

# SUSTAINABILITY REPORT 2021



# PREFACE

## DEAR READERS,

thus far, the transport sector in Germany has not achieved its contribution to the 1.5 degree target set out in the Paris Climate Agreement. We would like to contribute towards an improvement. This sustainability report for the 2021 financial year shows which economic, ecological and social sustainability goals we have already been able to achieve and what we are planning for the coming years.

We generate most of our turnover with the automotive industry. The shift towards more sustainability has long been noticeable, but further and in some cases even greater changes lie ahead. The electrification of all mobility as well as climate-neutral production sites are leading to a dynamic that is having a huge impact on our business. We see this as an opportunity to make a sustainable contribution with our products and services.

We look back on a stable organisation and leadership structure in senior management that has existed for two decades. With this stability, we implement long-term and future-orientated strategies in a targeted manner. This is how Silver Atena developed from a development service provider to a leading development partner and series production supplier of highly efficient electronic components for emissions-free mobility. This development has a great influence on our sustainability activities. Ergonomics, supply chain law, avoidance of conflict minerals and CO<sub>2</sub> neutrality are just some of the issues that concern us. At the same time, the Corona pandemic has greatly changed the way we work over the past two years. We see this as an opportunity to rethink the way we work. Presence was a firm part of our corporate culture just a few years ago. In the meantime, flexible working hours and work locations have become a matter of course for us. There is also potential for more sustainability in this.

The Expleo Group, to whose holding company we belong, has been publishing a CSR (Corporate Social Responsibility) report since 2017. In this way, a sustainability framework is established for the entire Group. With Silver Atena's sustainability report, we underline the importance of our own contribution as a medium-sized company.

The report is structured according to the four CSR areas of activity "Customers and Products", "Employees and Society", "Environment" and "Suppliers". These are the result of a process in which we have brought together the requirements of our stakeholders and customers with our activities, ideas and measures.

## SILVER ATENA TAKES SUSTAINABILITY VERY SERIOUSLY. WE WANT TO BE CLIMATE-NEUTRAL BY 2030.

I am personally committed to this.

Josef Mitterhuber  
Managing Director





# CONTENT

<b>PREFACE</b> .....	<b>1</b>	<b>EMPLOYEES AND SOCIETY</b> .....	<b>17</b>	<b>SUPPLIERS AND PARTNERS</b> .....	<b>36</b>
<b>SILVER ATENA</b> .....	<b>3</b>	Our goals .....	18	Our goals .....	37
Milestones .....	4	Diversity within the company.....	19	Our “Supplier Code of Conduct” .....	38
Projects for the future .....	5	Our values.....	21	CO <sub>2</sub> neutrality of the series product suppliers.....	39
<b>17 GOALS FOR SUSTAINABLE DEVELOPMENT</b> .....	<b>6</b>	Intellectual property and know-how transfer .....	23	Calculation of the life cycle analysis.....	39
<b>CUSTOMERS AND PRODUCTS</b> .....	<b>8</b>	Personnel development and further training .....	23	<b>SUMMARY</b> .....	<b>41</b>
Our goals .....	9	Involvement .....	23	<b>LEGAL NOTICE</b> .....	<b>43</b>
Our production .....	10	Studying with Silver Atena .....	24		
Our products.....	11	Occupational health and safety .....	25		
Integrity .....	13	Membership of organisations and associations .....	26		
Top rating on sustainability – SAQ 4.0 .....	13	<b>ENVIRONMENT</b> .....	<b>28</b>		
Processes and compliance.....	14	Our goals .....	29		
Distinctions .....	15	Greenhouse gas emissions.....	30		
Trade fairs and congresses .....	15	Greenhouse gas emissions savings .....	33		
		Life cycle analysis.....	34		
		Compliance with REACH and RoHS regulations .....	34		

## SILVER ATENA

### RENEWABLE ENERGIES, HYDROGEN AND ELECTRIFICATION ARE THE KEYS TO FUTURE MOBILITY.

Silver Atena develops and supplies components for fuel cells, electromobility and urban air mobility. The latest milestone is the iONiX charging station.

We supply industry with prototypes and series products. Here, we focus on high-tech solutions for the premium segment. Our products can be found in sports cars, limousines and trucks, air taxis, drones and aircraft, wind farms, ships and trains. Our electronic components meet the highest standards of safety and efficiency.

Silver Atena was founded in 1998 and is now part of the Expleo Group. We employ around 390 people at locations in Munich, Landshut, Dachau, Stuttgart, Hamburg and Bremen. These include numerous engineers who develop specific solutions and highly efficient products for our customers. We use our know-how to offer our own future-orientated and competitive products with foresight. We have established ourselves as a driving force in the market. Our goal is technological leadership.

