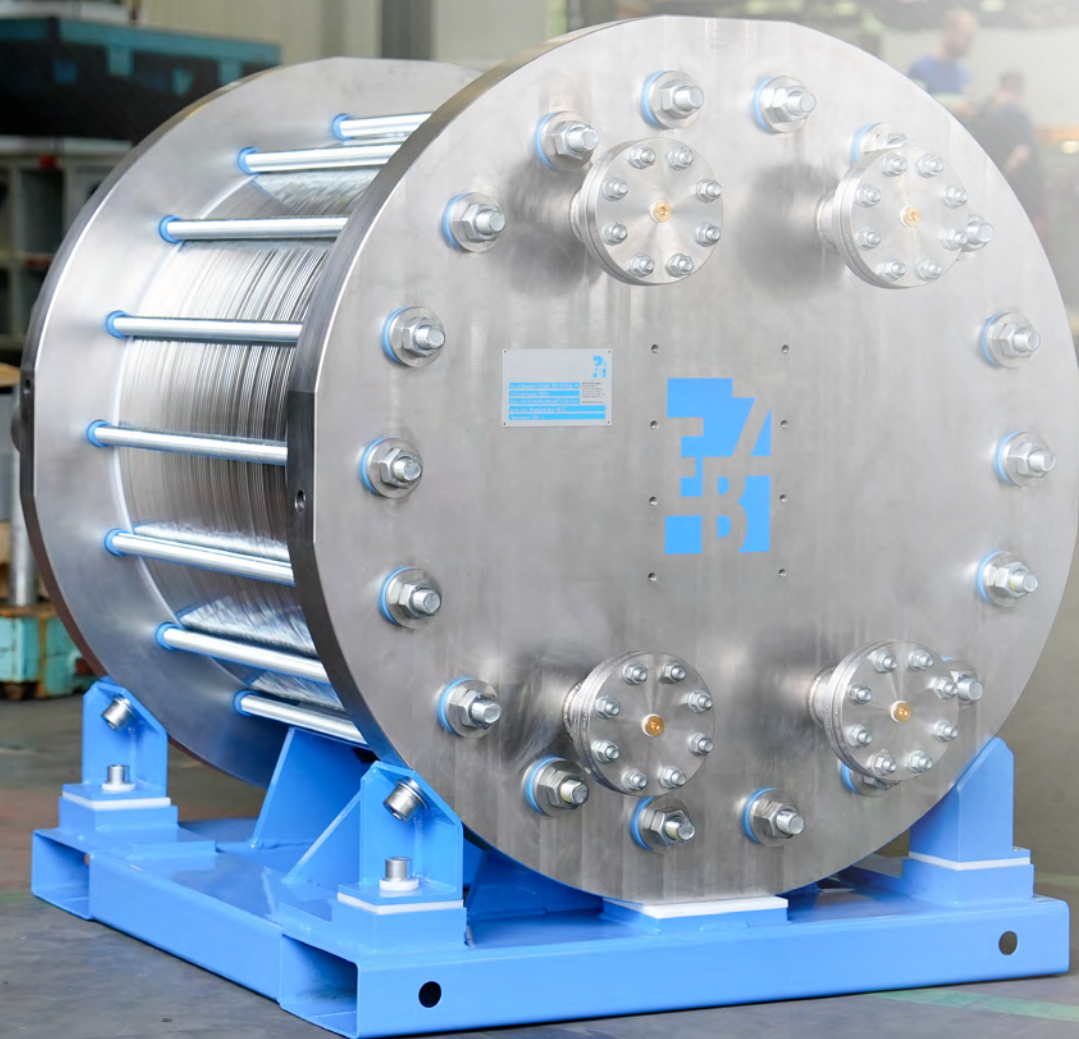




SUSTAINABILITY REPORT

2024

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

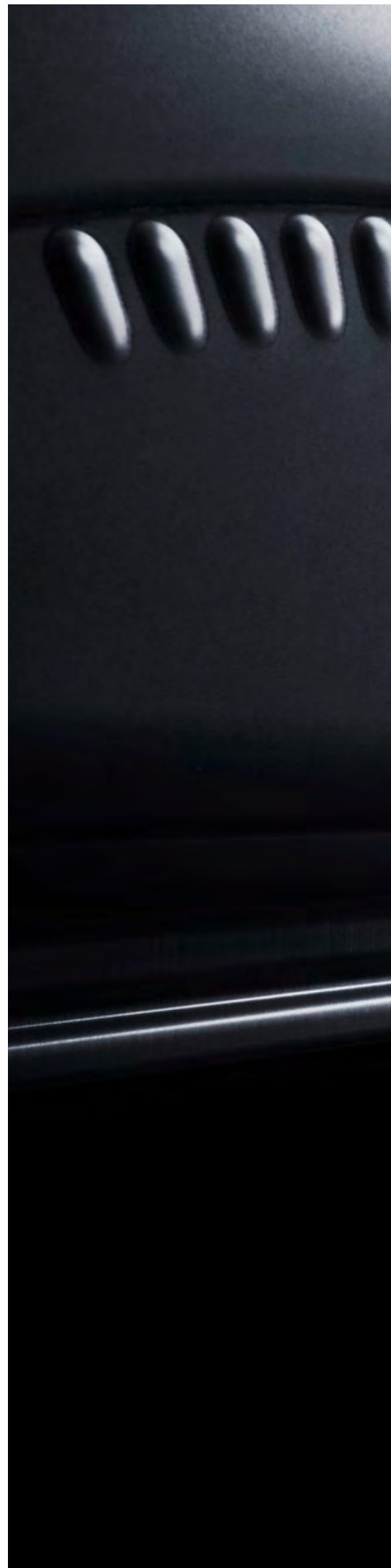
Maren Barreiro
Yvonne Schildmann

Photo credits

EBZ Group image archives

EBZ Group ©2025

Reprinting, including of excerpts, is only permitted with the written permission of the publisher and with an "EBZ Group" image and text reference



CONTENTS

Our Company

Foreword	4
Corporate Profile.....	6
Development of our Sustainability Report	12

Our Know-how

Research & Development.....	16
Digitization & Innovation	18

Responsible Performance

Environmental Management.....	21
Energy Management & Emissions	23
Sustainable Procurement.....	25

Responsible Employer

Occupational Safety and Health Protection.....	28
Attractive Workplace	30
Employee Training and Further Education.....	31

Responsible Enterprise

Data Protection, Information and IT Security.....	37
Long-term Growth.....	39
Social Commitment.....	42
Compliance.....	42
Customer Relations.....	43

GRI Content Index

Our Company

01

Foreword

✦ GRI 102-14

Dear Readers,

The EBZ Group is a medium-sized, owner-managed enterprise and is regarded internationally as one of the leading manufacturers of equipment and provider of engineering services in the area of bodywork technology for the automotive industry. The enthusiasm for technology, attention to detail, and flexibility characterize our daily activities. Innovation and technical progress are core components of our own image.

In addition to the digital transformation, the importance of sustainability issues is growing in importance in our dynamic environment. And not only as an entrepreneurial challenge, but as an integral part of our culture and strategic orientation.

Our understanding of sustainability extends beyond ecological aspects. As employers, we take responsibility with regard to customers and suppliers for our products and services, and in a societal context.

The objective is use resources responsibly during our daily working routine, during development of our products, and when protecting the environment and climate. The working conditions, health and safety of our employees are given the highest priority in this respect. We create an environment in which commitment and inventiveness are promoted.

We have anchored sustainability in our corporate culture and strategy. This is realized in a decentralized fashion by the respective departments. This structure enables a rapid and customized reaction to opportunities and risks and practical implementation.

