, Marie Niehaus-Langer, and Dr. Florian Mes.

The Supervisory Board oversees the Management Board in accordance with § 95 AktG and meets quarterly. Here, we evaluate our performance based on key figures such as sales, order intake, operating expenses, capital expenditure, budget, and liquidity. All strategic issues, such as strategy, finance, compliance, and sustainability are also presented at these meetings. In the event of any deviations from the plan and actual KPIs (e.g., cash flow, sales, EBIT), the Supervisory Board discusses possible options for action.

If any changes to the composition of the Management Board are deemed necessary, they are implemented in consultation with the Supervisory Board.

As a 100% subsidiary of EOS Holding AG, EOS GmbH is managed by three managing directors: Marie Niehaus-Langer, CEO and Chairperson of the Management Board, Dr. Florian Mes, Chief Performance Officer (CPO) and Managing Director, and Nikolai Zaepernick, Chief Business Officer (CBO) and Managing Director.

Our management structure

In addition, we have three smaller organizational units: KVS, AMCM, and AM Metals, which are legally based at EOS Holding AG. Together with EOS GmbH, these units are managed by the Core Leadership Team (CLT).

This team consists of the three members of the Management Board of EOS GmbH, two of whom are also members of the Management Board of EOS Holding AG, as well as two other C-level managers of EOS GmbH. Meetings are held every two weeks to integrate Dr. Hans J. Langer, CEO of EOS Holding AG, in the overall business management and to enable joint strategic decision-making. In addition, we prepare for supervisory board meetings every quarter.

Since October 2019, Marie Niehaus-Langer has been CEO of EOS and its subsidiaries. Her priorities are digitalization, industrialization, and sustainability of 3D printing.

As CBO, Nikolai Zaepernick is responsible for the global EOS product portfolio and driving digitalization. KVS, AMCM, AM Metals, and ALM report to the "Business Units", led by the CBO.

Our CPO, Dr. Florian Mes, focuses on operational excellence and is responsible for finance, operations, organizational structure, internal process landscape, IT, compliance, and legal.

Glynn Fletcher, President of EOS North America and Chief Customer Advocate (CCA), manages all three sales and service divisions (North America, EMEA, and APAC). Furthermore, Virginia Palacios joined the CLT on January 1, 2023, as Chief Sales Officer (CSO) to develop and drive our competitive sales strategy.

As Chief Transformation Officer (CTrO), Ruha Reyhani focuses on customer experience, digital innovation, communication and storytelling, and team development and performance. She also leads our cultural and organizational transformation, promoting collaboration and new ways of working.

Our organizational structure in dedicated teams

In our company, we have established dedicated teams for all themes, such as Finance, Environment, and Human Resources (HR). Cross-functional teams work together on overarching topics such as compliance, procurement, or sustainability and enable efficient elaboration and implementation of necessary actions.

With direct communication channels and flat hierarchies, we can easily meet constantly changing challenges, especially in the environmental and sustainability areas.

Our Responsible Manufacturing Committee

Our Responsible Manufacturing Committee, which consists of members of the Core Leadership Team as well as the Head of Sustainability and the Head of Global Compliance, is an integral part of our organization. They ensure that we are always up to date with best practices in responsible production and that we incorporate them in our day-to-day operations.

In this way, we ensure that we are not only a leader in our own field of business, but also act responsibly towards employees, customers, and the environment.



Marie Langer



Glynn Fletcher



Florian Mes



Virginia Palacios



Ruha Reyhani



Nicolai Zaepernick

Figure 2: Core Leadership Team Structure



"At EOS, we are proud of our commitment to excellence and sustainability in all our activities."

Dr. Florian Mes, CPO

1.4

THE WORLD AROUND US

2022 was a challenging year, marked by the war in Ukraine and the resulting humanitarian crisis, as well as the challenges in the energy sector. Recent months have seen millions of people displaced, losing their homes, and being exposed to attacks and gun battles. The consequences of this armed conflict affect not only those directly involved but also neighboring states that have absorbed millions of refugees, as well as the European (and global) community, which is showing great solidarity with the refugees.

We are aware of our responsibility in this situation. That is why we at EOS have set up several projects to support refugees escaping the war zone.

One of these was a [fundraising campaign with a silent auction](#). Proceeds from the auction went towards the advanced manufacture of parts needed for medicine and aerospace, as well as to educational workshops to train Ukrainian refugees in 3D printing technologies.

We are aware of the need to help refugees restart their lives. Which is why we offer Ukrainian citizens [vacant positions](#) that do not require German language skills. We want to support them in their new careers.

While the search is on for a political solution to the ongoing conflict, the war in Ukraine continues to affect the global economic climate - particularly the global supply chains. The resulting uncertainty has led to new economic and business challenges. De-

spite the many adversities of the past year, we still see enormous potential and strong growth in the market for additive manufacturing.

A key feature of the AM market is its increasing specialization and commodification. Instead of "one-size-fits-all" solutions for all customers, we are experiencing a trend towards tailor-made solutions that meet the specific requirements and needs of the individual customer. At EOS, we recognized this trend at an early stage and are striving to make our metal systems more specific and user-friendly. By working together with our customers to develop solutions, we can create new geometries and properties that give our customers a unique competitive advantage. In addition, we are constantly automating our processes to further increase our customers' efficiency and productivity.

In the polymer division, one of the strongest areas at EOS, we focus on providing high-quality industry solutions. We strive to promote the automation of our systems and to offer improved safety & health solutions; in particular, our new air circulation filter systems and condensate oxidation innovations enable a reduction in hazardous substances. Our efforts in this area have meant that we can offer our customers not only high-quality products but also a safe and efficient working environment.

One of our greatest strengths at EOS is our broad portfolio - consisting of hardware, materials, software, consultancy, and services. These comprehensive offerings make us unique in the industry and

enable us to offer our customers a holistic solution for their AM requirements. Regardless of the complexity or the specific requirements of the project, we are proud that we are always able to supply the right solution.

Another cornerstone of our success is our large partner network. This enables us to diversify and specialize our offers. In addition, the network generates synergy effects and gives us the opportunity to implement cooperation projects that expand our knowledge, expertise, and innovation potential.

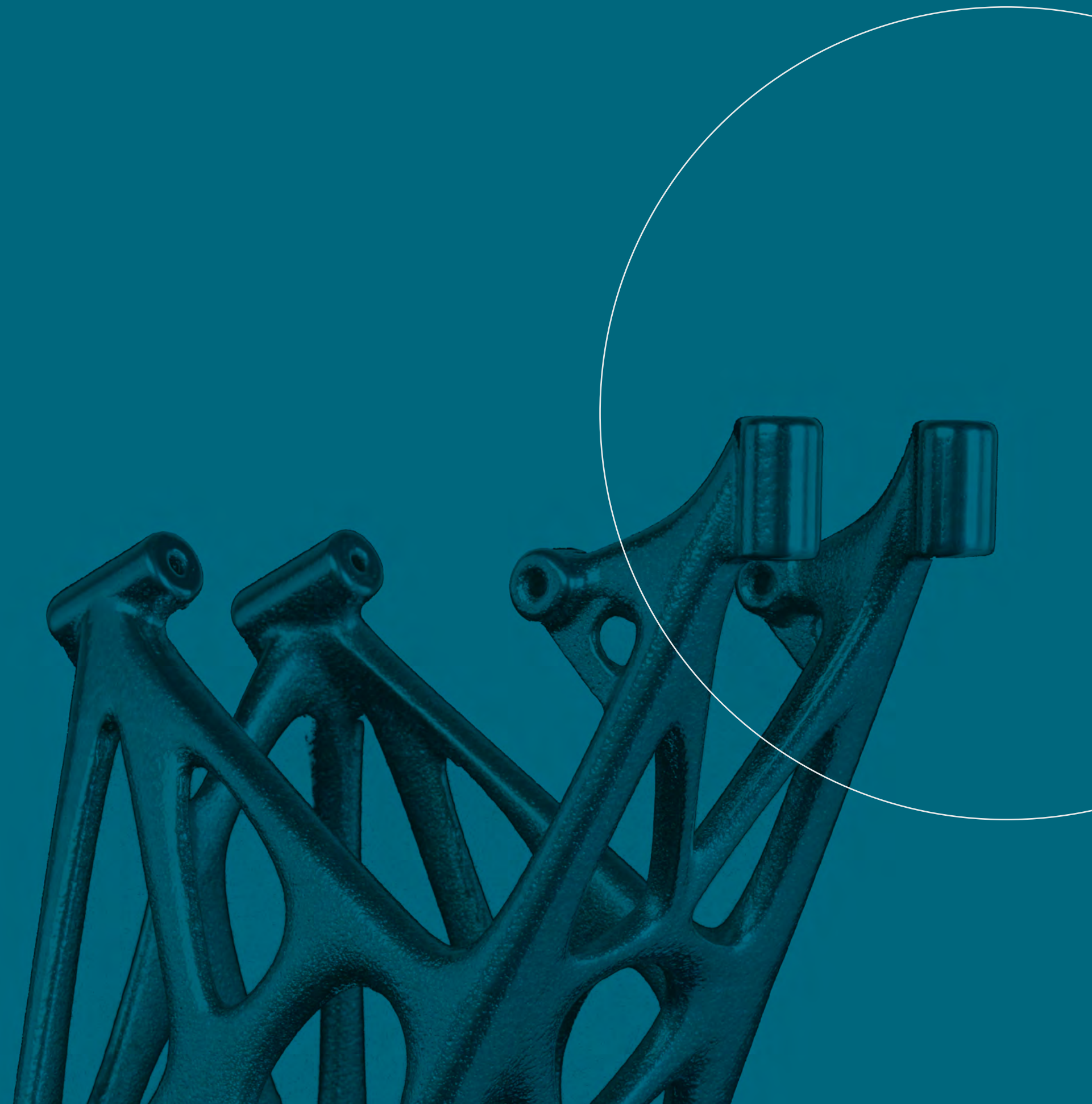
Despite the challenges that 2022 has brought upon us, we at EOS remain optimistic and focused on our mission. We are committed to realizing our full potential and exploiting the opportunities afforded us by the AM market. Our commitment to quality, innovation, and customer service will continue to help us consolidate and further expand our position as market leader in the AM industry.

Forward-looking statements are based on current assumptions and beliefs. Trends, markets, and expectations can change, and EOS cannot be held liable for false or misleading statements.

2.

OUR PPP APPROACH

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2.1 OUR CORPORATE PURPOSE

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"My vision is that industrial 3D printing from EOS will continue to set the technical lead and make a lasting contribution to solving the world's great challenges. Our aim is that our technology should not only promote economic growth, but also make a positive contribution to the environment and to society."

Marie Niehaus-Langer, CEO

When EOS was founded 30 years ago, we were pioneers. Now we want to lead the way again; this time based on our expertise as a leading provider of industrial 3D printing technology, as we responsibly and proactively shape the future of our industry. We are guided in this by our corporate purpose of Responsible Manufacturing. For us, responsible, sustainable production and corporate governance are moral imperatives. Not only do we regard costs, but also, and quite plainly, the impact on the environment (Planet), on employees and society (People), and on our customers (Performance), as well as on us as a company. We work to reduce risks and want to accelerate the global shift towards Responsible Manufacturing with our sustainable innovations.

At our side we have a strong partner network, along with our shareholders and stakeholders, all of whom support us in our value orientation. As do our employees, present and future talents, for whom we create the space they need to discover solutions. Solutions that increase energy efficiency, reduce waste, and conserve resources throughout their life cycle.

The diversity of our employees plays a crucial role, and we are convinced that this will lead to progress and positive change. Inclusivity and equal opportunity are conscious choices, to which we at EOS commit ourselves every day. We believe in creating a working environment based on empathy, respect,

and fairness. Where each individual is seen and heard and has the opportunity to participate fully. We do all this with the clear goal of establishing responsible production as the new normal.



2.2 OUR PRIORITIES

Our strategy work in the field of sustainability has so far established twelve focus topics, two defined KPIs and a route into 2033. Since the materiality analysis involving both internal and external stakeholders was conducted in 2021, we have identified our twelve focus topics in the core areas of Planet, People, and Performance (see Table 1).

In the current reporting year, we have defined the first two indicators that will make us more transparent, with progress that will be measurable:

- Development of a science-based target for climate action (Planet),
- 50% proportion of women recruited and placed in management positions in the context of diversity, equity, and inclusion (People).

Further key figures relating to the themes covered by our sustainability strategy (see Table 2) will follow. We also implemented the first concrete projects. "We consciously chose an iterative process," says Björn Hannappel, Head of Sustainability, summing up the activities. "We did not want to shut ourselves in for two years and develop a fully elaborated strategy. Rather, we wanted to begin immediately with the implementation and feed in our findings directly."

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

Table 1: Our core PPP themes

Tangible actions and KPIs to drive our sustainability agenda

Accelerate the world's transition towards responsible manufacturing with industrial 3D printing

Create Momentum Climate Action	Optimize Resources Circularity	Enhance Customer Experience Green Products & Services	Foster Employee Belonging Diversity, Equity, and Inclusion	Demonstrate Responsibility Responsible Business Practices
--	--	---	--	---

Table 2: Themes in our sustainability strategy

Planet

Concerning the environment, we focus on aspects such as material origin, resource efficiency, climate protection, and the circular economy (see Chapter 3) at both the company and product levels. The basis of the environmental activities in the company is the ISO 14001:2015-certified environmental management system for the Krailling and Maisach sites.

The first issues that we are concerning ourselves with are climate protection and the circular economy. We are currently determining our corporate footprint based on data, which will create a transparent basis for measuring our footprint in future. Next year, building on this, we will determine the science-based target for 2033 and develop concrete measures with external support.

People

Regarding social issues, our focus is primarily on our employees. The four main themes are: employer attractiveness, Occupational Safety and Health (OSH), diversity, equity, and inclusion, and the involvement of other stakeholders (see Chapter 4). The basis for occupational safety is given by the Occupational Safety and Health body, the statutory occupational safety committee, in which decisions are taken together with all relevant stakeholders. From the 2023/24 financial year onwards, we will be focusing on diversity, equity, and inclusion, with the motto of ALL IN, to enable us to create a better working environment in which everyone can contribute to the best of their ability.

Performance

As a supplier of future technology, we aim for excellence. Regarding performance, our aims are guided by the following four focus topics: product quality & performance, added value for customers and industrialization, economic performance, and innovation & digitalization (see Chapter 5). We see ourselves as drivers of Responsible Manufacturing and define innovation & digitalization as core themes by which to make our industry more sustainable.

The following sections show in more detail how we have driven the change to Responsible Manufacturing in the current reporting year.

2.3 OUR APPROACH TO GOVERNANCE

For us, trust is the most important asset in an increasingly complex world. By this, we mean trust both internally to our employees and externally to our business partners and numerous stakeholders. We undertake to comply with all relevant legal regulations and internally defined rules. In addition, the EOS Code of Conduct serves as a model of integrity and is binding for all employees worldwide at all hierarchical levels. It is based on the corporate company values of excellence, responsibility, fairness, and togetherness. We put this into practice and anchor it in the organizational structure as outlined in the following.

Compliance management

"Prevent, recognize, and respond" - this is the approach taken by our compliance management team. Together with his team of experts, Dr. Volker Nagel, Head of Global Compliance, is responsible for compliance, risk management, occupational & product safety, data protection, information security, and regulatory matters. Working together with local compliance managers, a compliance management system that is effective in all locations and regions has been implemented and is aligned with current international standards and norms. The Compliance Committee assesses all relevant compliance issues every quarter.

