



SUSTAINABILITY REPORT

2023

Legal notice

✦ GRI 102-53

Contact

EBZ Group
Bleicherstrasse 7
88212 Ravensburg, Germany

info@ebz-group.com
www.ebz-group.com

Editors

Julius Book
Verena Egle

Design and layout

Maren Barreiro
Yvonne Schildmann

Photo credits

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Our Company

01

Foreword

✦ GRI 102-14

Dear Readers,

As a medium-sized, owner-operated enterprise, the EBZ Group is one of the world's leading equipment manufacturers and engineering service providers for body-in-white technology in the automotive industry. Our work is defined by a passion for detail, and we are flexible and open to new impulses, as we and our employees share a burning enthusiasm for engineering. An innovative spirit of development has shaped our enterprise since the company began operations.

The consequences of our dynamic and innovative thinking and acting are not only the increasing influence of digital change at the core of our business activities, but also the fact that sustainability has become an important part of corporate culture and continues to grow in significance.

Sustainability in this context is a multi-faceted process for us, going far beyond purely environmental aspects and involving a greater assumption of more far-reaching responsibility. We want to assume responsibility as an employer for our employees, responsibility as a company for our services and products, responsibility for our dealings with customers and suppliers and, also, responsibility for our society.

In particular, the goal and results of this understanding are a responsible attitude towards resources, be it during our everyday work, in the planning and development of our products or with regard to environmental and climate protection. In addition, good working conditions for our employees and health and safety have the highest priority. We live from our commitment and the inventiveness of our employees, which is why we want to create an environment in which they feel comfortable.

We have anchored sustainability in our corporate culture and strategy within this self-image and draw upon it to define our goals.

Implementation in this respect is realized by individual departments. This decentralized organization of sustainability management makes a rapid response to opportunities and risks possible and enables dynamic implementation in compliance with the respective framework conditions.

We work continuously to harmonize economic and ecological aspects in the context of sustainable corporate management. We do not want to stagnate in this respect, but rather to continue developing with regard to our products and services, our employees and our ecological responsibility. True to our motto **CHALLENGE ACCEPTED**, we also adopt new approaches wherever necessary and adapt processes to new challenges and requirements.

This is, for example, evident in our response to digital change and the application of artificial intelligence in the context of process design and optimizing. Digitization, the global megatrend, poses new challenges for us as a medium-sized enterprise. We face and embrace these challenges – in a measured, reasoned manner in line with our corporate culture, but always with an eye on the opportunities that we are presented with as a result.

Our motto – CHALLENGE ACCEPTED – could not be more suitable, given the circumstances under which our fourth Sustainability Report was developed. The following report was created during the on-going war of aggression in Ukraine which continues to place serious restraints on economic life and sees us, as a company, faced with major challenges such as price rises, raw material shortages, delivery delays, and sanctions. Despite the risks and uncertainties involved, we adhere firmly to our corporate strategy while also relying on new business areas that allow the EBZ Group shape mobility on a sustainable level and develop further as a technology company.



Through these means, the EBZ Group endeavors to make a long-term contribution to alternative drive systems and cleaner, more climate-neutral mobility.

Markus Müller
Board Member
(CFO)

Thomas Bausch
(CEO)

Alexander Schmech
Board Member
(COO)

Corporate Profile

Organization profile

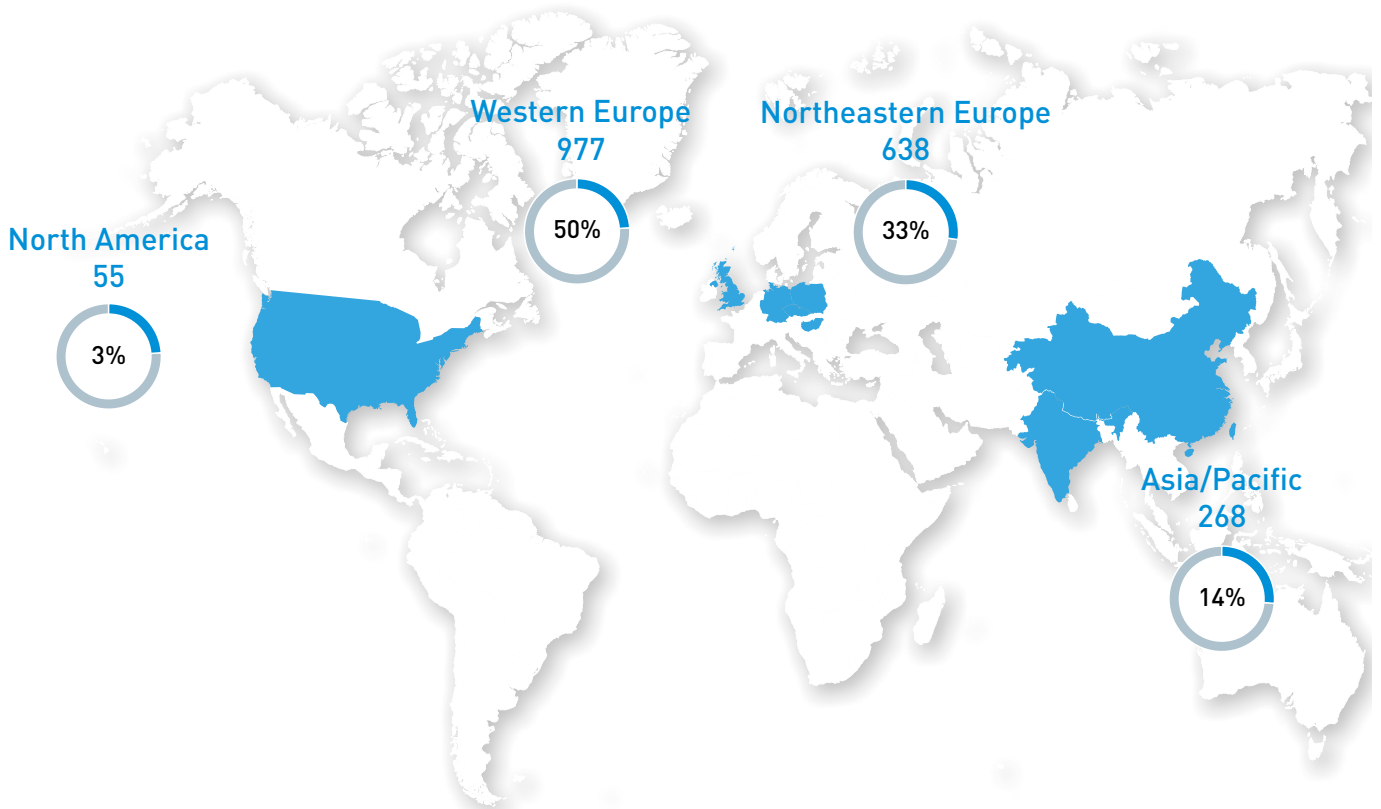
EBZ Group at a glance

✦ GRI 102-1; 102-3; 102-5; 102-7; 102-8

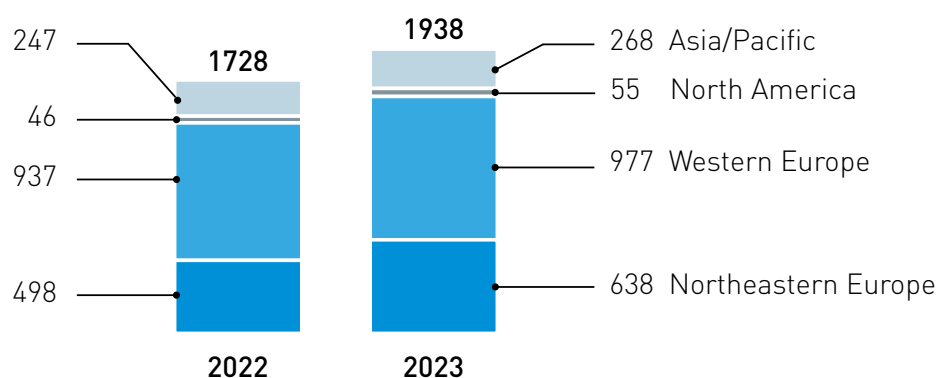
In addition to EBZ SE, the management holding and parent company headquartered in Ravensburg, the EBZ Group also includes 17 operative companies (7 in Germany, 7 in other parts of Europe, including the company in the UK, and 3 outside Europe). EBZ SE is registered as a European Company (Societas Europaea, SE), a public limited company under European law in which a variety of primarily commercial functions are centralized in the sense of a shared ser-

vice organization. EBZ SE is therefore responsible for sales, purchasing, the management control system, finance and accounting, IT, investments, the environment, occupational safety, organization and process development, HR, marketing, press and PR, and law. The operative business of the EBZ Group is realized by the EBZ SE subsidiaries. The Chair of the entire EBZ Group is employed at EBZ SE.

The EBZ Group employed 1,938 personnel in 2023, 975 of these at locations in Germany, 640 at locations elsewhere in Europe, and 323 at locations outside Europe. 128 personnel were employed by EBZ SE, the management holding, in the reporting year.



EBZ Group employee figures according to region



Employee figures of operative companies

EBZ Group	Country	2021	2022	2023
EBZ SE	Germany	109	111	128
EBZ Engineering Bausch & Ziege GmbH, Ravensburg	Germany	1	1	1
EBZ Composites GmbH, Schemmerberg	Germany	24	24	24
EBZ SysTec GmbH, Ravensburg	Germany	646	638	668
EBZ Ravensburg GmbH, Ravensburg	Germany	88	86	83
EBZ Ammerbuch GmbH, Ammerbuch	Germany	41	39	42
EBZ Bm FormTec GmbH, Ravensburg	Germany	40	36	29
EBZ SysTec Shenyang Ltd., Shenyang	China	157	172	187
EBZ SysTec Inc., McCalla	USA	48	46	55
EBZ SysTec India Pvt. Ltd, Gurgaon	India	74	75	81
EBZ Ungarn Kft., Budapest	Hungary	14	14	10
EBZ Composites Hungary Kft., Nyirbátor	Hungary	2	-	-
EBZ Automation Engineering Sp. zo.o., Gliwice	Poland	174	164	286
EBZ Design Engineering Sp. z.o.o., Szczecin	Poland	55	48	81
EBZ SysTec UK Ltd., Birmingham	United Kingdom	2	2	2
EBZ Hoffmann s.r.o., Ostrožská Nová Ves	Czech Republic	275	269	257
nano power a.s., Prague	Czech Republic	-	3	4



Competent partner from initial concept planning to commissioning

✦ GRI 102-2

The EBZ Group is among the specialists in system construction and tool making. As an innovative enterprise, the EBZ Group supports automotive projects over the entire product development process and the complete process chain of tool making and system construction. The EBZ Group is a one-stop provider of everything from development of the bodywork and engineering to the manufacture and commissioning of production systems and forming tools. It is a competent partner for BIW production, from initial concept planning, design and simulation to commissioning of equipment. In particular, activities from the digital creation process to construction of a virtual BIW are among the core competences of the EBZ Group.