We work continuously to harmonize ecological and economic objectives. We continuously develop both ourselves and our performance to achieve these goals. True to our motto, **CHALLENGE ACCEPTED**, we pursue new avenues where necessary, and adapt processes to new requirements.

This also applies to the digital transformation. Exploiting artificial intelligence to optimize processes is an example of our approach and its embracing of technology. As a medium-sized enterprise, we confront the challenges of digitization with moderation and discernment and in harmony with our corporate culture. And always with a focus on the associated opportunities.

Our guiding principle, **CHALLENGE ACCEPTED**, is also appropriate when it comes to development of this fifth sustainability report. It was prepared during a period of continuous political crises, particularly the war of aggression waged against Ukraine. Economic consequences such as price rises, scarcity of resources, delivery delays and sanctions meant we were faced with enormous challenges.

Despite these uncertainties, we adhere firmly to our strategic orientation and open up new business areas. The objective is to actively shape the mobility of the future and consistently continue to develop ourselves as a technology enterprise. The aim of the EBZ Group is to contribute in the long term to the development of alternative drive systems and climate-neutral movement.



Markus Müller
Board Member
(CFO)

Thomas Bausch
(CEO)

Alexander Schmel
Board Member
(COO)

Corporate Profile

Organization profile

EBZ Group at a glance

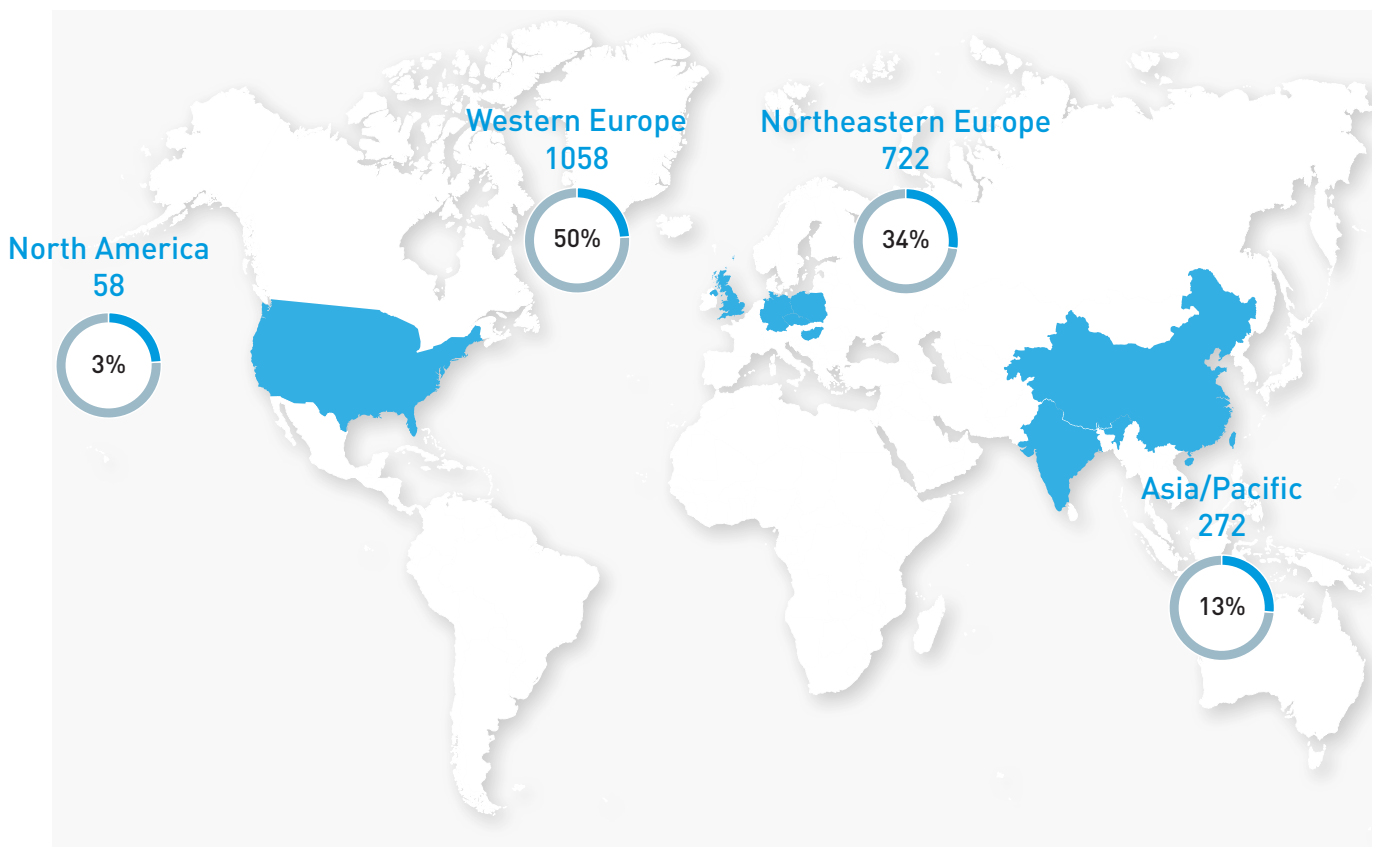
✦ GRI 102-1; 102-3; 102-5; 102-7; 102-8

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).

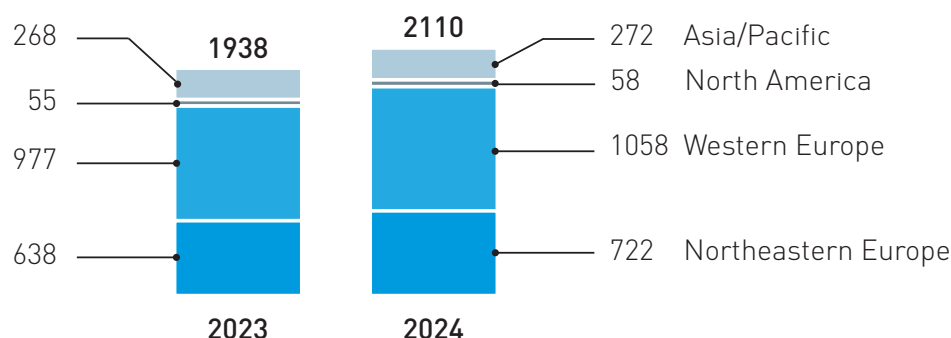
EBZ SE is registered as a European Company (Societas Europaea, SE), a public limited company under

European law in which a variety of primarily commercial functions are centralized in the sense of a shared service 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 2,110 personnel in 2024, 1,056 of these at locations in Germany, 724 at locations elsewhere in Europe, and 330 at locations outside Europe. 150 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	2022	2023	2024
EBZ SE	Germany	111	128	150
EBZ Engineering Bausch & Ziege GmbH, Ravensburg	Germany	1	1	1
EBZ Composites GmbH, Schemmerberg	Germany	24	24	27
EBZ SysTec GmbH, Ravensburg	Germany	638	668	720
EBZ Ravensburg GmbH, Ravensburg	Germany	86	83	85
EBZ Ammerbuch GmbH, Ammerbuch	Germany	39	42	45
EBZ Bm FormTec GmbH, Ravensburg	Germany	36	29	28
EBZ SysTec Shenyang Ltd., Shenyang	China	172	187	182
EBZ SysTec Inc., McCalla	USA	46	55	58
EBZ SysTec India Pvt. Ltd, Gurgaon	India	75	81	90
EBZ Ungarn Kft., Budapest	Hungary	14	10	4
EBZ Composites Hungary Kft., Nyírbátor	Hungary	-	-	-
EBZ Automation Engineering Sp. z o.o., Gliwice	Poland	164	286	371
EBZ Design Engineering Sp. z o.o., Szczecin	Poland	48	81	81
EBZ SysTec UK Ltd., Birmingham	United Kingdom	2	2	2
EBZ Hoffmann s.r.o., Ostrožská Nová Ves	Czech Republic	269	257	261
nano power a.s., Prague	Czech Republic	3	4	5