The Compliance Department helps:

- to systematically prevent breaches of the law,
- to minimize reputational risks,
- to establish compliance as a business value.

It handles all processes related to compliance at EOS. Dr. Volker Nagel works in close contact with the management and executives, reviews suspicious cases, and supports employees in complying with all internal regulations. Target achievement is tracked via key performance indicators (e.g., the number of criminal proceedings or the number of reportable incidents) and regularly reported to the EOS GmbH management as well as the Supervisory Board of EOS Holding AG.

Employees attend courses to raise their awareness of integrity and compliance, initially as mandatory training and subsequently with more in-depth content in face-to-face sessions and e-learning tailored to the target group. In addition, risk-focused reports on relevant topics are published in newsletters and the intranet. The Compliance Department handles individual compliance incidents and is responsible for drafting and implementing internal measures in accordance with the Code of Conduct and other company guidelines.

Speak up!: New reporting point for whistleblowers

At EOS, open and honest communication is an expectation, not an exception. We created Speak up! as an additional safe space for internal and external whistleblowers to report violations. Digital and with no major hurdles to overcome, Speak up! is available as an online service internationally (see the following QR code).



Incidents can be communicated anonymously to the Reporting Office concerning matters such as discrimination & harassment, environmental protection, safety & health, non-compliance with rules and regulations, and unauthorized activities of business partners. After submitting the report, the whistleblower is able to view feedback and queries regarding the case online, accessible with a personal report key. Incidents can also be reported via other channels, such as through a manager, the compliance team, the works council, HR, the diversity representative, or an external ombudsman.

Risk management

Regular risk analysis is essential for identifying, assessing, and combating risks at an early stage. Every department, permanent establishment, and subsidiary follows the same procedure and sends a quarterly risk report to Dr. Volker Nagel. We distinguish between operational, legal, financial, and reputational risks. These are ranked by impact and probability and are categorized as critical, serious, substantial, moderate, or insignificant. Mitigating measures are planned and implemented based on this risk assessment; for example, in the case of critical risk, these will be immediate measures.

Regarding sales partner compliance, all sales partners are subject to a risk-based due diligence examination to avoid risks to EOS, for instance, resulting from corruption or anti-competitive behavior. In the case of external service providers and partner companies, the Business Partner Code of Conduct regulates compliance with laws, contracts, and standards prescribed by EOS. It must be accepted by all business partners.

If any non-compliance with the law or the EOS Code of Conduct is detected, the business partner or employee in questions is immediately requested to eliminate the relevant risks. Should no improvement or, in turn, no risk elimination appear possible or

realistic, EOS will exert an influence on the business partner and assist in eliminating the risks. The same shall apply in the case of any violations of the law or non-compliance with the Code of Conduct that have already occurred.

Anti-corruption & conflicts of interest

Acting objectively and transparently is a maxim by which corruption risks can be minimized and conflicts of interest avoided. The official risk assessment determined the risk of corruption at EOS as negligible (risk rating 2/7). In the year under review, there were no cases of corruption nor any violations of the law, and hence no financial penalties.

We maintain professional business relationships with our business partners. We avoid conflicts of interest by forbidding employees and managers from engaging in private business transactions with business partners, family members, or close acquaintances or profiting from such transactions if this could result in undue influence. In addition, employees may not hold any direct or indirect shares in any other unlisted company that is in direct competition with EOS and in which there is a possibility of unfair influence without the approval of the management. If conflicts of interest are unavoidable, they must be disclosed and reported to the Head of Global Compliance.

Data protection & information security

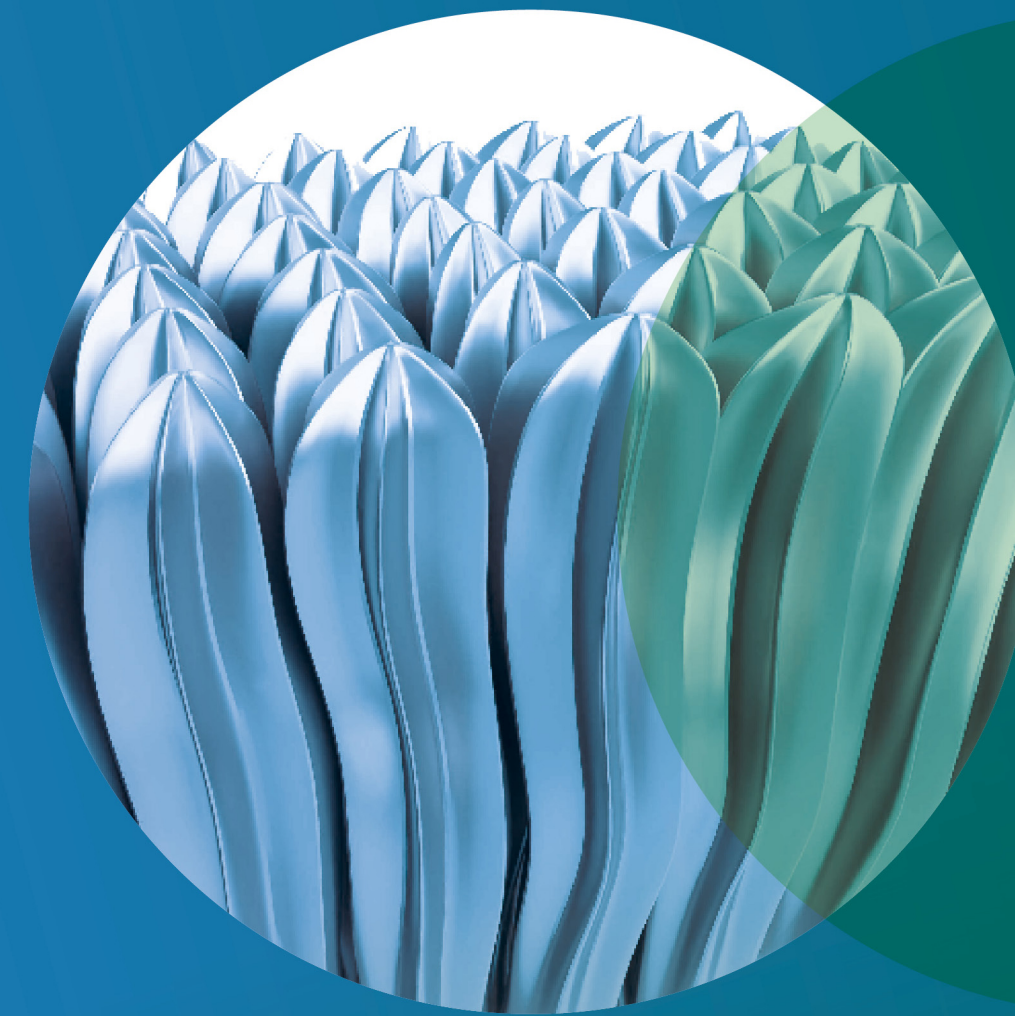
As a supplier of platform-driven digital systems and as a global group of companies, data protection and information security are integral to our daily corporate responsibility. We act in accordance with the General Data Protection Regulation (GDPR) and worldwide applicable data protection laws and regulations. We protect the personal data of our customers, prospective customers, business partners, and employees.

EOS has implemented an Information Security Management System (ISMS) in accordance with the requirements of the VDA ISA (Information Security - Very High Protection Needs and Assessment Level 3) and the international ISO/IEC 27001 standard. This standard takes into account internationally recognized best practices. In this way, we ensure continuous operations and protect sources of income and corporate profitability while at the same time ensuring the supply of goods and services to our customers. For 2024, we are aiming for full certification according to ISO/IEC 27001.

3

PLANET

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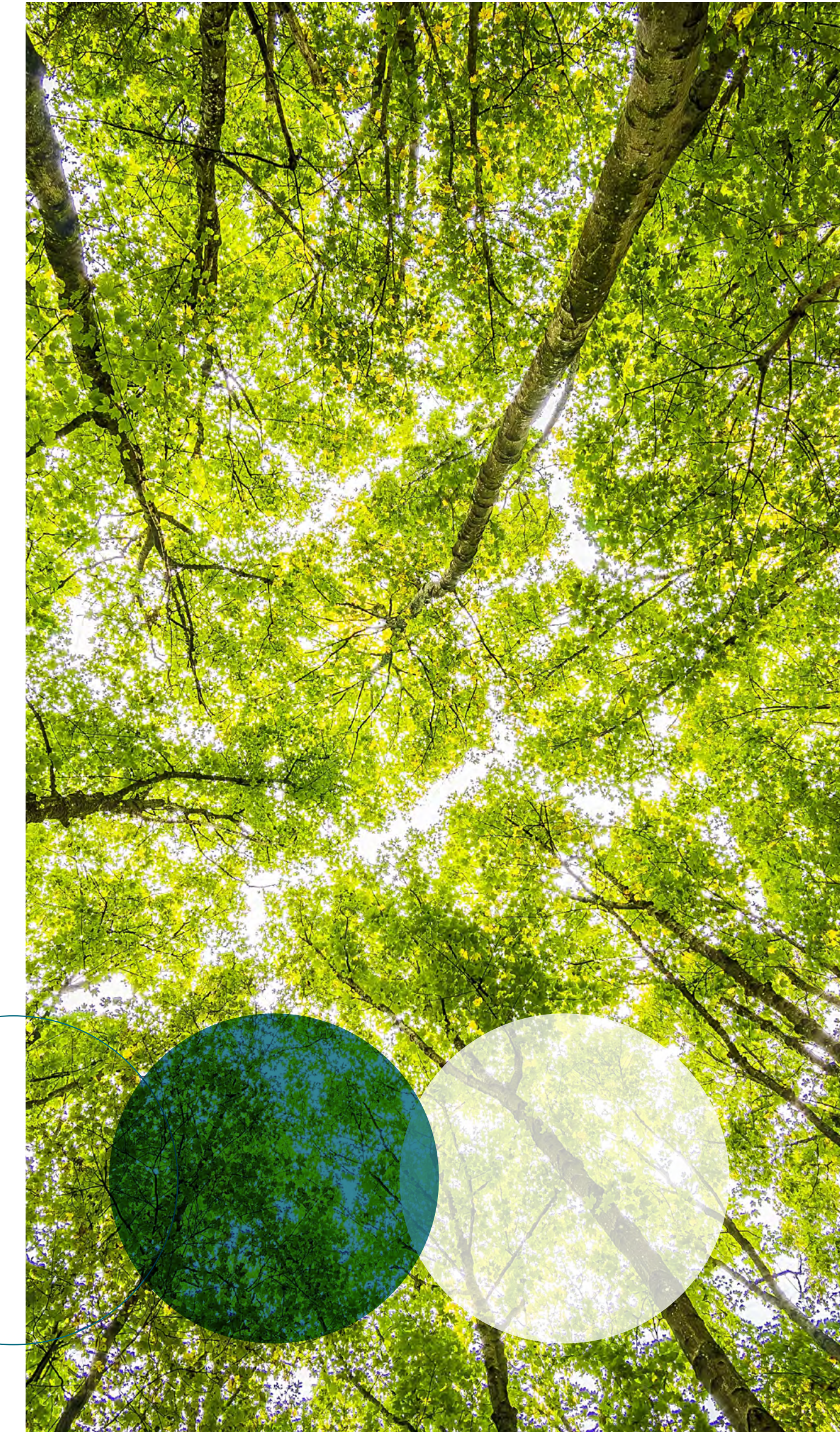


3.1 OVERVIEW

We are well on the way to making our company climate-neutral, circular, and resource-efficient; since we are convinced that this is the only way for it to be sustainable. We also believe that sustainability begins with the first step. For example, our company footprint is currently being determined based on the Greenhouse Gas (GHG) Protocol, to create real transparency and a tangible basis for action. We use it to derive concrete and individual CO₂e reduction targets that really can be implemented at EOS. At the same time, we are systematically amassing internal know-how that will enable us in future to carry out life cycle assessments (LCA) on our systems and materials directly on site. Since 2021, we have been even more committed to a circular approach. We make sparing use of raw materials, rely on recycling where feasible, and develop internal recycling concepts for our material waste. We have established a return cycle for our systems and powders and have for years been working together with local waste disposal companies to ensure responsible waste disposal. We set ourselves short- and long-term goals, and constantly and consciously ask ourselves what we can already do today to achieve these goals.

What is our approach?

We want to steadily reduce our CO₂e consumption. To do this, we calculate EOS's corporate footprint and conduct life cycle assessments on our products. Based on this, we derive measures for a resource-efficient and climate-neutral future. We rely on transparency, valid analyses, and internal know-how building and train our employees in the relevant scientific methods.



3.2 MATERIAL ORIGIN

Due diligence with respect to our suppliers is something we perform as a matter of course. Action is nevertheless still needed. We are currently implementing the German Supply Chain Due Diligence Act to specifically ensure that within our supply chains, human rights are safeguarded and the environment is protected. Moreover, we wish to cooperate even more consciously with our suppliers. For this reason, we plan to integrate a Supplier Relationship Management (SRM) system. This will help us to monitor processes in the supply chain, keep an eye on the supply chain, and improve communication flows.

We always carry out a compliance and export control check on all new suppliers at the beginning of the business relationship. A business relationship can only be established if our Export Control and Compliance Department issues a positive decision. If we work with new suppliers with an expected planned annual purchase volume of less than EUR 100,000, we require a supplier self-assessment as a minimum. This self-assessment contains questions on the subject of environmental protection and compliance. The self-assessment is completed by the supplier and evaluated by the Category Management area of our Purchasing Department, as well as by our Compliance Department.

In future, we would like to include additional aspects in this self-assessment that exceed the minimum requirements. In the meantime, we rely on our suppliers accepting our Code of Conduct and hence also accepting our human rights requirements. In concrete terms, this means that within our supply

chains, there must always be adequate remuneration and an acceptable level of occupational safety. We have already assessed our existing suppliers based on sustainability criteria. Transport, packaging, and cleaning are subject to strict rules and values.

By January 2024, we aim to implement the Supply Chain Due Diligence Act in the cross-functional team and thus integrate the regulations in the areas of compliance, legal, procurement, and sustainability. Specifically, this means that we will appoint a human rights officer from our sustainability team. We also plan to expand our current risk management system and establish a traffic light system, in which abstract evaluations will be made based on country, industry, and purchase volume. In 2022, we conducted an initial supply chain risk analysis. One of our suppliers was rated red. We are right now closely analyzing the associated risk and initiating potential remedial measures.

Risk management system for our suppliers

-  There is no risk
-  The risk is low but it nevertheless needs to be taken into account and acceptance of the Code of Conduct has to be assessed
-  This represents a high risk and calls for a concrete assessment of the supplier with regard to human rights and environmental risks, potentially followed by a desk audit

In the next financial year, we also want to expand our emergency management system to better control our suppliers. In addition, a policy statement is to be drawn up with regular reporting to the Federal Office for Economic Affairs and Export Control. We also want to revise the Codes of Conduct in the context of prevention and to strive for an even stronger contact with our suppliers. A reporting point is already in operation, through which incidents relating to environmental protection, non-compliance with rules and regulations, unauthorized activities of business partners, etc. can be reported to us anonymously (see Section 2.3).

3.3 RESOURCE EFFICIENCY

As a forward-looking company, we continuously optimize our products with regard to their energy consumption and use of materials, as well as the maintenance and recycling friendliness of their components. This requires, first and foremost, genuine data transparency and scientifically sound assessment methods. Accordingly, we increasingly rely on life cycle assessments.