## LOCATIONS AND EMPLOYEES

OFFICE SPACE

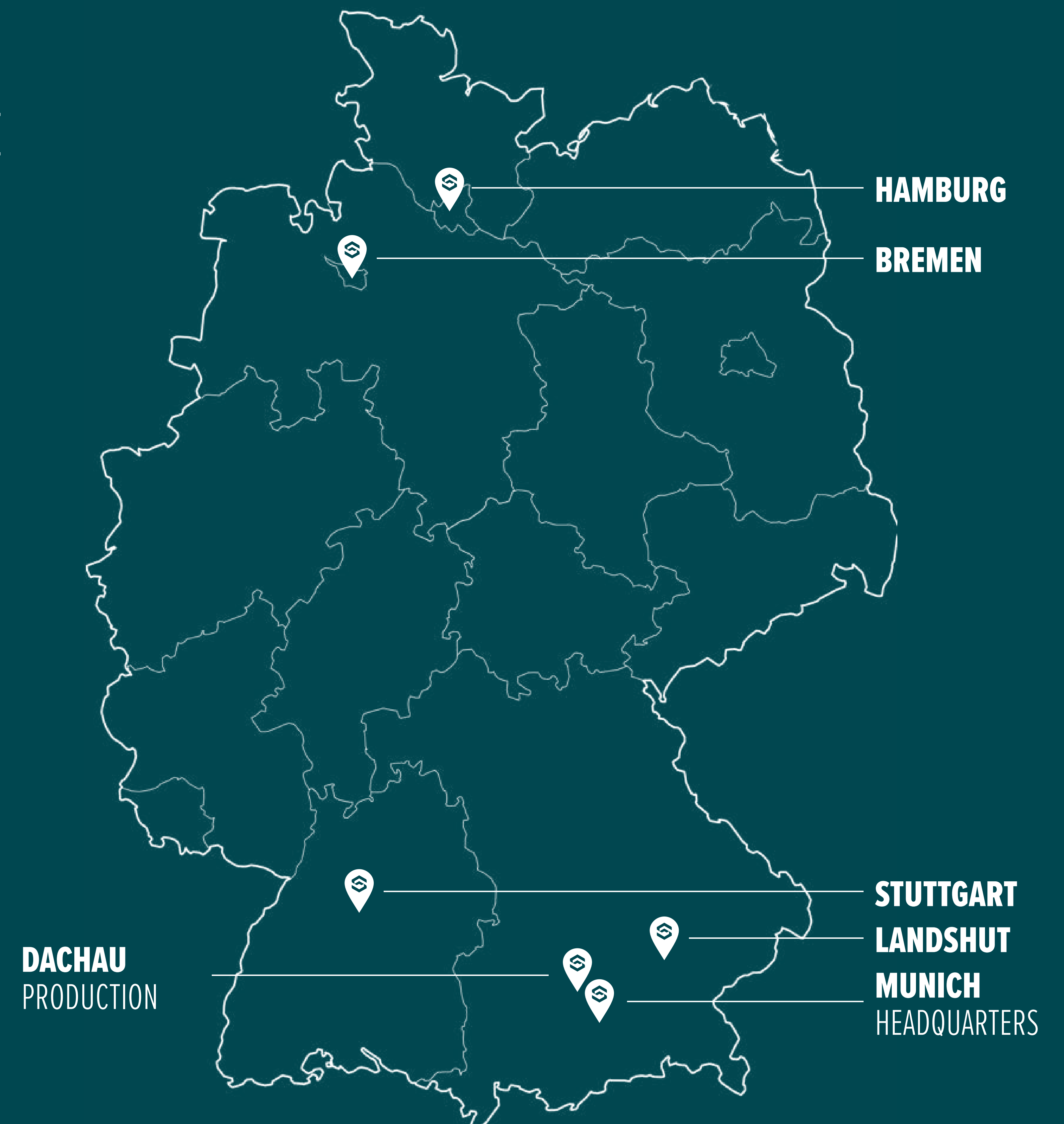
**7,500 M<sup>2</sup>**

EMPLOYEES

**350**

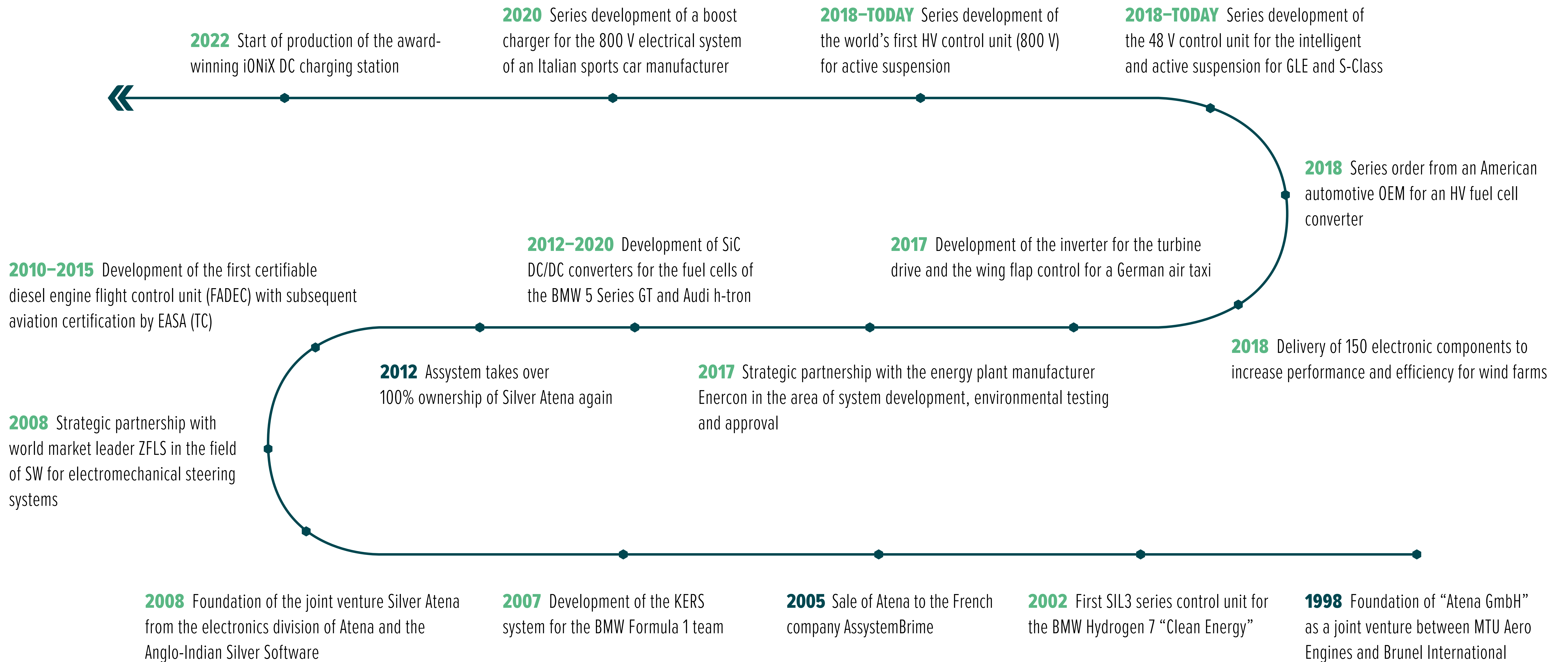
STUDENTS

**50**





# MILESTONES



## PROJECTS FOR THE FUTURE

In spite of the Corona pandemic, we were again able to increase growth and profitability in the past two years. We also expect profitable growth in the coming years, especially in the areas of drive, suspension and charging technology. In 2024 we will have a turnover of 100 million euros. This will thus have doubled within three years.

We concentrate on products which we develop and deliver in series production and thus accompany through the entire life cycle. We focus on technologically demanding research and development projects in order to expand our technological leadership. Another focus is on the development of our own sustainable products. For example, we expect a strong increase in sales with our iONiX charging station as well as with our series products. Sales in the field of electromobility have already risen sharply in recent years. This will also continue in the years to come. Projects in the areas of fuel cells, charging infrastructure and the electrification of all mobility, in planes, trains and ships, will further accelerate future growth.

## SUSTAINABILITY STRATEGY

Sustainability is not a trend for Silver Atena, but an essential element of our corporate strategy.

### WE

- take responsibility for our employees
- ensure fair dealings with our customers and suppliers
- promote sustainable products and developments
- act in an environmentally and climate-conscious manner
- commit ourselves to a sustainable society

# 17 GOALS FOR SUSTAINABLE DEVELOPMENT

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

As a medium-sized company, we see it as our responsibility to implement the SDGs. We are making our contribution to the energy and climate transition, as well as to a decent working environment. To this end, we have developed four fields of action from the 17 Sustainable Development Goals for Silver Atena:



SOURCE <https://www.un.org/sustainabledevelopment/news/communications-material/>



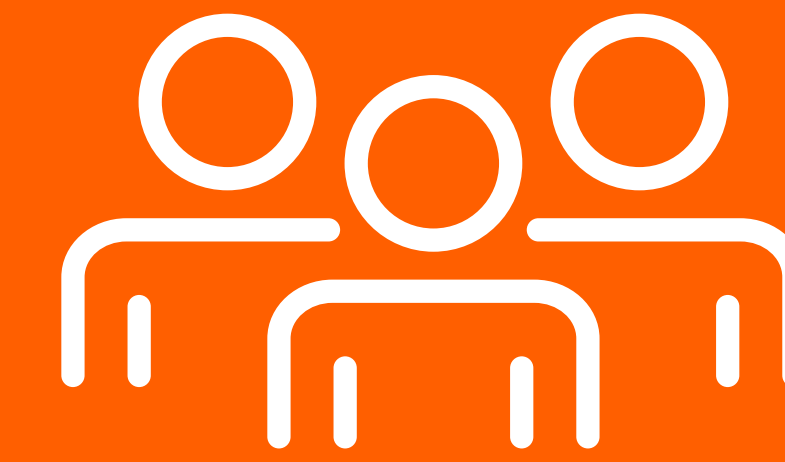
## OUR FIELDS OF ACTION

### CUSTOMERS AND PRODUCTS



We convince our customers with highly efficient products that we develop and produce as climate-neutrally as possible. Ethical integrity is our basis for all business decisions and operational actions. These requirements are anchored in our integrated management system and confirmed by certifications.

### EMPLOYEES AND SOCIETY



Our employees are our most important asset. We take responsibility and ensure that they are supported and encouraged. Hence the mutual relationship will be successful and trusting in the long term. We are doing a lot for a sustainable society.

### ENVIRONMENT



We make our contribution to environmental and climate protection. By determining our corporate carbon footprint, we are able to identify the largest sources of emissions from our internal processes as well as upstream and downstream activities and take measures to reduce our greenhouse gas emissions.

### SUPPLIERS AND PARTNERS



We ensure fair dealings with our partners and suppliers. Together with them, we successfully implement customer projects and our own products. We require binding compliance with our “Supplier Code of Conduct”.



A woman in a white lab coat is using a yellow hair dryer on her hair. The background is a blurred office or laboratory setting with a window. The text is overlaid in the center of the image.

**WE ARE MOVERS AND SHAKERS.  
TOGETHER WE ACHIEVE THE IMPOSSIBLE,  
AND WE HAVE BEEN DOING SO FOR MORE  
THAN 20 YEARS.**



## CUSTOMERS AND PRODUCTS

We supply our customers with highly efficient products that we develop and manufacture as climate-neutrally as possible.

We want to leave a world worth living in for future generations.

Together with our customers and partners, we contribute to SDG 9 (Industry, Innovation and Infrastructure), SDG 11 (Sustainable Cities and Communities), SDG 12 (Sustainable Production and Consumption) and SDG 16 (Peace, Justice and Strong Institutions) by acting in a climate-friendly and resource-efficient way.



## OUR GOALS

### WE ESTABLISH SUSTAINABLE MANUFACTURING

#### RENEWABLE ENERGIES

We use 100 per cent renewable energy for our products.

#### DISPOSAL AND WASTE MANAGEMENT

We are constantly developing our disposal and recycling concept. We ensure that material is reused to the greatest possible extent.

#### 5S

We implement the 5S method in our laboratories to make the workplaces and their environment safe, clean and uncluttered.

#### CHARGING INFRASTRUCTURE

In 2022, our iONiX charging station will be installed at our Lands-hut and Munich locations. All other locations will follow. In this way, we are creating the charging infrastructure that will allow us to convert our company cars and company vehicle fleet more quickly to electric.



## OUR PRODUCTION

We manufacture high-tech electronics for all industries – readily available and environmentally friendly. Our series production covers an area of 3,420 square metres, the laboratories take up 724 square metres. Our variable and scalable assembly lines enable fast product changeover. We pay attention to social, environmental and human rights standards both during our work and in upstream supply chains. Today, we already operate our production sites 100 per cent with green electricity. Our new production hall, which we will open in 2022 in Karlsfeld near Munich, will be equipped with a photovoltaic system that we will use to generate our own electricity there. Due to the proximity of the hall to our main location in Munich, we avoid long transport routes and thus CO<sub>2</sub> emissions. We aim to be CO<sub>2</sub> neutral by 2030, not only internally but throughout the entire supply chain.





## OUR PRODUCTS

Our products help to improve the climate balance. Here is an extract from our portfolio:

### ELECTROMOBILITY

Future mobility will be based largely on electrical energy, stored in a battery or generated from hydrogen with the help of a fuel cell. Whether people travel by car, plane or ship is of secondary importance.

Electromobility with battery and fuel cell drive is one of our core topics.

Both battery and fuel cell-powered vehicles enable emission-free propulsion and make a positive contribution to CO<sub>2</sub> neutrality. Over the past 15 years, Silver Atena has developed various components for this purpose, including the first series production control unit for the BMW Hydrogen 7 (“Clean Energy”) as far back as 2002.

### BATTERY-FED VEHICLES

#### iONiX charging station

The iONiX charging station allows bidirectional charging, i.e. charging in two directions. On the one hand energy flows into the electric vehicle, and on the other hand it can flow from the electric vehicle’s battery into the house via a smart energy system. The electric vehicle can be used to store cheap electricity bought from the grid providers at night, for example, and surplus electricity from one’s own photovoltaic system. iONiX makes this possible.

#### BOOST CHARGER

Our DC boost charger allows vehicles with an 800 VDC electrical system to be charged from 400 VDC wall boxes.

#### HIGH-VOLTAGE TRACTION CONVERTER

The compact and robust DC/AC converters have been developed for the connection of traction electric motors to the 400 V to 800 V on-board electrical system and are designed for the harsh conditions on the axle drive. Naturally, the high-voltage traction converter can also be used in fuel cell-powered vehicles.

### FUEL CELL-POWERED VEHICLES

#### FUEL CELL DC/DC CONVERTERS

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

#### HIGH-SPEED INVERTER

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



## SAFETY AND ACCIDENT PREVENTION

In addition to components for electromobility, Silver Atena also focuses on components that increase safety and thus contribute to accident prevention.

In the area of active suspension, our components actively intervene in the vehicle damping and torque distribution. This not only increases comfort and driving dynamics, but also helps to stabilise the vehicle, especially in critical situations.

### ACTIVE SUSPENSION

The award-winning shock absorber control unit, the Intelligent eQualizer, controls a motor-pump unit consisting of a DC motor and a bidirectional hydraulic pump. Here, the road surface is recorded with the help of a stereo camera. With the help of the motor-pump unit, a corresponding control algorithm allows the passenger compartment to be stabilised and levelled in any driving situation. Roll and pitch moments are compensated for. This not only increases driving comfort, but also driving safety.

### ETORQUE VECTORING

Active torque distribution enhances driving dynamics and safety. The control unit with integrated electric motor supplies individual wheels with different torques and thus prevents understeering or oversteering.





## INTEGRITY

We treat our customers fairly and reliably. We strictly reject unethical or illegal business practices. Integrity, sustainability and ethical behaviour are firmly anchored in our integrated management system and via the code of conduct.

We inform our employees in ethics and compliance training. With review measures, we ensure that processes and responsibilities are documented, tracked and adjusted as necessary.

If we become aware of human rights violations or other abuses, we consistently follow them up. To this end, the Expleo Group has set up a whistleblowing system.

