



SUSTAINABILITY REPORT

2025

Legal notice

✦ GRI 102-53

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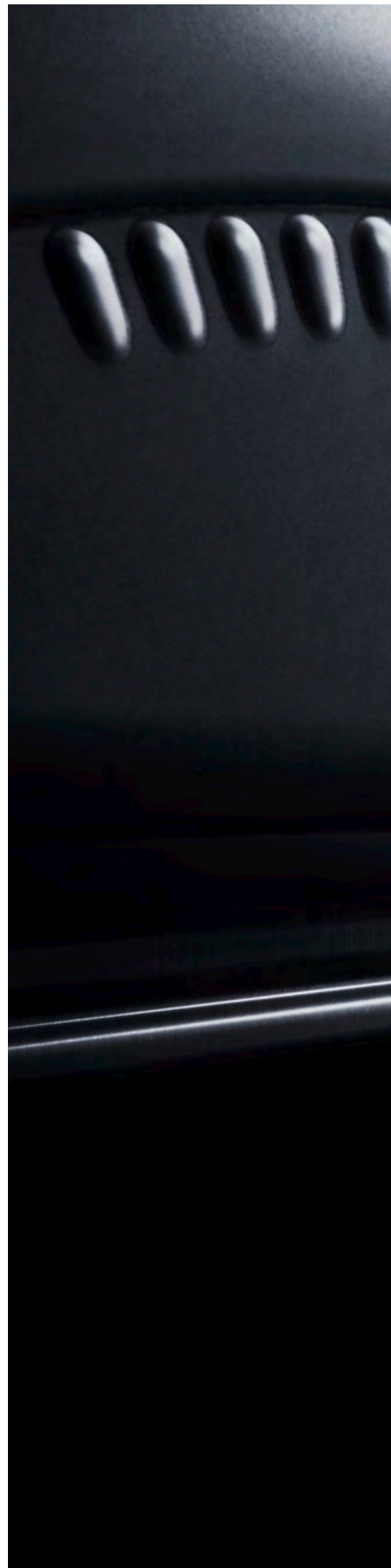
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Our Company

01

Foreword

★ GRI 102-14

Dear Readers,

As an owner-operated medium-sized enterprise, the EBZ Group is one of the world's leading equipment and engineering service providers for autobody technology in the automotive industry. Our daily work is characterized by precision, curiosity and the satisfaction gained from technical solutions. The drive to achieve innovation and our belief in technical progress form the foundation of our corporate self-perception.

In a rapidly developing digital world, sustainable action becomes even more significant and remains an integral component of our corporate culture and strategic orientation. Sustainability means comprehensive responsibility for the EBZ Group: for our employees, the quality and safety of our products and services, for our customers and suppliers, and for society as a whole.

The goal we derive from this understanding leads us to handle natural resources consciously and with awareness, both in the workplace and during planning and development of our products, thus ensuring that we actively contribute to the protection of the environment and our climate.

In addition, the highest priority is given to good working conditions, and the health and safety of our employees. The EBZ Group thrives on the motivation, creativity, and the ideas provided by its workforce, which is why we create a working environment in which people feel valued, and can fully develop their potential.

Sustainability has been firmly anchored in our corporate philosophy and corporate strategy for many years. Each department takes responsibility for concrete measures. This decentralized organization of our sustainability management enables us to address opportunities and risks promptly, and initiate changes in harmony with the respective framework conditions.

Our aim is to achieve permanent economic stability and ecological responsibility in sustainable corporate management. We regard sustainability as a continuous process. We aspire to achieve continuous further development with regard to our products and services, our employees, and our contribution to the environment and climate. Our guiding principle, **– CHALLENGE ACCEPTED –**, sees us pursuing new directions, reconsidering processes, and adapting these if necessary to changing requirements.

This applies in particular to digital change, and the increasing use of artificial intelligence for process design and optimization. Global digitization presents complex challenges for medium-sized enterprises such as the EBZ Group. We weigh up these challenges carefully, harmonizing them with our corporate culture, and concentrating on the opportunities that can be derived from these.

Our motto – CHALLENGE ACCEPTED – also shapes the creation of our sixth sustainability report. Reporting occurred in a period of sustained geopolitical tension and economic uncertainty. The continuing war in Ukraine, persistent disruptions of international trade and transportation routes, volatile energy and commodity markets, and the consequential strain these put on global supply chains posed considerable challenges for companies in the reporting year of 2025. Simultaneously, the sustained transformation of economics and mobility had grown increasingly dynamic, and ecological responsibility and technological innovation must be increasingly addressed together.

Despite these uncertainties, we are adhering to our long-term corporate strategy and including business divisions that enable the EBZ Group to actively contribute to tomorrow's mobility and, step by step, develop into a broad-based technology enterprise. In this manner, we wish to make a long-term contribution to alternative drive systems and cleaner, more climate-friendly and, where possible, mobility with a climate-neutral perspective.



Markus Müller
Board Member
(CFO)

Thomas Bausch
(CEO)

Alexander Schmel
Board Member
(COO)