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 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 2024 was approximately 367 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 analyses 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:

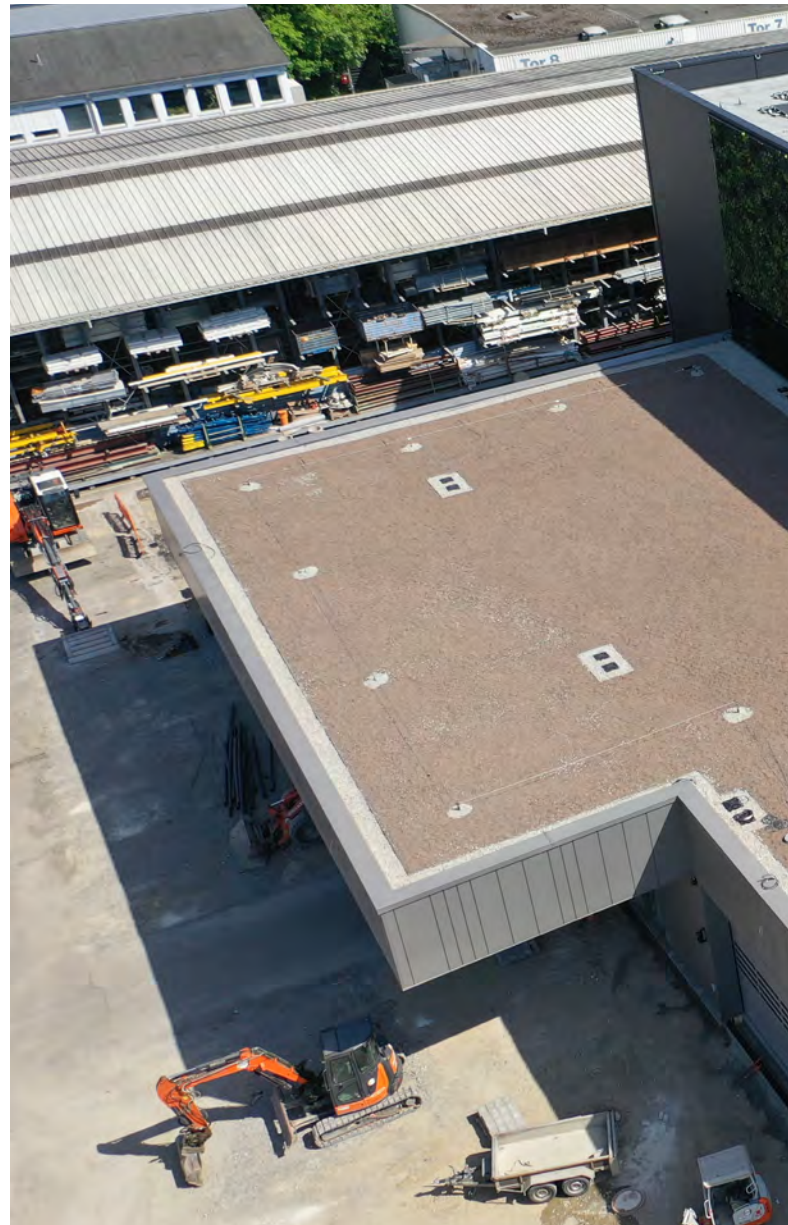
- IHK Bodensee-Oberschwaben (Chamber of Industry and Commerce)
- Bundesverband Materialwirtschaft, Einkauf und Logistik e. V. (BME) (Association for Supply Chain Management, Procurement and Logistics)
- Unternehmensverband Südwest (Employers' Association)
- Verband Deutscher Werkzeug- und Formenbauer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

Daily interaction with each other and correct behavior towards business partners and third parties form



the basis of our long-term and sustainable corporate 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

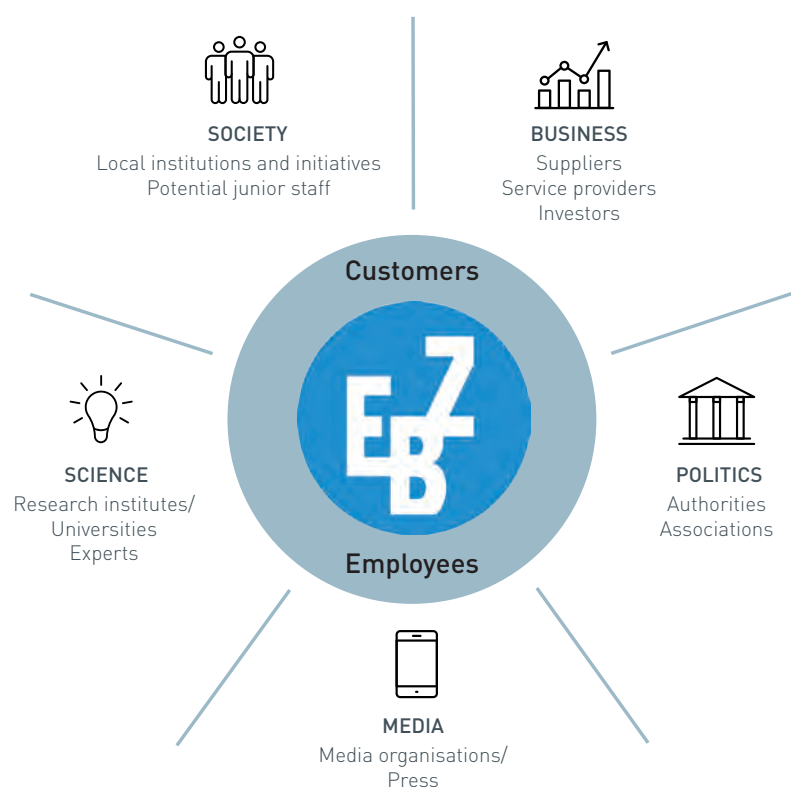
List of stakeholders

★ GRI 102-40

EBZ Group communication channels with its stakeholders

Stakeholders	Involvement
EBZ Group	Personal meetings between company management, executives and employees, dialogue between the Executive and Supervisory Boards
Employees	Personal meetings with executives, intranet, company suggestion scheme, events
Suppliers/Service providers	Personal dialogue, supplier self-assessment
Customers	Personal dialogue, media
Investors	Personal dialogue
Media organizations/Press	Personal dialogue, annual report, website, events, social media
Local institutions/initiatives	Events, social projects, website, social media
Potential young talent	Personal dialogue, platforms, social media, press, cooperations
Associations	Personal dialogue
Research institutes/Universities	Personal dialogue, cooperations
Authorities	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 and 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 2024 was published in July 2025 as the fifth EBZ Group Sustainability Report. The reporting period is the financial year of 2024. 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 20 employees and, currently, 5 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.

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 conveyor equipment.



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 engineers and technicians 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 and development spirit 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 option 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 professional management of our engineering and, especially, the intellectual property we have developed ourselves, including against counterfeiting. The high level of our property rights portfolio was maintained in 2024. The EBZ Group property rights portfolio grew to a total of 53 active patent applications and patents, both domestically and abroad. An employee invention management system is being planned 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 (Team Data Science) 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.