## TOP RATING ON SUSTAINABILITY – SAQ 4.0

Silver Atena regularly answers the SAQ 4.0 (self-assessment questionnaire), a self-assessment survey in the automotive (supplier) industry. This sets out the automotive industry's guidelines for improving sustainability.

### THE GUIDELINES COVER FOUR FIELDS:

- Corporate management
- Fair working conditions and respect for human rights
- Compliance guidelines
- Environment and sustainability

The aim of SAQ 4.0 is to improve the sustainable business practices of original equipment manufacturers (OEMs) and the entire supply chain. The independent service provider NQC Ltd. reviews and evaluates the management, business ethics and environmental protection documents uploaded via a platform. Silver Atena always achieves very good ratings. With a result of 85 per cent at the Munich location and 89 per cent at the Dachau location, we are well above the average of comparable companies in our industry.





## OUR CERTIFICATIONS AT A GLANCE

- DIN EN ISO 9001 Quality Management
- DIN EN 9100 Quality Management in Aviation, Space and Defence
- DIN EN ISO 14001 Environmental Management
- DIN EN ISO 45001 Occupational and Health Management
- TISAX Information Security Management

## PROCESSES AND COMPLIANCE

Certifications confirm that we implement our processes in compliance with standards and requirements. Our integrated management system is certified according to DIN EN ISO 9001 and DIN EN 9100. It combines compliance with governance. Procedures and processes are standardised and defined throughout the company. In 2022, our management system at our production sites and at the Munich headquarters will be additionally certified in accordance with the requirements of IATF 16949.

We have been practising environmental management for many years. In 2014, our environmental management system was certified in accordance with DIN EN ISO 14001. This means that environmental concerns are analysed on a company-specific basis and production processes are improved in an environmentally sound manner. Also the occupational health and safety management system was in place long before it was certified in 2020 according to DIN EN ISO 45001. TISAX certification confirms the implementation of information security and data protection according to a defined standard.

### HANDLING INFORMATION AND DATA

Handling data and information is a top priority for us.

#### THIS INCLUDES:

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

High security standards apply to confidential information. We train our employees and agree on confidentiality and data protection declarations.

We promote awareness among our employees through annual awareness training via e-learning. We attach particular importance to access security for our offices and buildings as well as the security of our computer infrastructure and networks. We test these regularly with penetration tests. The awareness of our staff is checked via phishing simulations. The introduction of an “ambassador” concept enables us to ensure a rapid alarm chain within the company in the event of an emergency. Ambassadors are employees specially trained and sensitised in information security who act as multipliers at their location.



## DISTINCTIONS

Our innovations are convincing for our customers and have received several awards. Most of these contribute to improving environmental and climate protection.

### TOP INNOVATOR

Silver Atena was awarded the Top 100 seal in the Top 100 innovation competition. Since 19th June 2020, we have even been among the top 3 most innovative medium-sized companies in Germany. We received awards for the third time in succession.

- 2018: Intelligent eQualizer
- 2019: Inverter Turbofan Flap Control, concept of a component for Air-Taxi
- 2020: Onboard DC Boost Charger

### E-MOVE AWARD

In 2021, our iONiX charging station won the eMove360° award in the Charging & Energy category. The jury praised the practical functions. It highlighted forward-thinking features such as bidirectionality, i.e. charging in both directions. Via bidirectionality, the car battery can supply household appliances with power. The attractive iONiX design was also very well received.

## TRADE FAIRS AND CONGRESSES

We present our services and products at trade fairs and events. They are important platforms for talking to customers and partners in person. These are made aware of the positive contribution our innovations make to the climate and the environment, and thus to sustainability.

In 2021 Silver Atena exhibited at the following trade fairs and conferences, among others:

- Internationale Automobil-Ausstellung, IAA
- Electronics in Vehicles, ELIV
- eMove360° Europe, the world's largest trade fair for Mobility 4.0
- ChargeTec, trade conference for charging technology and charging infrastructure for electric vehicles





## THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Highly above-average rating in the automotive industry guidelines on sustainability, SAQ 4.0
- Increasing contribution to electromobility and its infrastructure
- Awards and prizes for innovative products such as iONiX
- 100 per cent green electricity at our production sites
- Participation in four trade fairs and one trade conference

## THESE ARE OUR NEXT STEPS

- 5S method for occupational safety in all areas of the company
- Reinforce “ambassador” concept for IT security
- Calculate the Product Carbon footprints of our products
- Stronger focus on recyclable materials in production
- Stronger focus on resource-efficient, low-pollutant and climate-friendly production
- Consideration of recyclability and life cycle assessment as early as the product development stage
- Certification of our production sites in accordance with IATF 16949

## THIS IS HOW WE MEASURE OUR SUCCESS

- Positive results of SAQ 4.0
- No whistleblowing reports on suspected cases of corruption or violations of our code of conduct; ACTUAL value: 0 reports
- Signed confidentiality agreements from our newly hired employees; ACTUAL value: 100 per cent
- Proportion of certified sites according to ISO 9001/EN 9100: 100 per cent



A close-up photograph of a woman with short dark hair and bangs, wearing a blue button-down shirt. She is looking thoughtfully to the right, with her hand resting on her chin. The background is dark with a faint, glowing blue technical drawing of a mechanical component, possibly a bearing or a gear assembly, overlaid on the right side.

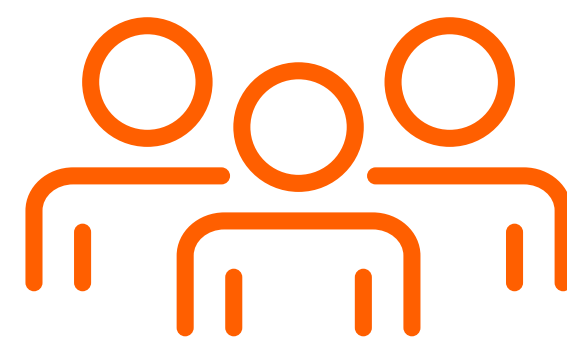
**OUR WORLD NEEDS  
PEOPLE WHO DARE TO  
BELIEVE IN A VISION.**



## EMPLOYEES AND SOCIETY

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

We contribute to SDG 3 (Health and Well-Being), SDG 5 (Gender Equality) and SDG 10 (Reducing Inequalities) by promoting diversity and equality in the company and health and safety in our workforce.



## OUR GOALS

HAPPY EMPLOYEES ARE OUR MOST IMPORTANT CAPITAL. WE OFFER A SECURE JOB IN THE LONG TERM.

### **JOB SECURITY**

We continuously review and optimise our job security.

### **MOOD BAROMETER**

Since October 2021, we have been asking our employees how they are doing. The goal is a satisfaction rate of at least 80 per cent.

### **CORPORATE BENEFITS**

We offer our employees corporate benefits, analyse satisfaction with the benefits or special conditions offered and improve our offer accordingly.

### **OCCUPATIONAL HEALTH MANAGEMENT**

We develop a demand-orientated offer with attractive sports and fitness activities as well as prevention offers.



## DIVERSITY WITHIN THE COMPANY

We are a performance-orientated organisation. The core of our corporate culture is the respectful and appreciative treatment of all employees – irrespective of gender, age, origin, religion and sexual orientation. We only consider qualifications and personality to be decisive. Cooperation between the most diverse talents always leads to innovative and creative solutions. Our employees are 85 per cent male and 15 per cent female.

### OUR STAFF IS MADE UP OF

# 24

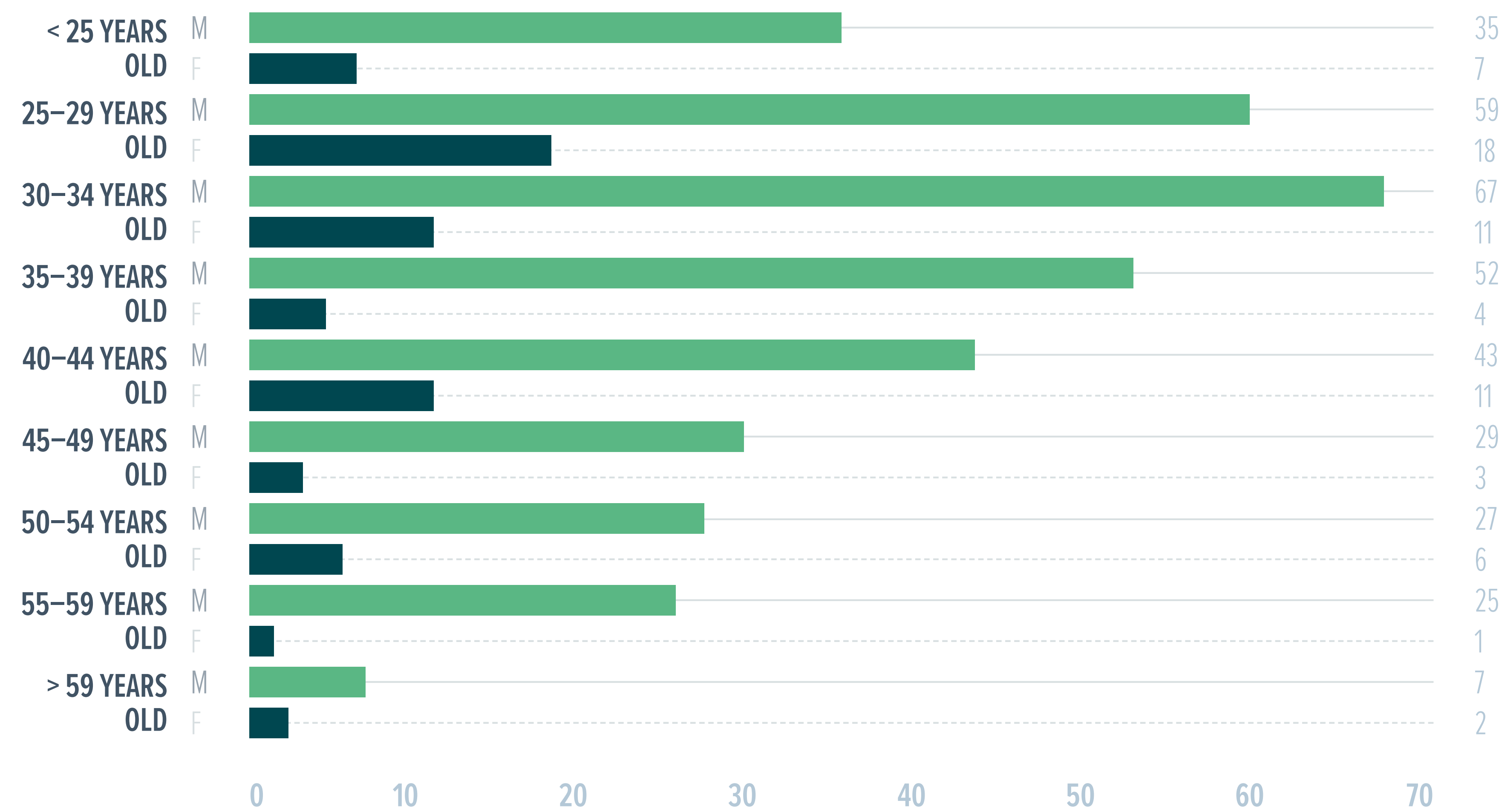
#### NATIONALITIES.