Corporate Profile

Organization profile

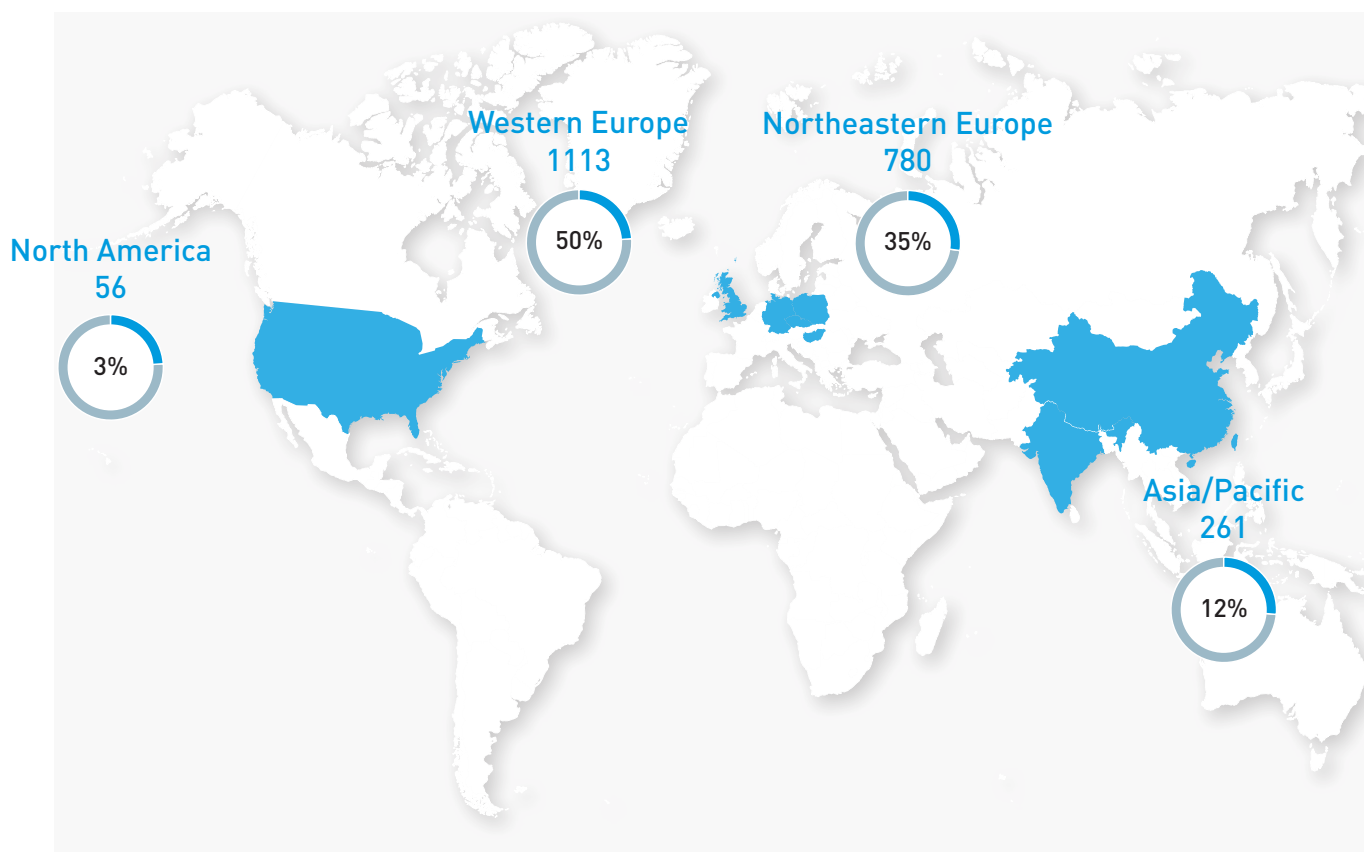
EBZ Group at a glance

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

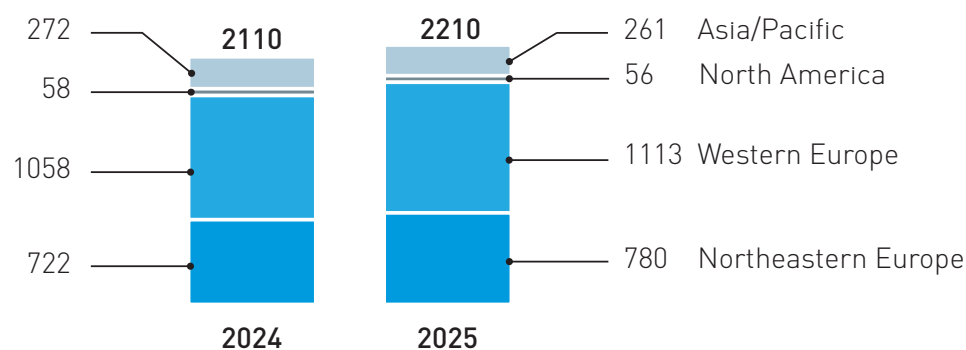
In addition to EBZ SE, the management holding and parent company headquartered in Ravensburg, the EBZ Group also includes 19 operative companies (8 in Germany, 8 in other parts of Europe, including the company in the UK, and 3 outside Europe). EBZ SE is registered as a European Company (Societas Europaea, 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 2,210 personnel in 2025, 1,111 of which were at locations in Germany, 782 at locations in Europe, and 317 at locations outside Europe. 155 employees were employed at the parent company EBZ SE in the reporting year.



EBZ Group employee figures according to region



Employee figures of operative companies

EBZ Group	Country	2023	2024	2025
EBZ SE	Germany	128	150	155
EBZ Engineering Bausch & Ziege GmbH, Ravensburg	Germany	1	1	1
EBZ Composites GmbH, Schemmerberg	Germany	24	27	27
EBZ SysTec GmbH, Ravensburg	Germany	668	720	751
EBZ Ravensburg GmbH, Ravensburg	Germany	83	85	88
EBZ Ammerbuch GmbH, Ammerbuch	Germany	42	45	46
EBZ Bm FormTec GmbH, Ravensburg	Germany	29	28	28
Organifarms GmbH, Constance	Germany	-	-	15
EBZ SysTec Shenyang Ltd., Shenyang	China	187	182	164
EBZ SysTec Inc., McCalla	USA	55	58	56
EBZ SysTec India Pvt. Ltd, Gurgaon	India	81	90	97
EBZ Ungarn Kft., Budapest	Hungary	10	4	3
EBZ Automation Engineering Sp. zo.o., Gliwice	Poland	286	371	398
EBZ Design Engineering Sp. z.o.o., Szczecin	Poland	81	81	82
EBZ SysTec UK Ltd., Birmingham	United Kingdom	2	2	2
EBZ Hoffmann s.r.o., Ostrožská Nová Ves	Czech Republic	257	261	251
EBZ Industrial Solutions S.R.L., Ploiești	Romania	-	-	41
nano power s.r.o., Prague	Czech Republic	4	5	5



Competent partner from initial concept planning to commissioning

✦ GRI 102-2

The EBZ Group is among the specialists in system construction and toolmaking. As an innovative enterprise, the EBZ Group supports automotive projects over the entire product development process, and the complete process chain of toolmaking and system construction. The EBZ Group is a single-source 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 toolmaking, vehicle body plant construction, assembly technology, and the manufacture of special machines. With its Toolmaking, 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), Schemmerhofen (near Biberach) and Constance and through subsidiaries in China, the UK, India, Poland, the Czech Republic, Hungary, Romania, 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. 2,400 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 2025 was 256 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 in the area of hydrogen technology between the EBZ Group and the Center for Solar Energy and Hydrogen Research Baden-Württemberg (Zentrum für Sonnenenergie- und Wasserstoff-Forschung Baden-Württemberg - ZSW). 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, and this 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-Württemberg 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.