Life Cycle Assessment (LCA):

Also referred to as eco balance or life cycle analysis - a systematic analysis of potential environmental impacts, and the energy balance of products throughout their life cycle.

Greater transparency through life cycle assessments

We commissioned the Fraunhofer Institute to carry out life cycle assessments on our behalf. Such life cycle assessments analyze the environmental impact of products. This includes all the environmental impacts associated with a product's production, use, and disposal, i.e., throughout its entire life cycle. Assessment categories include water consumption, water pollution, toxicity, harmful effects on humans, and ozone-depleting effects. LCA studies are conducted in accordance with the international ISO standards 14040:2009 and 14044:2009.

We plan to carry out various life cycle assessments on all of our materials and systems. Implementing this requires us to create internal capacities, which is why we are training our employees in Germany and the USA in association with the University of Freiburg and the Fraunhofer Institute. They will then be able to carry out independent life cycle assessments in accordance with scientific standards. All assessments will subsequently undergo external auditing.

First product footprint determined

For the first time, we measured the ecological footprint of one of our systems (see Figure 3). The result is that the total emissions generated in the production of this system were 3,529 kg CO₂e. The additional 183 kg CO₂e were generated in the commissioning of the system at our production site in Maisach.

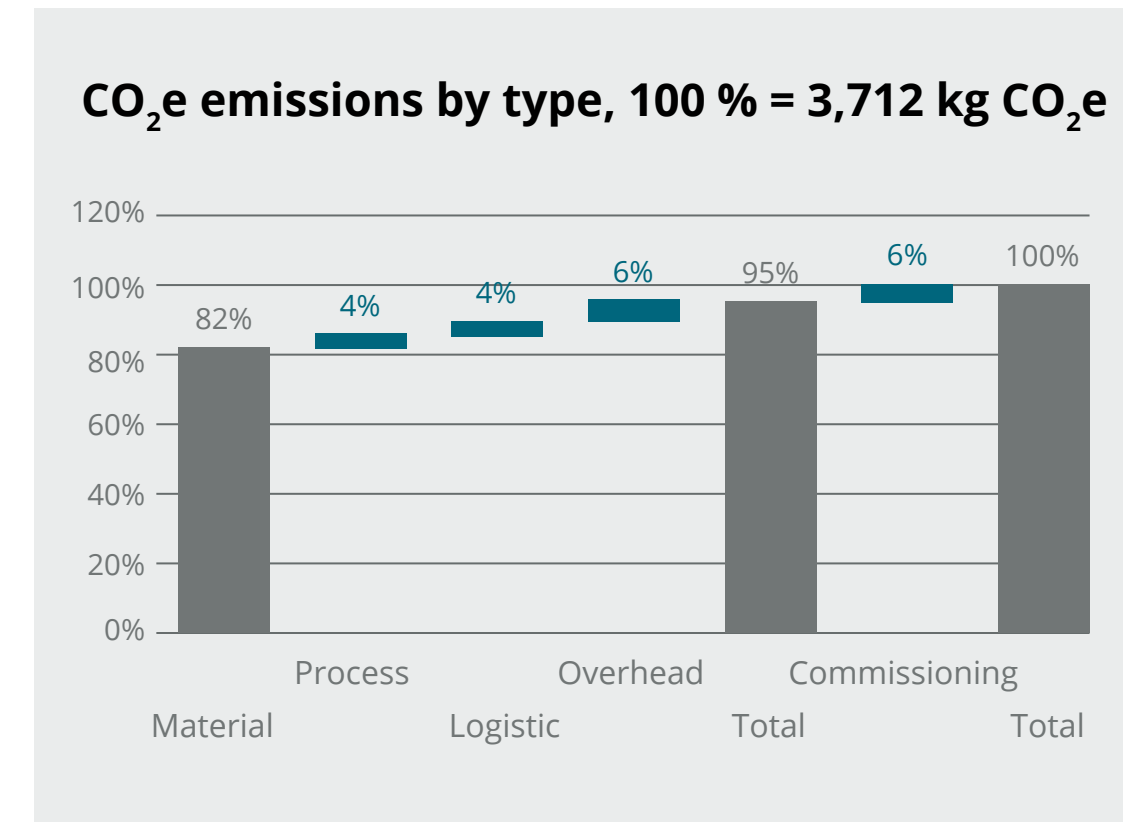
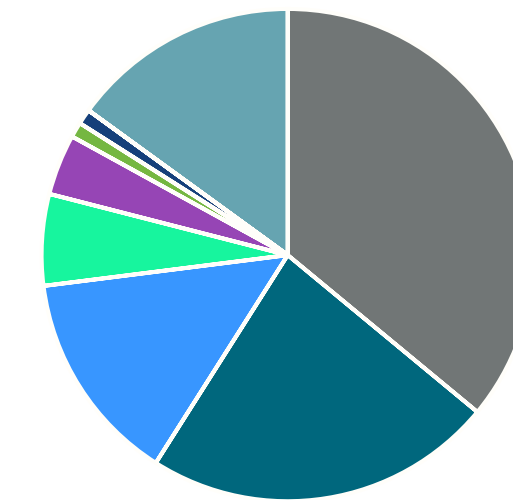


Figure 3: Environmental footprint of one of our systems

CO₂e emissions by material



- 36% Stainless Steel
- 23% Steel
- 14% Aluminum
- 6% Plastics
- 4% Wood
- 1% Sinter material
- 1% Textile
- 0% Non-ferrous metal
- 0% Ceramics
- 15% Others

Figure 4: CO₂e emissions by material

The biggest lever for reducing a footprint is thus to purchase raw materials with a low global warming potential (GWP) from EOS system suppliers. We are currently evaluating these results and determining what actions to take. Figure 4 shows the CO₂e emissions proportionately for each material. Steel, stainless steel, and aluminum account for 72% of CO₂e emissions.

Sustainable powders

We presented two new powders for our additive manufacturing systems at the [formnext 2022](#), the international trade fair for additive manufacturing technologies. These were our new climate-neutral [PA 1101 powder](#) and our carbon-reduced [PA 2200 powder](#). We also conducted a life cycle assessment for the two powders. Further assessments are planned for our metal powders. This is to remain our general standard, in line with our desire to increase the data transparency of all our materials and powders to derive further measures that will positively impact our ecobalance.



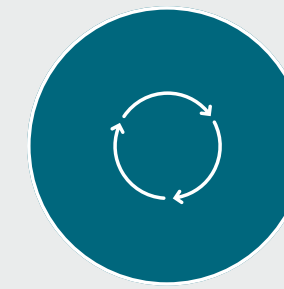
Packaging alternatives

We have introduced shuttle packaging for our suppliers. For example, one of our laser suppliers delivers around 300 lasers annually to EOS. We install these lasers ourselves in the systems at our Maisach site. We then collect the empty boxes from production and return them using an external transporter. This means that about 32 boxes a month are circling back and forth in the system.

Our process chamber doors (M300 and M400) are installed in the control cabinets at the Maisach site. This allows systems to be delivered using a single pallet deck. The empty pallet is picked up by the supplier. This saves resources and avoids disposal costs. In the course of this year we want to switch from disposable scanner packaging to shuttle packaging. This change will help EOS to minimize resources and protect the environment. In addition, it will enable EOS to save approximately 40,000 EUR per year on the total cost of disposable packaging.

What we are proud to look back on:

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



About our shuttle packaging:

Lasers:

- 2022: 390 lasers purchased
- However, only 150 shuttle packs were used
- Saving of 390 non-disposable packaging unit with a total value of 42,900 EUR

Building Stamp:

- Around 20 shuttle packs circulate between EOS and its suppliers every year
- Cost per packing case: 1,200 EUR
- Annual saving of approx. 24,000 EUR in packaging costs and resources
- Altogether 5 such packaging units are in circulation
- Lifetime of one packaging unit is approx. 5 years



3.4 CLIMATE PROTECTION



"If every company in the world had a science-based target, we would achieve the 1.5 degree goal. This is the best available methodology, externally validated. And we want to use it."

Björn Hannappel, Head of Sustainability

Motivated and cross-functional are two characteristics that sum up this project team of 15 employees. Their task is to determine EOS's corporate footprint, also known as the corporate carbon footprint (CCF), to set up a worldwide carbon accounting & controlling system, and to establish it within our operational activities. Our aim is to create transparency with a reliable data basis. This is our starting point from which we will define our science-based target for 2033. With this measurable and implementable reduction target, we plan to increase our contribution to climate protection to a scientific level and in so doing to take consistent consideration of the various factors along the value chain.

Science-based targets are reduction targets that are measurable and achievable for companies and organizations, are consistent with the climate targets of the Paris Agreement, and are reviewed by the Science Based Targets initiative (SBTi). The objectives are assessed on the basis of the most up-to-date scientific evidence.

Source: <https://allianz-entwicklung-klima.de/en/>

In parallel with this, we have already taken the first concrete steps:

- We are now continuously optimizing our environmental management system at the individual sites; we collect emissions data, purchase green electricity, conduct a feasibility study for our own photovoltaic system in Krailling, and provide free charging stations for our employees' electric vehicles.
- As a first step, we compile life cycle assessments of selected powders to create greater transparency for our products.

More transparent coverage of emissions

Only when we record and measure something can we make targeted changes. The basis of our climate protection strategy is the precise calculation of our CO₂e emissions. We are in the process of identifying our emission sources throughout the company and determining emissions in accordance with the globally recognized GHG Protocol. The categories considered are:

- **Scope 1:** Direct emissions that we are responsible for and control,
- **Scope 2:** Indirect emissions from energy purchased,
- **Scope 3:** Indirect emissions generated along the value chain.

In the reporting year, we were already able to partially determine Scope 1 and 2 greenhouse gas emissions. In the reporting year 2022/23, we will be able to share our entire company footprint transparently, thus creating the basis for future comparisons and targeted reduction measures.

Optimizing on-site energy consumption

An important lever are those measures that enable us to improve our energy efficiency at our locations. The newer buildings at the Krailling site in particular are designed to higher energy standards, and their operation is based on a holistic energy concept. This is based on a system of intelligent building climate control management. In the previous reporting year, we also carried out an energy audit for the first time, in which we identified relevant energy flows and sources. The results form valuable input for the current optimization measures. For example, we are replacing energy-intensive bulbs with more energy-efficient light-emitting diodes (LEDs).

We rely 100% on green electricity for our electric power at all EOS locations in Germany. After conducting the feasibility study, we now wish to go one step further and build our own photovoltaic system at the Krailling site (headquarter) to enable us to contribute to the energy transition with self-generated green electricity.

Since 2001, we have also been using renewable sources for our thermal energy at the Krailling site. We use the waste heat from our plant equipment, obtained using heat recovery processes, and only procure a small proportion of our heat energy externally. The so-called Zortström distributor has a multi-stage construction with several temperature

zones. Effective use is made of the heating and cooling layers, and temperatures can be tailored to the needs of individual business units. In very cold phases, we also use a nearby woodchip system to heat the office spaces. In the newer buildings, groundwater is utilized in summer for cooling and in winter to support heat output, using concrete core activation.

Table 3 gives an overview of our energy consumption at the Maisach and Krailling sites for the current reporting year. The associated CO₂e emissions are categorized as so-called Scope 2.

What else do we do to save energy:

- Blinds are automatically controlled by an intelligent building management system designed to keep the interior cool in summer and warm in winter.
- Low-energy LED lighting in all buildings.
- Latest technology employed for roofs and plant equipment.



Energy source	Total consumption in MWh			Share of renewable energy	Share of non-renewable energy	CO ₂ e emissions in tons
	Krailling	Maisach	Summe			
Electricity	4,016.87	1,468.09	5,484.96	100 %	0 %	0 ¹
Natural gas	n/a	No current data*	No current data*			No current data*
District heating	1,089.03	n/a	1,089.03	84 %	16 %	185.9 ²
	5,105.90	1,468.09	6,573.98			

Table 3: Overview of energy consumptions for the Krailling and Maisach sites

*At the time of finalizing the report, our supplier was not yet able to submit any data.

¹ The electricity is produced from 100% renewable energy.

² Heat: Emission factor: 170.7 gCO₂e/kWh (source: DBEIS conversion factors 2022, heat and steam, district heating and steam).

Gradually upgrading the fleet

Transport is another source of emissions. In this regard, we will further increase the share of electric and hybrid cars in our fleet. In the reporting year, we expanded our fleet by two electric vehicles; since 2020, we have increased the number of plug-in hybrid cars from 14 to 22 (see Table 4).

Company cars by engine type	
Gasoline	10
Diesel	125
Plug-in hybrid	22
Electric	2

Table 4: Number of company cars by engine type

Emissions from our vehicles during the reporting year were as follows (see Table 5). We do not currently have any specific data on the precise consumption of plug-in hybrid and electric vehicles.

Fuel	Consumption in liters	CO ₂ e emissions in tons
Gasoline	50,067.00	115.2 ³
Diesel	192,252.00	519.1 ⁴
Total	242,319.00	634.3

Table 5: Consumption in liters and CO₂e emissions per fuel

Integrated measurement applications for our customers

We think beyond our own ecological footprint and support our customers in the use of powerful measuring applications for conducting cost, sustainability and consumption assessments. The new Cost & Carbon Calculator is a web-based application that accurately analyses the cost-per-part (CPP) and calculates carbon emissions. For some customers, especially in regulated industries, the CPP is still too high for large-scale production. We want to help reduce them and make additive manufacturing more attractive and economical.

The Cost & Carbon Calculator also identifies CO₂e hot spots and provides an overview of the overhead costs of systems, materials, post-processing steps, and consumables. All results are presented visually, and various scenarios can be analyzed. Simulations show which variables can be adjusted to achieve the desired CPP target value. In addition, our customers can monitor emissions already in the design phase of the components and obtain recommendations for reducing them. With integrated visual analysis and reporting, further processing can be done both on a PC and in the Cloud. Moreover, our customers can contact our Additive Minds consulting team at any time to optimize applications for their purposes.

The external energy meter can be used to measure the actual consumption of EOS systems. It is attached to the system externally. The first live measurements using integrated measuring instruments will be possible in 2023.



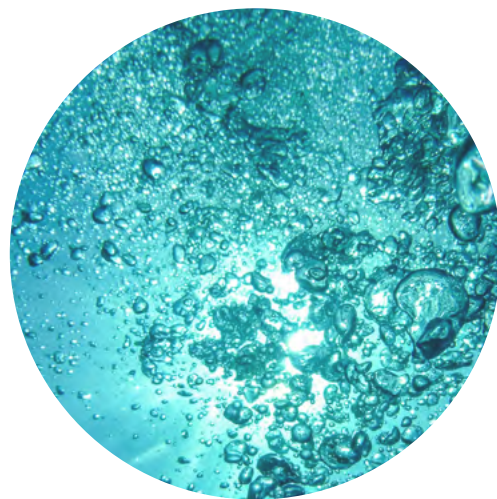
"The EOS Cost & Carbon Calculator enables more precise cost calculations, creates more transparency, and contributes to long-term emission reductions. It demonstrates our strong commitment to helping our customers achieve their sustainability goals."

Nameer Syed, Senior Additive Manufacturing Consultant

³ Gasoline: Emission factor: 250.0 gCO₂e/kWh (Source: DBEIS conversion factors 2022, Fuels, Liquid fuels, Gasoline)

⁴ Diesel: Emission factor: 270.0 gCO₂e/kWh (Source: DBEIS conversion factors 2022, Fuels, Liquid fuels, Diesel)

3.5 CIRCULAR ECONOMY



A circular economy is a must if we want to protect all our resources. Sustainable production, carefully considered consumption, and efficient waste management also bring clear economic benefits - not just in terms of numbers but also for our brand positioning in the context of sustainable production. Since 2021, our focus has been even more intensive on a circular approach, and we now regard products and raw materials, that have supposedly run their course, again as resources.

