

SUSTAINABILITY REPORT 2022



PREFACE

DEAR READERS,

sustainability is a topic that we are all dealing with – economy, society, the financial world and the people. Since the CSRD EU Taxonomy and the German Supply Chain Act (Lieferkettensorgfaltspflichtgesetz, LkSG) have entered into force, we are expected to implement formal measures aimed at ensuring sustainability. Its relevance and urgency continues to grow. The demand for action is additionally increased by global factors such as the current energy crisis and volatile support chains.

Silver Atena has given high priority to sustainability for a long time already. This sustainability report for the 2022 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 are proud to report that we have overachieved the goals of our future-oriented long-term strategy once again.

Some examples:

- 85 per cent of our sales in the 2022 financial year have been categorised as sustainable because our products contribute to electromobility or the associated infrastructure, lower fuel consumption, and energy generation from renewable sources.
- We have been able to strengthen our position as tier-1 supplier of safety-relevant electronic components in the automotive industry.
- We have maintained our leading position in hydrogen systems and have been able to complete the preparation for the series production launch for three essential fuel cell components. Moreover, we have been awarded a hydrogen-related project by a high-profile aircraft manufacturer.
- Our rating of 91 per cent in SAQ 5.0 marks a top result.

Our products that contribute to the electrification of mobility are in higher demand than ever. They contribute to climate protection, and this is the reason why we are sustainable.

The most important factor, however, are our employees. As a growing company, our demand for qualified professionals is ever increasing. In order to attract skilled workers and ensure they will want to stay with us in the long term,

we offer not only interesting tasks and a pleasant working environment, but also a holistic approach to maintaining the health and well-being of our staff. This comprehensive health management system has been recognised with the most coveted award for occupational health management in Germany, the Corporate Health Award.

Our sustainability report highlights how important it is for a company to take responsibility – for the economy, the environment and humankind. This report is structured according to the four fields of action “Customers and products”, “Employees and society”, “Environment” and “Suppliers and partners”. 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 ATTACHES UTMOST IMPORTANCE TO SUSTAINABILITY. WE ASPIRE TO BECOME COMPLETELY CLIMATE-NEUTRAL BY 2030.

I am personally committed to this.



Josef Mitterhuber
Managing Director

CONTENT

PREFACE	2	EMPLOYEES AND SOCIETY	20	SUPPLIERS AND PARTNERS	47
SILVER ATENA	4	Our goals	21	Our goals	48
Milestones	6	Diversity within the company.....	22	Our supply chain.....	49
Projects for the future	7	Our values.....	27	CO2 neutrality of the series production suppliers.....	49
17 GOALS FOR SUSTAINABLE DEVELOPMENT	8	Membership of organisations and associations	30	Calculation of the life cycle analysis.....	49
OUR FIELDS OF ACTION	9	Intellectual property and know-how transfer	30	Our Supplier Code of Conduct.....	50
CUSTOMERS AND PRODUCTS	10	Personnel development and further training	31	SUMMARY	54
Our goals	11	Involvement	31	GRI INDEX	55
Our production	12	Studying with Silver Atena	32	KEY FIGURES AT A GLANCE	56
Our products.....	13	Occupational health and safety.....	33	CONTACT PERSON	57
Integrity	15	ENVIRONMENT	36	LEGAL NOTICE	57
Top rating on sustainability – SAQ 5.0	15	Our goals	37		
Processes and compliance.....	16	Waste management concept	38		
Distinctions	18	Greenhouse gas emissions.....	40		
Trade fairs and congresses	18	Greenhouse gas emissions savings	44		
		Life cycle analysis.....	45		
		Compliance with REACH and RoHS regulations	45		

SILVER ATENA

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

Silver Atena develops and supplies components for fuel cells, electromobility and urban air mobility.

We supply prototypes and series products for the industry.

Our focus is on high-tech solutions for different market segments. Accordingly, our products are used in sports cars, sedans and lorries, air taxis, drones, aircraft and wind turbines. Our DC charging station iONiX marks our contribution to the charging infrastructure.

Our components meet the highest requirements in terms of safety and efficiency. Silver Atena was founded in 1998 and is now part of the Expleo Group. We employ almost 430 staff at our locations in Munich, Landshut, Dachau, Karlsfeld, Stuttgart, Hamburg and Bremen. Among these are numerous development engineers as well as highly qualified production and logistics professionals who develop specific solutions and highly efficient products for our customers. We use our know-how to offer our own future-oriented and competitive products with foresight. We have established ourselves as one of the driving forces of the market. Our goal is technological leadership.