In addition, 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. (Assoc. 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



rate development and, indeed, 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

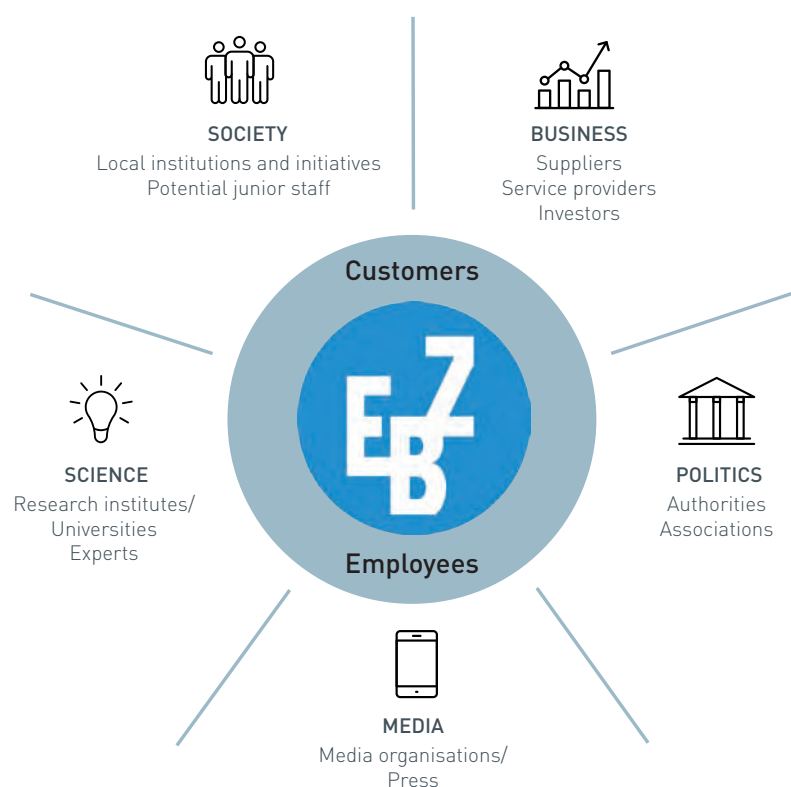
List of stakeholders

★ 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
Behörden	Persönlicher Dialog, Website, Presse

The following groups are particularly important for the EBZ Group:



Collective bargaining agreements

✚ GRI 102-41

The contribution of our employees to our success is decisive. Appreciation and respect when dealing with our employees therefore have 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 therefore 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 2025 was published in July 2026 as the sixth EBZ Group Sustainability Report. The reporting period is the financial year of 2025. 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 to embrace 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 work 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 toolmaking

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 toolmaking.

Formation of an internal development approach:

- The EBZ Group recognizes potential future technologies or USPs and how these differentiate us from competitors.
- High prices on the market provide the incentive to provide one's own appropriate technology.

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 already resolutely promotes the digital transformation of its products and processes. Building on the intelligent networking in the context of Industry 4.0, we are continually expanding our solutions through AI-based functions, thus creating a basis for proactive maintenance, transparent evaluation, and intelligent use of 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 (WBA Tooling Academy) 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. The following development projects relate to the electrolysis product area at EBZ SysTec GmbH:

Ely2Series (project ending: 02/2025)

The individual Ely2Series project completed in 2025 saw expedition of the development and industrialization of internationally competitive alkaline electrolysis stacks, involving core components of the electrolyzer being optimized in terms of cost effectiveness and production. The results and competencies developed during the project were exploited and further developed over the project duration, thus contributing significantly to the sustainable upgrading of the energy infrastructure through renewable energy at the German location.

Megastack (project ending: 12/2025)

In the joint "Megastack BW" project concluded in 2025, scaling of existing electrolysis stack technology was expedited together with the Center for Solar Energy and Hydrogen Research Baden-Württemberg (Zentrum für Sonnenenergie- und Wasserstoff-Forschung Baden-Württemberg) and an industrial partner. Scientific expertise was combined with industrial application competence in this project to develop this future-oriented and climate-neutral energy storage technology towards multi-megawatt systems in a time and cost-efficient manner. The headquarters of all these project partners are in Baden-Württemberg, meaning this project sustainably strengthens Baden-Württemberg as a research, innovation, and business location.

AEMELhy (currently underway)

The goal of the joint "AEMELhy" project currently underway is to develop an efficient, cost-effective electrode coating for alkaline electrolysis together with an industrial partner and the Surface Engineering Institute of RWTH Aachen University. This cooperation combines scientific excellence with industrial engineering expertise, directing this future-oriented and sustainable electrolysis technology towards maximum energy efficiency. The project therefore contributes to the sustainably efficient, ecological and social development of Germany as a location.

This is only a representation of 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. For some time now, the major trend of artificial intelligence (AI) has played a role of major significance in this respect.

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 an 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. In the meantime, a major focus of the team is on applications that encompass artificial intelligence.

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.

The EBZ Group has procured the required resources for its personnel for its own software development. Productive software runs operatively in the dedicated software cluster, supporting diverse product creation processes at EBZ. In addition, the automation of re-

petitive tasks (Robotic Process Automation, or RPA) achieves an immediately tangible workload reduction for employees through digitization.

Thanks to its own software development department, the Data Science Team, and automation options through low code applications (RPA), the EBZ Group now has the means necessary to depict holistic digitization of business processes at every system level. In terms of hardware, the learning cluster for AI-supported applications is in operation and widely used.

The organizational structure is a necessary prerequisite for the EBZ Group to keep up with the major AI trend and, indeed, make its own individual contribution. Activities associated with artificial intelligence (AI) are bundled in the Data Science Team which, for its part, evaluates new technological options, presents these across the company and, where necessary, implements these. In order to find AI application cases for EBZ, an additional internal corporate interest group, the AI Pioneers, was established, and over 100 people are involved here, discussing AI applications and their uses. This group is organized and presented by appropriate data science specialists.

Innovation

In recent years, the EBZ Group has expanded its service portfolio in a targeted manner to encompass strategic future technologies. In addition to classic assembly technology, battery systems, hydrogen technologies and autonomous harvesting systems have become important growth markets, and our company wants to develop these in the long term and, indeed, develop them further.