Afghani, Austrian, Chinese, Croatian, Czech, Dutch, French, German, Hungarian, Indian, Italian, Kosovan, Latvian, Lebanese, Mexican, Moroccan, Peruvian, Polish, Russian, Spanish, Tunisian, Turkish, Ukrainian, Vietnamese



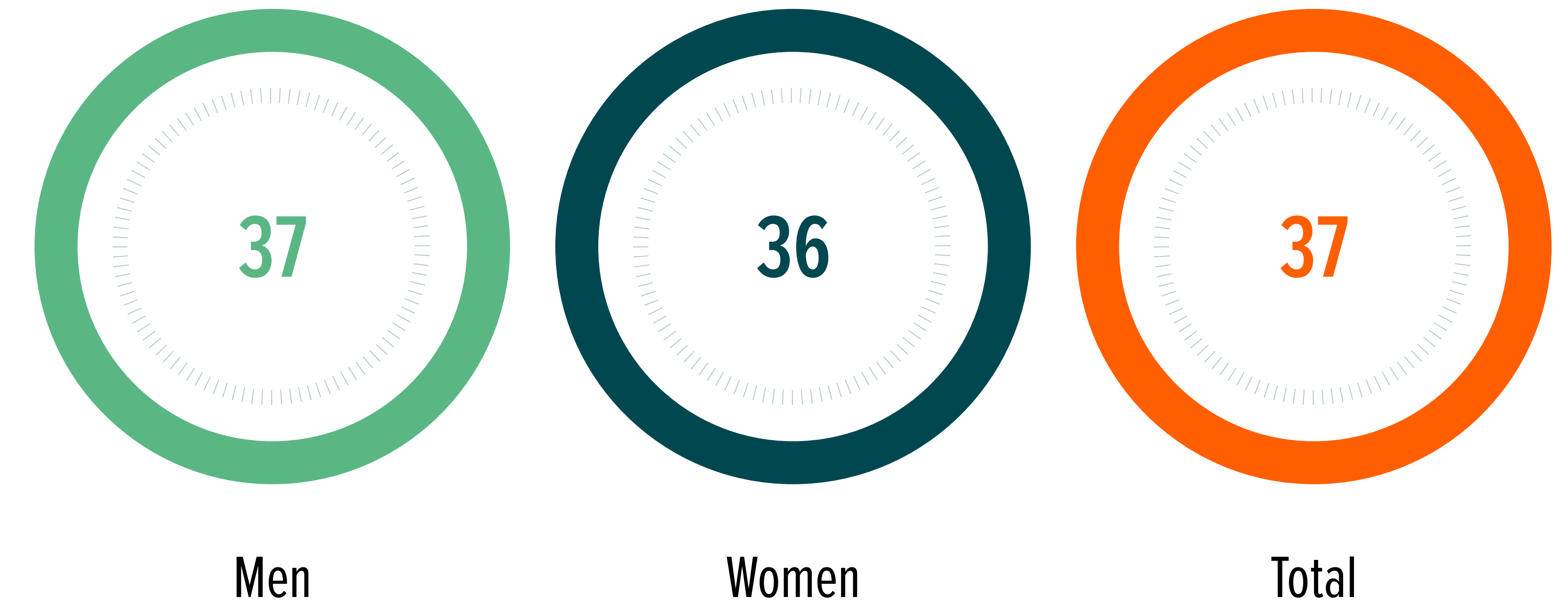
**THE GROUP OF MEN AGED 30 TO 34 IS THE LARGEST IN THE WORKFORCE.**

AGE AND GENDER



**AVERAGE AGE**

According to the 2017 microcensus, the average age of people in employment in Germany in 2017 was 47 for both men and women. On average, Silver Atena's workforce is significantly younger.





## OUR VALUES

### RESPECTFUL INTERACTION WITH EACH OTHER

Our dealings with each other are based on respect and openness. We support our employees and enjoy our successes in development and production together. New markets and the challenges associated with the electrification of mobility challenge our workforce and motivate creativity and innovation. Since we prefer flat management structures and balanced teams, our managers are approachable for all employees at all times. The annual staff appraisal focuses on the development goals and interests of each individual. Talking openly with one another allows staff to develop both professionally and personally. We are particularly pleased with the high rate of internal appointments to management positions.

### PRINCIPLE OF OPEN DOORS AND FLAT HIERARCHIES

We maintain open communication across all hierarchical levels. To reinforce this principle, we enable our employees to share their thoughts and feelings on a monthly basis in an anonymised mood barometer. The goal is that at least 80 per cent of employees are satisfied.

We also provide regular information on ongoing and planned sustainability activities. Information channels are our intranet, e-mails and “Klartext”, the TV programme made by the management. In 2021 we broadcast “Klartext” seven times.

### SAFETY AND STABILITY

We are a healthy, sustainably growing company that offers secure and stable jobs. Thanks to this situation, our employees can carry out their work in a goal and result-orientated manner without any stress. This pays off. The average length of service of our permanent employees is 6.5 years. In relation to the sector comparison and the average age, this is a very satisfactory figure.

### APPRECIATION AND CORPORATE BENEFITS

In addition to showing appreciation for our employees, we offer perks and corporate benefits. In addition to group accident insurance, we provide a subsidy for the company pension scheme and capital-forming benefits.

It is important to us that our employees feel at ease. Hence we ensure that our workplaces, social rooms, laboratory areas and production facilities comply with occupational safety requirements. They are also attractively and ergonomically designed. We offer our employees free cold drinks, coffee and tea.

Summer parties and Christmas celebrations with special attractions and competitions for employees go far beyond the usual. We plan a “Wiesn” trip to the Munich Oktoberfest every year. A motor racing day at the Salzburgring is one of the special events. Our employees highly appreciate our benefits and our actions.



**FLEXIBLE WORKING ENVIRONMENT**

The shift to a more flexible working environment began before the Corona pandemic and has now accelerated. As a consequence, we work even more flexibly in terms of time and location. Wherever possible, our employees take advantage of this opportunity after a mutual agreement process.

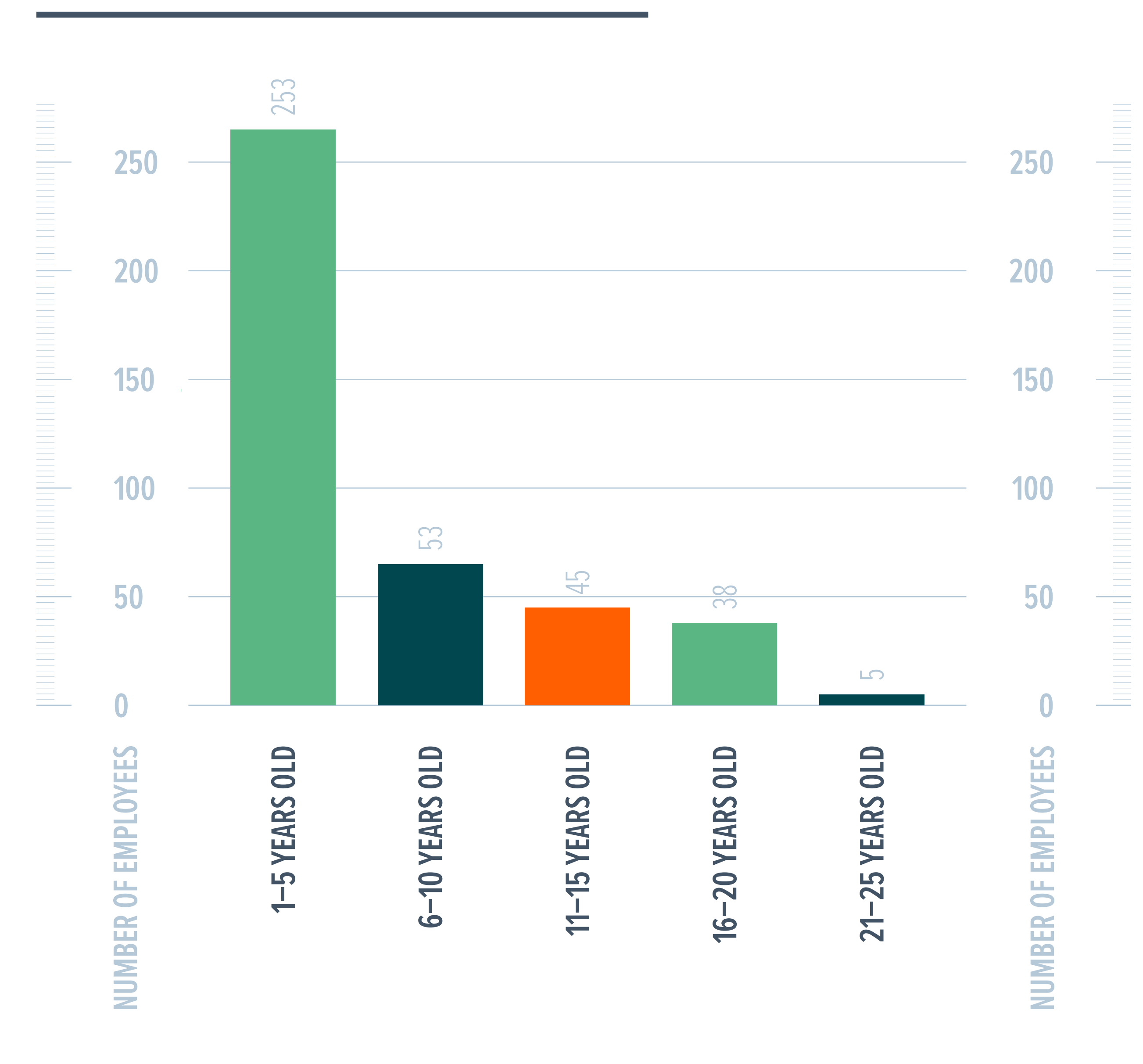
With the onset of the pandemic, the home office rate increased to about 50 per cent. In the summer of 2020, a survey among employees showed that most of them would still like to have a combination of on-site and home office – roughly a 50:50 ratio. This result prompted the management to analyse the existing office situation. As an expanding company, we need more space for employees on the one hand, but expect growing interest in mobile working on the other hand. We are now adapting management structures and office space to this development in order to enable a satisfactory work-life balance.