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. Moreover, activities regarding artificial intelligence (AI) are concentrated in Team Data Science. The learning cluster for AI-supported applications has now been commissioned. This creates the prerequisites for developing the

knowledge and solutions in this dynamic and complex area and implementing these for the Group. In addition, the automation of repetitive tasks (Robotic Process Automation, called RPA) achieves immediately tangible workload reduction for employees through digitization.

The EBZ Group now has the required instrument to depict holistic digitization of business processes at all system levels through its own software development department, the Data Science Team, and the possibility to automate using low-code applications (RPA).

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. To summarize, it can be stated that EBZ has expanded its service portfolio in recent 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 involve any rare earth or platinum metals. EBZ is now in possession of a coating system which, on the one hand, contributes to the real net output ratio of the electrolyzer, but also makes it possible to research and develop different alloys. 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. Contrary to last year's report, the small-scale series was delayed somewhat due to external factors. The still weakly growing offtake of so-called green hydrogen by industry is a significant factor for the somewhat delayed ramp up of hydrogen technologies. Furthermore, it has emerged that the market will demand electrolysis systems in future, and this will entail integration of the blocks in a process plant. For this reason, EBZ will commission its own test and display system at the Plant 2 location in Ravensburg in mid-2025 with its own electrolyzers. The options to participate in the growing market for regenerative energy sources and also compensate for seasonal fluctuations will be considerably increased as a result.

In the meantime, EBZ SysTec GmbH, as a leading operative unit in the Group responsible for further development of the electrolyzer, has received three 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. The third project (AEMELhy) which, at the time last year's report was drafted, was in the application and review phase, has since been approved and, consequently, has the coating of electrodes as a research object.

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 addresses 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 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 chain and recommends that its business partners do the same. This is pursued through 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.

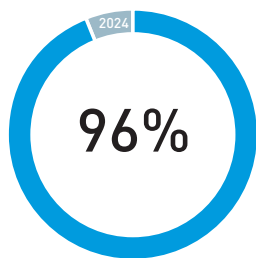
Environmental protection and energy efficiency in the EBZ Group have a cross-divisional function in all areas. All company representatives at the main location are involved in this, particularly in the areas of wastewater, waste, energy management, emissions, renewable energies, transportation of hazardous materials, water protection, 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.



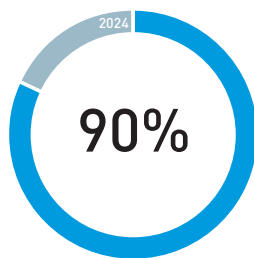
Wastewater and Waste

★ GRI 306-2

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.



Recovery quota =
sorting quota



Recycling quota =
material recycling

A total of approximately 1,293 metric tonnes of waste underwent a recovery process in the 2024 reporting year.

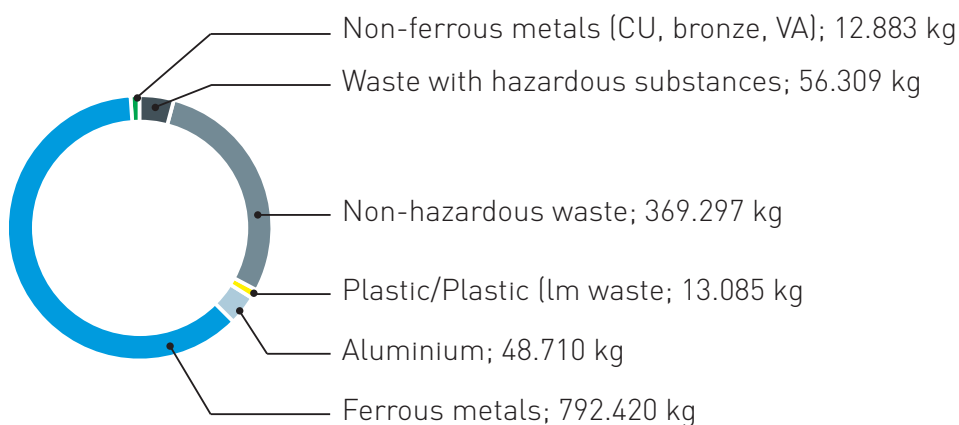
Of this, around 1,171 metric tonnes underwent a recycling process, and 122 metric tonnes were used to generate energy. Recycling and the disposal of waste and hazardous waste are always realized with the required care and pursuant to statutory provisions and local regulations. EBZ only commissions certified and, in as far as possible, regionally located disposal companies for this purpose. Waste created is collected separately in line with the current Commercial Waste Ordinance (GewAbfV). The EBZ recovery quota of all waste collected for the 2024 reporting year was approximately 96%, and the EBZ recycling quota was approximately 90%.

Total waste in six waste categories relevant for EBZ were collected in our waste disposal log, indicating the illustrated waste details and volumes for 2024. The increase in waste generated of 363 metric tonnes when compared to the previous year is due to an increase in orders and the realization of construction measures.

Environmental compliance

★ GRI 307-1

No sanctions or fines were imposed on the EBZ Group in the 2024 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.

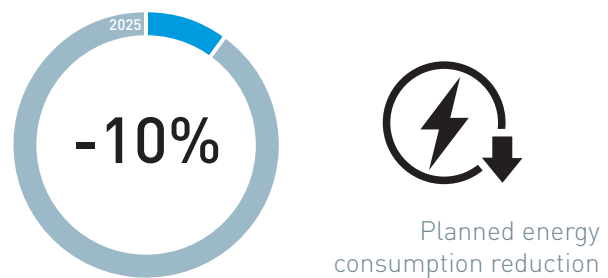
Our employees are also required to participate continually and actively in the shaping and implementation of energy saving measures. For example, we sensitize our employees through briefings held annually regarding efficiency measures during day-to-day working life, and a process for the submission of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

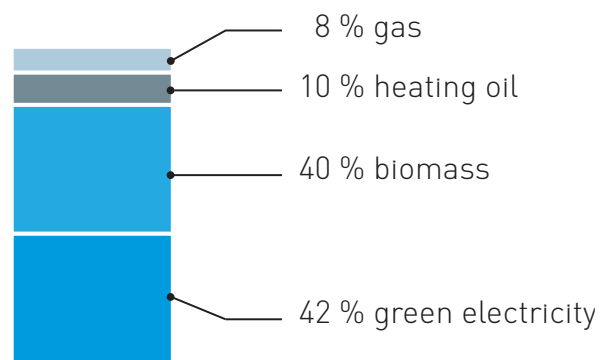
Energy target

We have defined a clear goal for the Ravensburg location. Measures aim to achieve energy savings of 10% by the year 2025 relative to 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

	2022	2023	2024
Electricity (green electricity)	6,767	6,593	6,466
Gas	1,681	1,496	1,266
Heating oil	1,817	1,492	1,629
Biomass (district heating)	5,747	6,504	6,233
Total (MWh)	16,012	16,085	15,593

Reduction of energy consumption

✦ GRI 302-4

Energy consumption was less, due to the weather. This can be illustrated in part for 2025, and savings in 2026 will be achieved through the energy-focused building refurbishment of the largest production hall in Ravensburg.

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 in employees and relating to machining centers. Purchasing of electricity should be reduced through internal power generation (PV systems). A PV system with approximately 1,000 kWp will be commissioned in Plant 2 in 2025.

Direct greenhouse gas emissions

✦ GRI 305-1

	2022	2023	2024
CO ₂ emissions (t CO ₂ /a)	990	888	870
CO ₂ intensity (t CO ₂ /employee ¹)	1.12	1.10	0.85

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).

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

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 72 A suppliers in the 2024 reporting year, 45 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 manufactured 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 context 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 observing standards relating to environmental protection, the EBZ Group also attaches major importance to social responsibility in the supply chain. This particularly applies to the respectful and fair handling of one's own employees, the employees of customers and their end customers, and society as a whole. We have anchored this responsibility within the supply chain in our General Terms and Conditions of Purchase¹ (issued December 2024). 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).