The EBZ Group has every resource necessary to single-handedly realize system projects in the area of tool making, vehicle body plant construction, assembly technology and the manufacture of special machines. With its Tool Making, System Construction and Engineering product areas, the EBZ Group is among the most established manufacturers in the sector. The EBZ Group service portfolio has expanded in recent years into the areas of battery systems for high-performance applications and the production of flying components for aviation with 21G certification from the German Federal Aviation Office (Luftfahrt-Bundesamt).

The EBZ Group relies on consistent working processes and professional project management when realizing its projects. With its broad range of services, a global presence that benefits customers and the specific location know-how of its employees, the EBZ Group offers the market a unique portfolio.

Networked and in demand on an international level

✦ GRI 102-4; 102-6

In terms of countries and markets, the EBZ Group is represented in Germany at locations in Ravensburg, Ammerbuch (near Stuttgart), and Schemmerhofen (near Biberach) and through subsidiaries in China, the UK, India, Poland, the Czech Republic, Hungary and the United States. However, it also works for its customers outside these countries and markets.

Supply chain

✦ GRI 102-9

The EBZ Group maintains an international network of approx. 1,900 suppliers. We procure our products and services from the most varied supply chains, ranging from small family businesses to large enterprises. The purchasing volume in 2023 was approx. 360 million euro.

Significant changes in the organization

✦ GRI 102-10

During the reporting period, the EBZ Group worked in the context of planned cooperations on important strategic additions to the service portfolio, additions that will develop the entire Group further towards its goal of becoming a holistic technology company.

The focus of these strategic expansions is on cooperation in the areas of hydrogen technology and battery-powered electric systems.

A cooperation exists between the EBZ Group and the Center for Solar Energy and Hydrogen Research Baden-Württemberg (ZSW) in the area of hydrogen technology. The mission and goal of this cooperation is the further development and series production of an alkaline pressurized electrolyzer for the sustainable production of hydrogen. This broad and, indeed, appropriate positioning of the EBZ Group will enable the future development of licensed technology and vertical integration of production.

Risk management – our precautionary approach

✦ GRI 102-11

As a global player, the EBZ Group is exposed to a variety of risks. The aim is to exploit business opportunities to the full through controlling risks. This goal is supported through uniform risk management which enables us to identify, analyze and assess risks. The risk management system is integrated in the quality management (QM) system and regarded as a continuous process in which continual planning, implementation, and improvement occur. Decisive action on the part of our risk management is demonstrated in the identification of internal risks. The most important information source in this context is our own employees, as they have the required process and technical know-how. Technical and methodological support during the realization of risk analyzes is available via the risk management portal which can be accessed by every employee.

The EBZ Group pursues the following risk policy principles:

- Risks and opportunities for the company should be analyzed and measures determined to ensure the continued existence of the company.
- Risks should be consciously taken and opportunities actively exploited to secure business success.
- Timely and open communication of risks and opportunities is necessary.
- Employees should be actively involved in risk management, and risk-based thinking and action should be encouraged.

External initiatives and memberships in associations and interest groups

★ GRI 102-12; 102-13

As part of our corporate and, also, social responsibility, the EBZ Group is involved in a series of organizations and associations. For example, we are actively involved in the Wirtschaftsforum Pro Ravensburg e. V., an economic forum, and the Verein Förderer und Alumni der DHBW Ravensburg (VFA), the association of patrons and alumni of the Baden-Wuerttemberg Cooperative State University.

The EBZ Group was also involved in the reporting year as a founding member during the creation of Fördergemeinschaft BIT, a technological support association. The aim of the association is to found a decentralized cross-university technological institute bearing the name Bodensee Technologie Hub. This initiative was started by 22 stakeholders in industry, politics and higher education in the Lake Constance and Upper Swabia regions of Southern Germany.

Additionally, the EBZ Group is also a member of the following associations:

- IHK Bodensee-Oberschwaben (Chamber of Industry and Commerce)
- Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME) (Association for Supply Chain Management, Procurement and Logistics)
- Unternehmensverband Südwest (Employers' Association)
- Verband Deutscher Werkzeug- und Formenbauer e. V. (Association of German Tool and Mold Makers)

Ethics and Integrity

Good relations as the basis for long-term corporate development

★ GRI 102-16

The daily interaction with each other and correct behavior towards business partners and third parties form the basis of our long-term and sustainable cor-



porate development and our success. We do not measure performance solely on results, but also on the manner in which these are achieved. We are obliged in this respect to meet the expectations and needs of all stakeholders (shareholders, customers, employees, suppliers and the company) to the same degree. Honesty and trust, personal responsibility and correct conduct form the basis of our values in this respect.

Code of Conduct as a guideline and orientation

These principles are laid down in our Code of Conduct. This Code of Conduct provides us with an ethical framework grounded in laws, regulations and international agreements, but also based in particular on our values and principles.



The rules defined in the Code of Conduct apply to both our cooperation within the company and the image we present to the outside world. Dealings with each other are characterized by mutual respect, fairness, professionalism and honesty. Equal opportunity and diversity are promoted as prerequisites for good relations and a positive working atmosphere.

Management

🌱 GRI 102-18

EBZ SE is a European company with a dual management system consisting of the Executive Board that manages the company and the Supervisory Board that monitors management.

The activities of the Executive Board encompass to a

large extent the strategic orientation of the company and responsibility for central functions and business units. The priority here is close cooperation between the Executive Board and individual departments.

Members of the Executive Board are Thomas Bausch as Chairman of the Board and CEO, Markus Müller as CFO and Alexander Schmeh as COO. The members of the Board are appointed by the Supervisory Board.

The Supervisory Board consists of three members. These are currently also all male and German nationals. The Supervisory Board is elected every five years. The Executive Board and Supervisory Board regularly obtain information on significant issues, thus making it possible to react effectively and dynamically to internal and external developments.

Development of our Sustainability Report

Involvement of Stakeholders

[List of stakeholders](#)

★ GRI 102-40

EBZ Group communication channels with its stakeholders

Stakeholders

EBZ Group

Employees

Suppliers/Service providers

Customers

Investors

Media organizations/Press

Local institutions/initiatives

Potential young talent

Associations

Research institutes/Universities

Authorities

Involvement

Personal meetings between company management, executives and employees, dialogue between the Executive and Supervisory Boards

Personal meetings with executives, intranet, company suggestion scheme, events

Personal dialogue, supplier self-assessment

Personal dialogue, media

Personal dialogue

Personal dialogue, annual report, website, events, social media

Events, social projects, website, social media

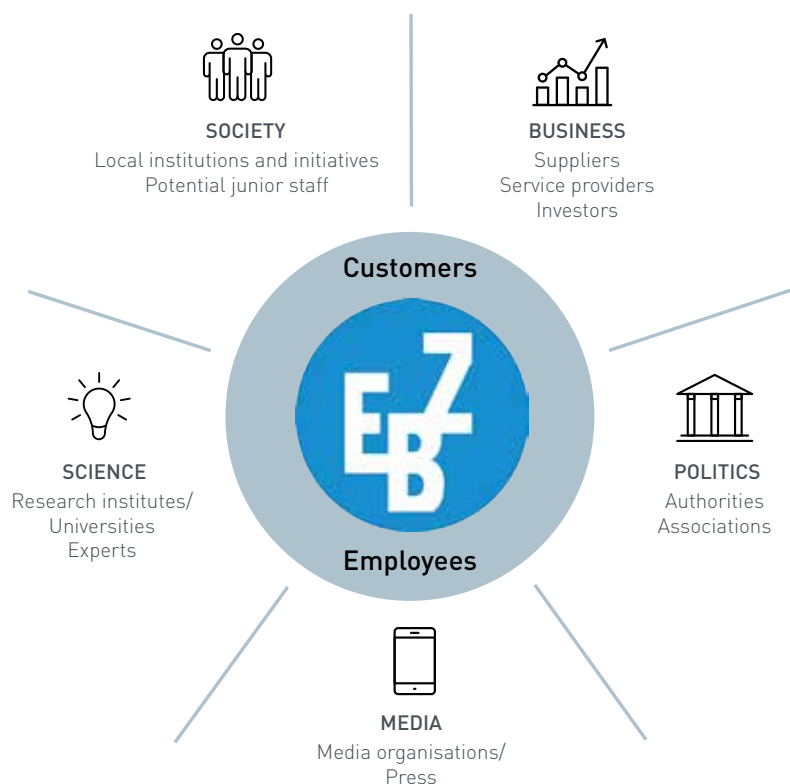
Personal dialogue, platforms, social media, press, cooperations

Personal dialogue

Personal dialogue, cooperations

Personal dialogue, website, press

The following groups are particularly important for the EBZ Group:



Collective bargaining agreements

★ GRI 102-41

Our success is supported by our employees. Appreciation and respect when dealing with other employees are therefore a high priority. This is also reflected in decision-making processes in which the interests of our employees are taken into consideration.

The EBZ Group and its decision makers believe in close cooperation with the works council¹ that represents the interests of employees in dealings with the EBZ Group as employer. The result of this cooperation is a series of works agreements. The EBZ Group is not a member of the employers' association and not bound by any collective agreements.

Determination and selection of stakeholders / Approach for involvement of stakeholders

★ GRI 102-42; 102-43

The exchange with our stakeholders provides a basis for our continuous further development. This exchange is important for the better analysis and implementation of the demands made of us and, also, to achieve our own goals in a predictable manner. This is why we foster a regular exchange with a variety of social groups, collectively known as our stakeholders. In this context, responsibility for the exchange with different stakeholders lies with the respective departments and, in particular, company management. An exchange here in the form of a personal dialogue is particularly relevant for the EBZ Group.