**6.5 YEARS AVERAGE LENGTH OF SERVICE**

**COMPATIBILITY OF FAMILY AND CAREER**

We have always promoted the compatibility of family and career through flexible working hours and home office. Furthermore, we support our employees in flexibly applying parental leave regulations. We take family interests into consideration by means of individual part-time models.

LENGTH OF SERVICE IN YEARS\*



\* (excluding students)



## INTELLECTUAL PROPERTY AND KNOW-HOW TRANSFER

25 per cent of our employees have been with the company for more than ten years. They have an incredibly broad special knowledge that they pass on to new employees in a targeted manner. This knowledge enables us to achieve high added value through lean processes. This ensures resource-saving work with simultaneous promotion of our younger employees. We can steadily increase our productivity. Knowledge management (lessons learned) and the mix of experienced and young colleagues is standard in our projects and enables maximum know-how transfer.

Our internal knowledge carriers pass on their experience in numerous training courses. We also offer training provided by external trainers. We will continue to develop this concept. The aim is to measure and increase the interaction between qualification and productivity.

## PERSONNEL DEVELOPMENT AND FURTHER TRAINING

Our personnel development works according to an integrated, competence-based development model for employees. It shows the diversity of career perspectives at Silver Atena. Among other things, the model compares possible development paths in the company with employees' expectations regarding further development in different fields of competence. We motivate people to take on more responsibility. Despite the pandemic, we increased the number of training days by 20 per cent compared to the previous year.

## INVOLVEMENT

Through the works council, our employees can lend weight to their voice and contribute to consensus-building. The Silver Atena works council has nine members from all locations. Among other things, it monitors compliance with laws, company agreements and guidelines in the interest of the employees and represents the employees' interests and rights under labour law in dealings with the management. The works council reports on the contents in works meetings. Furthermore, it advises employees on labour law aspects and helps to decide on the filling of vacancies.



## STUDYING WITH SILVER ATENA

We support the younger generation. We invest in our future by providing young people with the best possible training and pass on our knowledge. This is our answer to the shortage of skilled workers. 14 per cent of our staff are students. We promote young talent within the framework of 7 formats: Voluntary internship, compulsory internship, work-study students, bachelor's students, master's students, dual studies for students at a university as well as with our Silver Atena Entry Programme for university students.

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

In October 2020, our students founded the group “Notorious E.N.G. Crew” in order to better exchange information with each other. Newcomers to Silver Atena immediately learn about the group's activities and can quickly network within the company. Members of the Notorious E.N.G. Crew work together on their own projects and meet regularly. Students from various departments are currently developing a racing simulator. The management promotes the activities through its own budget and provides premises.







### MOVEMENT

Sporting activities: e.g. running groups, boxing, company runs

Fitness courses: e.g. strong back, HIIT & mobility, boot camp



### NUTRITION

Presentations

Healthy cooking

Barbecue challenge



### STRESS REDUCTION & RESILIENCE

Relaxing leisure activities

Courses, e.g. yoga, relaxation techniques

Resilience training



### PREVENTION

Moving break

Bicycle and car safety training

Online health coach

## OCCUPATIONAL HEALTH AND SAFETY

We are responsible for the health of our employees and visitors to our premises. Whether in production, high-voltage systems or office workplaces – occupational health and safety plays a central role. Silver Atena protects its employees from occupational accidents and from acute and chronic illnesses. Defibrillators are provided at all locations with high-voltage equipment in order to be able to react quickly to a cardiac arrest in the event of an emergency. Wherever possible, we avoid hazardous substances that present a high risk. We only use carcinogenic CMR (cancerogen mutagen reprotoxic) substances in exceptional cases at the request of the customer. During the regular hazardous substance inventory, we check which environmentally compatible alternatives can replace hazardous substances. Since 2020, all production sites have been certified according to ISO 45001 and meet the requirements for the occupational health and safety management system. We also fulfil our responsibility for occupational health and safety towards external companies and visitors.

### OCCUPATIONAL HEALTH MANAGEMENT

We want to maintain the long-term and sustainable health and performance of our employees.

#### WE OFFER:

- Company run
- Fruit basket
- Health campaigns: Offers from employees and external partners
  - Presentations
  - Sporting activities: e.g. running training, participation in company runs, boxing
  - Fitness courses
  - Prevention courses, e.g. moving break
  - Nutrition: Healthy cooking
  - Offers and courses on stress reduction and resilience
  - Driving safety training for bicycles and cars
- Low-cost membership for selected cross-regional fitness studios
- Counselling on mental health in the workplace



### OCCUPATIONAL ACCIDENTS IN 2021

We had seven reportable accidents in 2021. None of these was directly related to professional activity.

### CORONA PANDEMIC

To protect our employees from contracting SARS CoV-2, we encourage them – unless they work exclusively in the laboratory or in production – to work in a mobile manner. This means that only a few people are in office rooms at any one time. Protective masks, disinfectants and Corona rapid tests are always available. A Corona hotline was set up. We are swiftly implementing legal requirements such as the 3G rule in the workplace. These measures are effective: Our health rate is stable. No Corona infections could be traced back to our offices.

### VACCINATION CAMPAIGN

Silver Atena strongly supports the federal government's vaccination campaign. At an early stage, our company doctor offered the Corona vaccination to all employees, their relatives and the staff of Expleo Germany. 30 per cent of our workforce received basic immunisation within the company and 25 per cent were boosted.

## MEMBERSHIP OF ORGANISATIONS AND ASSOCIATIONS

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

### WE ARE A MEMBER OF, OR REPRESENTED IN:

- Federal Economic Senate
- Automotive Nordwest
- BavAIRia
- ECPE – European Centre for Power Electronics e.V.
- IEEE – Institute of Electrical and Electronics Engineers
- Hamburg Aviation
- UAV Dach e.V. – Association for Unmanned Aerial Vehicles
- VDA – Association of the Automotive Industry
- ZAL – Centre for Applied Aeronautics Research



## THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Low turnover rate, 25 per cent of our employees have been with the company for more than ten years
- Low sickness rate
- Hardly any occupational accidents
- Protective measures during the Corona pandemic, Corona hotline, 3G in the workplace
- Vaccination campaign within the company
- Expansion of mobile working and video conferencing
- Occupational health management
- Defibrillators at all locations with high-voltage systems
- Company events such as Christmas party, summer party and motor racing day at the Salzburgring
- Student group “Notorious E.N.G. Group”

## THESE ARE OUR NEXT STEPS

- Analysis of the composition of our workforce and comparison with other companies in the industry
- New stimuli for personnel development and career advancement
- Illumination of the workplaces of the future
- Driving safety training for car and bicycle drivers to make the way to work safer
- Expansion of occupational health management

## THIS IS HOW WE MEASURE OUR SUCCESS

- Mood barometer: more than 80 per cent of our employees feel good at work; ACTUAL value: 81 per cent
- All production sites are certified according to ISO 45001
- Health rate of over 95 per cent; ACTUAL value: 97.3 per cent
- Student ratio of greater than 10 per cent; ACTUAL value: 14 per cent in 2020 and 2021
- For more than 70 per cent of our workforce, Silver Atena is a Great Place to Work; ACTUAL value: 66 per cent



**WE THINK FURTHER:  
IN ADDITION TO ECONOMIC SUCCESS,  
WE HAVE OUR LONG-TERM ECOLOGICAL  
GOALS FIRMLY IN SIGHT.**



## ENVIRONMENT

As a medium-sized company, we see it as our duty to contribute towards climate protection. We want to be climate-neutral by 2030. We have formulated climate protection targets and are determining our CO<sub>2</sub> footprint (corporate carbon footprint). This is how we identify the biggest sources of emissions from our internal processes and upstream and downstream activities. We see where CO<sub>2</sub> emissions can be reduced and work continuously to measurably reduce our greenhouse gas emissions. From 2022 to 2026, we want to reduce our CO<sub>2</sub> emissions by more than ten per cent per year. In doing so, we are taking into account the relative share of our growth. The prerequisite is the calculation of the corporate carbon footprint. Clean water is also a concern for us. This is why we handle hazardous substances with care. We store and dispose of substances of all kinds in accordance with regulations so as not to endanger groundwater and waste water. Where possible, we replace substances with a high hazard potential with more harmless variants. We check our resource consumption in energy audits. We are committed to continuous improvement.

We contribute to SDG 7 (Affordable and Clean Energy), SDG 11 (Sustainable Cities and Communities), SDG 12 (Sustainable Production and Consumption) and SDG 13 (Climate Action).



## OUR GOALS

WE WILL BE CLIMATE-NEUTRAL BY 2030. FROM 2022 TO 2026, WE WILL REDUCE OUR CO<sub>2</sub> EMISSIONS BY 10 % PER YEAR.

### TRANSPARENCY

We will calculate and publish our corporate carbon footprint on an annual basis. This enables us to identify further savings potential and measure our own progress.

### VEHICLE FLEET

We are switching to electric vehicles and modernising the company car policy. We are reducing CO<sub>2</sub> emissions per kilometre by five per cent each year. The proportion of kilometres travelled electrically increases by ten per cent each year.

### POWER

We already use only green electricity at our sites in Munich and Dachau and throughout our production. Our new production hall in Karlsfeld is being fitted with a photovoltaic system. We install energy-saving lights throughout the company.

### PAPER

Since we work digitally, in 2022 we will reduce paper consumption by 20 per cent in the finance division alone. By 2024, the digital personnel file will save about 25,000 sheets of paper each year.

### WORKING MODELS

Our employees can work in a mobile manner. We are looking into using more modern working methods. In order to reduce CO<sub>2</sub> emissions during commuting, we evaluate data on the route and the mode of transport.

### BUSINESS TRIPS

We reduce these to a minimum and hold video conferences whenever possible. The goal is to remain at the low 2021 CO<sub>2</sub> emissions level in 2022.