Water - the multi-talent

We keep a watchful eye on our water consumption. We use process water solely as tap water for typical sanitary and household purposes, and we also use well water. In the reporting year, we pumped a total of 433,126 m³ of well water at the Krailling site and used 5,833 m³ of process water. Well water is employed in a closed circuit to cool the two newer buildings at Krailling. In a closed circuit, the cooling effect does not result from evaporation but is primarily generated by a heat exchanger. Only when the power of the well is insufficient for our needs is a downstream cooling system connected to the system.

After use, the water is returned to the municipal wastewater network. And because our industry uses dyeing water, we work together with local authorities to ensure that it is disposed of appropriately. We are also working on the implementation of filter

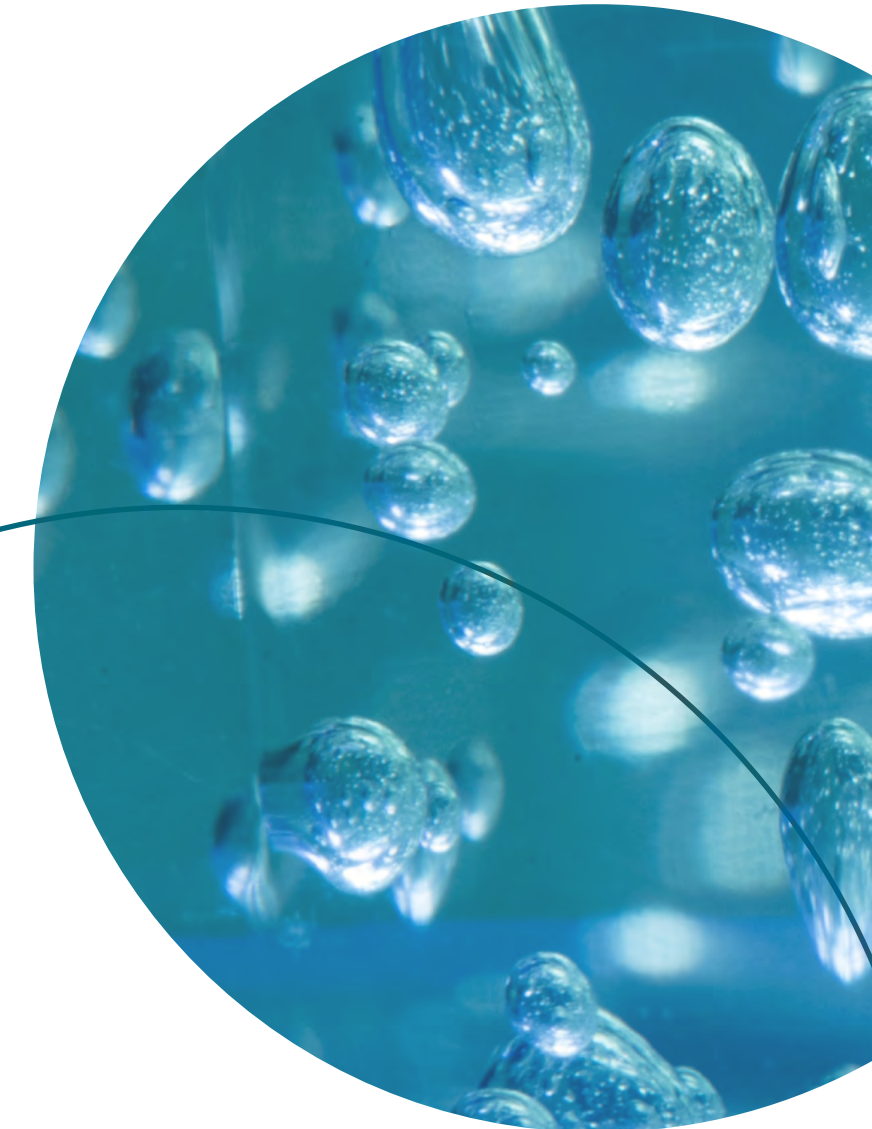
systems for our cleaning water to improve the water quality in our production halls. To ensure a transparent data basis, we have begun using Quentic software. The sustainability module will allow us to collect and compare environmental data and benefit from measurable and visible progress.

At our site in Krailling:

433,126 m³ well water pumped

5,833 m³ process water used

At the time of finalizing the report, the data at our location in Maisach had not been finalized.



Responsible waste management

We strive to reduce waste at all our sites. We want to rethink and optimize our waste concept holistically in conjunction with a circular concept. Compared to the previous year, we reduced the amount of hazardous waste generated in our business area by 4 tons to about 34 tons. Hazardous waste mainly comprises sludge with metal powder residues as well as suction and filter material; these need to be disposed of separately due to their hazardous material class.

Non-hazardous waste amounted to 217 tons during the reporting period. To further refine our waste disposal process, we introduced an additional "organic" category in 2022, which will be included in our statistics from 2023. To ensure responsible waste disposal, we have for many years maintained a reliable cooperation with local waste disposal companies; these are certified annually as waste disposal specialists.

Table 6 gives an overview of our waste generated in the different waste categories.

	Waste in tons		
	Krailling	Maisach	Total
Plastic	11.24	13.48	24.72
Wood	10.77	9.26	20.03
(Scrap) metal			14.28
Paper/paperboard/cardboard (PPC)	18.88	57.75	76.63
Residual waste	58.87	36.50	95.37
Non-hazardous waste (total)	99.76	116.99	216.75
Hazardous waste	15.05	19.22	34.27

Table 6: Overview of waste generated

We conduct recycling wherever feasible. We develop our in-house recycling concepts for our waste materials. We also cooperate with [recycle it GmbH](#) to recondition our used IT and mobile equipment for reuse. For example, our PCs are dismantled by hand at the recycling center in Eppishausen. Certified partners then recycle such components as circuit boards and power supplies.

Prevention, reuse, recycling, and disposal are key elements of waste management. But it would be even better to produce less waste. A number of teams are participating in environmental projects that aim to extend component lifetimes, increase the efficiency of system filters, and employ biodegradable materials. These initiatives are centrally coordinated and quantified. In addition, intensive research enables

continuous improvements to raw material efficiency rates minimizing the quantity of waste.

Our return cycle

We have also set up a return cycle for the benefit of our customers. This means that we accept disused EOS systems for return. Our Sustainability Services department processes the returned systems to make them suitable for reuse.

Our powder cycle program enables our customers in the DACH region to return their used powder. Our partner [Kajo Plastic GmbH & Co. KG](#) collects the used powder from our customers, and we cover the transport costs. Kajo Plastic GmbH & Co. KG then processes the used polymer powder it has collected that is no longer suitable for 3D printing. The result-



ing raw material can then be used in other products and applications. Since the program was launched in 2017, we have been able to feed 150 tons of used powder into a new life cycle.



Win win: Used powder is turned into a raw material for other products, and the proceeds are used to fund social projects.

And that is not all: we donate the proceeds from the used powder to benefit social projects. Among others, we have supported [Teach First Germany](#) and [Thinking Huts](#). These organizations are committed to providing education, as well as the human rights organization [Hawar Help e.V.](#) and the local initiative [München Hilft Ukraine e.V.](#)

4.

PEOPLE

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4.1 OVERVIEW

The EOS family is held together by its strong value orientation, which also shapes the sense of community in the company. Management, employees, and business partners all pull together in pursuit of the common goal of Responsible Manufacturing as a climate-neutral company. More than 900 people of around 40 nationalities work towards this goal in a focused, open, and collaborative manner. The idea of "community" is key. EOS consciously focuses on proactive exchanges with its stakeholders, works to strengthen its memberships in associations, and supports high-quality, equal, and inclusive education. EOS always strives to assume shared responsibility in its partnerships and cooperations. With all parties that we are involved with, whether they are scientists, freelancers, suppliers, shareholders, or organizations; we are always seeking opportunities for exchange.

At EOS, people of all genders, backgrounds, ages, and abilities can feel that they belong and are able to contribute. We work in a global network, we like to think outside the box, and we want to achieve progress and positive change with a diverse, equitable, and inclusive team. To make this succeed requires health, knowledge, and communication. That is why we maintain an active and preventive internal health and occupational safety management system that is available to all employees. Information on healthy diets, the provision of work bicycles by the company, ergonomic workplaces, intelligent room concepts, an appreciative community, tasks that

match people's skills, parental leave as a practiced work model, as well as health holidays and paid leave all represent an investment in the physical and mental health of the entire team.

Moreover, when it comes to benefits, EOS makes no distinction between full-time employees, working students, and temporary workers. Other top priorities besides health include open communication and knowledge transfer. This supports employees in their personal development, with continuous feedback discussions, for example, and they receive appreciative feedback on their work. Online training offers, for example about the environment, and regular further education opportunities on themes such as human rights or labor law are well received by employees. EOS also remains in constant dialog with all other stakeholders and networks with people around the world who also wish to help shape the future and enhance their skills in the area of sustainability.



4.2 ATTRACTIVENESS AS AN EMPLOYER

Excellence, responsibility, fairness, and togetherness. Our thoughts and actions are rooted in these corporate cultural values. They guide us both when we recruit new employees and in our long-term staff retention activities. EOS only functions as a team, which means we are constantly focused on togetherness and mutual respect. Regular dialog and open communication throughout the company play a central role. Likewise, we practice a corporate culture characterized by appreciation and responsibility and pay attention to the physical and mental wellbeing of our employees.

The EOS family

In the year under review, EOS employed a total of 869 permanent staff (253 female, 613 male, 3 undeclared, 0 other) and 261 other employees, such as temporary staff or external employees working for EOS. Figure 5 shows the number of permanent staff per gender. In the relevant year, EOS recruited a total of 123 staff (44 female, 79 male, 0 other) (see Figure 6). 100 employees left the company during this period (37 female, 63 male, 0 other) (see Figure 7). This represents a fluctuation rate of **6.4%**.

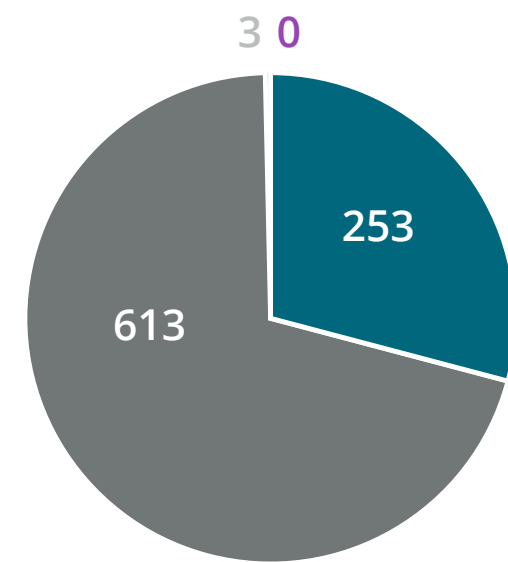


Figure 5: Employees by gender

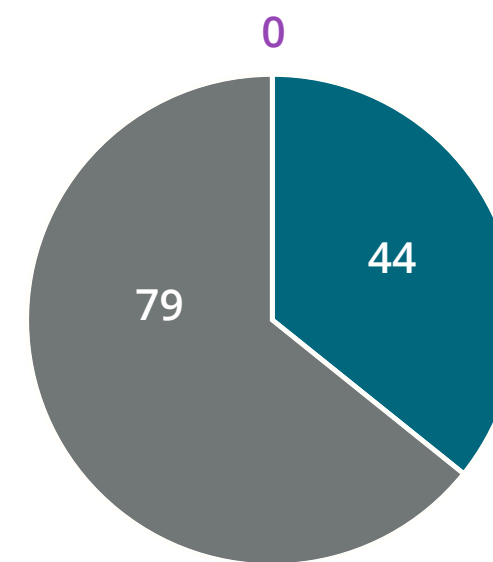


Figure 6: New hires by gender

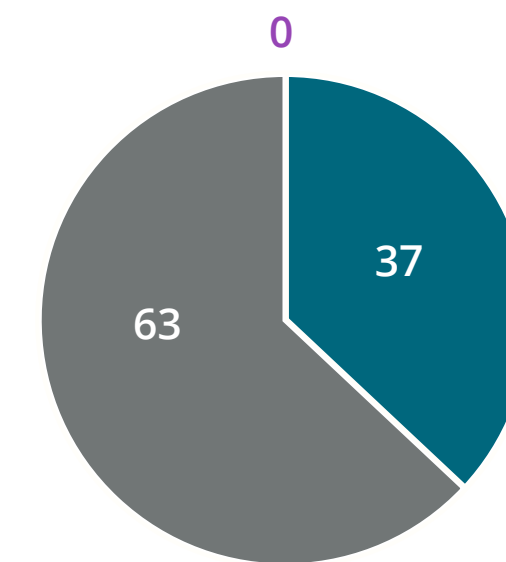
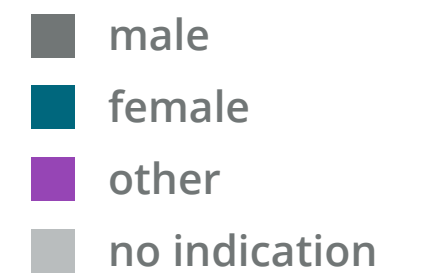


Figure 7: Exits by gender



Parental leave as a living work model

We at EOS see ourselves as a family, and it is, therefore, only natural that we take into consideration our employees' families. In the reporting year, 949 employees were entitled to parental leave (278 female, 671 male, 0 other). Of these, 134 employees took parental leave (58 female, 76 male, 0 other) (see figure 8). Of these, 75 returned from parental leave during the financial year (19 female, 56 male, 0 other; view figure 8) and 68 were still employed at EOS twelve months following their return (17 female, 51 male, 0 other). Four people left EOS either during or after their parental leave. In concrete terms, this means that we have a retention rate of **97%** with respect to employees taking parental leave.