¹ There is a works council for the Ravensburg location that includes the EBZ SE, EBZ Ravensburg GmbH, EBZ SysTec GmbH and EBZ BM FormTec GmbH companies.

Important stakeholder issues

★ GRI 102-44

Aside from the identification of issues of significance to us, an important element of our own corporate and sustainability strategy is, in particular, the identification and examination of important stakeholder issues. This is the only approach that allows the EBZ Group to plan responsibly and, as a consequence, sustainably with regard to economic, ecological and social aspects, and then to act accordingly.

Civil society in recent years has been mainly preoccupied with the issues of climate protection and digitization. This also has an impact on politics, the economy and industry and, consequently, on us and our stakeholders.

In addition, issues of significance to our stakeholders have also been included in the context of the materiality analysis, with the results of this materiality analysis also reflecting the issues important to our stakeholders.

Reporting procedure

Procedure for determining the contents of the report and the differentiation of topics

★ GRI 102-46

A project team was appointed to compile the EBZ Group Sustainability Report, and this group planned and implemented reporting. The basis of reporting was an intensive assessment of the requirements of the GRI Standards and, building on this, the materiality analysis conducted.

The materiality analysis was conducted in the context of a workshop in which issues of significance from the point of view of the respective stakeholders were identified and discussed. The project team adopted a step-by-step approach in this respect:

1st step:

Preselection and identification of potential issues. The preselection was also made in the context of a workshop. Input from the respective departments was drawn upon to determine the preselection, along with input from other internal and external sources and, also, derived from the analysis of global standards.

2nd step:

The preselected issues were presented to participants in the materiality analysis workshop and evaluated from the point of view of the respective stakeholders.

3rd step:

The distribution of results of the evaluation of issues subsequently led to the identification and assessment of issues of significance for the EBZ Group.

4th step:

The assessment and, consequently, the results of the materiality analysis were presented to the Executive Board and adopted by this body.

Significant issues

★ GRI 102-47

- Energy management & emissions
- Environmental management
- Digitization/Innovation
- Research and development
- Occupational and health safety
- An attractive workplace, finding and promoting talent
- Data protection, information and IT security
- Promotion/Support
- Social commitment/Economy for the common good
- Customer relations/satisfaction
- Long-term growth
- Employee training and further education

Facts relating to reporting

★ GRI 102-45; 102-50; 102-51; 102-52; 102-54

This Sustainability Report has been forwarded by the EBZ Group. The information in the report therefore relates to the entire EBZ Group and all associated EBZ SE companies. Instances where qualitative or quantitative information does not apply to the entire EBZ Group are appropriately highlighted.

The Sustainability Report 2023 was published in July 2024 as the fourth EBZ Group Sustainability Report. The reporting period is the financial year of 2023. This report was compiled in accordance with the GRI Standards: Core option. The report was not audited externally.

The EBZ Group Sustainability Report is published annually and covers the previous financial year.



Our Know-how

02

Research & Development

We love challenges, and we really only get started where others have already given up.

For us, research and development means investing in the future. This involves continuous improvement of existing products and services and the creation of innovations as important pillars of the success of the EBZ Group – both today and in future.

Technology & Innovation Center (TIC)

Much of the research and development work takes place in our Technology & Innovation Center (TIC) at the Ravensburg location. A dynamic and motivated

team of 16 employees and several students labor continuously here to implement ideas and innovations. The TIC is the one-stop venue for everything from the original idea to its implementation, taking care of mechanical design, the mechanical structure, e-design, electric installation and writing of software. We have doubled the number of employees in this area in the last two years.

Key TIC activities include in particular the following:

- Co-development of standards and their testing through continuous trials
- Testing and improvement of technologies and the achievement of process assurance



- Development of concepts and the appropriate structuring of test series and very small batches
- Development of software packages for robots and other systems (e.g., microcontrollers or PLC)
- Design, programming and commissioning of different drive technologies

The TIC has an extensive test center at its disposal to realize these tasks, with a test laboratory for electronics and a large test system for every type of robot application and materials handling technology.

New premises for development

The EBZ Group invested in new premises for the Technology & Innovation Center in 2023.

Technological competence and innovativeness in system construction and tool making

Good ideas arise where a variety of views and solutions meet, generating constructive discussion and cooperation. Employees from a variety of professions also meet on this basis in the TIC, enabling them to contribute their differing experience and know-how to development work and drive it forward.

Mechanical and electrical engineering technicians and engineers work together in the TIC with automation technicians, welding engineers and both bachelor's and master's degree students. These undergo regular training and further education in appropriate departments relevant to their particular technological areas to ensure that development work is conducted at the highest level and, also, that TIC employees can continually consolidate and expand their expertise.

Internal and external approach to research and development work

Continuous improvement of our products and services depends primarily on understanding what is important for our customers. With this in mind, customer benefit is at the heart of our development work, particularly regarding our ability to be a one-stop provider of tailored solutions. However, we are not exclusively customer driven during development of new products and improved services and processes, but primarily

through our own innovative and development spirit. This combination of customer-oriented development work and our own innovativeness enables us to exploit improvement potential more effectively and, as a pioneer, contribute to shaping the future of system construction and tool making.

Formation of an internal development approach:

- The EBZ Group recognizes potential future technologies or USPs and how these differentiate us from the competition.
- High prices on the market provide the incentive to provide appropriate technology oneself.
- Already existing technologies should be adapted to meet EBZ requirements (e.g., enhancement of quality level).

Formation of an external development approach:

- The customer employs a new technology that is first tested and improved by the EBZ Group.
- The customer requires a feasibility study and a complete problem solution, with or without implementation.
- Prior development in the TIC enables the customer to save time, money and space while simultaneously increasing plant availability.
- The challenges of a product the customer receives have already been mastered in the TIC – so the customer receives a tested product ready for series production.

Involvement of sustainability aspects in R&D

The EBZ Group offers its customers the option of adapting its products appropriately in terms of sustainability aspects through use of the latest technologies. For example, it is possible to equip EBZ materials handling systems with energy recovery technology, to save on motors through an intelligent drive system or to achieve and provide a higher level of energy efficiency through installation of the latest LED technology. In addition, the development and use of automated guided vehicles will in future reduce CO₂ emissions during material transportation.

Through an intelligent flexible gripper, the EBZ Group also offers the chance to save on component grippers, reducing the space requirement at the customer's premises and, consequently, conserving considerable levels of resources.

Industry 4.0

The EBZ Group is also moving towards Industry 4.0, and intelligent networking of our products and processes plays a crucial role here. We render our products network-compatible, thus facilitating preventive maintenance and transparent evaluation of all product-relevant data.

Protecting patents

We want to ensure the effective protection and management of our engineering and, especially, the intellectual property we have developed ourselves, particularly against counterfeiting. Three new patent applications were submitted in 2023, meaning the EBZ Group property rights portfolio grew to a total of 53 active patent applications/patents, both domestically and abroad. An employee invention management system is in the planning to promote the ideas and inventiveness of our personnel in a more targeted manner.

Scientific cooperation

An exchange of scientific ideas ensures the high standards of one's own R&D work and promotes continuous further development. EBZ SE is a founding member of the Werkzeugbau Akademie GmbH which was established from the machine tool laboratory of

RWTH Aachen University and the Fraunhofer Institute for Production Technology IPT. The aim of this cooperation is to merge industry and research in joint research projects, inform members of the state of current research work and encourage joint practicable processing of projects while taking the tasks and problems of members into consideration.

EBZ is also a member of BIT e.V., a support association for the establishment of an application-oriented research institute. The association is supported by a variety of higher education institutions and enterprises in the Lake Constance region. The objective is to strengthen research through options that promote innovativeness in local enterprises.

This only represents some of the cooperations. Further scientific cooperations with universities are planned for the coming financial years.

Digitization & Innovation

Digital change. Digitization. Digital transformation. Buzzwords that, in the 21st century, are increasingly encountered in almost every sector and company, including the EBZ Group. Digitization is regarded as an innovation driver for technological, economic and social change. As a medium-sized family enterprise with traditional business segments and deep roots in Upper Swabia, the EBZ Group regards digitization as a particularly attractive option for expansion of its own business models, opening up new markets completely and effectively withstanding pressure from large corporations on an international level. Progressive digitization, our growth and internationalization make greater demands on our digital systems.

Our approach to digitization

The EBZ Group anchors various aspects of digitization in its long-term corporate strategy to ensure it emerges successfully from this phase of digital change. Responsibility for the overarching digitization and innovation concept lies with the Chief Strategy Officer (CSO) of the EBZ Group.

One focus of the CSO's digitization work is on the potential for our business development. In terms of success, the identification of specific customer advantages, the active involvement of all stakeholders, the central IT department within our company, and the experience of external know-how are decisive.

The EBZ Group therefore increasingly embraces strategic cooperations with internationally active companies and regional start-ups that make a variety of contributions to the topics of digitization and innovation.

When it comes to the development and manufacture of innovative, flexible and efficient production systems and tools for BIW production, the EBZ Group is one of the leading enterprises.

From the creation of offers and concept development to design and on-site commissioning, our customer development process exhibits a high degree of digitization. The latest CAx and ERP have been employed for years in the EBZ Group in this respect. These provide the optimum basis for a holistic digitization and innovation strategy.

Progressive digital transformation of our business processes results in increasing and, most importantly, larger data volumes. For this reason, we have dedicated financial and human resources in recent years to the search for new systems that support our growth and the development of market opportunities on a sustained basis.

Our ERP transformation

With successful integration of SAP S/4 HANA in the 2021 reporting year, the EBZ Group has established its ERP environment on a new foundation and, with the integration of a holistic ERP landscape, now makes it possible to create a contemporary transformation capability in the company. The system has for some time now been expanded through the addition of modules which facilitate the integration of further processes.

Digitization during day-to-day work

Digitization of processes and networking of data and applications are becoming part of every aspect of the daily working routine of employees in the EBZ Group. Modern information and communication technologies are now part and parcel of daily working life for most employees. Tailored software solutions are developed and productively implemented for departments. Where these do not (yet) exist, proprietary software is used, or numerous interfaces need to be controlled, EBZ endeavors to support employees through low-code applications.