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

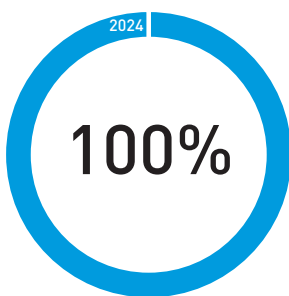
¹ Retrieval from the EBZ Group website at:
https://www.ebz-group.com/assets/PDF-Downloads/AEB_EBZ_Gruppe_fuer_Europa__dt___20241202.pdf

- 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

Environmental assessment of suppliers

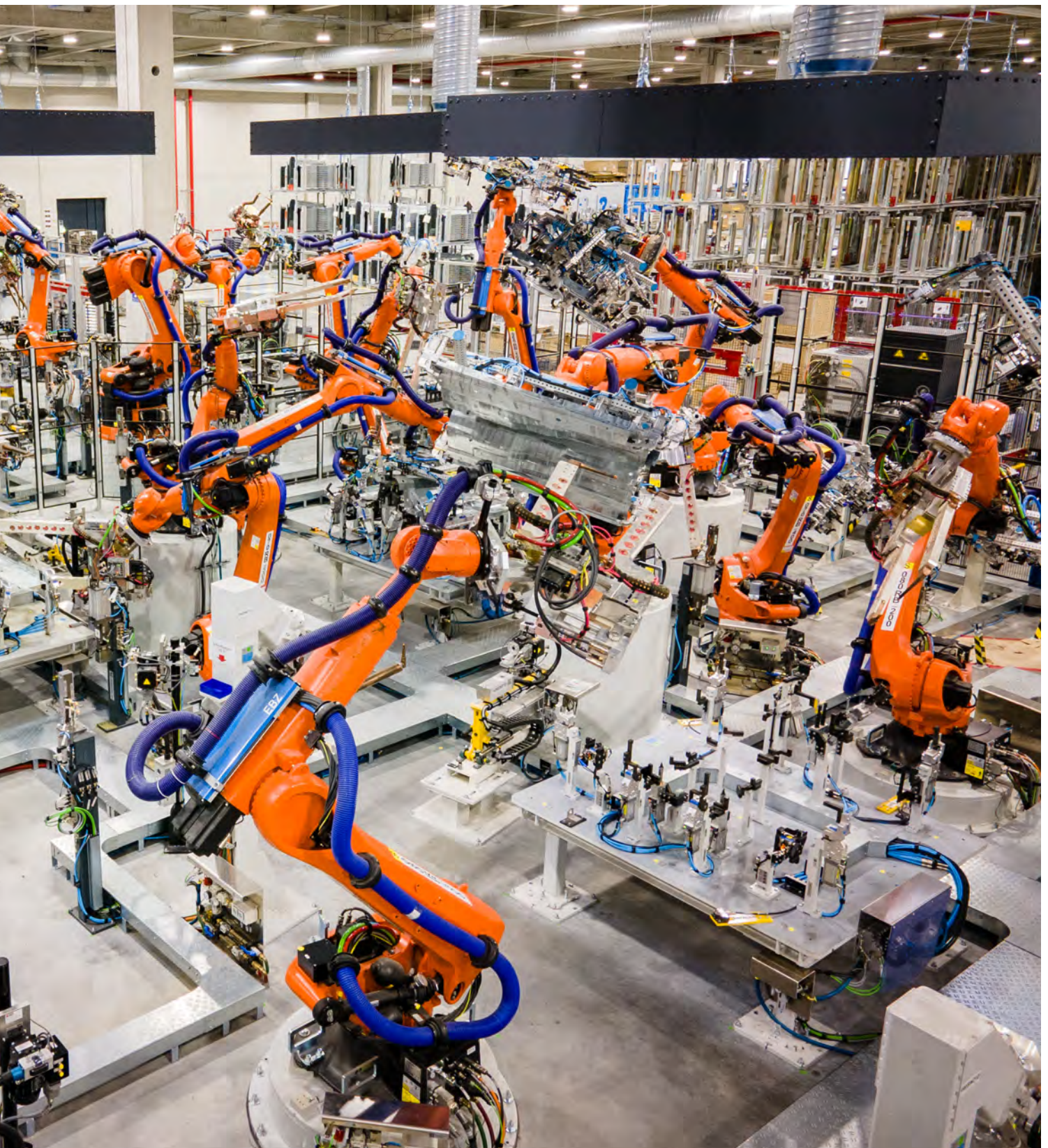
★ GRI 308-1

All new suppliers were assessed on the basis of environmental criteria in the 2024 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. Following an increase in 2020, this key figure has dropped annually since then, and was at 3.9 in 2024.

Likewise, the health rate for employees at the Ravensburg location was 94.59% for the 2024 reporting year. This quota was 95.67% in the previous year (2023).

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. 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

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

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

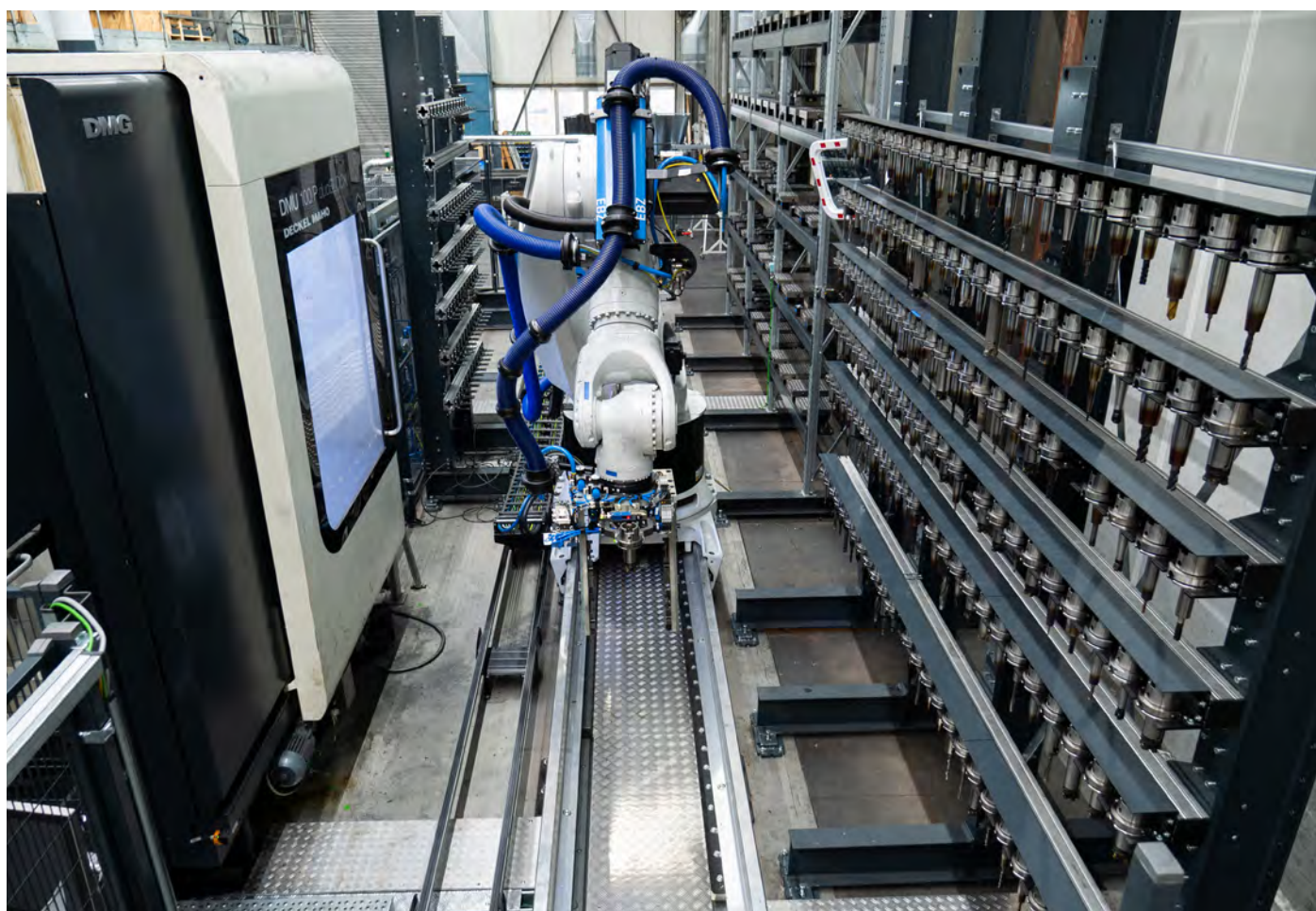
Regular occupational safety committee (ASA) meetings are held in the EBZ Group in accordance with the German Occupational Safety Act (ArbSchG). These ASA meetings are organized by management in individual locations and companies. Employees are represented at these meetings by the works council.