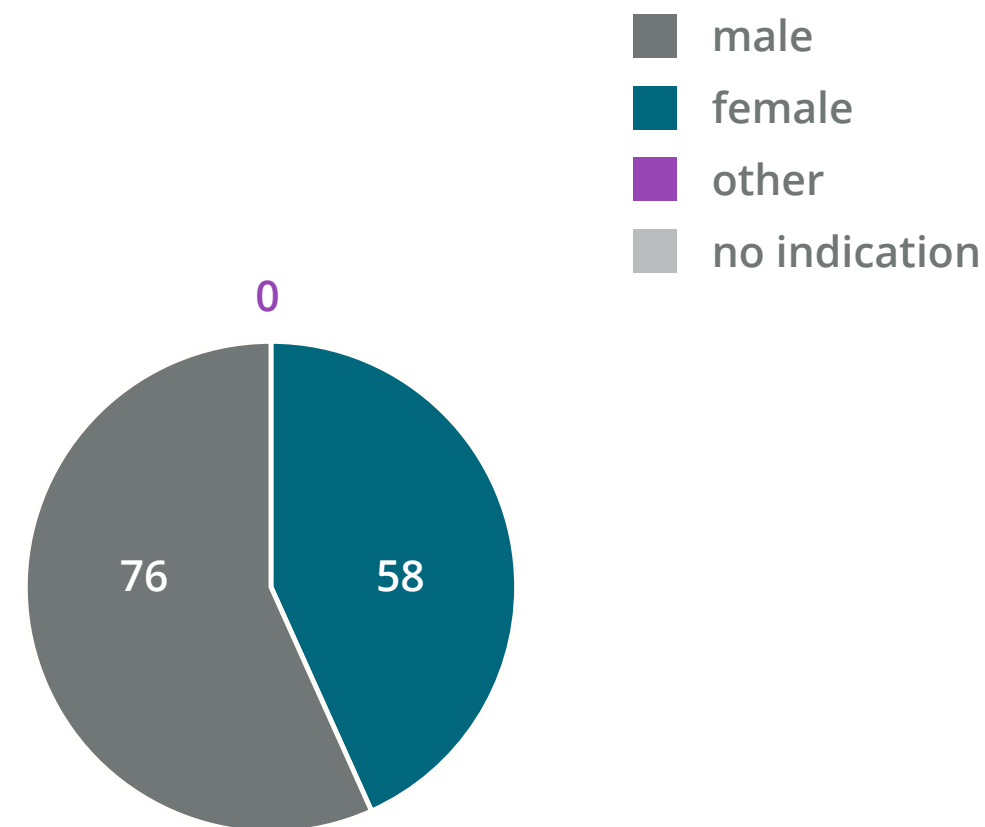
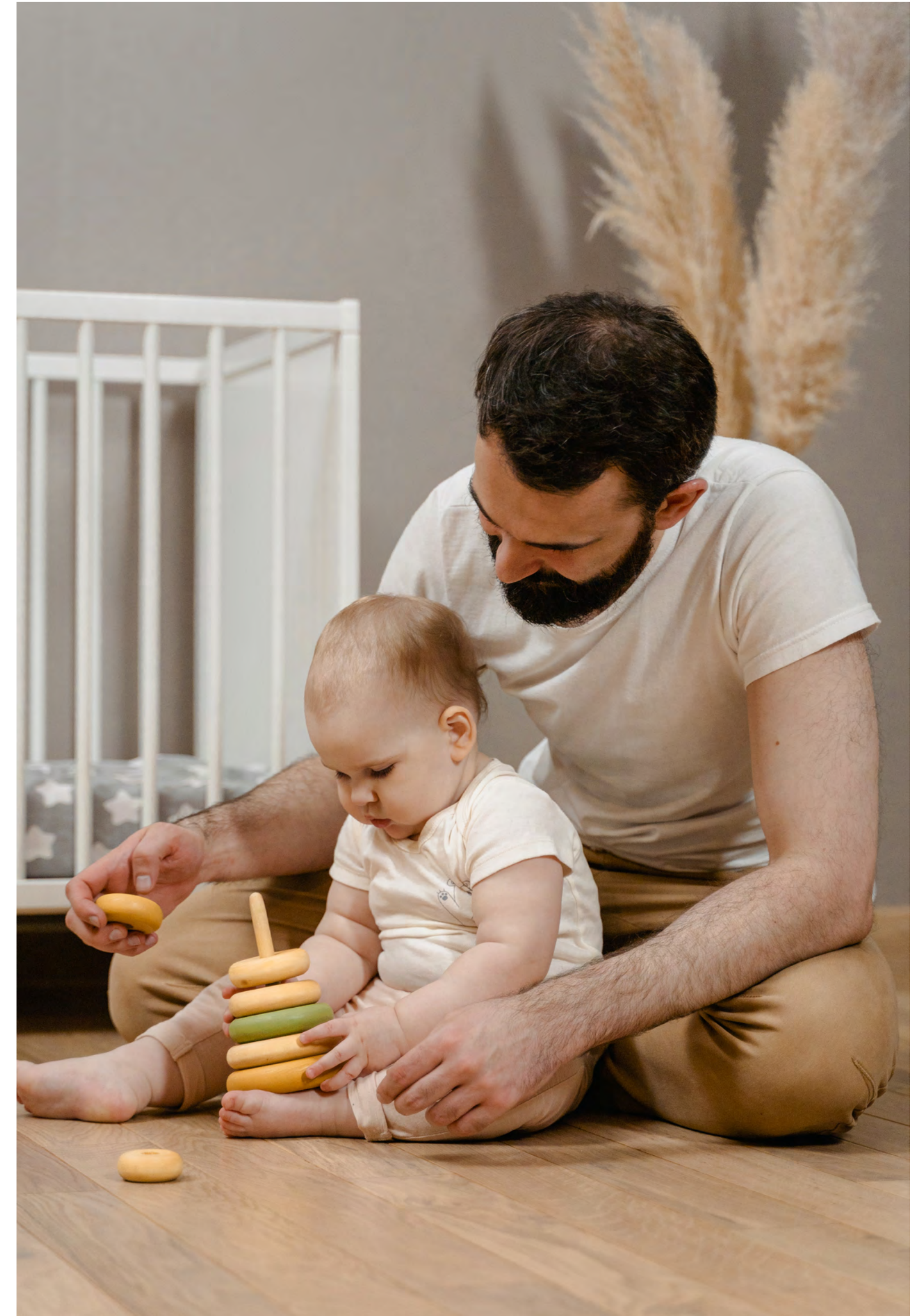


Figure 8: Number of employees taking parental leave by gender

”

"At EOS, I was able to take flexible parental leave and was well supported by our HR department both during and after this period. I firmly believe that we can only achieve equality in families when parents can share responsibilities and set priorities together. The confidence and flexibility that I have experienced at EOS are a great help to me in adapting my everyday working life to the needs of my family. At the same time, society still needs more openness and tolerance for different models and more appreciation for care work. That is what I wish for the future - for myself and other fathers and mothers, as well as for caregivers."

Nicolas Dill, Senior Additive Manufacturing Consultant



Further training and health courses

In the year under review, a total of 773 employees took part in learning activities on subjects like career management and personal development. This constitutes a total of 4,144 training hours. In addition, 91% of our employees completed professional career training and developed their professional skills. Online environmental training is a new feature of our continuing education programs. 92% of our employees took part in this. It is a digital course on environmental management that is offered to EOS employees to introduce them to the EOS environmental management system. The training looks into questions such as "What environmental themes does EOS concern itself with?" and "What measures have been implemented?" and enables participants to identify themselves more closely with EOS. Our compliance team also provides regular training on topics such as human rights, labor law, and anti-corruption.

Employees can also take advantage of our part-time retirement program as well as a variety of health courses. We recently introduced a "Healthy Breakfast Course" and a "Brainfit Lecture" in which our employees learned how to quickly prepare different kinds of healthy mueslis as well as nutrition strategies that help them focus more clearly on their work. Although participation was voluntary, the level of support was so great that we decided to offer the courses again. Individual support with learning and development plans for employees has also proven

popular. Here, we discover together how to find the best match between skills and position, and we remain in dialog with each other.

Purposeful exchange and lifelong learning

We provide continuous feedback to support our employees in their lifelong learning and to enhance our contact with them with genuine advice. Performance feedback is part of the midyear review. Here, we reflect on strengths and development areas against the background of our competency model and job requirements. Based on these midyear and annual discussions, we can draw up learning and development plans as well as concrete goals for the benefit of our employees. In the year under review, a total of 152 women and 432 men took regular part in performance and career development reviews.

Voluntary additional benefits for full-time and part-time employees

We pay attention to the well-being of all our employees as a matter of course. That is why we offer the same benefits to everyone and make no distinction between full-time and part-time employees. We also subsidize occupational retirement provisions in accordance with legal requirements (Occupational Pension Strengthening Act) and provide a monthly travel allowance for public transport or carpooling, as well as a work bicycle or free charging stations in the underground car parks for all employees with

electric cars. We subsidize childcare (nursery and kindergarten), support health holidays, and grant special leave for particular occasions (e.g., marriage, birth, etc.). We also provide a one-off bonus for weddings and births. Moreover, we provide our employees with free group accident insurance via [HDI insurance](#), as a voluntary additional benefit. We offer older employees the option of taking part-time retirement (block model) if they meet the requirements of the works agreement.

Internal grading system for fair remuneration

In our company, there are no collective agreements. Instead, we have an EOS-specific, internal grading system. We developed this as a fair remuneration system, taking as our guide, among other things, the metal and electrical industries and their collective agreements, as well as the nationwide inflation rate and general salary benchmarks.



4.3

OCCUPATIONAL SAFETY & HEALTH MANAGEMENT

Mahatma Gandhi already knew that "It is health that is real wealth, not pieces of gold and silver." EOS supports an active and preventive system of health and occupational safety management, which can be accessed by all employees, including temporary workers, and working students. External employees are incorporated through a system of work rules for outside firms.

Over the next five years, we will continue to expand our health management. However, we already have plenty to offer: from basic occupational safety measures to mandatory and optional occupational health provision to health training and incentives as well as sports and fitness activities.

Safe working conditions are the basis

Ensuring safety in our everyday working lives is fundamental and requires prudence on the part of all employees. Any safety issues or incidents can be reported at any time through various channels, including the new Speak up! hotline (see Section 2.3), managers and the works council, as well as directly to the safety & health team responsible for occupational safety at EOS.

Operating instructions and safety data sheets regulate the handling of hazardous materials and prohibit hazardous work. Regular courses are offered to provide training and raise awareness among employees. They receive a scope of instruction through the personnel registration procedure according to their work and associated risk assessment. All instructional activities are assigned centrally in the

Occupational Safety and Health software. Online instruction is also given and tracked by a learning management system. Instruction units are divided into:

- A short briefing at the workplace,
- General occupational safety briefings,
- Specialized instruction according to the respective job.

As a rule, all training courses take place once a year or, where necessary, on an ad hoc basis, and are adapted to current circumstances. When instruction is only provided in the form of online training, a learning objectives test is given to ensure that the material has been understood.

EOS employees are represented in the Occupational Safety and Health Committee, which meets once a quarter. We apply the four-stage Plan - Do - Check - Act (PDCA) procedure for all work conditions (see Figure 9). With the repetitive steps, we can make rapid adjustments and continuous optimizations whenever necessary.



Figure 9: The PDCA procedure for work conditions

Risk assessment is a key element of Occupational Safety and Health. Several types of risk assessment are used at EOS:

- role-based,
- workplace-related,
- task-based,
- relating to hazardous materials,
- relating to individuals: for employees with disabilities, and, in the context of the employee survey, a psychological risk assessment of all employees.

Managers in the relevant departments are responsible for the first four risk assessments. They compile assessments with the help of occupational safety employees and publish them centrally in the intranet. New work equipment, activities, and processes are analyzed before work commences. Only once all possible errors have been addressed and appropriate protective measures have been identified are they put into operation. In the reporting Safety & Health, all EOS sites conducted a detailed safety & health Risk Assessment.

We take protective and preventive measures to reduce risk to an acceptable level. A performance review and regular updates of risk assessments en-

sure effectiveness and support our preventive approach. We observe the applicable technical rules and implement their requirements when designing workplaces. Hazardous substances are only used if there are no alternative, less hazardous substances that can be used for the same purpose. Personal protective equipment is available to employees wherever required.

Technical installations and systems are regularly checked and maintained on the basis of manufacturer specifications and legal regulations. The principles of German statutory accident insurance, Provision 3 for testing electrical equipment, are implemented comprehensively.

In addition, emergency management helps to prevent and minimize damage. It covers the following areas:

- Fire protection with regular evacuation and fire extinguishing exercises,
- Emergency contact list,
- First aid and trained first responders in the company.

If any accidents do happen, the Occupational Safety and Health team investigates them and derives measures. In the reporting year, our accident sta-

tistics recorded a total of 43 accident reports (see Figure 10). Thirty-four reports were book entries and nine related to accidents at work, which primarily resulted in hand injuries.

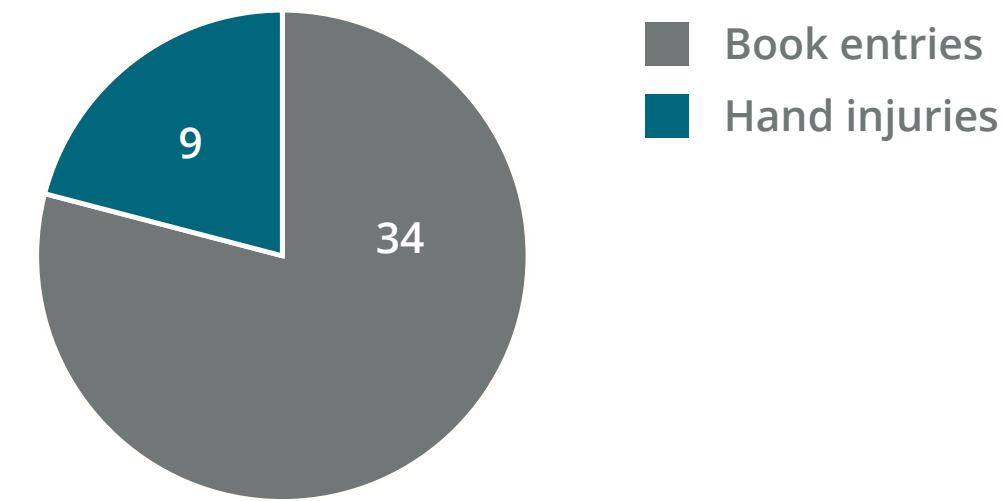


Figure 10: Number of accidents in the reporting year



EOS health management as a plus

EOS health management, for which the Human Resources department is responsible, takes a holistic approach, covering ergonomics, exercise, nutrition, relaxation, health-oriented leadership, and resilience (see Figure 11). Active and preventative.

We provide health campaigns, presentations, and fitness and sports activities to strengthen health, awareness, and self-responsibility among our employees (see Figure 12). Looking after our employees' personal, physical, and mental well-being is an important element of our responsibility as a good employer. Last but not least, a healthy workforce is the foundation of a sustainable and successful company that is able to cope with its daily challenges and increasing demands in an increasingly complex world.



Figure 11: The holistic approach to health management at EOS

We enable our employees to work at mobile locations as well as in ergonomic workplaces with intelligent room designs, barrier-free access to our buildings, and sufficient technical aids to ensure healthy working at all times and in all office spaces and technical areas. We also have a company doctor who attends to our employees. EOS employees can use our Employee Assistance Program by calling an independent emergency number to obtain professional advice from external experts in the event of a mental or physical health emergency.

One focus of the health program in the reporting year was "Learn How!" Here, Nancy Rizos offered courses to interested employees, in which she raised their awareness on nutrition (see Figure 13). The Global Taxes manager is a good example of how employees can contribute talents and know-how that go beyond their job description at EOS. Thanks to her side activity as a qualified part-time nutritionist, she was able to offer courses and presentations on all aspects of healthy nutrition in everyday life. "It is important to me that my recommendations can be easily integrated into people's everyday lives and that they also have fun trying them out," she says, outlining her motivation. The workshop "Healthy Breakfast" which she gave at the canteen in Krailing was decidedly practical in nature. The 14 participants learned to make three different kinds of muesli. Nancy Rizos explained the positive effect of each ingredient and why certain combinations are particularly valuable. What was unique about the workshop was that it combined rapid learning with health and

enjoyment. This uncomplicated cross-departmental exchange came about almost incidentally.

Healthy breakfasts were not the only theme to be covered. The ten participants in the "Brainfit" course learned about how the brain works and which nutrients and foods are good for enhancing brain performance and reducing stress. In "Fit with fat", Rizos explained all about good fats and bad fats. The subject of "Clean eating" was how to avoid toxins in food. The response to the first round of workshops was so positive and the demand was so high that further workshops are planned.