In the area of assembly technology, battery assembly systems have for several years been of great significance in the EBZ Group portfolio. The growing demand for electric mobility powered by batteries led to the establishment of an independent organizational structure for this business area within EBZ SysTec GmbH. In addition, the joint venture EBZ nano power s.r.o. develops and sells innovative battery systems that enable particularly high numbers of charging cycles with, simultaneously, very short charging durations.

These characteristics are particularly attractive for applications such as buses, ferries, passenger trains (battery electric multiple units, or BEMUs) or mining vehicles. Technological competitiveness in these niche markets was already confirmed in 2024 through an impressive contract for battery-powered buses.

A further strategic future-oriented area is hydrogen technology. Although precise areas of use are still being intensively discussed, hydrogen is regarded as an indispensable component of the energy transition. Against this background, EBZ has worked since 2022 on the further development and industrialization of ZSW electrolysis technology in the context of a license model. Electrode packages are at the core of this, along with the active catalytic coatings which significantly determine the performance of an electrolyzer. An aspect of this which deserves particular mention is that the coatings used require no rare earths or platinum group metals. EBZ increased the real net output ratio by commissioning its own coating plant and, simultaneously, created possibilities for the company to research and further develop new alloys and coating technologies. The digital twin of the electrolyzer required for later series production of a twin electrolyzer is completely created in the PDM system, providing the basis for further industrialization. Although the development of a small series compared with original planning was delayed due to external factors, further technological development is being pursued with rigor. Simultaneously, it is evident that the market will in future increasingly request integrated electrolysis systems rather than exclusively demanding individual electrolysis stacks.

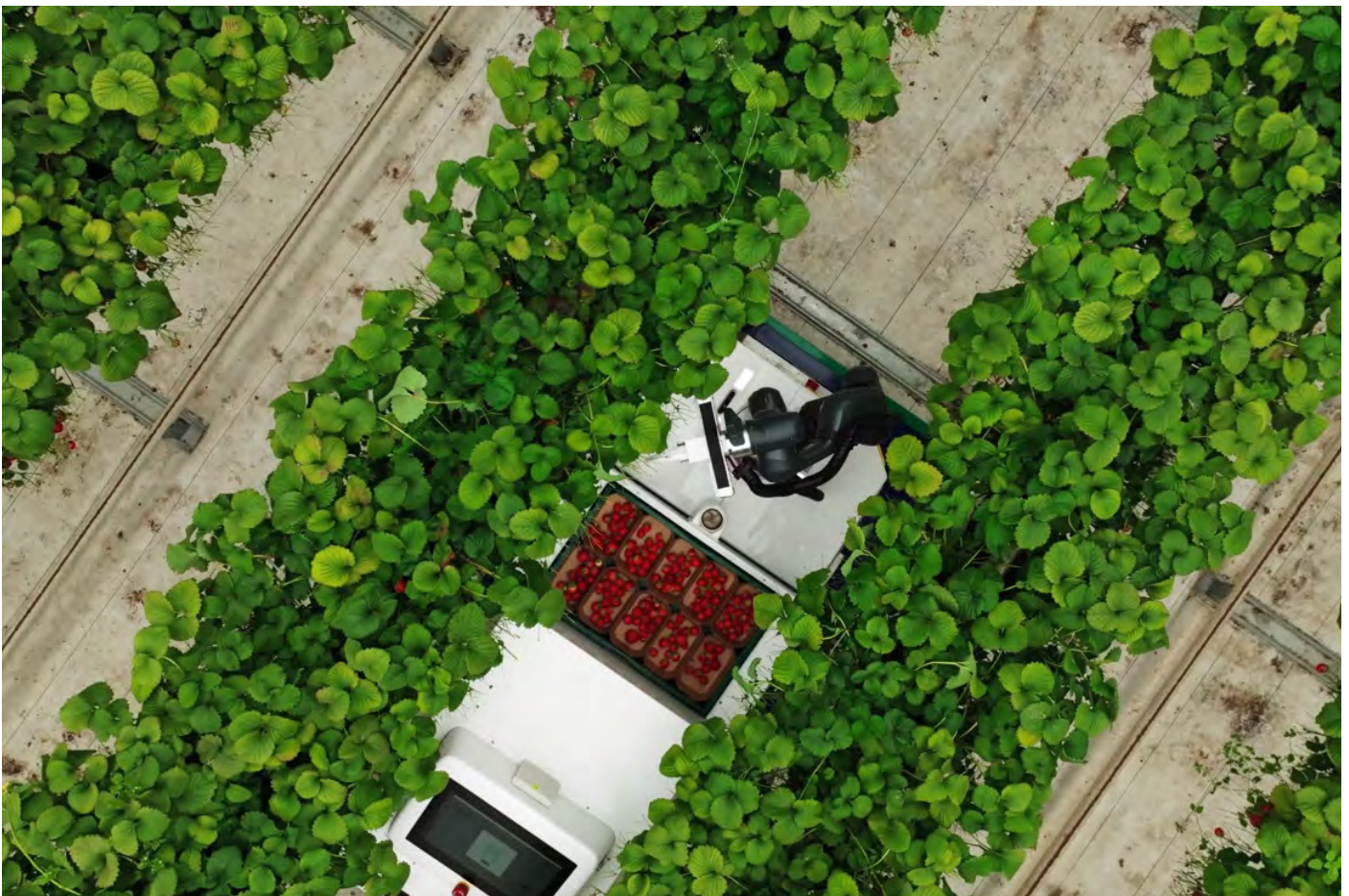
In order to give due consideration to this development, EBZ plans to commission its own test and demonstration facility by mid-2026 in Plant 2 of the Ravensburg location. The electrolyzers installed there should be used to gain technological knowledge and also garner new market potential in the area of regenerative energy sources. These research activities will be supported by several publicly sponsored projects. While the Ely2Scale project is concentrating on ramping up production of core components and Megastack examines scaling of

size and performance, the AEMELhy project, which has since been approved, focuses on the further development of electrode coatings.