An example here is called robotic process automation which endeavors to automate repetitive and similar tasks beyond software limits. EBZ Group personnel have further expanded the resources needed for the company's own software development. The first software was commissioned at the company's software cluster and now supports the engineering process at EBZ. EBZ is in the procurement phase for a learning cluster for AI-supported applications at the time this report was compiled. In addition, an application for monitoring of machinery was provided this year for the appropriate employees and responsible persons as a mobile application on the shop floor.

Innovation

In the area of assembly technology, battery assembly systems have for a few years now been of great significance in the EBZ Group portfolio, and this was also reflected in the establishment of a new dedicated organization structure within EBZ SysTec. This reflects the increased demand on the part of our customers for electric battery powered mobile applications. This could also be the situation in future in the area of hydrogen technologies, although the application areas here are still the subject of open discussion. However, it is generally accepted that hydrogen will be an indispensable part of the energy revolution. EBZ has identified a further promising strategic field with the investment in Organifarms, a start-up that develops autonomous harvesting systems. This investment was a logical consequence for EBZ, as work on a prototype for automated harvesting in open field apple plantations has been conducted for some time now in the TIC. The synergetic potential created during this can and will accelerate the market maturity of both products. In summary, it can be stated that EBZ has expanded its service portfolio in the last three years, adding three strategic future technologies (electrolyzers, battery systems, autonomous harvesting robots).

Battery systems developed and sold by the EBZ nano power s.ro. joint venture enable the achievement of an extraordinarily high number of charging cycles in conjunction with very low charging times, both of which are important criteria for buses, ferries, railcars (BEMUs) or mining vehicles, to cite a few examples. This enables EBZ to supply interesting niche markets with battery systems, and this was reflected in 2024 in the awarding of a major contract to EBZ nano power for buses powered by electric battery.

EBZ has worked since 2022 on the further development and industrialization of ZSW electrolysis technology in the context of a license model. The focus of development here is primarily on the electrode stacks and connected catalytically active coatings, and these determine a large part of the performance of an electrolyzer. Most importantly, these coatings do not invol-

ve any rare earth or platinum metals. The digital twin of the electrolyzer required for series production is at home in the PDM system which can demonstrate its major advantages in this context. Small-scale series production of alkaline pressurized electrolysis blocks for sustainable series production of hydrogen is anticipated at the beginning of 2025. For this reason, EBZ concentrates with this product on technologies required for the production of hydrogen.

In the meantime, EBZ SysTec GmbH, as a leading operative unit in the Group responsible for further development of the electrolyzer, has received two R&D projects. Ely2Scale addresses the increasing industrial production of core components, while Megastack tackles the potential for size and output scaling of the block. A further project was in the application and appraisal phase at the time this report was drafted that would involve researching the coating of electrodes.

The first product from Organifarms is an autonomous robot for harvesting strawberries in controlled agriculture environments (e.g., greenhouses). The development of further environments (e.g., harvesting in polytunnels) is planned. The autonomous apple harvesting robot is being developed further in EBZ and should expand the Organifarms product range in future.

These innovative business areas see the EBZ Group developing further to become a holistic technology enterprise, expanding its know-how in the area of battery systems and hydrogen technologies. The new automated harvesting systems area also address sustainable food production. All these areas represent important strategic additions to the service portfolio of the Group.

Responsible Performance

03

Environmental management

No change without action. This applies in particular with regard to the environment and the responsible use of energy and raw materials. We work continuously to harmonize economic and ecological aspects in the context of sustainable corporate management. This continuous process is recorded through our environment and energy management system which is mainly designed to conserve resources and preserve the environment we all live in. The preservation of natural biodiversity, sustainable land use, the avoidance of deforestation, the securing of land, forest and water rights and the improvement of soil quality are important keywords observed at all times on a daily basis life and during all working processes. Animal welfare is also an important topic in this respect. For example, replacement nests were created for birds in cooperation with a technical consultant during the conversion of halls 11/12. In addition, façade greening is gradually increasing, creating as it does a habitat for small animals and insects.

Responsible chemical management and a high level of attention to air quality and noise emissions are areas of high importance in the EBZ Group. Furthermore, the EBZ Group seeks to promote decarbonization along the value train and recommends that its business partners do the same. This is pursued through the measures such as the use of biomaterials and green electricity. The EBZ Group has and will continue to erect PV systems at the Ravensburg location to promote the generation and use of its own electricity.

In addition, we want to protect the health of our employees, customers and business partners through our environment and energy management and sustainable management of resources, thus ensuring their expectations are met. We are also concerned with meeting statutory requirements, which is why we have an environmental and energy management system certified to the international ISO standard. In particular, our energy and environmentally intensive main production location in Ravensburg operates according to both management systems. EBZ SE and EBZ SysTec GmbH are certified according

to ISO 14001 (environment) and ISO 50001 (energy), while EBZ Ravensburg GmbH and EBZ BM FormTec GmbH are certified pursuant to ISO 50001.

Environmental organization

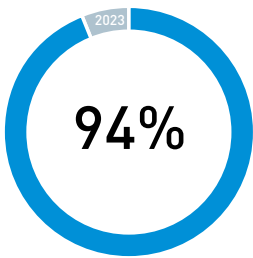
Overall responsibility for the area of environmental and energy management rests with the Chief Financial Officer (CFO) of the EBZ Group who delegates tasks and authority to the Head of the Central Investment, Environmental and Occupational Safety department and has appointed the latter to be the Environmental and Energy Management Officer. The Executive Board receives reports at regular intervals.

Environmental protection and energy efficiency have an interface function in the EBZ Group in which all management officers are equally involved in the main location, particularly in the areas of wastewater and waste, energy management and emissions, renewable energies, hazardous material transportation, water pollution control, occupational safety and health protection. The operative implementation of environmental protection and energy specifications and measures occurs centrally through the appropriate management officers in cooperation with individual technical departments.

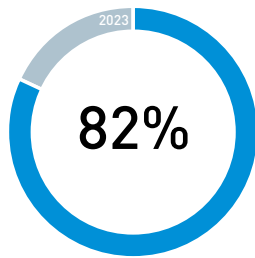


The volume of wastewater¹ and waste in the EBZ Group is continually recorded at its main production location by the specialized company representatives and waste management officers and disposed of by a certified disposal company. We work continuously to reduce the volume of hazardous waste to be disposed of in the company. This is achieved in part through the selection of appropriate substitutes. Where waste cannot be avoided, we endeavor to put our waste products through a recovery, reuse, or recycling process and to dispose or dump as little as possible.

A total of approximately 930 metric tonnes of waste underwent a recovery process in the 2023 reporting year. Of this, around 765 metric tonnes were recycled and 165 metric tonnes used to generate energy. Recycling and the disposal of waste and hazardous waste are always realized with the required care and pursuant to local regulations and only entrusted to certified disposal companies. According to the current Commercial Waste Ordinance (GewAbfV), the recovery quota for the 2023 reporting year was 94.3 %, and the recycling quota 82.3 %.



Recovery quota = sorting quota



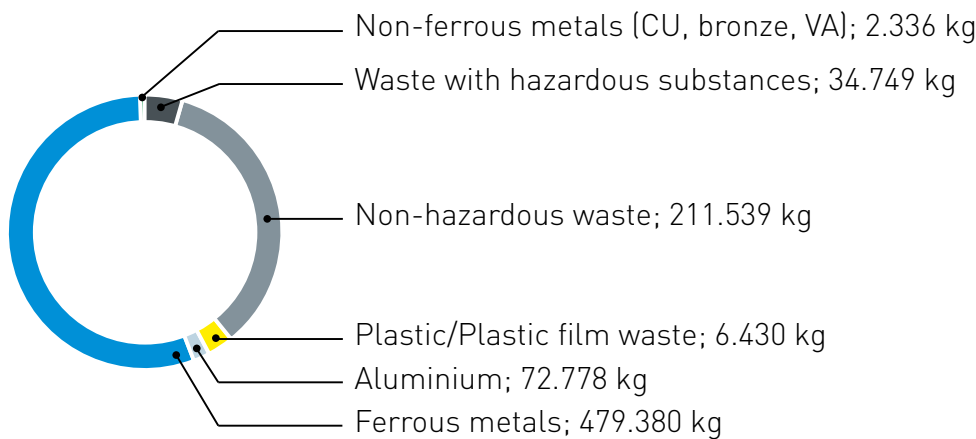
Recycling quota = material recycling

We have introduced six categories in our waste disposal log which indicate the illustrated waste details and volumes for the 2023 financial year. The increase in waste generated of 65,641 kg when compared to the previous year is due to increase in orders and the realization of construction measures.

Environmental compliance

✦ GRI 307-1

No relevant sanctions or fines were imposed on the EBZ Group in the 2023 financial year for breaches of environmental laws and/or regulations.



¹ EBZ only records industrial wastewater from the production and laboratory area (process water)

Energy Management & Emissions

Energy and emissions

The fight against climate change is one of the most urgent objectives of our time. As a system and tool making enterprise, we are also called upon to make our contribution, with energy saving and the avoidance of climate-damaging emissions being the goal of and challenge facing the EBZ Group.

The Energy Management Handbook of the EBZ Group at the Ravensburg location serves as the basis for our energy orientation. It is a tool for structuring of our energy-relevant processes and, simultaneously, acts as a guideline for the improvement and stability of our energy efficiency. Our energy-relevant organization is reflected here, as are relevant workflows and regulations. The Energy Management Handbook provides binding stipulations for management and employees on how our energy goals are to be achieved, systematically and continuously.

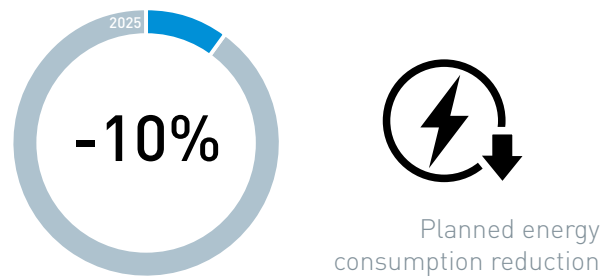
Our employees are also required to participate continually and actively in the shaping and implementation of energy saving measures. For example, we sensitize our employees through briefings held annually regarding efficiency measures during day-to-day working life, and a process for the submission of improvement suggestions also offers bonus payments where appropriate.