### PRODUCTS

We calculate the CO<sub>2</sub> emissions at product level for all relevant series products.



# GREENHOUSE GAS EMISSIONS

With the corporate carbon footprint, we record all direct and indirect greenhouse gas emissions (GHG) of Silver Atena based on the standards of the Greenhouse Gas Protocol. This divides the generated emissions into three scopes:

Scope 1 includes all direct greenhouse gas emissions owned or controlled by the company, e.g. from the vehicle fleet and heating systems.

Scope 2 includes all indirect emissions such as those from purchased electricity and district heating.

Scope 3 measures further indirect emissions from upstream and downstream value chains. These include e.g. supply chains, disposal and transport. Although scope 3 emissions are determined on a voluntary basis, the largest emissions can still occur in these categories. It is particularly valuable to include these emissions, as potential savings can often be implemented relatively easily.

We use the measurement unit of CO<sub>2</sub> equivalents, or CO<sub>2</sub>e for short. This makes the effect of the different greenhouse gases comparable, as they remain in the Earth's atmosphere for different lengths of time.

## SCOPE 1 DIRECT GREENHOUSE GAS EMISSIONS

- Vehicle fleet
- Stationary combustion

## SCOPE 2 INDIRECT GREENHOUSE GAS EMISSIONS

- Purchased power
- Purchased district heating

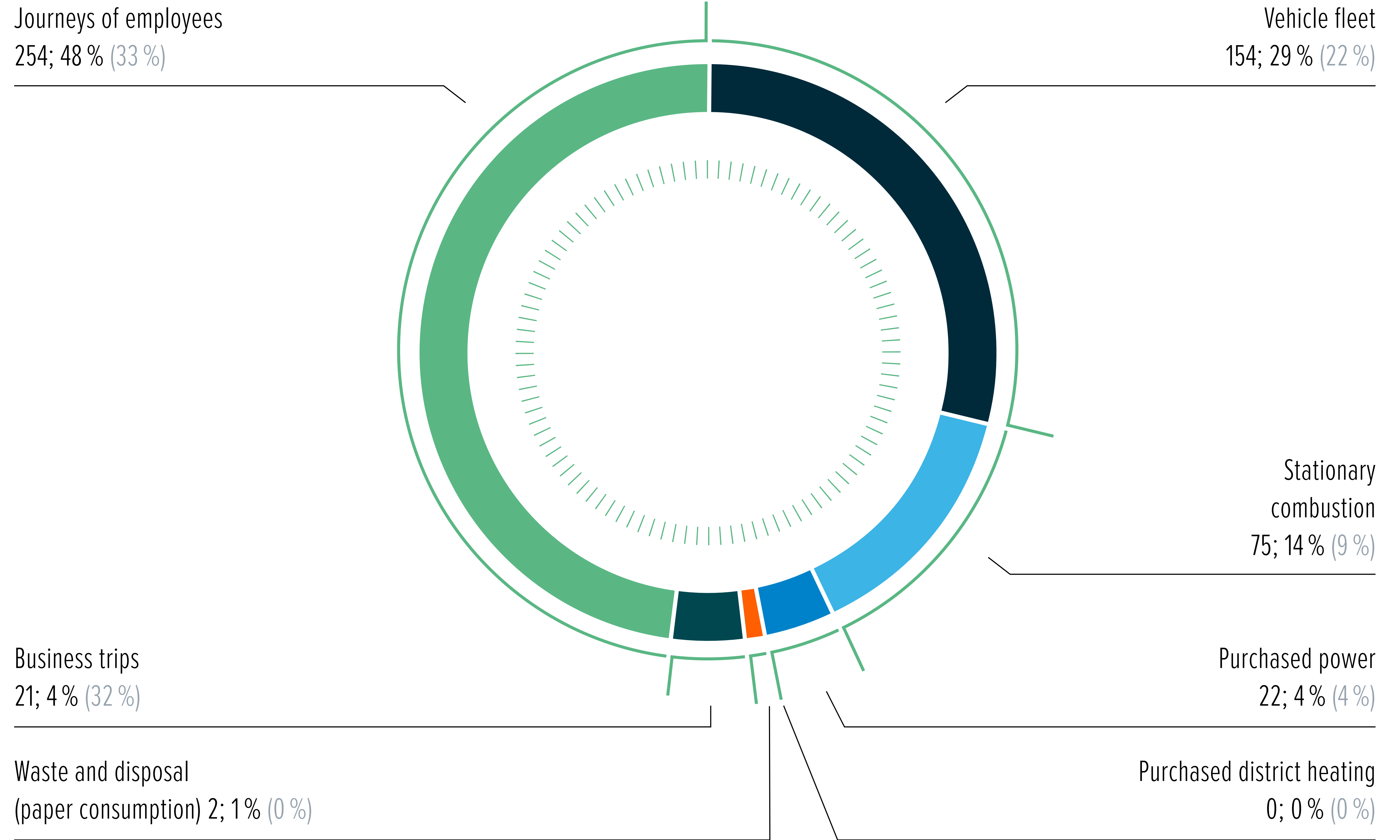
## SCOPE 3 OTHER INDIRECT GREENHOUSE GAS EMISSIONS

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



# DEVELOPMENT OF CO<sub>2</sub> EMISSIONS

DETAILED INFORMATION ABOUT GREENHOUSE GAS EMISSIONS IN 2021 (2019)\*



\*Figures in brackets from base year 2019

## OVERALL GREENHOUSE GAS EMISSIONS 2021

**528** TONNES OF CO<sub>2</sub>e



GREENHOUSE GAS EMISSIONS IMPROVEMENT

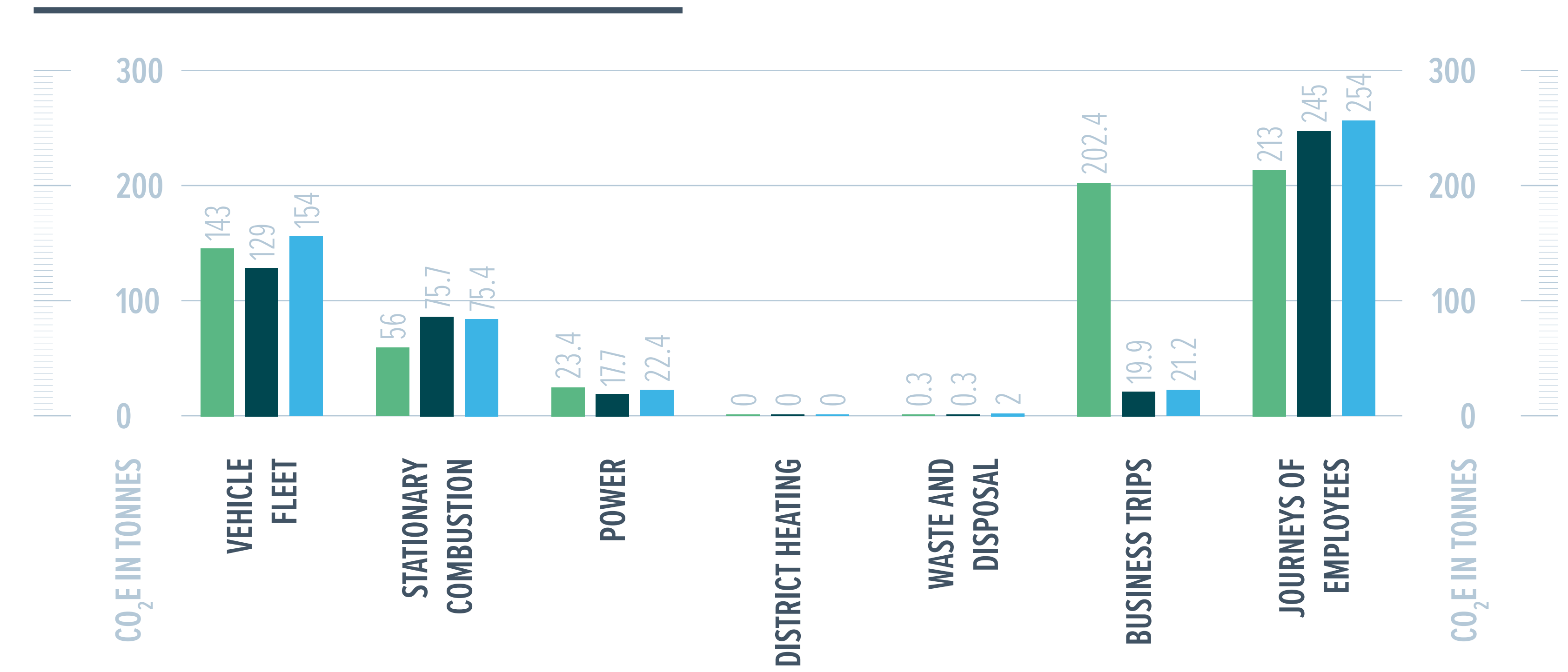
17.2 %

Compared to the base year (2019), we improved our greenhouse gas emissions by 17.2 %.