Through its involvement in the Organifarms start-up, EBZ has opened up a further strategic future-oriented field. The investment represents consistent continuation of development activities that already existed, as work had been continuing for years on a prototype for automated apple harvesting in open country in the Technology and Innovation Center (TIC). Bundling of competences opens up considerable synergy potential and accelerates the market maturity of the systems developed. The first product produced by Organifarms is an autonomous harvesting robot for strawberries in controlled agriculture environments such as greenhouses. A widening of perspectives envisages an expansion to other operational environments such as

polytunnels. Parallel to this, the autonomous apple harvesting robot is being developed further in EBZ, and this represents a sensible addition to the future product portfolio for Organifarms.

Together with the battery systems, electrolysis technology, and autonomous harvesting system business divisions, the EBZ Group has expanded its portfolio in the past three years into three future-orientated technologies. These activities strengthen the position of the Group as a holistic technology enterprise, expand know-how in the areas of sustainable mobility and the hydrogen economy and, simultaneously, contribute to food production that both saves resources and is sustainable. Consequently, all three areas are important strategic additions to the existing portfolio of services.



Responsible Performance

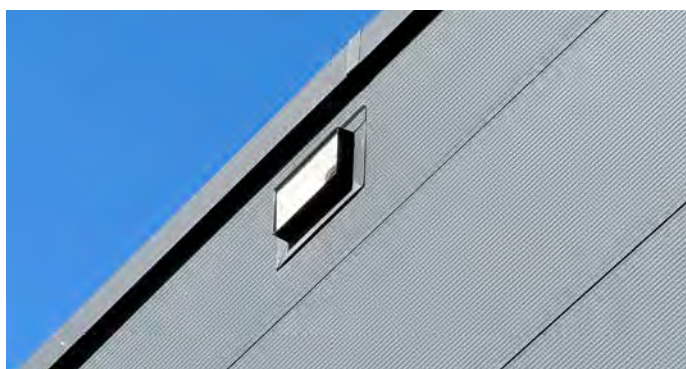
03

Environmental management

No change comes 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 to the energetic advantages, the facade greening attached to the hall also provides 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 great importance in the EBZ Group. Furthermore, the EBZ Group seeks to promote decarbonization along the value train and recommends that its business partners do the same. This is pursued through measures such as the use of biomaterials and green electricity.

The EBZ Group has and will continue to erect PV systems at the Ravensburg location to promote the generation and use of its own electricity.

In addition, we want to protect the health of our employees, customers and business partners through our environment and energy management and sustainable management of resources, thus ensuring their expectations are met. We are also concerned with meeting statutory requirements, which is why we have an environmental and energy management system certified to the international ISO standard. In particular, our energy and environmentally intensive main production location in Ravensburg operates according to both management systems. EBZ SE and EBZ SysTec GmbH are certified according to ISO 14001 (environment) and ISO 50001 (energy), while EBZ Ravensburg GmbH and EBZ Bm FormTec GmbH are certified pursuant to ISO 50001.

Environmental organization

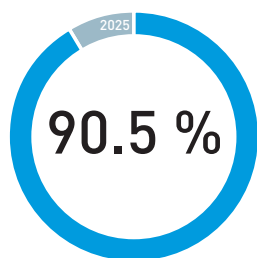
Overall responsibility for the area of environmental and energy management rests with the Chief Financial Officer (CFO) of the EBZ Group who delegates tasks and authority to the Head of the Central Investment, Environmental and Occupational Safety department and has appointed the latter to be the Environmental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

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

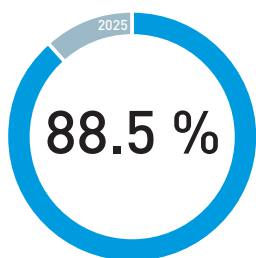
Wastewater and Waste

★ GRI 306-2

The volume of wastewater¹ and waste in the EBZ Group is continually recorded at its main production location by specialized company representatives and waste management officers. Waste is disposed of by certified disposal companies. 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.



Recovery quota =
sorting quota



Recycling quota =
material recycling

Of this, around 1,186 metric tons underwent a recycling process, and 154 metric tons 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 was approximately 91% for the 2025 reporting year, with the EBZ recycling quota reaching approximately 89%.

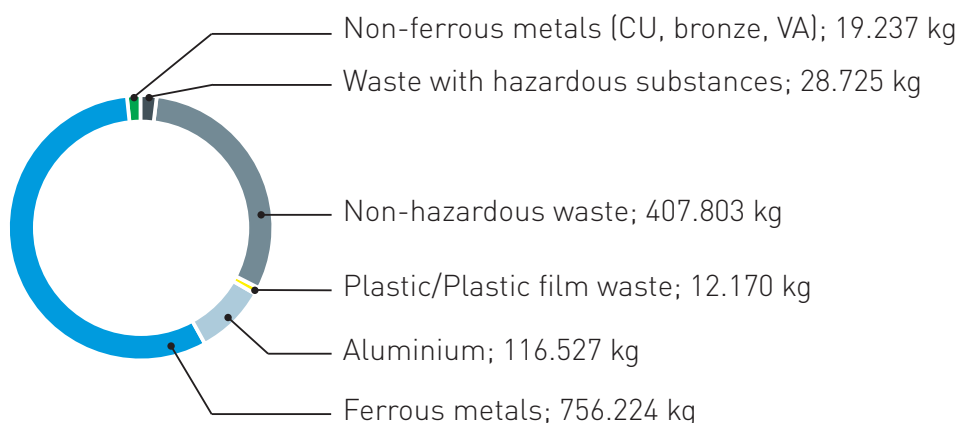
Total waste is recorded in six waste categories relevant for EBZ, indicating the illustrated waste details and volumes for 2025. The increase in waste generated of 48 metric tons when compared to the previous year is due to an increase in orders and the realization of construction measures.

Environmental compliance

★ GRI 307-1

A total of approximately 1,341 metric tons of waste underwent a recovery process in the 2025 reporting year.

No sanctions or fines were imposed on the EBZ Group in the 2025 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

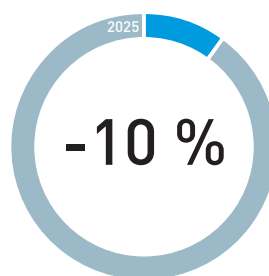
The EBZ Group has provided charging stations for company vehicles at the Ravensburg location since 2019. The location is currently equipped with 25 charging stations. These will be expanded further if necessary to meet demands. Eight charging stations were provided for employees in 2025 on the employee car park. Two charging stations were also 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.