Infrastructure for electric vehicles

The EBZ Group has provided charging stations for company vehicles at the Ravensburg location since 2019. The location is currently equipped with over 16 charging stations, and these will be expanded further to meet demands. Two charging points have also been installed at EBZ Composites GmbH. In the context of company cars, these measures see us providing our employees with the infrastructure necessary to make the change to EVs more attractive. The provision of charging stations has resulted in a steady increase in new registrations of electrically powered company cars in the reporting period.

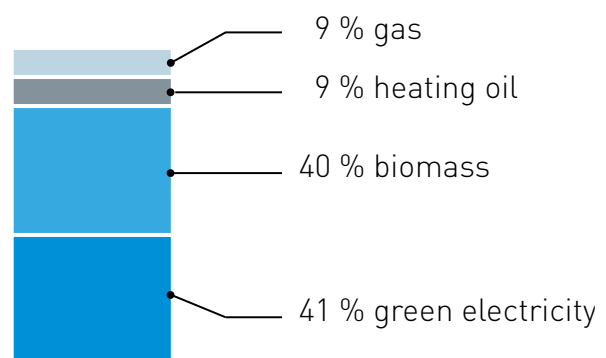
Energy target

We have defined a clear goal for the Ravensburg location, measures aim to achieve energy savings of 10 % by the year 2025 relative to the energy consumption in the base year of 2017 (18,200 MWh).



The achievement of the energy goal is demonstrated through calculations of savings and illustrated in MWh. Target and actual figures are compared annually.

CO₂ emissions, on the other hand, play an insignificant role when it comes to illustrating the energy target analysis. EBZ covers over 80 % of its energy requirements at the Ravensburg location through CO₂-friendly energy sources (100 % green electricity/biomass). This therefore represents an insignificant factor in terms of CO₂ relevance. We use a variety of energy sources such as electricity (green electricity), gas, heating oil and biomass (district heating) for our business activities at the Ravensburg location.



Energy consumption within the organization in MWh

✦ GRI 302-1

	2021	2022	2023
Electricity (green electricity)	6,857	6,767	6,593
Gas	2,629	1,681	1,496
Heating oil	2,664	1,817	1,492
Biomass (district heating)	4,913	5,747	6,504
Total (MWh)	17,063	16,012	16,085

Reduction of energy consumption

✦ GRI 302-4

As a result of the implementation of the energy saving measures introduced by the federal government in Germany in 2022 to address energy procurement uncertainties, energy consumption during heat generation was reduced, particularly with regard to fossil fuels. This is clearly illustrated when it comes to CO₂ emissions (greenhouse gas emissions).

Consumption of fossil fuels was reduced over 2022, and this trend continued in 2023. Heating oil, which is the energy source with the poorest CO₂ balance sheet at the location, will be gradually reduced and completely eliminated in future. EBZ is not a series manufacturer, which is why energy consumption relates strongly to individual orders and, consequently, is difficult to illustrate in an assessment. Continuous implementation of efficiency measures at the Ravensburg location have reduced power consumption since 2017, despite the increase relating to machining centers. Purchasing of electricity should be reduced through the internal power generation (PV systems). The first PV system was constructed in Plant 1 in the 4th quarter of 2023 and will be commissioned in 2024. A further PV system will be erected in Plant 2 in 2024.

Direct greenhouse gas emissions

✦ GRI 305-1

	2021	2022	2023
CO ₂ emissions (t CO ₂ /a)	1,382	990	888
CO ₂ intensity (t CO ₂ /employee ¹)	1.57	1.12	1.10

¹ Relative to the number of employees at the Ravensburg location. Not taken into consideration: temporary workers, working students, trainees, holiday workers

When converting energy consumption to CO₂ equivalents, we use the CO₂ factor from the information leaflet on CO₂ factors dated 1 January 2019 issued by the Federal Office for Economic Affairs and Export Control (BAFA) for gas, heating oil and biomass (wood).

Sustainable Procurement

Responsible service provision begins with procurement

In addition to providing quality products, we also expect our suppliers to observe statutory regulations and certain environmental protection standards. Therefore, the EBZ Group checks its suppliers regularly with regard to their environmental management certification status. At the beginning of any possible cooperation, the certification status, among other things, of potential new suppliers is queried and checked through supplier accreditation. The environmental management aspect of the supplier is always included in the annual supplier assessment.

Target achievement with regard to implementation of ISO 14001 is measured annually in the performance indicator system within the balanced scorecard. Of 110 A suppliers in the 2023 reporting year, 54 suppliers were able to produce evidence in the form of an environment certificate. Suppliers who are not yet certified are continually urged to strive for certification. Suppliers without a certificate risk downgrading in the assessment and, ultimately, also losing their accreditation status. The Purchasing department is responsible for supplier assessment. The Purchasing department in the EBZ Group is subdivided into the areas of general purchasing, technical purchasing, casting and external processing purchasing and production parts. Each unit is independently responsible for related suppliers in this respect.

Complaints management is also decentralized, being handled by the respective purchasing unit. The supplier is informed immediately of complaints, and subsequent measures implemented by the supplier are checked internally at EBZ. Corrective measures can be demanded and implemented in good time through continuous communication with both the supplier and internally at EBZ.

In the course of supplier assessment and supplier management, Purchasing continuously checks possible improvement measures with regard to our goal of achieving sustainable procurement. This occurs in particular in the context of workshops.

In addition to compliance with different environmental protection standards, the fact that business activities in the context of the supply chain should take the social responsibility towards our own employees, employees of the client and its customers and society in general is of major relevance for the EBZ Group. We have anchored this responsibility within the supply chain in our General Terms and Conditions of Purchase¹ (issued March 2022). Both the client and contractor affirm their commitment to observance of the principles and rights adopted by the International Labor Organization (ILO) in the Declaration on Fundamental Principles and Rights at Work (Geneva, 06/98), the guidelines of the United Nations Global Compact initiative (Davos, 01/99) and the UN Guiding Principles on Business and Human Rights (2011).

¹ Retrievable from the EBZ Group website at: https://www.ebz-group.com/assets/PDF-Downloads/AEB_EBZ_Gruppe_fuer_Europa_-_dt_-_20220308.pdf

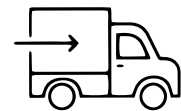
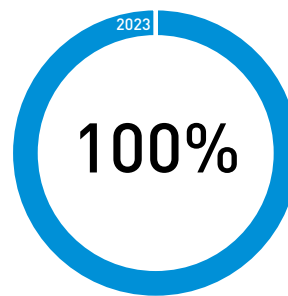
The following principles are particularly important in this respect:

- Respect for human rights
- Prohibition of child and forced labor
- Positive and negative freedom of association and collective bargaining
- No discrimination due to sex, race, ethnicity, religion or ideology, membership in a union or similar, handicap, age, sexual orientation, nationality, marital status, political inclination, veteran status or other characteristics protected locally by law (ethical recruiting)
- Respect for diversity, equality and inclusion and the safeguarding of women's rights
- Financial responsibility
- Prohibition of illegal eviction
- Disclosure of information
- Use of private or public security personnel
- Protection of minorities and indigenous peoples (prohibition of modern slavery)
- Observance of occupational safety and health protection requirements
- Protection against individual arbitrary personal measures
- Fair and transparent remuneration and social benefits
- Observance of socially adequate working conditions
- Remuneration that enables securing of one's existence, including social and cultural participation
- Use of private security personnel

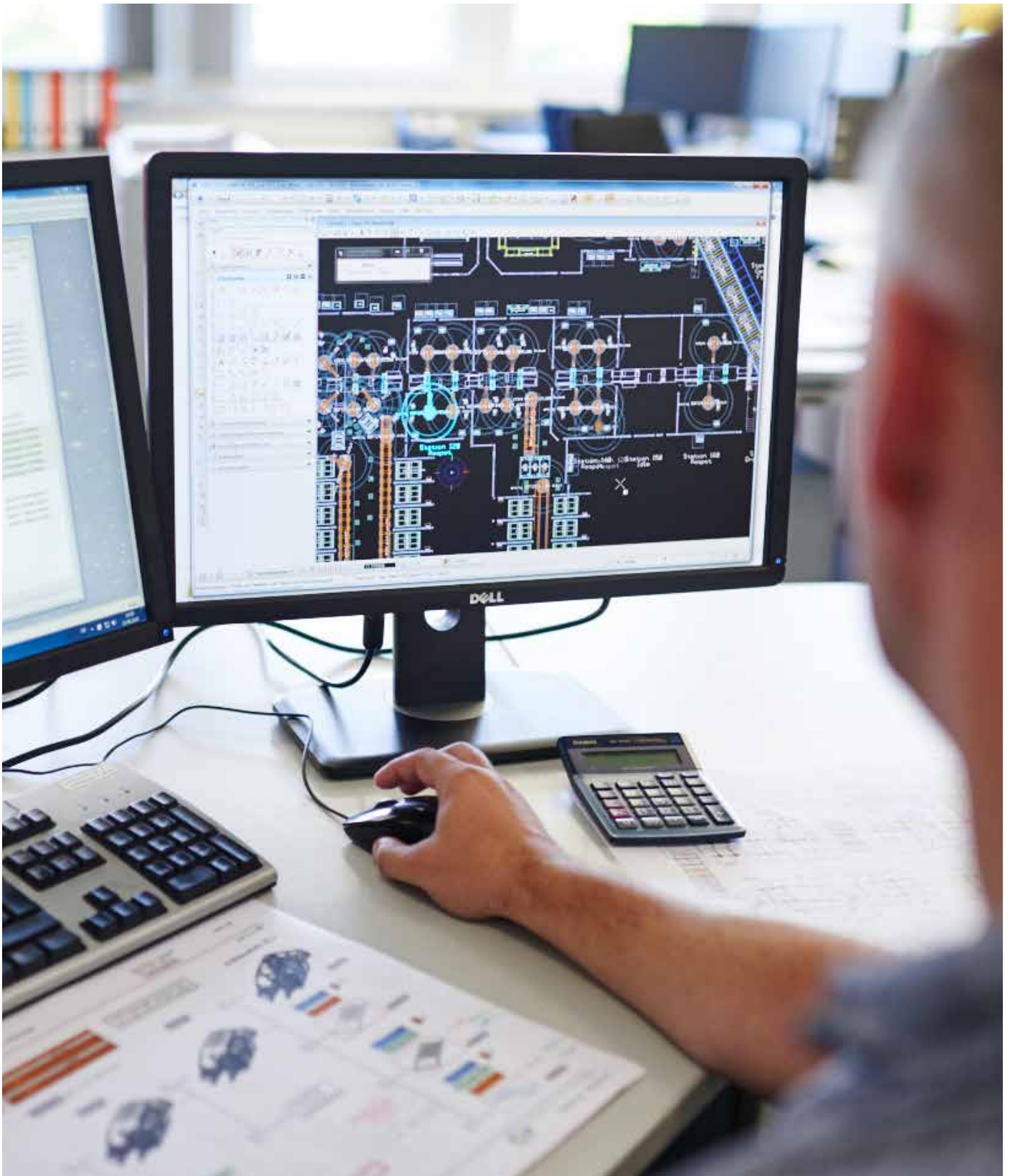
Environmental assessment of suppliers

🌱 GRI 308-1

All new suppliers were assessed on the basis of environmental criteria in the 2023 reporting year. No violations of rules and regulations governing forced and child labor, protection of young employees or infringements of the principles of freedom of association were identified during the examination of new suppliers.