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 enormous 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

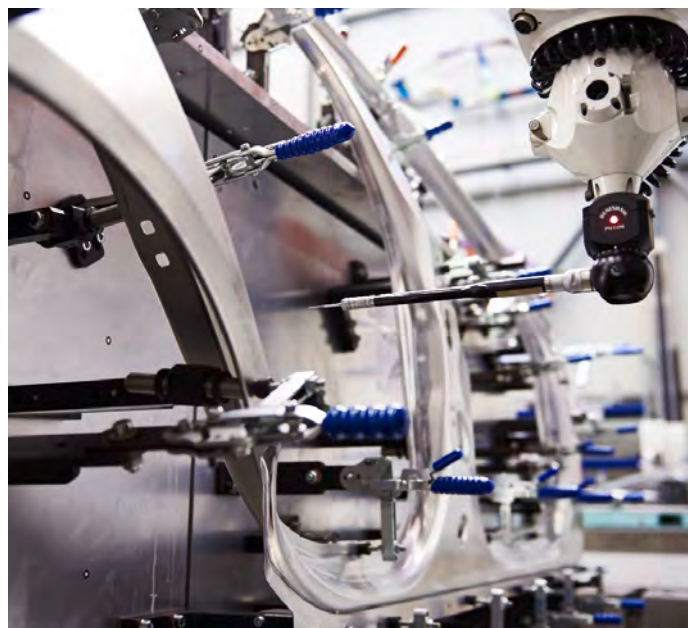
policy on the models and guidelines of the central HR department, particularly the Code of Conduct that applies throughout the Group.

Employment

Newly recruited employees and employee fluctuation

★ GRI 401-1

	Recruited ²	Fluctuation ³
< 30 years	68	28
30-50 years	50	31
> 50 years	12	8
Total	130	67
Male	109	59
Female	21	8



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

² Includes new employees at the Ravensburg location. Active personnel (without temporary workers, working students, trainees, dormant workers, employees exempted from 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 options,¹ ranging from toolmakers and industrial clerks to IT specialists. The EBZ Group employed a total of 94 apprentices in 2024². 2024 saw a total of 30 apprentices or students start vocational training or their studies at the EBZ Group.

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 and development. 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 2024. 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

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

and educators. 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 annually. 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, an apprentice event is held annually. In 2024, apprentices and students in their third training year joined with graffiti artist Viktor Rosin to spray the wall across from the EBZ employee parking lot. Events of this kind are very important to promote team spirit and provide apprentices with a welcome change from their actual training duties.



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. What was new in 2024 was the intro studies arranged in cooperation

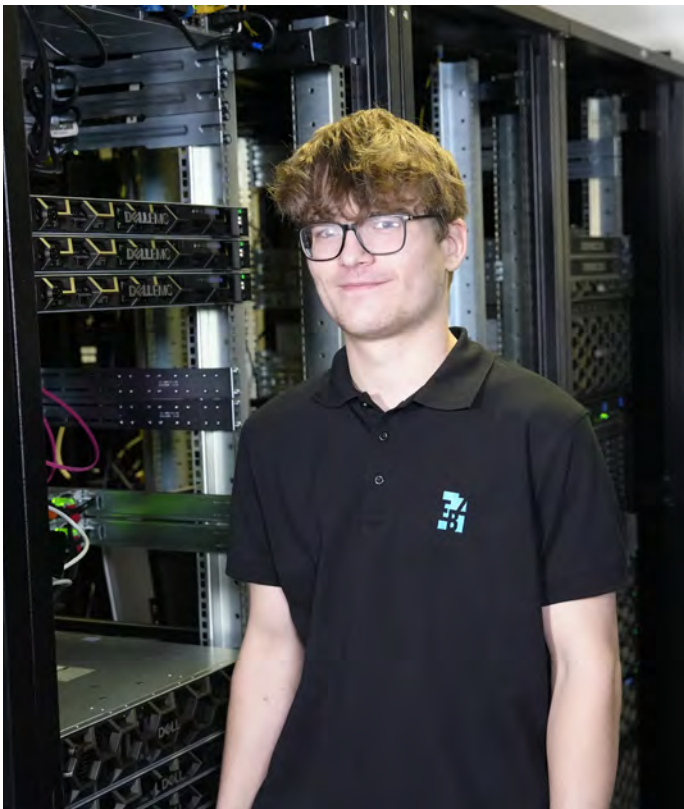
with the Baden-Wuerttemberg Cooperative State University (DHBW) in Ravensburg. Students had the opportunity to sample the cooperative format here, spending two days with us in the company and two days at lectures in the DHBW.

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 19 vocational training and career fairs in 2024.

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

	2024
No. of individual measures	885
No. of internal EBZ training measures	48
Average number of hours per annum and employee	12.3 hrs.
Hours dedicated to ...	
- occupational safety	0.7 hrs. (5.3 %)
- expertise	5.1 hrs. (41.5 %)
- methodical expertise	3.1 hrs. (25.2 %)
- social competence	3.4 hrs. (28.0 %)

Key figures for advanced vocational training²

	2022	2023	2024
Master craftsman/woman	5	7	6
Technician	15	11	8
Bachelor	8	7	7
Master	8	9	8
Other (e.g., advanced tech. college cert. (FH-Reife))	1	3	3
Total	37	37	32

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.

Specialised qualification	• Software skills (CATIA V5, Siemens NX, Process Simulate, etc.) • Robot programming & control technology • Occupational safety, environmental protection, data & information security • Language training	Training on the Job • EBZ groupwide induction phases and projects • Strong international cooperation • Internal Technology & Innovation Center (TIC) • Horizontal & vertical extension of tasks • Individual freedom of action and areas of responsibility • Structured CIP and QM processes
Leadership seminars	• Netiquette & business etiquette • Intercultural skills • Time management • Professional presentations • Assertiveness • Successful moderation • Successful negotiations • Calm and confident at work • Communication & conflict management • Effective leadership • General management • Legal framework for managers • Change management	
Young talent promotion programme		
Project management qualification		

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 formulation 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 third parties 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

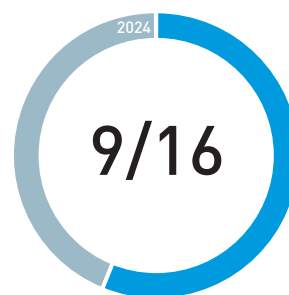
Our objective is to protect the confidential business and personal data and information of our employees and customers, business partners and other third parties in all our business processes and avoid security breaches, particularly incidents that violate the personal rights of employees and customers,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

Measures, results and key figures

Since the EU GDPR came into force in May 2018, the EBZ Group has examined all requirements necessary for data protection and implemented appropriate measures.