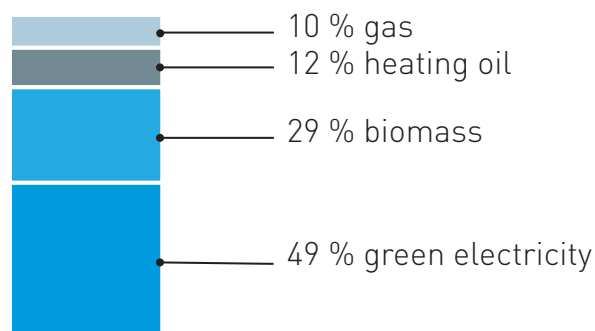
Energy target

At the Ravensburg location, measures which 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 were compared annually. The energy target was achieved and, indeed, exceeded by 11.2%.



Planned energy
consumption reduction

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

	2023	2024	2025
Electricity (green electricity)	6,593	6,466	6,813
Gas	1,496	1,266	1,384
Heating oil	1,492	1,629	1,765
Biomass (district heating)	6,504	6,233	3,895
Total (MWh)	16,085	15,593	13,857

Reduction of energy consumption

★ GRI 302-4

Generally speaking, there was a tendency in 2025 to determine that building refurbishment of the largest production facility in Ravensburg had, in energy terms, positive effects, even though all necessary measures could not be fully implemented. Refurbishment will be completed in 2026, and concrete measurement data will be collected following this.

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 relative to the machining centers. Purchasing of electricity should be reduced through internal power generation (PV systems). PV systems were implemented in Plant 1 and 2, and commissioning of these together produces approximately 1,600 kWp during operation.

Direct greenhouse gas emissions

★ GRI 305-1

	2023	2024	2025
CO ₂ emissions (t CO ₂ /a)	888	870	865
CO ₂ intensity (t CO ₂ /employee ¹)	0.97	0.85	0.84

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

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

Sustainable Procurement

Responsible service provision begins with procurement

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

Target achievement with regard to implementation of ISO 14001 is measured annually in the performance indicator system within the balanced scorecard. Of 65 A-classified suppliers in the 2025 reporting year, 44 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. This is subdivided into the areas of general purchasing, technical purchasing, casting and external processing purchasing, and production parts. Each unit is independently responsible for related suppliers in this respect.

Complaints management is also decentralized, being handled by the respective purchasing unit. The supplier is informed immediately of complaints, and sub-

sequent 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 Labour 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 identity, nationality, marital status, political inclination, veteran status or other characteristics protected locally by law (ethical recruiting)

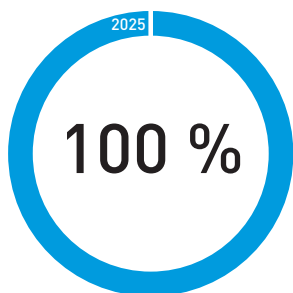
¹ Retrieval from the EBZ Group website at:
https://www.ebz-group.com/assets/PDF-Downloads/AEB_EBZ_Gruppe_fuer_Europa__dt___20241202.pdf

- Respect for diversity, equality and inclusion, and the safeguarding of women's rights
- Financial responsibility
- Prohibition of illegal eviction
- Disclosure of information
- Use of private or public security personnel
- Protection of minorities and indigenous peoples (prohibition of modern slavery)
- Observance of occupational safety and health protection requirements
- Protection against individual arbitrary personnel 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 in terms of environmental criteria in the 2025 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 been reduced annually since then, being 3.7 in 2025.

Likewise, the health rate for employees at the Ravensburg location was 94.50% for the 2025 reporting year. This quota was 94.59% in the previous year (2024).

Health management

✚ GRI 403-6

In addition to classical occupational safety, which primarily addresses the avoidance and prevention of accidents, our objective is to promote the health of our employees on a sustainable and holistic level. The EBZ Group divides its operational health management into three categories in this respect: nutrition, exercise, and "Strong together", thus addressing different areas of focus in health promotion.

In the area of nutrition, the preparation of balanced and fresh meals is ensured in cooperation with the canteen. Employees can enjoy a varied selection of fresh ingredients and a salad buffet every day, thus ensuring that consciously healthy nutrition is supported during everyday working life. The exercise category encompasses different offers for promoting physical activity. It is therefore possible for employees to participate in a company fitness program since 2022.

¹ 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



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. We also offer the employees of our German companies the opportunity to participate in a company bicycle leasing scheme. This is supplemented through regular collective participation in sporting fixtures such as running events.

Under the “Strong together” column, the EBZ Group bundles measures to promote physical and psychological health. These include a variety of preventive measures such as ergonomic coaching, diabetes coaching and 3D spinal scans. Moreover, an Employee Assistance Program (EAP) was introduced that provides employees with professional, confidential, and uncomplicated support if they are faced with professional or private challenges. These offers are free of charge and anonymous for employees. In addition, a monthly blood donation scheme is offered in cooperation with the Blood Donation Center in Weingarten.

Existing measures such as the influenza vaccination at the Ravensburg location and continuous ergonomic transformation of workstations through desks with height adjustment and ergonomic office chairs continue to be an integral component of the health options offered. An extensive range of seminars on the topics of nutrition, exercise, and both physical and mental health round off what is on offer in the holistic concept provided by the EBZ Group.

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, EGYM Wellpass, and JobRad bicycles.

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 to generate 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

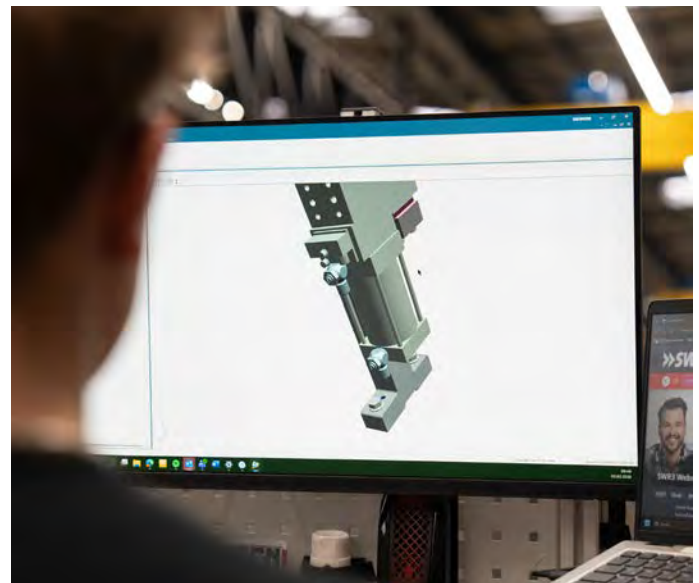
department, particularly the Code of Conduct that applies throughout the Group.