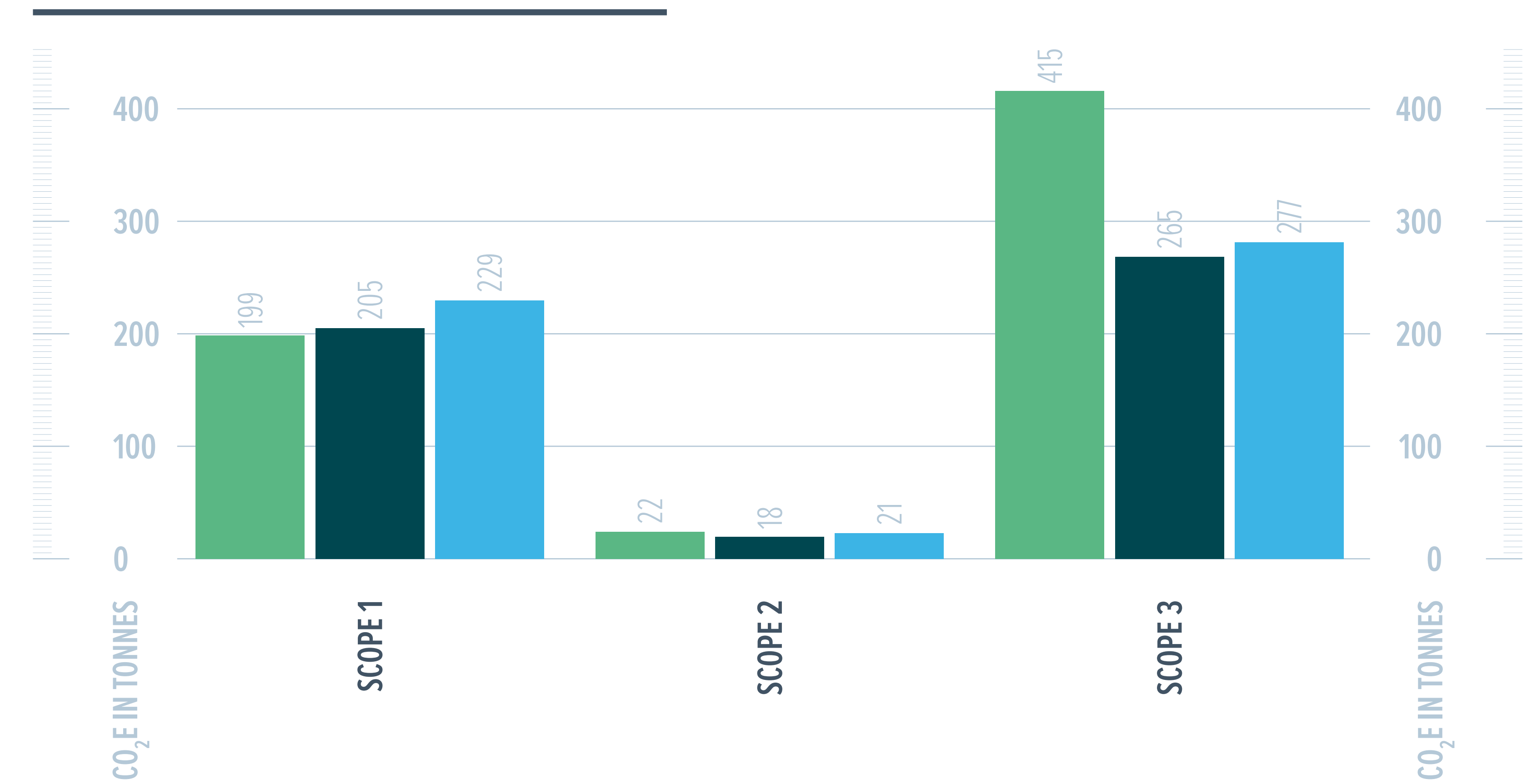
In 2019, two thirds of emissions were caused by business trips and travel by employees. The vehicle fleet caused slightly more than a fifth of greenhouse gas emissions. In 2020, the share rose to about 50 per cent due to journeys to work, and emissions from the vehicle fleet increased minimally compared to the previous year. The high increase in heating energy by 35 per cent is noteworthy. The reason is a growing number of employees, which means that more office space has been rented. The proportion of business travel fell by 90 per cent compared to 2019, as many meetings were held by video due to the Corona pandemic. Emissions slightly increased in 2021. Only the emissions from waste and disposal rose sharply by 75 per cent from 0.3 to 2 tonnes of CO<sub>2</sub>e. The background to the higher volume of waste is the production that started in 2021. We assume that the relatively high value of 2 tonnes of CO<sub>2</sub>e will remain.

2019  
2020  
2021

GREENHOUSE GAS EMISSIONS CAUSED IN CATEGORIES



GREENHOUSE GAS EMISSIONS CAUSED: SUBDIVISION INTO SCOPES





## GREENHOUSE GAS EMISSIONS SAVINGS

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

### VEHICLE FLEET

Our vehicle fleet includes conventionally powered vehicles as well as hybrid and electric cars.

We are purchasing more vehicles with alternative drives in order to reduce CO<sub>2</sub> emissions.

### POWER

To reduce energy consumption, conventional light bulbs were replaced by LEDs in almost all offices and production facilities. Half of our locations obtain electricity from renewable energy sources, in production it is as much as 100 per cent green electricity. By 2025, it is intended that all of our locations will obtain electricity from renewable energy sources. Due to our business activities, we have only been partially successful in saving electricity in general. HVAT tests (High Voltage Acceptance Tests) and functional tests are power-intensive and have no alternative. One more reason to monitor and, if possible, increase the energy efficiency of our systems and appliances. Electricity is produced by means of photovoltaics in our new production facility.

### DISPOSAL AND THE AVOIDANCE OF PAPER

Our waste disposal concept takes into account waste of all kinds and follows the rules of the Commercial Waste Ordinance. Our locations use sustainable, 100 per cent climate-neutral printing paper. In the long term we would like to completely digitise the human resources and finance departments, thereby reducing paper consumption to a minimum.

### JOURNEYS OF EMPLOYEES

We offer a cycle to work initiative to reduce the CO<sub>2</sub> emissions of our employees' journeys to work. Employees can lease a bicycle cheaply through our company. This is not only climate and environmentally friendly, but also beneficial to health. To date, six per cent of our employees have taken advantage of the offer.

Even after the Corona pandemic, we encourage our workforce to work from home offices to avoid CO<sub>2</sub> emissions from commuting to work in the first place.

### BUSINESS TRIPS

Due to the pandemic, there were hardly any business trips in 2020 and 2021. These were replaced by digital meetings. Silver Atena would like to continue to minimise on-site visits and conduct conferences via video.



## LIFE CYCLE ANALYSIS

In order to make our eco-balance transparent, in future we will measure CO<sub>2</sub> emissions at the product level. We base this on the requirements of the Greenhouse Gas Protocol and use the ISO 14064 standard as a supporting document. We have been calculating our corporate carbon footprint since 2019. Here, we looked at emissions from upstream and downstream activities. As a pilot project, emissions from transport, production and disposal were recorded for the first time for a typical Silver Atena control unit.

We looked at the emissions of the upstream and downstream processes according to the cradle-to-gate principle, i.e. up to the moment when the product passes our factory gates. We make sure that our suppliers also record their CO<sub>2</sub> emissions in order to identify potential savings both internally and externally as early as possible and to reduce CO<sub>2</sub> emissions. In the medium term, we want to extend the consideration of emissions to the entire product carbon footprint and determine this for all our series products.

## COMPLIANCE WITH REACH AND ROHS REGULATIONS

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

Directive 2000/53/EC is also relevant for some client projects. This commits us to a set rate for re-use and recycling. We use recycled materials where possible. We respect the applicable substance bans according to the GADSL list.

As early as the development stage, we check whether future products comply with the REACH and RoHS regulations so that no hazardous material is used. Hence we protect people and the environment. We check the individual components of our products using an IT-supported reporting tool. Either our suppliers confirm in writing that they follow the regulations or we verify via IMDS reports (IMDS – International Material Data System). As soon as we award a contract, we oblige the supplier to comply with the regulations.



## THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Certification according to ISO 14001
- 50 per cent of our locations use electricity from renewable energies
- Determination of CO<sub>2</sub> emissions for the financial years 2019, 2020 and 2021
- Acquisition of the first electric vehicles for our vehicle fleet
- Use of sustainable printer paper at all locations
- Offer of cycle to work initiative for employees to reduce CO<sub>2</sub> emissions
- Consistent compliance with RoHS / REACH regulations

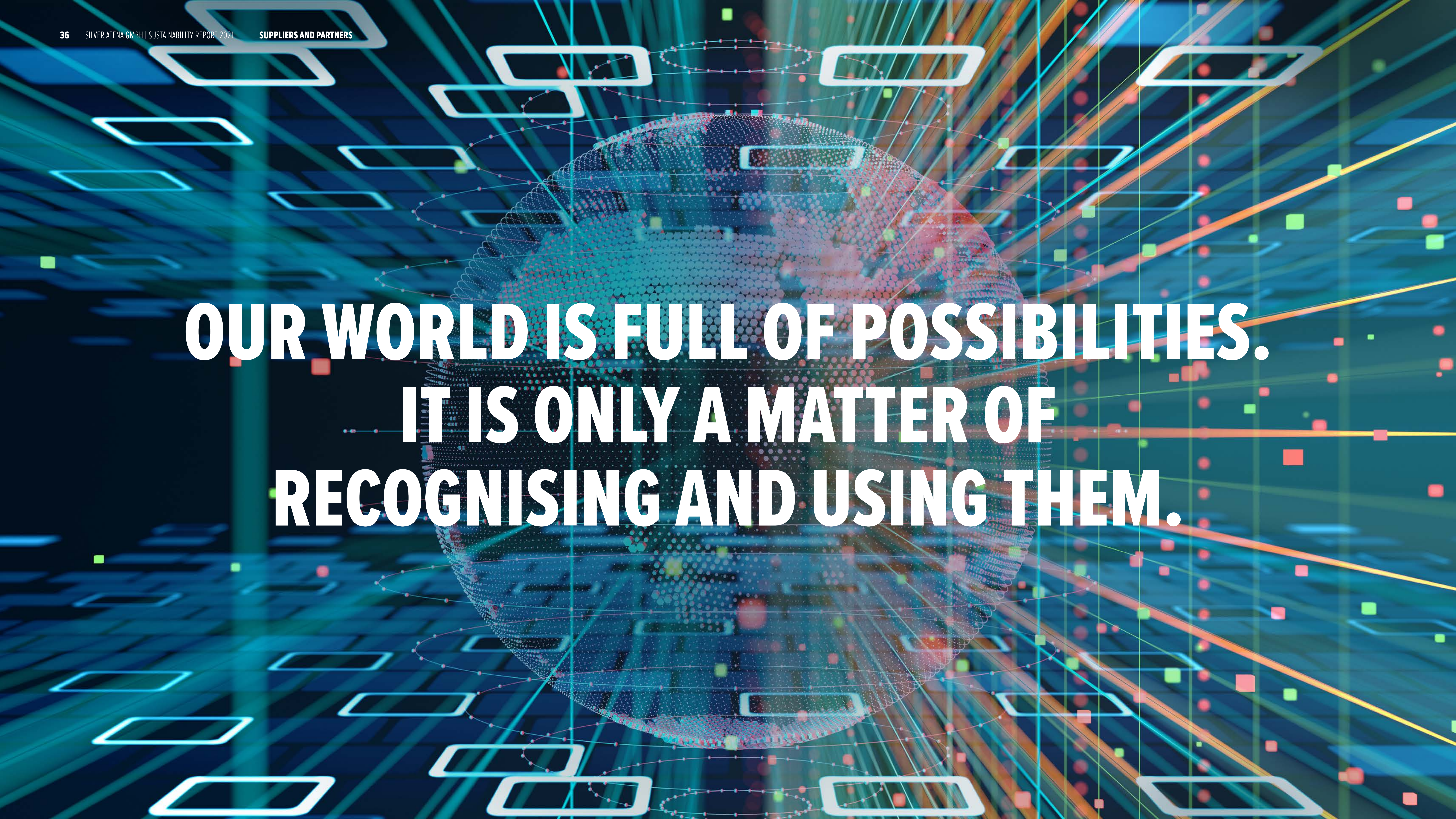
## THESE ARE OUR NEXT STEPS

- Green electricity for all locations
- More electric vehicles in the vehicle fleet
- Further reduction of CO<sub>2</sub> emissions from journeys to work
- Reduced paper consumption through digitisation

## THIS IS HOW WE MEASURE OUR SUCCESS

- Guarantees of origin from our energy suppliers
- Decreasing CO<sub>2</sub> emissions of our vehicle fleet
- Annual decrease in paper consumption
- Annual surveys to measure CO<sub>2</sub> emissions from journeys to work





**OUR WORLD IS FULL OF POSSIBILITIES.  
IT IS ONLY A MATTER OF  
RECOGNISING AND USING THEM.**



## SUPPLIERS AND PARTNERS

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



## OUR GOALS

WE WILL ESTABLISH A SUSTAINABLE VALUE CHAIN BY 2024.