Figure 12: Our health and fitness offers



Figure 13: Nancy Rizos shows how to create a healthy diet

4.4

STAKEHOLDER INVOLVEMENT

Making a company holistically more sustainable involves a wide range of factors and is a journey that cannot be undertaken alone. Right from the start, we have navigated our journey in close contact with various stakeholders, experts, and NGOs, as well as our society. Björn Hannappel, Head of Sustainability, is convinced that "partnership, cooperation, and a common goal are the key. This is how everyone ultimately benefits, especially our customers, on whose behalf we are doing all of this."

Stakeholders: Keeping in touch

The following individuals, groups, and institutions are important to EOS in enabling it to effectively implement its sustainability strategy. We maintain a dialog and exchange with them through a variety of channels.

Through the CEO, the founding family/shareholders play a fundamental role in the company's strategic orientation and sustainability strategy.

Employees are informed about sustainable development activities in the company and integrated in the ongoing dialog through regular company-wide meetings ("town halls"). In addition, they can submit and evaluate topic proposals at any time via various communication channels.

Customers and partners impose multiple sustainability requirements on EOS. We take these on board as an integral part of our onward development and innovation process.

Suppliers have to demonstrate their respect for sustainability precepts through a supplier assessment, which is examined during the auditing process. We stay in regular contact with them to ensure that together we can shape our supply chain more sustainably.

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

We also maintain a close exchange with scientific organizations regarding current research and possible collaborative research projects in the field of additive manufacturing.

We address the public through numerous channels (e.g., social media and the [BLUEPRINT](#) vlog on the website) and provide information about current topics in the field of sustainability management.

Memberships: Stronger together

We take care to maintain our network. We conduct exchanges on themes such as best practices, current trends, and challenges in the industry as well as in the field of sustainability, in the following associations, organizations, and initiatives. We are devising new standards and creating the framework for co-operations to enable us to work on new solutions.

- We are involved in the development of the [ISO TC 261 JG 78](#) standard in the field of additive manufacturing concerning the safety of AM systems (with reference to harmonized European standards, type C standard).

We are members of:

- The "Professional Association for Energy, Textiles, Electrical, and Media Products" ([BG ETEM](#)),
- The "Sustainability Competence Program" of [econsense](#), the sustainability network of German business,
- The Additive Manufacturer Green Trade Association ([AMGTA](#)), a global trade organization that promotes the environmental benefits of additive manufacturing,
- "Mobility/Medical goes Additive" ([MGA](#)), an international network for industrial additive manufacturing in the field of mobility and medicine.



In autumn 2022, we signed a Memorandum of Understanding that aims to establish the Bavarian AM Cluster (BAMC) in 2023. In addition to EOS, the following companies and institutions are involved in this initiative to industrialize additive manufacturing technology: AUDI AG, GE Additive, Linde, MTU Aero Engines, Oerlikon and Siemens, as well as the Technical University of Munich. Integrative research and development approaches, new partnerships, and innovative training and further training concepts are to be developed in the coming years and flagship projects launched for the benefit of additive manufacturing.

Corporate citizenship: Involved in many ways

We embed our social commitment within the strategic context that was set in 2015 by the United Nations in the form of its 17 Sustainable Development Goals (SDGs). The SDGs make up the action plan to end poverty and other deprivations by 2030, improve health and education, reduce inequality, and boost economic growth (see Figure 14). EOS focuses on SDG 4 "Quality Education" (see Figure 15).

UNESCO and Sustainable Development Goals



Figure 14: The UN Sustainable Development Goals



Figure 15: SDG 4 Quality education

EOS focuses on Sub-objectives 4.3 to 4.5, i.e., on equal and inclusive access to all levels of education. The aim is to reduce gender gaps by 2030, provide education to more socially disadvantaged people, and ultimately to promote decent work through education.

The following international education projects were supported by our donations during the reporting year.

Teach First Germany: This non-profit education initiative improves equity in education. CEO Marie Niehaus-Langer is a former fellow and is particularly attached to the initiative: "This is a great initiative that is very close to my heart. Supporting children in their education is the key to a more diverse, equitable and better future."



Thinking Huts: The American non-profit organization promotes access to schools and education worldwide. In 2022, it built its first school in Madagascar using 3D printing technology.



Sawabona Africa e.V.: The Munich-based organization supports hand-picked, closely monitored projects in South Africa. In the year under review, we launched a new partnership and linked our customer satisfaction survey with this good cause. Each piece of customer feedback generated 3 EUR, which enabled us to donate 1,500 EUR to a project in Soweto at the end of 2022. This will support learning and career development in mathematics and science, especially for young girls in Johannesburg.



Our commitment also goes beyond educational projects. We regularly support the disaster relief organization "Aktion Deutschland Hilft".



In the year under review, EOS employees also took part in a fundraising event organized by the Cantonal Center for Social Work in Sarajevo, collecting 92 Christmas parcels that were given to children in need.



Material and monetary donations are one thing. Another are the voluntary initiatives in which EOS employees participate locally every year. Always for a good cause and where help is needed. The motto: Simply change your daily workplace at EOS and change your perspective. For example, for the Seniorenstift Neuhausen or a Munich museum. Employees at the senior citizens' residential and care home for the visually impaired took part in a clean-up operation. They accompanied senior citizens on a cultural excursion to the State Museum of Egyptian Art in Munich. After the guided tour, in which the visually impaired visitors had the opportunity to feel exhibits, the EOS employees later found out for themselves what it means to rely on blind faith, after returning to the retirement home. "Our EOS colleagues took part in a game in which they had a chance to find out what it feels like to be blind and to place your full trust in others. All in all, the day was a wonderful and formative experience," said Svetlana Leijssen, HR Services Specialist. These volunteering events were not only an enrichment to the lives of the people receiving support. The volunteers also found the change in perspective and the direct help to be personally enriching.



4.5 DIVERSITY, EQUITY, AND INCLUSION



In addition to climate protection, the themes of diversity, equity, and inclusion make up our second KPI, which was established in the year under review. The clear target for 2033 is to achieve 50% women employed as recruits and in management positions. Our guiding principle is ALL IN. We want to create a working environment in which everyone can be seen, heard, and involved. The dimensions we take into account are not only gender, but also sexual identity, ethnicity, religion & worldview, disabilities, and age. ALL IN does not merely refer to factual diversity. Equal opportunities and inclusion are a conscious choice. They must be practiced every day first by the leadership as role models and then by every individual.

As a company, engaging with themes of diversity, equity, and inclusion is not just an ethical matter. A study by [McKinsey](#) shows that firms that do not address these societal issues are worse off in terms of profit. According to a study by [TU Munich](#) and [BCG](#), the potential for innovation is higher in companies employing more women. EOS is committed to these matters, not least because the stakeholders in the 2021 materiality analysis named them among the most important social issues.

Our Company Statement:

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

We recognize we still have a lot to learn yet we are committed to shape a new future together. We are ALL IN."



50% women in the Core Leadership Team
Amount: 3

6% women in the underlying Extended Leadership Team
Amount: 1

29% women in the company
Amount: 285



~40
nationalities

17-67 age group within EOS GmbH
year

23 people with disabilities (degree of disability ≥ 50)

ALL IN: On the way together

During the reporting period, we adopted the DEI program with four pillars. The first steps towards reaching our 2033 target have been taken.

Inclusive leadership

First and foremost, there is a clear commitment on the part of the management, which was adopted together with a diversity policy. In this way, EOS underlines the strategic significance of the matter. Building on this, we have introduced DEI targets for all EOS employees. They are implemented in the teams, commencing in the year under review. In addition, we evaluate the potential use of several formats such as sponsoring/mentoring or co-leadership.

People experiences

Björn Hannappel, Head of Sustainability, sums it up: "It is not the case that there are not enough female professionals. The question we have to ask ourselves is: Why don't our job advertisements appeal to women?" A workshop conceived to improve the recruiting process addressed exactly this question. With concrete results:

- Where possible, vacancies should be offered as part-time positions,
- Job advertisements should be written in gender-inclusive language,
- We continue to have a regular presence at the annual [herCareer fair](#) in Munich.

Already, more than 40% of job interviews are conducted with female candidates.

Furthermore, when formulating the requirements in our job advertisements, we consciously take more holistic dimensions into account, such as people's personal qualities, values, and development potential, besides their professional skills and experience. We take the so-called "Recruit for Potential" approach in order to target a broader candidate pool and ultimately counteract the shortage of skilled workers. Over and beyond the recruitment process, we will also increasingly focus on areas such as development, succession, and termination, with due consideration for DEI.



"A diverse team can develop new and innovative ideas that they would not be able to if everyone were the same. Because different perspectives often lead to better decisions. Diversity helps people to feel good when they express their opinions. This, in turn, leads to a more productive team environment."

Safina Witt, Receptionist

In the reporting year, we also introduced Speak up!, the whistleblower reporting point, through which employees can anonymously report incidents of discrimination, harassment, and other such matters, through digital channels (see Section 2.3).

Awareness & dialog

Dialog is based on participation opportunities and is an important building block in our development. We organize company-wide conferences for our employees in a way that gives everyone the best opportunity to participate. Channels for digital town hall meetings are available in German and English. Videos on the intranet are always subtitled in both languages to promote the inclusion of deaf employees.

Anti-sexism training was conducted at the Krailling and Maisach sites during the reporting year with the aim of raising awareness of both discrimination on the basis of gender and sexual harassment in everyday life. A further incident of harassment and discrimination reported in the financial year was promptly responded to. To avoid further incidents, this was accompanied by training courses, mediation talks and the redesign of changing rooms in Krailling.

Community & network

Mutual learning and a collective approach are indispensable for effectively advancing the issue throughout the company. In 2022, EOS signed the [Diversity Charta](#), joining nearly 5,000 other signatories. We are also part of the international organization "[Women in 3D Printing](#)" and, among other things, we utilize its job board to advertise our vacancies.



"We know that there is still a lot to do. We recognize the importance of promoting diversity and inclusion, and we are grateful for the dedication that our incredible people show every day."

Lea Stegemann, Sustainability Manager



5.

PERFORMANCE

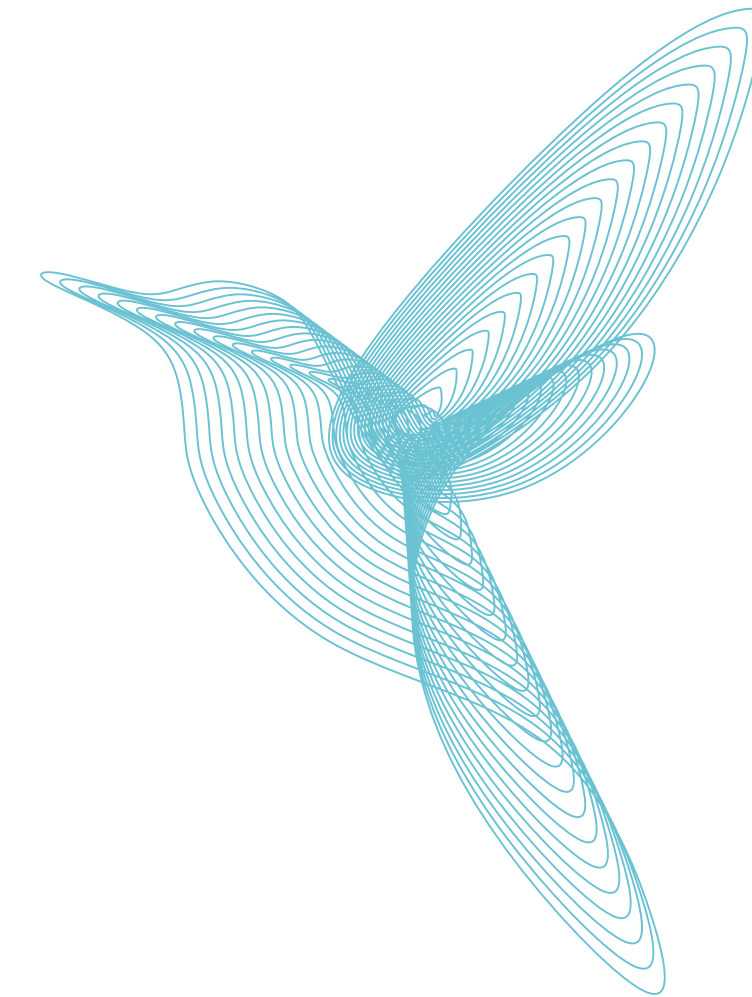
- 5.1 Overview 48
- 5.2 Product quality & performance 49
- 5.3 Added value for customers & industrialization 51
- 5.4 Economic performance 54
- 5.5 Innovation & digitalization 55

5.1 OVERVIEW

As regards performance, the following issues play a key role: product quality and performance, value creation for customers and industrialization, economic performance, innovation, and digitalization. We report on these topics in detail over the following pages. Our aim is to continuously enhance our performance and meet the demands of our stakeholders. We regard customer satisfaction as a prerequisite for the successful management of our company. We are certified according to ISO 9001:2015 (quality management) and ISO 14001:2015 (environmental management), and all the systems and materials we supply to our customers are of high quality.

Our customers can be sure that by using our 3D printing technology, they will create solutions that are more individualized, with fewer individual components and less weight. Together with researchers, developers, and customers, we are working

resolutely on the issues of the future, developing our additive manufacturing solutions, and enabling industrial 3D printing to address challenges in a variety of industries. We are continuously optimizing our commitment to environmental management and developing our systems, powders, and services with a constant eye on their sustainability.



5.2 PRODUCT QUALITY & PRODUCT PERFORMANCE

The fourth building block in our corporate values, alongside responsibility, fairness, and togetherness, is excellence. Our systems are robust and reliable, and they deliver consistent results even in the most demanding product environments. Since 1998, our quality management has been certified according to ISO 9001 for the development, production, distribution, and servicing of additive manufacturing systems and solutions based on laser sintering technology. Right from the start, we have developed our product range with clearly defined social benefits in mind. For us, the quality benchmark of customer satisfaction has always been of paramount importance, and it is a prerequisite for the successful management of our company. Because it is the customers of today and tomorrow that are at the center of all that we do.

Taking environmental responsibility seriously

Since 2017, our environmental management system has been certified according to the international ISO 14001:2015 standard. This certification emphasizes how seriously we take our responsibility towards the environment and perform the associated tasks. We are continuously optimizing our commitment to environmental management, and we believe in honest cooperation with our customers. By sharing knowl-

edge and experience, we are more and more able to grasp our responsibility and respond accordingly. Similarly, sustainability is a key factor in the continued development of our systems, powders, and services. We subject the product life cycle of our systems and products to continuous optimization. Key elements here include the refurbishing and reconditioning of systems and peripherals in preparation for a second life, as well as the recycling of powders. Section 3.5 addresses these issues in more detail.

Customer satisfaction as a measure of quality

Regarding our quality policy, our goal is to recognize both the current customers' needs and future market requirements. To achieve this goal while remaining cost-efficient and competitive, we have defined the following quality principles:

- Our measure of quality is customer satisfaction.
- We strive to attain above-average quality in all of our products and services.
- Our robust technical and organizational processes enable us to guarantee our high-quality standards at cost-efficient price points.
- All of our employees strive to perform work of flawless quality and to avoid any errors.

- All employees contribute to achieving the company's goals and improving quality through their personal responsibility and quality-conscious actions.
- We promote the quality awareness of all our employees with training courses and information events.
- The decisive factor in the implementation of our quality policy is the example set by the management in following these principles.