Supplier assessment



Responsible Employer

04

Safe workplaces and the promotion of employee health are basic principles of the EBZ Group, which is why both principles are firmly anchored in operational processes.

Occupational Safety and Health Protection

Implementation of the principles begins for us with the observance of laws and regulations on occupational safety and health protection.

Operative responsibility for the implementation and execution of laws and regulations lies with individual managers within their area of responsibility. They bear responsibility for ensuring that requirements relevant to occupational safety are observed and employees behave in a manner that conforms to occupational safety. This is achieved through sensitizing of employees to occupational safety, but primarily by exemplifying conduct that conforms to safety and the fact that occupational safety and health protection are considered of equal importance to other corporate goals in decisions.

We steer our goals and measures with regard to occupational safety and health protection on the basis of an integrated management system (IMS)¹ that regulates processes of occupational safety and health protection relevance within the EBZ Group. The Management Handbook is a significant component of the IMS.

This enables the documentation of existing processes and recording of our goals and planned further development. Regular coordination meetings are held between the occupational safety committee and individual departments for planning of our processes.

Risks are systematically recorded and evaluated in the context of risk assessments. As in previous reference years, the majority of accidents at work recorded involved eye and cutting injuries².

Accidents at work are evaluated annually since 2018 using the key Lost Time Injury Rate (LTIR) figure to obtain meaningful comparative data³. The accident frequency rate in 2019 was 4.4 accidents per 200,000 working hours performed. The accident frequency rate increased to 4.7 in 2020, but this figure dropped again in 2021 to 4.3, a rate below that of 2019. We achieved a further improvement in the accident frequency rate in 2022 with a rate of 4.0, and we maintained this in 2023.

Likewise, the health rate for employees at the Ravensburg location was 95.67 % for the 2023 reporting year. This quota was 95.42 % in the previous year (2022).

Health management

✦ GRI 403-6

In addition to classic occupational safety in which the primary objective is the avoidance and prevention of accidents, our goal is to promote the health of our workers in a sustainable manner. A variety of projects and offers are promoted for this purpose. For example, employees have been able to participate in a company fitness program since 2022. A framework agreement was concluded with the EGYM Wellpass provider for this purpose, and all employees can avail of sport, fitness and therapy facilities throughout Germany through a membership sponsored approximately 60% through EBZ. In addition, the EBZ Group at the Ravensburg location has offered flu vaccination for all employees since 2018. We also offer the employees of our German companies the chance to participate in a company bicycle leasing scheme.

¹ The IMS encompasses the areas of quality management, the environment, energy, information security, data protection and occupational safety

² Relative to accidents recorded within EBZ SysTec GmbH

³ Applies to the Ravensburg location with the EBZ SE, EBZ SysTec GmbH, EBZ Ravensburg GmbH and EBZ BM FormTec GmbH companies

EBZ Group preventive measures for promoting health continue to include the gradual transformation of monitor workstations to ergonomic workplaces through the provision of desks with height adjustment and ergonomic office chairs. Regular collective participation in sporting fixtures such as running events and an extensive range of seminars on the topics of nutrition and exercise and both physical and mental health round off what is on offer.

Management system for occupational safety and health protection

★ GRI 403-1

Regular occupational safety committee (ASA) meetings are held in the EBZ Group in accordance with the German Occupational Safety Act (ArbSchG). These ASA meetings are organized by management in individual locations and companies. Employees are represented at these meetings by the works council.

Employee training in occupational safety and health protection

★ GRI 403-5

Instruction courses given by managers are held annually for employees. Newly recruited employees take part in classroom instruction on occupational safety in the context of their induction. In addition, training courses are also offered for first aid responders and fire safety personnel.

Instruction for visitors and other non-employees is organized by the respective business unit manager. Sensitizing through instruction on conduct conforming to occupational safety is further supported through the issuing of flyers.



Attractive Workplace

Our success rests on the high degree of competence, comprehensive know-how and reliability of our employees who, with confidence, good faith and vision, act as part of international teams. The higher the qualification and better the training conditions of our employees, the easier it is for us to maintain and optimize our high quality standards. This is why we strive to create an environment in which our employees

feel comfortable and wish to participate. We create an attractive working environment for this purpose through fair remuneration that reflects performance and additional benefits such as a company pension.

As a medium-sized enterprise, we stand for high development potential and diverse operating and career options. We achieve these dynamic development options for our employees through short decision-making channels and flat hierarchies. Encouraging



the commitment of qualified employees to the company and the development of managers from our own ranks are particularly important to us in this respect.

Responsible management decisions and a consistent personnel policy not only enable us to create secure jobs for our employees, but also a personal atmosphere. We regard the inclusion of our employees' interests to be very important. Company management and the human resources department attach enor-

mous importance to constructive relations and creative cooperation with the works council in this context.

The personnel policy for the Ravensburg¹ location is centrally controlled through the HR department in cooperation with responsible parties in the departments. The subsidiaries act, in principle, independently in personnel questions, but orient themselves in the creation of contracts and personnel policy on the models and guidelines of the central HR department, particularly the Code of Conduct that applies throughout the Group.

Employment

Newly recruited employees and employee fluctuation

✦ GRI 401-1

	Recruited ²	Fluctuation ³
< 30 years	80	43
30-50 years	30	40
> 50 years	7	6
Total	117	89
Male	95	78
Female	22	11

1 EBZ SE, EBZ SysTec GmbH, EBZ Ravensburg GmbH, EBZ BM FormTec GmbH

2 Includes new employees at the Ravensburg location. Active personnel (without contract workers, working students, trainees, inactive jobs, employees exempted from normal duties)

3 Including retirements and the termination of fixed-term contracts

Employee training and further education

✦ GRI 404-1

As an innovative mechanical engineering enterprise, we regard the promotion of training and further education as particularly important. The training and further education of our employees enable the EBZ Group to participate actively in the development and promotion of individual know-how and achieve the appropriate qualification of employees. We shape the future of the company and, through targeted support and promotion, ensure long-term success and employee satisfaction.

It is important for us to recruit skilled and managerial personnel from our own ranks and retain qualified and motivated employees in the company in the long term. We support our employees from the apprenticeship or beginning of their professional lives through their entire careers in the company through an appropriate choice of development and further education measures. We adapt these individually to the requirements of particular areas of activity and personal needs and interests. Future managers are identified every two years in a support program and equipped with all the skills and competences required by a potential executive.

Regardless of whether a technical or managerial career is involved, we promote the continued maintenance and steady expansion of the skills and competences of our employees through diverse qualification programs.

The behavior of managers provides the cornerstone for a positive working atmosphere. Continuous further development of executives is important if a holistic EBZ culture is to be assured. This is ensured through a training program designed by EBZ that offers seminars for all managers several times a year (Leading Edge).

Vocational training in the EBZ Group

At the Ravensburg location, the EBZ Group offers seven different training options¹ ranging from toolmakers and industrial clerks to IT specialists. The EBZ Group employed a total of 85 apprentices² in 2023. 2023 saw a total of 31 apprentices or students start vocational training or their studies at the EBZ Group. This represents an increase of 40 % when compared to the previous year.

In addition to the classic apprenticeship, the EBZ Group offers the opportunity to do a dual study program in ten different technical and business disciplines.

Moreover, we offer the chance to gain a Bachelor of Engineering in mechanical engineering design and development and mechatronics in cooperation with the Ulm University of Applied Sciences. A cooperation has existed since 2019 with the University of Applied Sciences Ravensburg-Weingarten in the context of a degree course parallel to vocational training in mechanical engineering production technology. This was largely conceived and promoted with the participation of the HR department at the Ravensburg location and enables the optimum combination of a university education with vocational training. Students spend alternating practical and theoretical periods in the company and at the university, obtaining two full-fledged qualifications in only nine terms: a Chamber of Industry and Commerce apprenticeship occupation and a Bachelor of Engineering.

As is the case every year, the EBZ Group held its Career Day in 2023. People interested in vocational training can get to know the company at the Ravensburg location and obtain information here on an apprenticeship or dual studies at the EBZ Group through a direct exchange with apprentices, students and educators.

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- 1 We also offer a technical product designer apprenticeship at the Ammerbuch location and a plastic and rubber technologist apprenticeship at the Schemmerberg location
 - 2 Total number of trainees in Chamber of Industry and Commerce apprenticeship occupations and students of the Cooperative State University/Ulm Model



In addition to the classic training content of an apprenticeship, the EBZ Group attaches enormous value to the promotion and expansion of soft skills. The apprentices undergo regular instruction and training for this purpose in topics such as correct behavior in the business world or the application of different presentation techniques and scientific work. We promote team spirit among apprentices through outings of the respective apprenticeship years held every year. In addition to the chance to gain experience in the respective technical departments, an opportunity was once again available in the reporting year to experience the respective activity on site with the client on customer construction sites. In addition, a company visit with a tour is organized annually in another industrial enterprise or at one of our suppliers. We believe it is important to enable our apprentices to gain these insights. They draw the gaze of the individual beyond his or her own training area, provide motivation and promote enthusiasm for engineering.

We begin encouraging potential young talent even before an apprenticeship with the EBZ Group. We make it possible for school pupils researching careers to take a closer look at one of our technical apprenticeship occupations or dual study programs in a one-week job experience course. We also offer students regular practical term places. The EBZ Group is also a cooperation partner of numerous schools in the vicinity of Ravensburg, offering support such as job applicant training for pupils in this role. The EBZ Group participates regularly in different career and vocational training fairs and exhibitions to enhance the degree of recognition it enjoys and to advertise vocational training, third-level study places and direct entry into the

company. The company was represented at a total of 20 vocational training and career fairs in 2023.