Employment

Newly recruited employees and employee fluctuation

★ GRI 401-1

	Recruited ²	Fluctuation ³
< 30 years	23	21
30-50 years	23	28
> 50 years	11	14
Total	57	63
Male	43	56
Female	14	7



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.

Our “New Leaders” intensive training program promotes development of managers with low levels of management experience by developing and strengthening their leadership skills on a sustainable level through targeted training measures and practical approaches. 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. 2025 saw us initiating an enterprise-wide management offensive in which all managers participated. The focus here was on

revising and strengthening our management profile and establishing a uniform understanding of leadership at all hierarchical levels. This was initiated through a systematic evaluation of existing management behavior based on the management profile and reflecting on this. Comprehensive qualification measures addressing management behavior, communication, delegation, employee involvement, and clarifying of corresponding behavior anchors strengthen consistent implementation during the working day. Specific programs such as the EBZ Young Talent Promotion Program and EBZ New Leaders aim to target development of new and prospective managers and ensure continuous further development in the context of EBZ Leading Edge to secure long-term leadership skills.

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 98 apprentices in 2025². 2025 saw a total of 29 apprentices or students start vocational training or their initial studies at the EBZ Group.

In addition to the classic apprenticeship, the EBZ Group offers the opportunity to do a dual study program in 11 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

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

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.

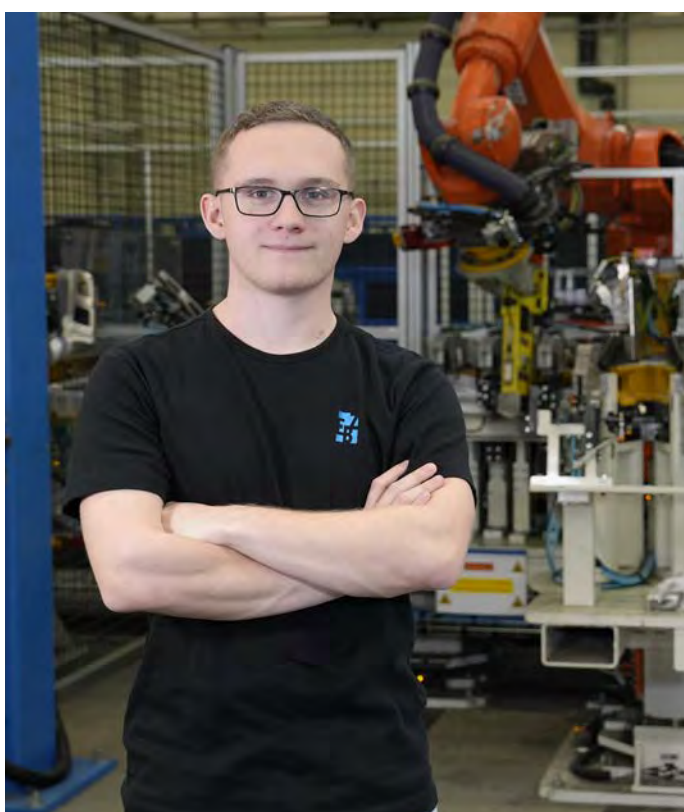
As is the case every year, the EBZ Group also held its Career Day in 2025. People interested in vocational training can get to know the company at the Ravensburg location and obtain information here on an apprenticeship or dual studies at the EBZ Group through a direct exchange with apprentices, students, and educators. 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 time management, organization, and scientific work. We promote team spirit among apprentices through outings and trips organized for 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. The apprentices and students visited the company Kramer in Pfullendorf for a tour in 2025, and this was followed by a game of football golf. 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. Also new in 2025 was the intro studies arranged in cooperation with the Baden-Württemberg 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 lec-

tures in the DHBW. We also offer students regular practical term placements and final dissertations. 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 2025.

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

	2025
No. of individual measures	1014
Number of internal EBZ training measures	69
Average number of hours per annum and employee	11.6 hrs.
Hours dedicated to ...	
- occupational safety	0.8 hrs. (7.0%)
- expertise	2.7 hrs. (23.6%)
- methodical expertise	1.4 hrs. (11.6%)
- social competence	6.7 hrs. (57.8%)

Key figures for advanced vocational training²

	2023	2024	2025
Master craftsman/craftswoman	7	6	4
Technician	11	8	17
Bachelor	7	7	3
Master	9	8	2
Other (e.g., advanced tech. college cert. (FH-Reife))	3	3	5
Total	37	32	31

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. Implementation of data protection and information security in the EBZ subsidiaries is organized by the information security management system (ISMS) of the EBZ Group, and implementation of measures and individual verifications and documents are adapted to local requirements and circumstances by those responsible on site.

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 confidential business and personal data and information concerning our employees and customers, business partners and other third parties in all our business processes and to 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, Budapest, Gurgaon, Coimbatore, McCalla and Ostrozska Nova

Ves 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. Test results can be retrieved via the ENX Association portal and can now be created and made available as PDF files. Current results are valid up until 2028.



Companies with
current TISAX approval

Measures, results and key figures

Since the EU GDPR came into force in 2016, all requirements relating to data protection are realized in the EBZ Group. In the context of a continuous process, existing requirements are updated and new requirements implemented throughout the Group.

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.

Among other things, the data protection management system was expanded two years ago to include integrated recording of data protection impact assessments. 2023 saw a revision of the data protection impact assessments, and the associated process descriptions were also correspondingly adjusted.

During the financial year, basic training for all employees was regularly revised and adapted to new requirements. Basic training for data protection and information security is revised annually by data pro-

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.

tection 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. This is realized with standard compliance across the board.

Security incidents

The EBZ Group did not record any inquiries concerning data protection from the responsible supervisory authorities relating to protection of the privacy of third parties and the infringement of data protection in the 2025 financial year. Moreover, there were no complaints received from customers regarding the loss, manipulation or corruption of customer data. Ten non-critical information security incidents were registered and documented in the 2025 financial year, and all of these were addressed and clarified through successful incident response processes.