To this end, our senior management and each individual manager are committed to organizing their daily activities based on this defined quality policy. We have consciously focused our quality management on developing and continuously improving the organization's processes, systems, and products. We always draw on the best available methods while relying on the cooperation between our colleagues and departments. This enables us to meet the legal and regulatory requirements, the requirements of our customers, and our corporate goals, efficiently and effectively.

New software to improve process quality

In this financial year, we introduced the Signavio (SAP) process management tool with the goal of overhauling our previous process landscape. This web-based tool maps business processes and aids us in our modeling (see Figure 16). This allows us to create optimized and easily implementable processes, which generate better and higher quality process outputs. Some of these outputs directly affect the quality of our products. In other words, better development processes lead to higher product quality, while better sales processes are in turn an important input for good development processes (for example, by conducting an accurate and standardized survey of customer requirements). We have already successfully modeled many processes, but there is still the constant challenge of making them work effectively and applying them in everyday life. Therefore, the next step should be to put the processes into consistent practice and improve them so that we can continue to increase our product and service quality in years to come.

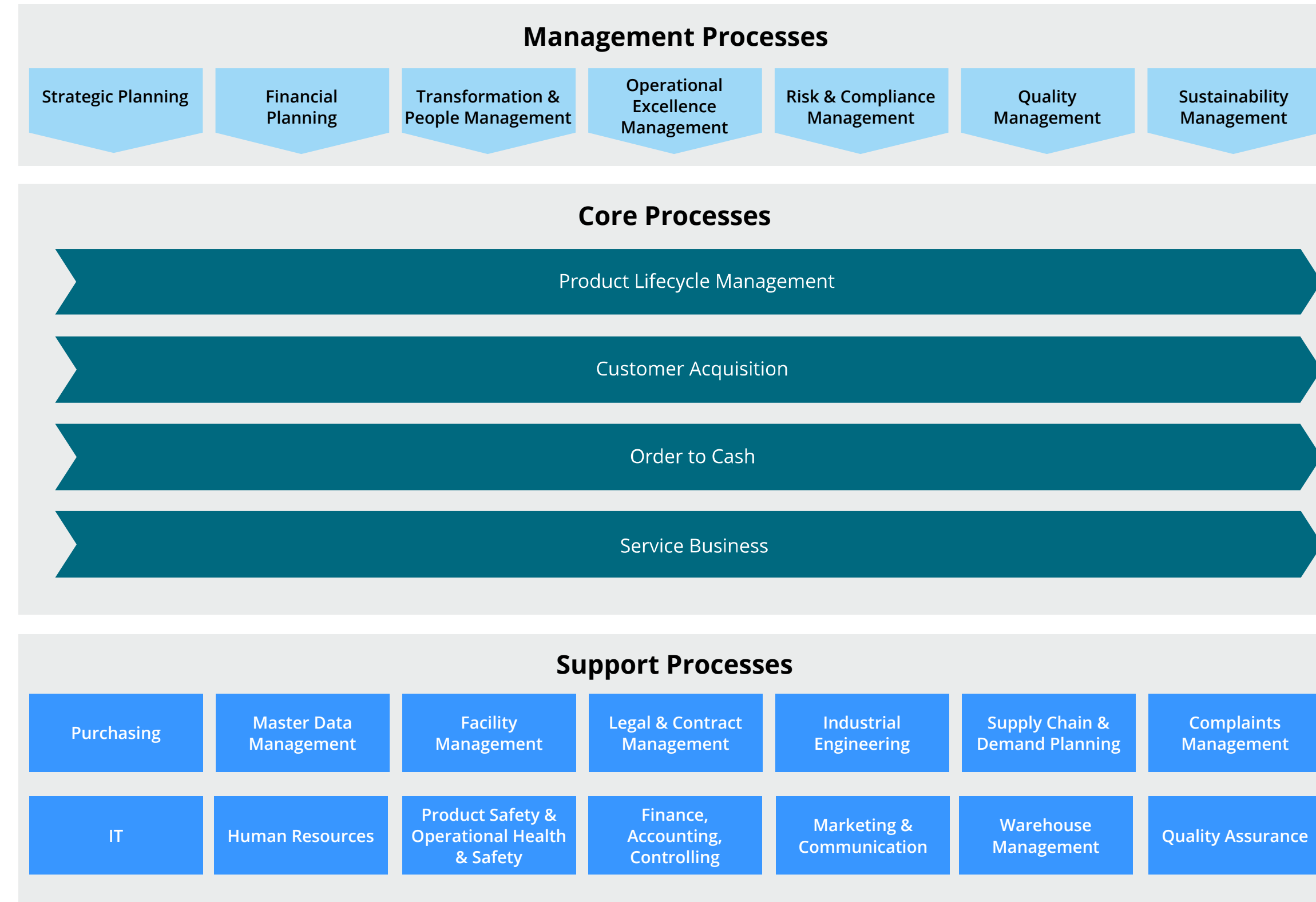


Figure 16: Our process landscape

Periodic product safety review

At EOS, we continuously monitor the quality of all components through every step of the value-creation process. In the 2021/2022 financial year, a total of twelve safety-related error messages occurred (see Figure 17), which were recorded and successfully processed within the framework of product safety. We have also taken steps to avoid these error messages in the future.

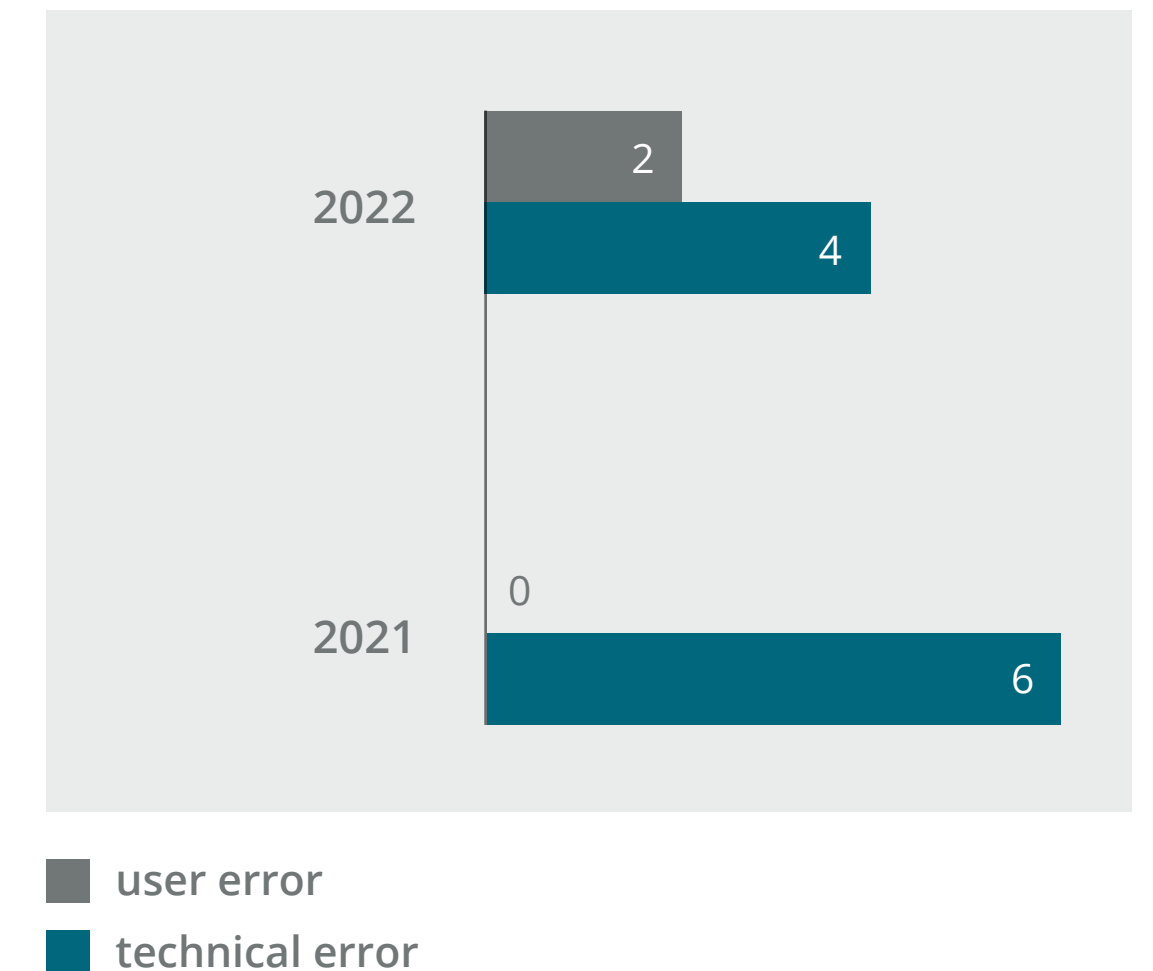


Figure 17: Number of safety-related error messages in the financial year 2021/2022

5.3

ADDED VALUE FOR CUSTOMERS & INDUSTRIALIZATION

Additive manufacturing can realize almost any geometry and even complex structures without significant additional expenditure. It can open up new ways of mass-producing customized products where traditional manufacturing techniques and standardized automation technology reach their limits. The finished assemblies consist of one single material and fewer individual parts all in all. Both things make recycling and reusing easier - an excellent starting point for the circular economy.

But it can only be done in conjunction with research and development. And with our customers. Together with them, we develop innovative and individual solutions in a wide variety of industries, always with a practical orientation. So that our technology provides a real competitive advantage and leads to more sustainable production. Let's hear what some of our customers say about their experience in everyday practice.

With us, less is more

Fewer components, less weight, and more customized solutions - these are the benefits our customers gain from using our 3D printing technology for their products and developments.

Health care

As part of our "3D printing against Corona" initiative, we devised solutions for the mass production of nasal swabs, as used in COVID-19 test kits. We cooperated with the Spanish company Aenium, the Canadian company Burloak Technologies, the Australian 3D Printing Studios, and relevant state certifica-

tion bodies to produce 40,000 certified swab sticks per day at decentralized locations. The nasal swab sticks, which had a pore-specifically activated head surface and highly flexible rods, were produced by 3D printing in accordance with medical requirements, and successfully overcame supply bottlenecks. At the end of 2022, we were awarded the [3D Printing Industry Award 2022](#) for this development.



"This is the first 3D-printed nasal swab certified by a government agency. [...] It demonstrated the great opportunity for empowering private-public consortiums in the fight against global challenges using industrial 3D printing - an inspiration for others worldwide."

Jose Miguel Ampudia, Chief Technical Officer and R&D Manager at Aenium Engineering

Mechanical engineering

What does EOS have to do with egg packaging? The answer is: quite a lot, at least since its cooperation with the Austrian family company PAYR Engineering GmbH. The engineering service provider manufactures sustainable packaging from waste paper or renewable fibers such as grasses using a process of fiber casting. Just like egg cartons or custom-tailored packaging that protects electronic or other household appliances.

Fine-structured plastic screens are produced using our 3D EOS P 396 printing system and PA 12 white polyamide powder, and the pulp mixture of water and fibers is pressed through them in a fiber casting process. Where previously a metal core and a manually fashioned and applied lattice structure were needed, now only a single component is required. Production can be performed locally and no longer has to be outsourced to other countries, as was the case before.

The benefits speak for themselves, with 50% lower tool costs compared to the manual method. The production time is only a few weeks and not several months as it was previously; which means that the production of smaller quantities and individual packaging forms is now profitable. The supply chain was significantly streamlined by such local production. Moreover, PAYR was able to optimize its fiber casting system. The result is lower energy requirements for drying and lower material costs since the packaging can now be made thinner. This brings benefits throughout the entire life cycle, from printing to recycling.

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"Together with EOS, we succeeded in producing a complex component that could not be manufactured with machines from other suppliers. We were also able to eliminate quality fluctuations while reducing costs and time to availability. Most importantly, we can now help our customers become more resilient in the supply chain, reduce their transportation costs, and, above all, reduce the volume of plastic packaging."

Peter Paul Payr, Managing Director Payr Engineering

Sports articles

3D printing meets professional sport and plays a pioneering role. The American sports article manufacturer Wilson Sporting Goods Co. presented its innovative 3D Airless Prototype Basketball at the AT&T Slam Dunk Contest organized by the NBA, the American professional basketball league (see Figure 18). What makes this ball special is that it no longer consists of an inflatable airtight envelope but a black, transparent grid with eight plate-like "flaps". It is manufactured using our Selective Laser Sintering (SLS) process, in which the plastic powder is laser-welded layer by layer. A series of webs form hexagonal openings which create a structure that gives the 3D-printed ball the elasticity it needs to enable dribbling. They also make it insensitive to pointed objects. A ball that can't burst or become deflated.



Figure 18: The first of its kind - the Wilson Airless Prototype Basketball

(Image source: Wilson Sporting Goods Co.)

A lightweight on the ice hockey field - the REAKT helmet, weighing in at no more than 580 grams (see figure 19). The Canadian sportswear manufacturer Bauer Hockey used 3D printing technology with foam for the third generation of its ice hockey helmet. Thanks to our Digital Foam program, we can now use the flexible material to make products that are more comfortable, safer, lighter, and more customizable.

The REAKT helmet can be individually adapted to match the shape of the wearer's head. First, a scan of the head is made. On the basis of this scan, the helmet insert is 3D printed in Digital Foam using SLS. The complex lattice, which can be varied to fit the wearer, provides optimum comfort, and is also breathable and light. Using additive manufacturing, custom protective equipment can now also be offered on the mass market for ice hockey.



Figure 19: Innovative head protector from a 3D printer

(Image source: HEXR)

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"Whether an elite athlete or a pond hockey player, no two heads are alike. [...] Through our collaboration with EOS and other partners, we are continuing to develop MyBauer's custom hockey equipment program, which now includes helmet inserts that are specific to the individual wearer but can be produced on a large scale. Although still relatively new, Digital Foam keeps us at the forefront of product innovation while bypassing other technical and manufacturing constraints."

Mathieu Dejardins, Senior Brand Manager for Protective Equipment at Bauer Hockey

Next-generation digitalized production line

Since 2020, EOS has been a partner in the joint POLYLINE project funded by the Federal Ministry of Education and Research (BMBF). 15 industrial and research partners from Germany have come together to develop a next-generation digitalized production line to manufacture plastic components for the automotive industry. The aim is to supplement conventional production techniques (such as machining and casting) with additive manufacturing, implemented as a high-throughput line production system. EOS is the consortium leader and is responsible for the overall project management. Within the project, we cooperate with important partners such as BMW, DyeMansion, Grenzebach, 3YOURMIND, and Additive Marking.



5.4

ECONOMIC PERFORMANCE

EOS looks back at a challenging but positive financial year 2021/22.

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

As EOS GmbH, we do not publish our own annual accounts. Our economic performance in the form of the usual key figures is consolidated in the financial statements of EOS Holding AG. Due to the confidential nature of these figures, no details can be published here.



5.5 INNOVATION & DIGITALIZATION

Björn Hannappel, Head of Sustainability, sums it up: "I consider additive manufacturing to be an outstanding technology for the future. And I would very much like to be a part of it and play a role in advancing this technology." We want to set new standards - for us, innovation and digitalization go hand in hand and are indispensable.

Driving innovation

There is still plenty of scope for 3D printing technology to become even more attractive for companies as an additive manufacturing process and to supersede traditional manufacturing processes. Eventually, we will be able to unlock its full potential for more resource-efficient production. In the year under review, we took a few steps towards Responsible Manufacturing.