Digitization: Vocational training 4.0 in the EBZ Group

Following an investment of half a million euro in 2018 in the development of its own training center and procurement of a teaching robot and 3D printer, the EBZ Group and its apprentices are now taking the next step towards paperless vocational training.

Digital vocational training is the order of the day for all apprentices commencing their training in 2019 and later. Learning was completely digitized to complement previous options in the apprenticeship. Equipped with laptop and tablet, the apprentices gain access to a digital training platform that allows them to dispense completely with paper and folders. Documents, drawings and tests were digitized. Depending on the learning progress, the training instructors can activate individual content and check the progress attained. The purpose here is not to provide instructors with a checking option, but rather to impart knowledge efficiently and encourage practical use of knowledge sources. The digital learning platform not only allows training instructors to configure learning content in this context. Apprentices are also encouraged and have the opportunity to post their own content.

Average number of hours for training and further education per annum and employee

GRI 404-1

Key further education figures¹

(Fewer seminars/training measures were held due to COVID-19, with many seminars being offered online)

	2023
No. of individual measures	539
No. of internal EBZ training measures	53
Average number of hours per annum and employee	8.6 hrs.
Hours dedicated to ...	
- occupational safety	1.3 hrs. (15.4%)
- expertise	5.9 hrs. (68.8%)
- methodical expertise	0.7 hrs. (8.3%)
- social competence	0.7 hrs. (7.5%)

Key figures for advanced vocational training²

	2021	2022	2023
Master craftsman/woman	2	5	7
Technician	20	15	11
Bachelor	10	8	7
Master	8	8	9
Other (e.g., advanced tech. college cert. (FH-Reife))	0	1	3
Total	40	37	37

1 The key figures mentioned take internal and external seminars into consideration. Hours expended for vocational training and studies and hours for advanced training events are not included in these key figures. Moreover, no differentiation was made according to gender in the collection of data, as this is irrelevant for the company. A headcount is used when determining the number of employees, regardless of whether full-time or part-time employees are involved

2 Number of persons in advanced vocational training (full time with work release agreement, parallel to employment)

Programs for improvement of employee competences and for transition assistance

✦ GRI 404-2

The EBZ Group offers its employees diverse programs for improving their competences.

Fachspezifische Qualifizierung	<ul style="list-style-type: none"> • Softwarekenntnisse (CATIA V5, Siemens NX, Process Simulate usw.) • Roboterprogrammierung & Steuerungstechnik • Arbeitssicherheit, Umweltschutz, Daten- & Informationssicherheit • Sprachtraining 	Training on the Job <ul style="list-style-type: none"> • EBZ gruppenweite Einarbeitungsphasen und Projekte • Starke internationale Zusammenarbeit • Internes Technologie- und Entwicklungszentrum (TIC) • Horizontale & vertikale Aufgabenerweiterung • Individuelle Handlungsfreiräume und Verantwortungsbereiche • Strukturierte KVP und QM Prozesse
Führungs- seminare	<ul style="list-style-type: none"> • Netikette & Business Knigge • Interkulturelle Umgangsformen • Zeitmanagement • Professionell präsentieren • Überzeugend auftreten • Erfolgreich moderieren • Erfolgreich verhandeln • Souverän und gelassen im Arbeitsalltag • Kommunikation & Konfliktmanagement 	
Nachwuchs- förderprogramm	<ul style="list-style-type: none"> • Wirksam führen • General Management • Rechtsgrundlagen für Führungskräfte • Change Management 	
Qualifizierung Projekt- management		

In the area of advanced vocational training, the EBZ Group offers its employees the following support options:

- Work release agreement with guaranteed right of return to complete advanced vocational training as a full-time employee (e.g., master craftsman, technician, bachelor's or master's studies).
- Temporary reduction of working time to complete advanced training measure parallel to employment.
- Educational time according to the Educational Time Act Baden-Württemberg (BzG BW).

- Financial subsidy for training costs associated with advanced vocational training (e.g., master's studies parallel to employment).
- EBZ bursary for bachelor's studies at the Ravensburg-Weingarten University of Applied Sciences (RWU) for mechanical engineering production technology

Transition assistance programs for pre-retirement planning are granted and agreed individually. Part-time models are usually chosen for this purpose, taking working time accounts into consideration. Moreover, continued employment is also possible to a limited degree after the legal retirement age.

Data protection in
the EBZ Group – Confidentiality and integrity of your
personal data



Responsible Enterprise

05

Data protection, information and IT security

The prerequisite for the development of innovative technologies and qualified engineering services in the EBZ Group is intensive cooperation with the customer. The EBZ Group has been closely networked with its customers in the automotive industry for many years now and, as a consequence, has a degree of access to information at different levels of confidentiality. The protection of customer data and information is therefore extremely important for the EBZ Group.

In addition to the challenges of progressive networking, new technologies and digital trends, the regulatory and statutory requirements governing the protection, confidentiality, integrity and availability of business and personal data, information and the entire IT ecosystem have increased.

Through the development of a uniform standard at the main Ravensburg location, the EBZ Group ensures secure handling of the data and information of employees and customers, but also business partners and other data throughout the Group. Therefore, comprehensive technical and organizational measures have been taken for the protection of confidential data and information. IT security in particular plays a key role in this respect.

Data protection and information security organization

The EBZ Group has anchored data protection, data security and information security in corporate policy and internal guidelines and directives. The demands of national and international data protection legislation and the needs of our customers for information security form the basis of our actions in this respect. Our guidelines and directives on data protection and information security reflect these specifications and are valid throughout the Group. They define fundamental principles and conduct for all EBZ Group employees when handling data and information during daily working life and lay down in concrete terms the general principles on data protection and information security defined in our Code of Conduct.

The data protection and information security organization is coordinated. The EBZ Group Executive Board is assigned responsibility at the main location for management of the issue of data protection and information security and appropriate management representatives are appointed. Together with management from the central IT and HR departments and the chair of the works council, data protection officers and information security officers work closely together in a team, guiding and coordinating processes and system requirements relating to data protection and information security within the EBZ Group. The data protection and information security officers report to the Executive Board on

current developments. Data protection and information security coordinators are appointed in the EBZ subsidiaries or, if necessary, data protection and information security officers are nominated. Implementation of data protection and information security is realized locally at subsidiary locations by the appropriate coordinators or management representatives.

The data protection and information security organization of the EBZ Group exercises the authority to issue directives in the areas of data protection, information security and IT security. It issues binding directives throughout the Group and checks their observance and correctness at regular intervals.

We require our employees to observe the rules when handling confidential and personal data and information described in concrete terms in data protection and information security directives. Furthermore, we train all employees through basic classroom instruction in the areas of data protection and information security. In addition, employees of the EBZ Group are required to report incidents of relevance to security and data protection breaches.

Aims and objectives

Our objective is to protect the confidential business and personal data and information of our employees and customers, business partners and other third parties in all our business processes and avoid security breaches, particularly incidents that violate the personal rights of employees and customers, business partners and other third parties.

The EBZ Group takes numerous technical and organizational measures for this purpose that are continually adapted to reflect the latest technological standards.

Evaluation

The information security management system employed by the EBZ Group¹ at the main Ravensburg location and the Ammerbuch, Shenyang and Budapest locations meets the requirements of the Trusted

Information Security Assessment Exchange (TISAX), a standard for information security defined by the automotive industry. This standard is based on the Information Security Assessment questionnaire of the VDA (VDA ISA) and inspired by ISO 27001. The assessment of information security was realized by an external inspection service provider. The inspection results can only be retrieved via the ENX Association portal. Current results are valid until 2025.



Companies with current TISAX approval

¹ EBZ SE, EBZ SysTec GmbH, EBZ Engineering Bausch & Ziege GmbH, EBZ Ravensburg GmbH, EBZ BM FormTec GmbH, EBZ Ammerbuch GmbH, EBZ Ungarn Kft., EBZ Hoffmann s.r.o., EBZ SysTec Shenyang Co. Ltd.

Measures, results and key figures

All requirements relevant to data protection have been implemented in the EBZ Group since the EU GDPR came into force in 2018. A continuous process sees existing requirements being updated and new requirements implemented throughout the Group.

For example, the data protection management system was expanded in the 2022 financial year to include integrated recording of data protection impact assessments. Data protection impact assessments were updated in the 2023 financial year, and all process descriptions were also updated.

Online basic training for all employees of the EBZ Group was also completely redesigned in the 2023 financial year. This will be repeated annually. Basic training for data protection and information security is revised regularly by data protection and information security officers and its content adapted to reflect the latest regulatory environment.

A total of 911 employees in the EBZ Group received training in 2023 on data protection and information security in the context of the online training measure.

In 2019, the first EBZ Group companies had already undergone and passed the external audit conducted according to the new standard of the automotive industry governing information security.

In addition, the standardized questionnaire on information security of the VDA will also be used for inspection purposes within the EBZ Group in the context of audits conducted internally. These conform to standards and are conducted globally.

Data protection and information security training seminars

	2023
Number of instructed employees ¹	911
Number of these in Ravensburg	612

Security incidents

The EBZ Group recorded no inquiries regarding data protection from the responsible supervisory authorities in the 2023 financial year relating to protection of the privacy of third parties and the infringement of data protection. Moreover, there were no complaints received from customers regarding the loss, manipulation or corruption of customer data.

Long-term growth

Continuity and growth through reason, intelligence and the required dynamism

The business success of the EBZ Group is based on its values and know-how which are primarily sustained and advanced by our employees. We strive for long-term security and continuity for our customers, our company and our employees. Further development and growth are not at odds with this goal in any respect. This is why company management is committed to the further promotion and development of increased efficiency based on reason and intelligence.

¹ Classroom and online training

Economic performance

🌐 GRI 201-1

The EBZ Group generated a turnover of € 413,816,000 in 2023. However, this key figure required by the GRI Standard does not reflect the performance of the EBZ Group. The EBZ Group compiles its financial statements according to the specifications of the German Commercial Code (HGB) and may only record its orders as turnover following the transfer of risk.