New threat scenario

The 2025 financial year saw AI systems being introduced to the EBZ Group. Business processes are increasingly supported by AI systems. The trend towards automating, accelerating, and perfecting tasks with the aid of AI systems is also clearly perceptible in the case of cyber threats. Taking defensive measures against AI-supported attacks has since become part of everyday life. As the use of AI systems in cyber attacks is frequently only suspected, but cannot be reliably proven, AI supported cyber attacks are not recorded separately.

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 € 420,748,000 in 2025. 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 we enjoy advantages as a result. 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

	2024	2025
Revenue	347,353	420,748
Operating costs	- 194,245	-257,898
HR costs	- 131,039	-138,498
Payments to investors ¹	- 1,978	-2,368
Payments to the state (taxes)	- 7,381	-8,535
Investments at municipal level (e.g., voluntary donations)	- 16	-16
Retained value	12,694	13,433

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 is deeply rooted in the Ravensburg region and, equally, extremely successful on an international level. As a responsible enterprise, we regard social commitment as an important part of sustainable action. Together with our employees, we are actively involved in the promotion of social, cultural and sporting initiatives, and we contribute to the setting of positive impulses for the entire region.

One emphasis of our commitment is to be seen in the support of disadvantaged children and families. The “EBZ for Kids with 0.x” donation program enables us to help the Ravensburg Children’s Foundation which, in turn, enables children to access educational, cultural, and recreational programs and supports equal opportunities. Employees donate the cent amount of their net monthly remuneration, and the Management Board doubles this at the end of the year. Many small donations therefore provide sustainable support for children and families in the region.

In addition, the EBZ Group is committed to sponsoring sports clubs and sporting events. Partners which have been promoted for many years include the Ravensburg Towerstars, the FV Ravensburg and other local sport initiatives. With an annual donation of € 10,000, we also support the Rutenfest (the “Birch Whip Festival”) in Ravensburg, thus contributing to the preservation of regional culture and tradition.

We also promote a feeling of community and cohesion within the company. We hold a Summer Party every year, an event where employees, their families, and former colleagues can meet and strengthen the exchange between generations.

Regular fundraising activities complement our social commitment. An example is the proceeds of the Christmas raffle being donated to the Ravensburg Children’s Foundation. In addition to this, we also support the AMALIE Foundation that assists seriously

ill children and their families. The collective involvement of our workforce and additional support from the Management Board enabled us to recently transfer a total of € 5,000 to the foundation.

Through our social commitment, we assume responsibility beyond the limits of our company and make a sustainable contribution to strengthening the quality of life and social cohesion in our region.

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.

Fines due to a failure to observe laws and regulations were not imposed on the EBZ Group in the 2025 reporting year.

Customer Relations

The EBZ Group stands for smooth procedures, punctual project execution, and reliable products – and the clear goal is to ensure the long-term success of our customers. High quality standards, safety, and reliability form the basis of all our services and solutions in this respect. In particular, when cooperating with customers from the automotive sector where very demanding standards are the norm, we regard ourselves as having a particular obligation to meet these requirements in full. This consistent orientation not only strengthens sustainable business relations, but contributes considerably to a continuous enhancement of customer satisfaction and product safety.

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

Observance of requirements

Our aspiration is to consistently comply with all legal guidelines, norms, and standards relating to our products, services, and equipment and their safety, including appropriate labeling. Changes are implemented by us in a timely manner. We always orientate ourselves in this respect on the respective applicable regulations of the countries and regions in which we are active.

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.

Company management creates the conditions that ensure that a quality culture is practiced throughout the entire firm, and that employees can act autonomously and in a spirit that creates this quality. Products and services are subjected to multiple inspections and proofing throughout the entire development process. Quality Assurance, as an independent area, determines which test measures are necessary for this purpose and to ensure that all requirements are adhered to. In addition, relevant inspections and standards are checked at regular intervals by both internal specialist units and external certified institutions.

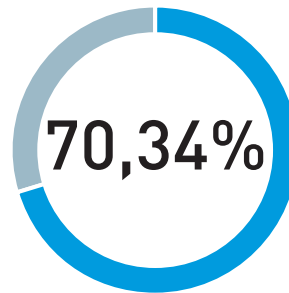
As early as the planning process, we create the basis for safe operation of our production systems and smooth deployment of our tools. Feasibility studies, failure mode and effects analyses (FMEA) and process simulations are among the instruments employed in this context, thus safeguarding the selection 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.

Of particular importance in this respect is the Machinery Directive of the European Union which applies to all of our production systems and represents the basis for acceptance by our customers. Internal CE commissioners oversee adherence to these provisions and are a firm part of all coordination pertaining to aspects of safety relevance.

Efficacy assessment of our management approach

The Quality Management Department examines our locations, processes, and suppliers continuously in coordination with specialized areas on the basis of a 3-year audit program for all value-adding units. In addition, the effectiveness of our quality management system is verified annually by an independent external certification company.

ISO 9001:2015 forms the basis of our QM system. The degree of coverage of global group certification is 70.34%.



Degree of ISO 9001
certification coverage

Measures, results and key figures

The 2025 financial year saw us having our procedures and management systems certified again according to ISO 9001. The EBZ SE, EBZ SysTec GmbH and EBZ Bm FormTec GmbH companies are certified pursuant to ISO 9001 at the main location in Ravensburg. In addition, quality management is expanded to embrace the requirements of VDA 6.3 in the area of series production.

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 **2025**:
152 (average result 88.49)
- Number of supplier assessments in **2024**:
153 (average result 89.05)
- Number of supplier assessments in **2023**:
58 (average result 89.94)

Complaints process

The EBZ Group takes complaints very seriously, with the emphasis being on remedying 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 labeling

★ GRI 416-2; 417-2

In the 2025 financial year, the EBZ Group was not aware of any indications of possible violations which impacted the health or safety of customers. Also, no complaints relating to product and service information or their labeling were determined which led to fines, sanctions or warnings. Breaches of voluntary codes of conduct were also not recorded in the reporting period.

Protection of customer data

★ GRI 418-1

The EBZ Group did not record any inquiries concerning data protection from the responsible supervisory authorities relating to protection of the privacy of third parties and the infringement of data protection in the 2025 financial year. Moreover, there were no complaints received from external parties with regard to loss, manipulation or corruption in relation to customer data. The EBZ Group recorded no losses of hardware within the company in the reporting year.



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