Hitguard software was introduced in the 2024 financial year. All relevant information required to operate an information security management system (ISMS) is processed with the aid of this software.

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.

During the financial year, basic training for all em-

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.

employees was regularly revised and adapted to new requirements. Basic training for data protection and information security is revised annually by data protection and information security officers, and its content is adapted to reflect the latest regulatory environment.

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.

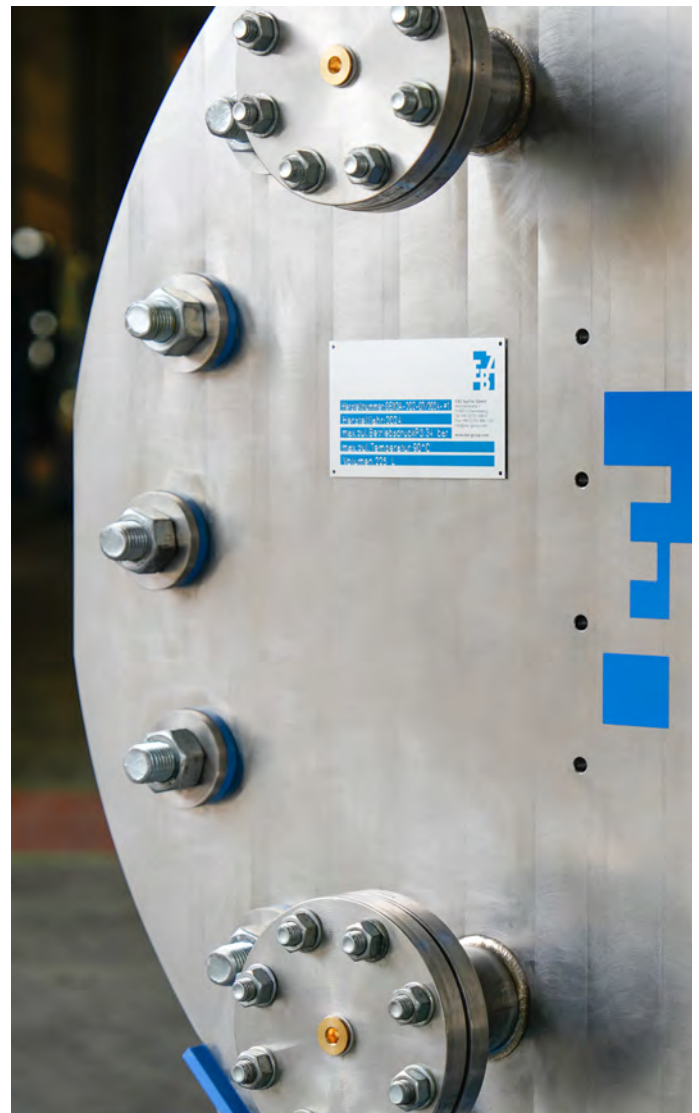
Security incidents

The EBZ Group recorded no inquiries regarding data protection from the responsible supervisory authorities in the 2024 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. Five information security incidents were registered and recorded in the 2024 financial years.

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.



Economic performance

✚ GRI 201-1

The EBZ Group generated a turnover of € 347,353,000 in 2024. 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

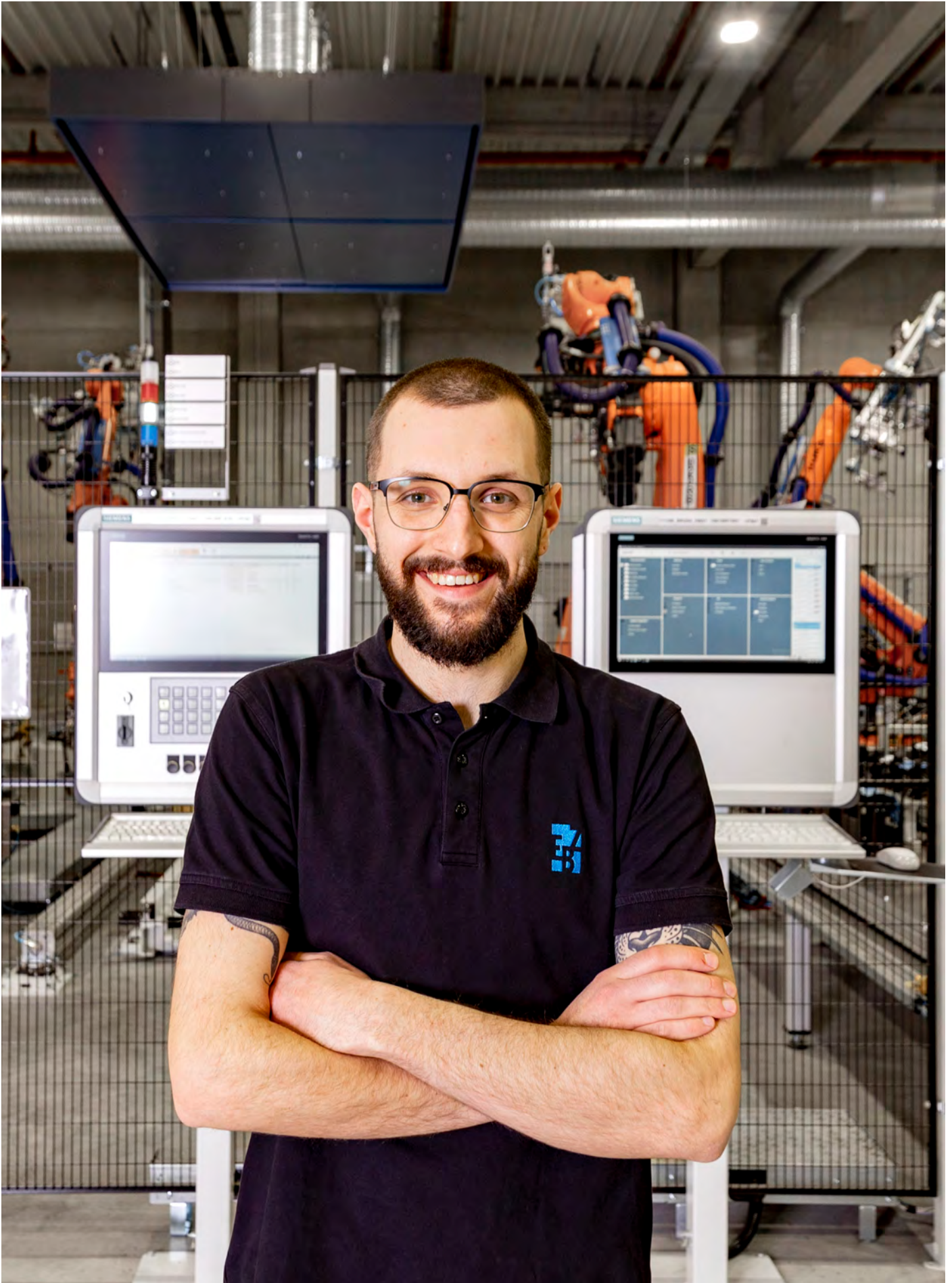
We promote the recruitment of local employees. However, we do not record the proportion of local managers, as it is irrelevant for strategic personnel management in the EBZ Group. The majority of employees working in our foreign subsidiaries are local. Only a small number of managers from the German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

EBZ Group value added statement

in thousand euros

	2023	2024
Revenue	413,816	347,353
Operating costs	- 279,086	- 194,245
HR costs	- 115,005	- 131,039
Payments to investors ¹	- 1,313	- 1,978
Payments to the state (taxes)	- 4,411	- 7,381
Investments at municipal level (e.g., voluntary donations)	- 59	- 16
Retained value	13,942	12,694

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 was one of the main sponsors of the Landesturnfest (state gymnastics festival) in the Schussental region in 2024, although this event had to be cancelled due to flooding.