### SUPPLIER QUALIFICATION

We check the existing supply chain for sustainability. Criteria include, for example, the use of recycled or reused material. We then define the requirement for nominating approved product suppliers.

### TRANSPORT OF PRODUCTS IN THE SUPPLY CHAIN

We define a multi-stage catalogue for climate-neutral delivery. Where possible, we use regional suppliers to keep delivery routes and CO<sub>2</sub> emissions as low as possible. Nevertheless, cost pressure and the service portfolio mean that we also have suppliers outside Europe.

### SUPPLIER AUDITS

We will conduct sustainability audits of our top 20 suppliers by 2023.

### CONFLICT MATERIALS

We consistently avoid conflict materials in our supply chain and we respect human rights.



## OUR “SUPPLIER CODE OF CONDUCT”

100 per cent of our series suppliers agree to Silver Atena’s “Supplier Code of Conduct”.

### IT CONTAINS:

- Basic requirements for suppliers
- Rules of business cooperation
- Information on human interaction
- Information on the handling of information
- Rules on environment, safety and health
- Checking

### BASIC REQUIREMENTS

Transparency and trust are the basis for successful cooperation and mutual acceptance. All actions and decisions must be transparent. This includes dealing honestly with problems and fault management.

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

### THIS INCLUDES:

- The right to respect for and inviolability of human dignity
- Preventing any discrimination, be it on the grounds of gender, religion, sexual orientation, age, country of origin, etc.
- Freedom of assembly and expression

Our suppliers must treat all people with respect, dignity and fairness. They are to create a business environment free from inhumane conditions and unlawful harassment. Business decisions are to be made exclusively according to objective criteria. Conflicts of interest in private matters, other economic or other activities must be avoided by our business partners in their approach. This also applies to their relatives as well as affiliated persons and organisations.

### RULES OF BUSINESS COOPERATION

Silver Atena maintains integrity in its dealings with its business partners and expects them to comply with applicable legal requirements. We maintain loyal relationships with our competitors. We expect our suppliers to behave just as fairly in competition and to observe or act in accordance with the applicable anti-trust provisions of the markets.

Our suppliers:

- do not engage in collusion, agreements or concerted practices in violation of anti-trust law, whether for their own benefit or for the benefit of third parties.
- undertake not to obtain an advantage at the expense of another party through manipulation, concealment, abuse, misrepresentation of material facts or other unfair conduct.
- never abuse a dominant position and are committed to fair business practices in advertising and sales as well as in competitive situations.

Furthermore, we expect our suppliers to avoid corruption and to stop it as soon as they become aware of it. They undertake

- not to offer or grant gifts in cash or kind or invitations in order to obtain a contract or other preferential treatment.
- not to engage directly or indirectly in money laundering activities and to comply with all applicable money laundering prevention laws and regulations.

Our suppliers must comply with export and import laws, meet customs obligations and comply with all other national and international laws and regulations relating to international business. They undertake to comply with the applicable embargo rules of the United Nations and the European Union.

### INFORMATION ON HUMAN INTERACTION

We expect our suppliers to comply with all applicable wage and working time regulations, in particular the regulations on minimum wage and overtime. Any form of forced labour and child labour within the company as well as slavery and human trafficking are absolutely taboo.



### INFORMATION ON THE HANDLING OF INFORMATION

Silver Atena requires its suppliers to secure and protect confidential data and information. Confidential information may only be used and disclosed in ways authorised by us. All business information of Silver Atena, its customers or suppliers that is not publicly known, in particular project data, contracts and agreements, development plans and information, business information, etc., is deemed to be confidential.

The protection of personal data of employees and business partners is very important to us. Therefore our suppliers must handle business and personal data prudently and sensitively and comply with applicable data protection regulations.

### ENVIRONMENT, SAFETY AND HEALTH

We insist that our suppliers source raw materials responsibly and comply with all legal regulations. If a product contains one or more of the so-called conflict materials such as tin, tungsten, tantalum, gold or the corresponding ores, we expect our suppliers to provide transparent information about their supply chain from the mining of the material to the smelter or refinery.

Our suppliers must comply with all applicable environmental laws, conserve natural resources as much as possible and reduce their energy consumption. Furthermore, we expect responsible handling of chemicals, water, air and waste.

The applicable laws and regulations on health and safety and occupational health and safety must be complied with. Our suppliers are committed to providing a safe and healthy working environment.

### CHECKING

Silver Atena may check whether suppliers comply with the above principles and requirements. Self-reporting by suppliers and audits serve this purpose. If we suspect or discover that the Supplier Code of Conduct is being violated, we will immediately ensure that our requirements are met.

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

We will be climate-neutral by 2030. To achieve this goal, we also demand climate neutrality from our suppliers. As a first step, we are focusing on our series suppliers and are committing our top suppliers in the 2022 financial year to prepare a life cycle assessment. We then work with these suppliers to develop a strategy to reduce greenhouse gases to the point of CO<sub>2</sub> neutrality. We check our progress with annual audits. Environmental protection is an essential criterion for the future nomination of our suppliers. This is based on their self-disclosures, proof of certifications and sustainability activities as well as our Requests for Quotation (RFQ).

## CALCULATION OF THE LIFE CYCLE ANALYSIS

The life cycle assessment of our series suppliers' products is essential for us to calculate the life cycle analysis of our own products. It is still difficult to obtain primary data. This is because suppliers rarely have information on greenhouse gas emissions. This applies both generally and specifically to components and products, as our pilot project on a typical Silver Atena control unit confirms. To make up for this deficit, we first resort to secondary data in relevant databases. We will gradually replace this with real data. We have already started to do this. The newly acquired "GaBi" software supports us in this.



## THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Focus on regional suppliers
- Careful selection and screening of future suppliers
- Commitment of our suppliers to comply with our “Supplier Code of Conduct”

## THESE ARE OUR NEXT STEPS

- Climate neutrality as an important requirement criterion for future suppliers, verification via self-disclosure as well as price and condition enquiries
- Calculation of the life cycle analysis of our series products, in perspective with real data

## THIS IS HOW WE MEASURE OUR SUCCESS

- Our suppliers are committed to climate neutrality
- Proportion of ISO 14001 certification of our suppliers at 47 per cent



## SUMMARY

With this sustainability report, Silver Atena publishes its economic, environmental and social goals, key figures and measures for the first time. The report shows that we have already taken the first steps towards sustainable, economic growth. Many more are planned.

As a company, we live ethical principles every day, which we also expect from our partners and suppliers. In terms of environmental and climate protection, there is still a long way to go to achieve CO<sub>2</sub> neutrality, which we are aiming for by 2030. This goal will challenge us in the coming years.

Our working world will continue to change. Employees demand flexible working models in terms of location and time. These are the hallmarks of a contemporary company. We are also on a good path here, which we will continue to pursue in a targeted manner.


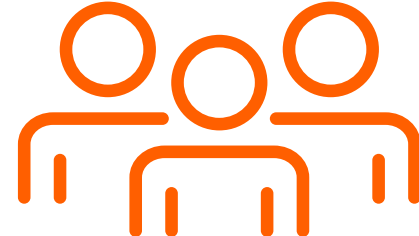


We not only pursue internal sustainability strategies, but also contribute to the well-being of a sustainable society. With our products, we promote further development of the electrification of mobility. Careful use of resources throughout the supply chain and high recycling of our waste are very important to us.

The reporting period covers the entire year 2021. It includes the development of key performance indicators since 2019. All Silver Atena locations are included. The report includes the criteria of the German Sustainability Code (DNK).





## KEY PERFORMANCE INDICATORS AT A GLANCE

	<p>Sales development</p> <p>2019: 43,212 TEUR</p> <p>2020: 43,871 TEUR</p> <p><b>2021: 51,821 TEUR</b></p>	<p>Results of SAQ 4.0 (Self-Assessment Questionnaire) 2021:</p> <p>Munich: <b>85 %</b></p> <p>Dachau: <b>89 %</b></p>	<p>Coverage rate of companies with quality management system (9001/9100): <b>100 %</b></p>
	<p>Number of employees: <b>394</b></p>	<p>Number of different nationalities: <b>24</b></p>	<p>Coverage rate of production sites with ISO 45001: <b>100 %</b></p>
	<p>Corporate carbon footprint – greenhouse gas emissions:</p> <p>2019: 637.55 t CO<sub>2</sub>e</p> <p>2020: 487.36 t CO<sub>2</sub>e</p> <p><b>2021: 528.00 T CO<sub>2</sub>E</b></p>	<p>Proportion of green electricity in total electricity consumption</p> <p>2019: 74 %</p> <p>2020: 80 %</p> <p><b>2021: 77 %</b></p>	<p>Coverage rate of production sites with ISO 14001: <b>100 %</b></p>
	<p>ISO 14001 coverage of our series suppliers: <b>47 %</b></p>	<p>Approval rate of our suppliers for the Supplier Code of Conduct and the avoidance of conflict minerals: <b>100 %</b></p>	<p>Proportion of audited series suppliers (related to A-components): <b>100 %</b></p>





## CONTACT PERSON

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## LEGAL NOTICE

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**GRAPHICS:** BECC Agency, [www.becc-group.com](http://www.becc-group.com)

### PHOTO AND GRAPHICS INFORMATION

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