Smart Fusion: Future-oriented technology

With Smart Fusion, the EOS innovation team has created an innovative solution that puts more control into 3D metal printing. The new process controller is the first intelligent heat management system that works in real time, reducing or even eliminating the need for support structures, and running two to five times faster than other technologies.

Thanks to Smart Fusion's real-time capability, the system automatically adjusts the laser output to solve potential manufacturing problems quickly and efficiently. Any corrections can be made during printing. The laser is adjusted by the images and data from an optical tomography (OT) camera. The technology measures the laser energy absorbed by

the powder bed and adjusts it using advanced algorithms. The new software solution has several advantages:

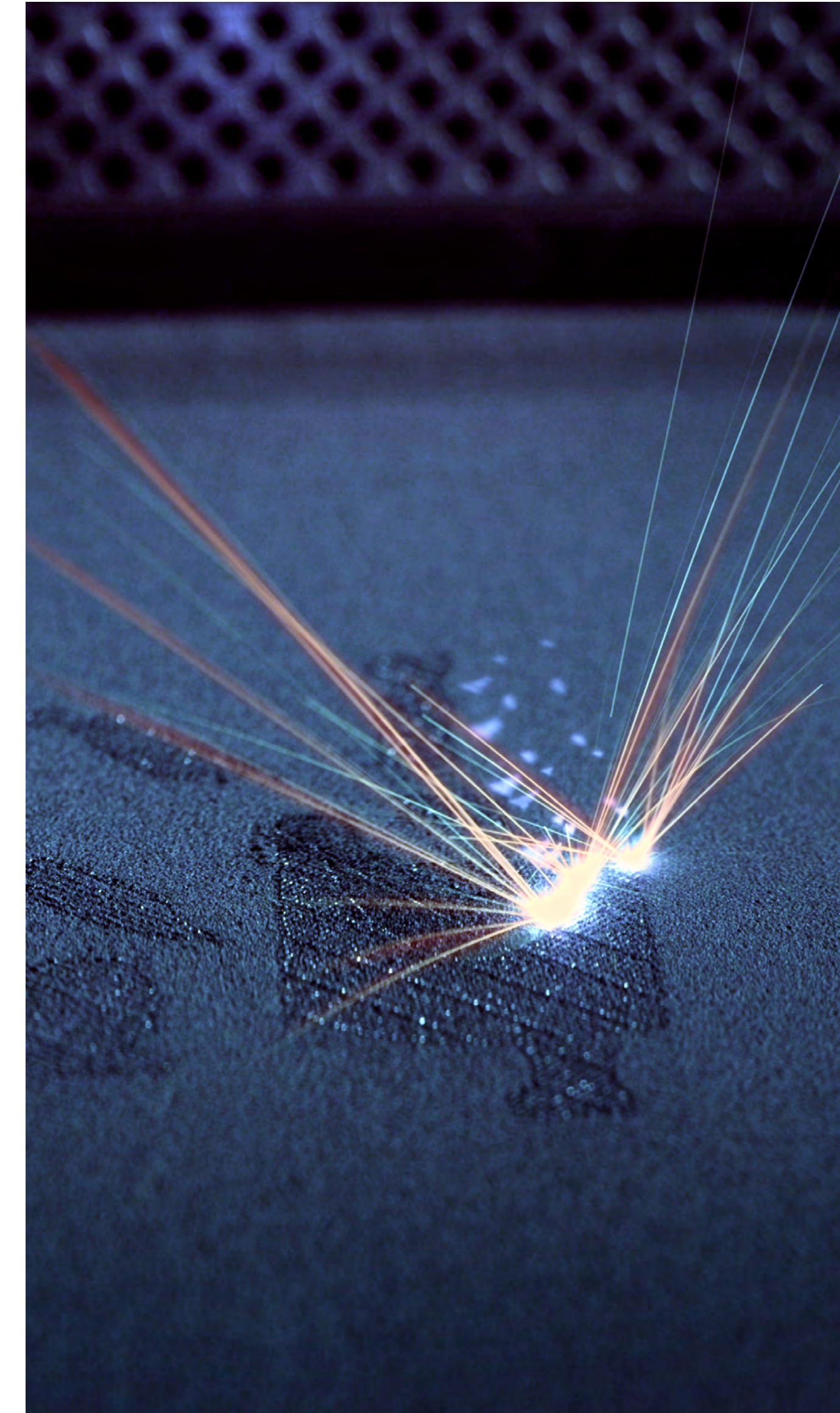
- Less material loss,
- Support-free production,
- Faster construction process and shorter development phases,
- Lower energy consumption and less risk of overheating,
- Lower cost per part,
- Higher productivity.

This makes Smart Fusion particularly interesting for companies with highly technical applications, such as those in the energy, mobility, and aerospace industries.

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"We anticipate that the CO₂e footprint of this new application will decrease. Not only during production, but also during the life cycle, thanks to its increased performance and durability. All these improvements will contribute to a sustainable future."

Aydin Yağmur, Lead Additive Manufacturing Consultant



If we are talking about Smart Fusion, we should also mention Smart Monitoring. With EOSTATE Exposure OT, we provide a quality assurance and process monitoring functionality that is especially important in industrial metal-based 3D printing. We obtain process insights using optical tomography and a sophisticated combination of hardware and software. EOSTATE Exposure OT uses a high-resolution near-infrared camera and analysis algorithms to detect process errors. This enables much faster optimization of the design and print parameters. No more need for destructive testing methods or costly downstream quality assurance. The reject rate is reduced, while product development is accelerated.

voestalpine AG develops tailor-made solutions for customers working in the field of plastic injection molding (PIM). These are manufactured with the EOS M 290 system and optimized with EOS monitoring solutions. The result is faster process parameter development, reduced printing costs resulting from fewer job iterations, and lower quality assurance costs.



"EOSTATE Exposure OT and MeltPool Monitoring gave us a deeper understanding of the interactions between the various factors that influence the LPBF⁵ process. Not only were we able to minimize the development cycles of novel materials during the qualification phase, we also benefited from faster manufacturing rates and shorter lead times for production."

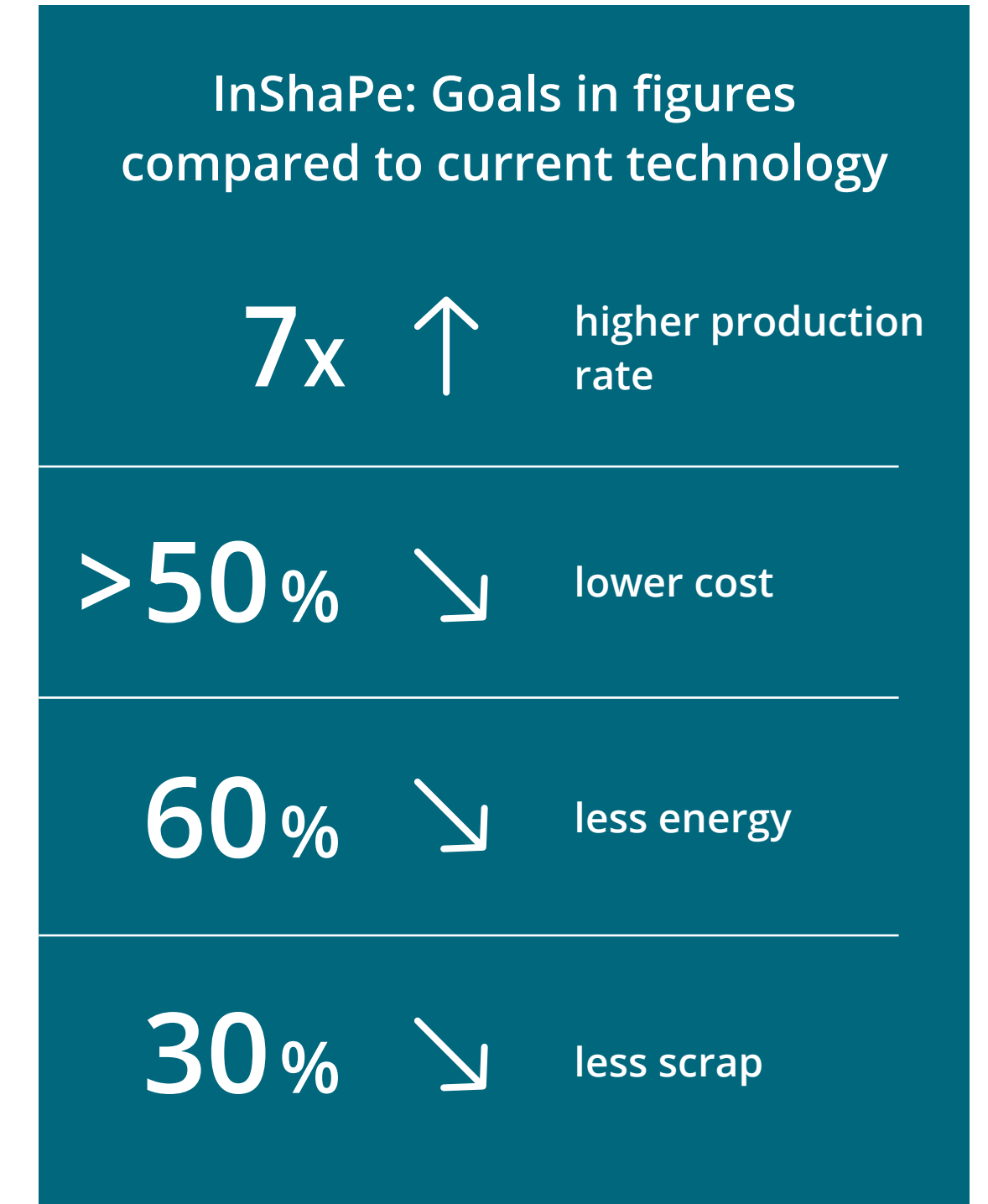
Witalij Gridin, Team Leader for Process Development voestalpine AG

⁵ Laser powder bed fusion

InShaPe: Innovation in cooperation

Since June 2022, we have been involved in the EU-funded Project InShaPe. Ten partners from seven countries, under the leadership of the Technical University of Munich, are further developing the additive manufacturing of metals based on a powder bed (Powder Bed Fusion of Metals Using Laser Beam, PBF-LB/M). The goal is to create a commercially broad manufacturing technology that is intended to surpass traditional manufacturing processes like die casting in terms of precision and sustainability.

The modified laser beam shape and new exposure options result in a more energy- and material-efficient manufacturing process. The InShaPe innovation also demonstrates the competitiveness of additive manufacturing over traditional manufacturing processes in terms of unit costs, flexibility, and production volume. Moreover, the AI-based control and operation enable non-highly qualified workers to use the new method.



(Image source: www.inshape-horizoneurope.eu)

Besides POLYLINE (see Section 5.3), InShaPe is another project in which we are driving innovation and enhancing the economic efficiency of additive manufacturing processes. We want to help implement new best-in-class standards for digital resource-saving and agile laser-based production methods.

**Additive Minds Academy:
Virtual reality**

In our Additive Minds Academy, knowledge is passed on both internally and externally. It is the first comprehensive training and education provider for polymer- and metal-based 3D printing in the additive manufacturing industry. It employs innovative and sustainable learning methods. We have now begun using extended reality (XR) technology to merge the physical world with a parallel virtual world. The setup of an EOS printing press is one example of this.

The user can view and perform each installation step using the XR app on an iPad in conjunction with the so-called First Person View using the Microsoft HoloLens. No in-depth technical knowledge is needed. No EOS service technician is required on-site, and there is no more need for flights or other travel, which saves working time. Installation knowledge is available globally, ultimately leading to savings.



**Performance dashboard:
Keeping on track**

Our innovativeness is not only visible externally. Internally, too, we are exploring new ways to optimize our processes and business development. The EOS Innovation and Systems departments have jointly developed a performance dashboard. This enables us to analyze the following key company figures:

- Financial KPIs,
- Comparison of plan and actual values (e.g., project costs),
- Revenues and new orders,
- Booking rate and allocation of expenditures.

The dashboard has become an important tool for graphically visualizing results from SAP at a glance and whenever needed. It gives us early warning of potential problems and shows us when we need to make adjustments to keep our business on track. It represents an important building block for effective performance management and also helps us implement a simplified product portfolio.

Awards as an innovative company

In the year under review, we received the TOP100 Award for the seventh time, a distinction given to Germany's most innovative SMEs. This independent award for innovation management in Germany assesses participating companies in the following cat-

egories: innovation-friendly senior management, climate of innovation, innovative processes/organization, outward-looking/open innovation, and successful innovations.

We were also listed in the Capital Ranking in the best quartile of the most innovative German companies in the reporting year, where we were given a rating of five out of five stars. In addition, Capital Ranking placed us among the three most innovative mechanical engineering companies with less than 1,000 employees in all of Germany.



Changes brought about by digitalization

Digitalization is not only an important building block in our products and services, but we also drive digitalization internally. We were able to lay further foundations during the reporting period, whereby:

- Office365 was fully rolled out with SharePoint, OneDrive, and the EOSphere intranet, and without VPN;
- 50% of the server park based in Germany was transferred to the Microsoft Azure Cloud;
- We switched to a standard hardware provider in order to harmonize and standardize IT equipment across the company;
- We enabled simpler access for our employees using their own terminal devices; fully automatic and paperless, in line with a modern bring-your-own-device strategy (BYOD);
- We introduced a global ticketing system that will make it easier and more efficient to manage our IT support requests.

"Our goal is to achieve near-total automation, less engaged in fighting fires and more in driving innovation," says Matthew Snazel, Senior Vice President Global IT.

6.

APPENDIX

- 6.1 About this report 59
- 6.2 GRI Index 60

6.1 ABOUT THIS REPORT

We are committed to fulfilling our responsibilities as a company that impacts on society, our stakeholders, the natural environment, and the business environment. As an area of action, corporate responsibility thus runs through all divisions of the company. For this reason, a sustainability report was compiled for this reporting year in reference to the Global Reporting Initiative standards. The data will be reported by financial year unless clearly stated otherwise. This report incorporates environmental, social, and performance data based on internal indicators and information for the period from 1 October 2021 to 30 September 2022 and the three EOS sites in Krailling, Maisach, and Düsseldorf.

²¹ Quelle: GRI - Standards

6.2 GRI INDEX

GRI Standard 2021	Disclosure	Chapter	Reason for Omission
GRI 2: General Disclosures 2021	2-1 Organizational details	1.2	
	2-2 Entities included in the organization's sustainability report	1.1	
	2-3 Reporting period, frequency and contact point	1.1	
	2-4 Restatements of information		Not applicable
	2-5 External assurance		Not applicable
	2-6 Activities, value chain and other business relationships	1.2	
	2-7 Employees	4.2	
	2-8 Workers who are not employees	4.2	
	2-9 Governance structure and composition	1.3	
	2-10 Nomination and selection of the highest governance body	1.3	
	2-11 Chair of the highest governance body	1.3	
	2-12 Role of the highest governance body in overseeing the management of impacts	1.3	
	2-13 Delegation of responsibilities for managing impacts	1.3	
	2-14 Role of the highest governance body in sustainability reporting	1.3	
	2-15 Conflict of Interest	2.3	
	2-16 Communication of critical concerns	2.3	
	2-17 Collective knowledge of the highest governance body	1.3	
	2-18 Evaluation of the performance of the highest governance body	1.3	
	2-19 Remuneration policies		Confidentiality constraints
	2-20 Process to determine the remuneration		Confidentiality constraints
	2-21 Annual total compensation ratio		Confidentiality constraints

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

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

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