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 € 810) are donated to the Kinderstiftung Ravensburg children’s foundation. In the context of the annual Christmas initiative, employees donated € 800 to the Stiftung Valentina foundation. This foundation enables severely ill children to receive intensive medical care at home. Management increased this donation, and € 3,800 was ultimately handed over.

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 issues 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 the EBZ Group Legal & Compliance department. Even without a central compliance management system, our goal is clearly defined through the guidelines created and internal measures, including the prevention of legal and regulatory contraventions and, in particular, contraventions of competition law, combatting of corruption and money laundering, the protection of whistleblowers against reprisals and early detection of misbehavior, and the 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 2024 reporting year for failures to observe laws and regulations.

Customer Relations

Flawless processes, processing on schedule, and safe products – these are the aims of the EBZ Group in the interest of the sustained success of its customers. This is why the EBZ Group stands for high quality standards, safety and reliable products and services. In particular, our customers in the automotive sector demand strict quality specifications which we are obliged to observe, including through recognized standards such as IATF 16949, or requirements specified by the customer. This corporate reputation enables us to not only secure long-term business relations, but also strengthen customer satisfaction and loyalty on a sustainable level.

In order to address this aspiration on a sustainable level, we work continuously in the context of our quality management system to improve our products, services and processes. This enables us to ensure that we are always up to date, both professionally and in relation to changing legal and regulatory requirements.

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.

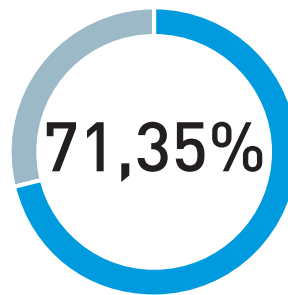
As early as the planning process, we create the basis for safe operation of our production systems and smooth deployment of our tools. Feasibility studies, failure mode and effects analyses (FMEA) and process simulations are among the instruments employed in this context, thus safeguarding the selection 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 2024 financial year. 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 **2024**: 153 (average result 89.05)
- Number of supplier assessments in **2023**: 58 (average result 89.94)
- Number of supplier assessments in **2022**: 90 (average result 89.38)

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 2024 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 2024 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.



GRI Content Index

Details		Page	Comment
GRI 101	Fundamental principles		
GRI 102	General details		
	ORGANIZATION PROFILE		
GRI 102-1	Name of the organization	6	
GRI 102-2	Activities, brands, products and services	8	
GRI 102-3	Headquarters of the organization	6	
GRI 102-4	Business establishments	8	
GRI 102-5	Ownership structure and legal form	6,7	
GRI 102-6	Markets supplied	8	
GRI 102-7	Size of the organization	6	
GRI 102-8	Information on staff and other employees	6	We record the worldwide number of employees in full-time and part-time employment. However, temporary employment relationships were not recorded, and their recording is not planned for the future, as the effort to collect information is not commensurate with the usefulness of this data.
GRI 102-9	Supply chain	9	
GRI 102-10	Significant changes in the organization and its supply chain	9	
GRI 102-11	Precautionary approach or precautionary principle	9	
GRI 102-12	External initiatives	10	
GRI 102-13	Membership in associations and interest groups	10	
	STRATEGY		
GRI 102-14	Declaration of the senior decision maker	4,5	

Details		Page	Comment
	ETHICS AND INTEGRITY		
GRI 102-16	Values, principles, standards and code of conduct	10,42	
GRI 102-18	Management structure	11	
	INVOLVEMENT OF STAKEHOLDERS		
GRI 102-40	List of stakeholder groups	12,13	
GRI 102-41	Collective agreements	13	
GRI 102-42	Determination and selection of stakeholders	13,14	
GRI 102-43	Approach for involvement of stakeholders	14	
GRI 102-44	Important issues and expressed concerns	14	
	REPORTING PROCEDURE		
GRI 102-45	Entities contained in the consolidated financial statement	15	
GRI 102-46	Procedure for determining the contents of the report and the differentiation of topics	14,15	
GRI 102-47	List of significant issues	14	
GRI 102-50	Reporting period	15	
GRI 102-51	Date of last report	15	
GRI 102-52	Reporting cycle	15	
GRI 102-53	Contact in event of questions relating to the report	2	
GRI 102-54	Declaration on reporting conforming to GRI Standards	15	
GRI 102-55	GRI Content Index	46-50	
GRI 102-56	External audit	-	
Significant issues			
GRI 201	ECONOMIC PERFORMANCE		

Details		Page	Comment
GRI 103	Management approach	40,42	
GRI 201-1	Direct economic value generated and distributed	40	
GRI 202	MARKET PRESENCE		
GRI 103	Management approach	40,42	
GRI 202-2	Proportion of senior managers recruited from the local community	40	
GRI 302	ENERGY		
GRI 103	Management approach	23,42	
GRI 302-1	Energy consumption within the organization	24	
GRI 302-4	Reduction of energy consumption	26	
GRI 305	EMISSIONS		
GRI 103	Management approach	21,44	
GRI 305-1	Direct greenhouse gas emissions	24	
GRI 306	WASTEWATER AND WASTE 2020		
GRI 103	Management approach	21,42	
GRI 306-2	Waste according to type and disposal method	22	
GRI 307	ENVIRONMENTAL COMPLIANCE		
GRI 103	Management approach	21,42	
GRI 307-1	Non-compliance with environmental laws and regulations	22	
GRI 308	ENVIRONMENTAL ASSESSMENT OF SUPPLIERS		
GRI 103	Management approach	25,42	
GRI 308-1	New suppliers assessed on the basis of environmental criteria	26	
GRI 401	EMPLOYMENT		
GRI 103	Management approach	30,31, 42	

Details		Page	Comment
GRI 401-1	Newly recruited employees and employee fluctuation	31	
GRI 403	OCCUPATIONAL SAFETY AND HEALTH PROTECTION		
GRI 103	Management approach	38,42	
GRI 403-1	Management system for occupational safety and health protection	29	
GRI 403-5	Employee training in occupational safety and health protection	29	
GRI 403-6	Promotion of employee health	28,29	
GRI 404	TRAINING AND FURTHER EDUCATION		
GRI 103	Management approach	32,33,42	
GRI 404-1	Average number of hours for training and further education per annum and employee	34	
GRI 404-2	Programs for improvement of employee competences and for transition assistance	35	
GRI 413	LOCAL COMMUNITIES		
GRI 103	Management approach	42	
GRI 413-1	Company establishments and involvement of local communities, impact assessments and support programs	42	
GRI 416	CUSTOMER HEALTH AND SAFETY		
GRI 103	Management approach	42,43,44	
GRI 416-2	Infractions in connection with the effects of products and services on health and safety	45	
GRI 417	MARKETING AND LABELLING		
GRI 103	Management approach	42,43,44	

Details		Page	Comment
GRI 417-2	Infractions in connection with product and service information and labelling	45	
GRI 418	PROTECTION OF CUSTOMER DATA		
GRI 103	Management approach	37,38,42	
GRI 418-1	Justified complaint regarding breach of protection and loss of customer data	45	