Major turnover fluctuations are therefore recorded in different sectors, and these are not adequately reflected in the key turnover figure. For this reason, the EBZ Group generally draws on overall performance (= turnover +/- changes in inventories) as the key indicator to depict its economic performance.

As a company with international locations, our employees ensure our success in a variety of markets.

Our international presence enriches our company and brings many advantages with it for us. An international presence in this respect also means diversity, particularly the diversity of our employees with regard to differing experience and different perspectives and approaches, and diversity with regard to culture, age and gender.

Market presence – Proportion of senior managers recruited from the local community

🌐 GRI 202-2

We promote the recruitment of local employees. However, we do not record the proportion of local managers, as it is irrelevant for strategic personnel management in the EBZ Group. The majority of employees working in our foreign subsidiaries are local. Only a small number of managers from the German companies are seconded to these subsidiaries.

EBZ Group value added statement

in thousand euros

	2022	2023
Revenue	515,773	413,816
Operating costs	- 403,529	- 279,086
HR costs	- 92,812	- 115,005
Payments to investors ¹	- 611	- 1,313
Payments to the state (taxes)	- 3,524	- 4,411
Investments at municipal level (e.g., voluntary donations)	- 18	- 59
Retained value	15,279	13,942

¹ This exclusively involves payments to outside investors. Dividend payments did not occur.



Social Commitment

Social responsibility and commitment

★ GRI 413-1

The EBZ Group has deep roots in the Ravensburg region and, simultaneously, a global presence and is acutely aware of its social responsibility as a prosperous and internationally active enterprise. Together with our employees, we regard ourselves as an integral part of society. We therefore consider giving back part of our success to society through social commitment and solidarity that we live and breathe as completely natural.

The commitment spectrum of the EBZ Group is diverse, ranging from financial donations and donations in kind to the support of social, sporting and cultural projects through sponsoring. This commitment is a core component of corporate philosophy that aims to positively influence the community.

We particularly focus on the promotion of regional initiatives in this respect and are actively involved in numerous fundraising campaigns.

The EBZ Group "EBZ for Kids with 0.x" fundraising campaign is a central element of our social commitment. The program supports the Kinderstiftung Ravensburg children's foundation which supports children from families in need in the region. The foundation creates access to cultural and social programs that aim to increase equal opportunities and combat child poverty. With the agreement of employees, the cent amount of their net monthly remuneration is donated to this cause. This donation is doubled by company management at the end of the year. Although the amounts collected are barely felt by individual employees, the sum total of contributions of all those involved provides valuable assistance for children in need in the region. This donation allows the EBZ Group to provide valuable resources for families and children in need and represents sustainable support for the social well-being of the region.

The EBZ Group is energetically involved in the area of sponsoring with a particular focus on local sport initiatives. We have been active in this respect for many years, supporting teams such as DEL2 league members Ravensburger Towerstars, FV Ravensburg and other regional sport groups to promote the passion for sport in Ravensburg. In addition, the EBZ Group contributes to the traditional Rutenfest (Birch Whip Festival) with a donation of € 10,000. This is a key event that strengthens culture and traditional customs in Ravensburg.

The EBZ Group holds its own Summer Party in Ravensburg every year in summer, and employees, their families and former colleagues in partial or complete retirement are all welcome. In addition to being an opportunity to thank employees, this family celebration also provides a platform for people to get together and promotes cohesion. It provides insights into different professional areas and current projects in the company.

Employees can buy tickets for a raffle during the Christmas celebrations at the Ravensburg location. The proceeds of this (which were € 756 in 2023) are donated to the Kinderstiftung Ravensburg children's foundation. During the annual Gemeinsam Gutes tun (Doing Good Together) Christmas campaign of the Tafel Ravensburg charity, employees packed over 150 Christmas parcels with food and toiletries, and Executive Board donated an additional € 3,000 to the charity.

Compliance

The observance of laws, regulations and internal company directives and guidelines are basic requirements for sustained successful company development. Our Code of Conduct provides a cornerstone for conduct in conformity with the law at all levels of the EBZ Group. It is binding for all EBZ Group employees and regulates dealings with business partners and customers. It provides a guiding framework in issu-

es such as the observance of laws and regulations, fair competition, disclosure of information, selection of business partners, suppliers and service providers, equal opportunities and tolerance, the avoidance of conflicts of interest, the handling of information and data protection, communications, fair working conditions, occupational safety and environmental protection.

Although the EBZ Group still has no centrally controlled compliance management system, numerous corporate policies and standards which apply throughout the Group have been defined to date. These guidelines are checked regularly and revised and adapted if necessary. Corporate policies can be accessed by employees via the intranet.

Compliance activities to date were primarily initiated by individual departments and company management, then developed and implemented in cooperation with EBZ Group in-house lawyers. Even without a central compliance management system, our goal is clearly defined through the guidelines created and internal measures, Prevention of breaches of laws and regulations, contraventions of competition law, combatting corruption and money laundering, protection against whistleblowing and retaliation and the early recognition of any misconduct and avoidance of conflicts of interest.

With our focus on continuous further development, we are aware that further potential exists with regard to the process required to achieve this aim, potential in the form of an even more efficient and, consequently, sustainable approach, developing a centrally controlled compliance structure in the form of a compliance management system. In addition, we want to analyze and assess in future the opportunities a system of this kind offers a medium-sized enterprise such as ours. On this basis, a decision can be reached regarding the extent to which the implementation and realization of a system of this kind can begin.

No fines were imposed on the EBZ Group in the 2023 reporting year for failures to observe laws and regulations.

Customer Relations

Flawless processes, timely processing and safe products – the EBZ Group makes every effort to ensure the sustained success of its customers. This is why the EBZ Group stands for high quality standards, safety and reliable products and services. Our customers in the automotive industry in particular set very high quality standards here which we are obliged to observe. In addition to securing long-term business relations, this corporate reputation also ensures the sustainable enhancement of customer satisfaction and safety.

To ensure that this remains so, we strive in the context of our quality management to continuously improve our products, services and processes. This means we are at all times up to date, technically and with regard to continually changing statutory and regulatory provisions.

Observance of requirements

The objective we have set ourselves is to observe all statutory regulations, standards and norms governing our products and services, and equipment and its safety, including their labelling. Changes are implemented by us without delay. To this purpose, we respect the regulations in force in the respective regions and countries where our business activities take place.

Overall responsibility for quality management lies within the Executive Board with the Chief Financial Officer. The CFO has been assigned the duties and authority of the Head of Central Quality Management. The Central Quality Management department is responsible for the establishment and maintenance of a quality management system. In addition, it issues binding regulations throughout the Group and regularly checks to ensure their observance. The quality policy is anchored in our corporate policy and publicly accessible on our company website. Each managing director of the subsidiaries is responsible for the operative implementation of statutory, normative and internal requirements governing product safety and quality.

Management is therefore responsible for ensuring that suitable framework conditions throughout the entire company promote a culture of quality, and that employees act independently in a spirit of quality awareness. Manufactured products and services undergo several quality assurance processes during the customer development process. As an independent unit, Quality Assurance contributes in this respect to the definition of all inspections necessary to ensure this requirement. Tests relevant to the inspection process are also conducted regularly by internally appointed officers and external certified companies.

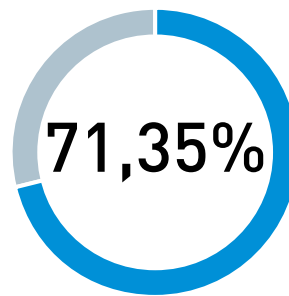
As early as the planning process, we create the basis for safe operation of our production systems and smooth deployment of our tools. Feasibility studies, failure mode and effects analyzes (FMEA) and process simulations are among the instruments employed in this context, thus safeguarding the selection of machines and production processes. All process conditions are systematically analyzed through multistage risk assessments. The purpose of this analysis is to ensure the effective avoidance of deviations and/or limitation of their effects. However, we also take our obligation to ensure safety extremely seriously during production, purchasing, quality management and sales and following delivery of our systems and tools.

The Machinery Directive of the European Union plays a central role in this respect, as it applies to all our production systems and forms the basis for acceptance by our customers. CE representatives check the observance of these directives internally and are a fixed component of safety discussions.

Efficacy assessment of our management approach

Internal reviews of our locations, business processes and our suppliers are conducted during the year by our Quality Management department in and together with selected departments. The audit program extends over three years and encompasses all value-adding departments. In addition, the conformity of our quality management is audited annually by an external certification company.

ISO 9001:2015 forms the basis of our quality management system. Group certification coverage is 71.35 % in this context.



Degree of ISO 9001 certification coverage

Measures, results and key figures

Our processes and management systems were certified once again pursuant to ISO 9001 in the 2023 financial year. The EBZ SE and EBZ SysTec GmbH companies at the main Ravensburg location are certified pursuant to VDA 6.4. Quality management is also being currently expanded to meet IATF16949:2016 requirements. Furthermore, we conduct regular internal audits of our processes and supplier assessments. This enables us to identify and eliminate any errors in our approach.

- Number of supplier assessments in **2023**: 58 (average result 89.94)
- Number of supplier assessments in **2022**: 90 (average result 89.38)
- Number of supplier assessments in **2021**: 98 (average result 90.31)

Complaints process

The EBZ Group takes complaints very seriously, with the emphasis being to remedy the cause as quickly as possible. Any deviations detected are analyzed intensively in cooperation with the relevant departments and, insofar as possible, immediately remedied. Following discontinuation of the emergency measure, a reoccurrence of the deviation is systematically prevented through medium to long-term measures. The EBZ Group has concluded insurance policies in the context of risk management to cover any liability cases and claims and limit residual risks for the company.

Customer health and safety / Marketing and labelling

★ GRI 416-2; 417-2

In the 2023 financial year, the EBZ Group did not receive any reports of possible infractions regarding effects on the health or safety of our customers or in connection with product and service information and labelling which resulted in a fine, sanctions or warnings. Equally, the EBZ Group did not record any breaches of voluntary rules of conduct.

Protection of customer data

★ GRI 418-1

The EBZ Group recorded no inquiries regarding data protection from the responsible supervisory authorities in the 2023 financial year relating to protection of the privacy of third parties and the infringement of data protection. Moreover, there were no complaints received from external parties with regard to loss, manipulation or corruption in relation to customer data. The EBZ Group recorded no losses of hardware within the company in the reporting year.



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