LOCATIONS AND EMPLOYEES

EMPLOYEES

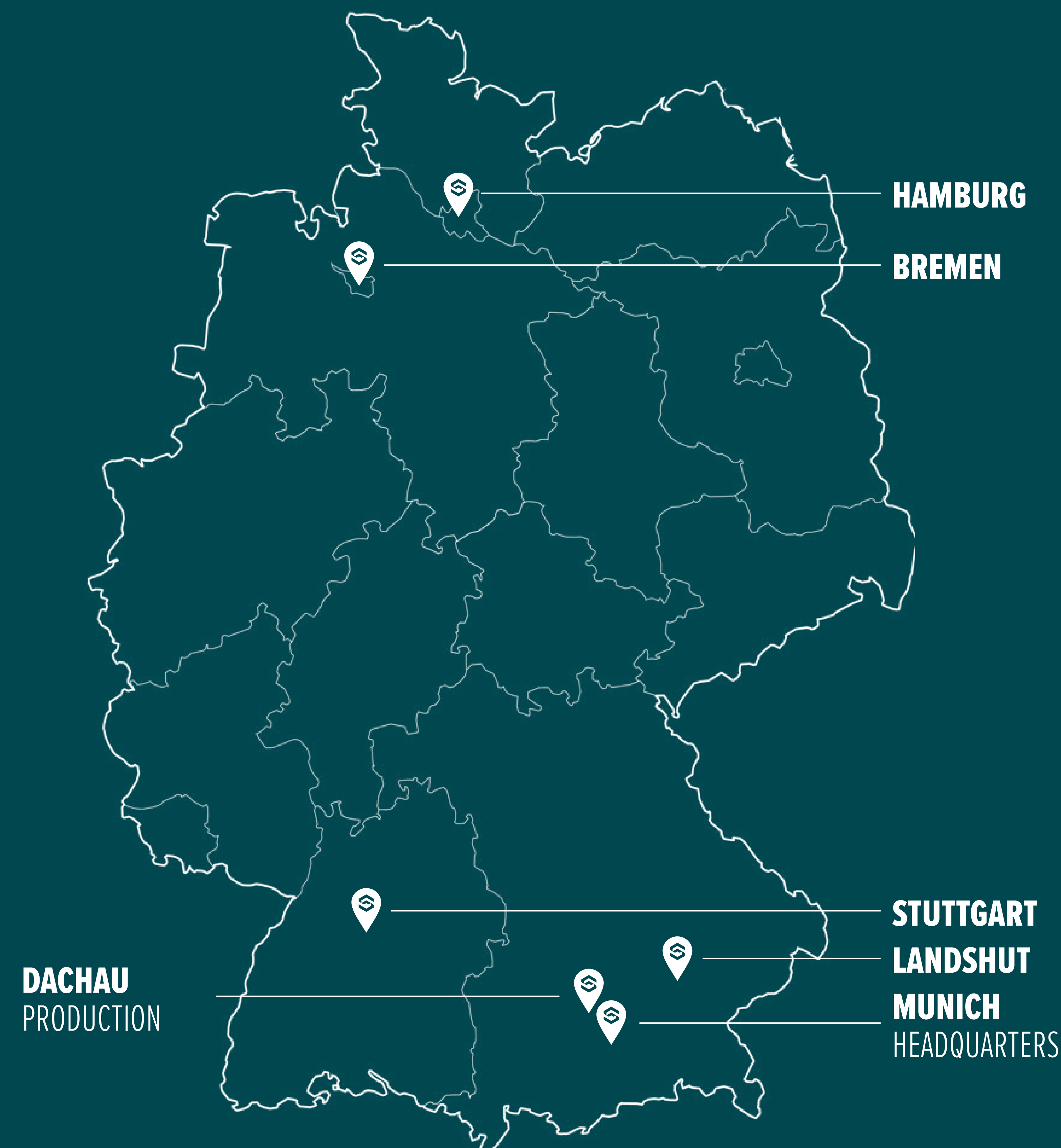
359

STUDENTS

71

LOCATIONS

6



VISION

WE ARE THE **DRIVING FORCE** AT THE THRESHOLD TO THE ELECTRIFICATION OF MOBILITY.

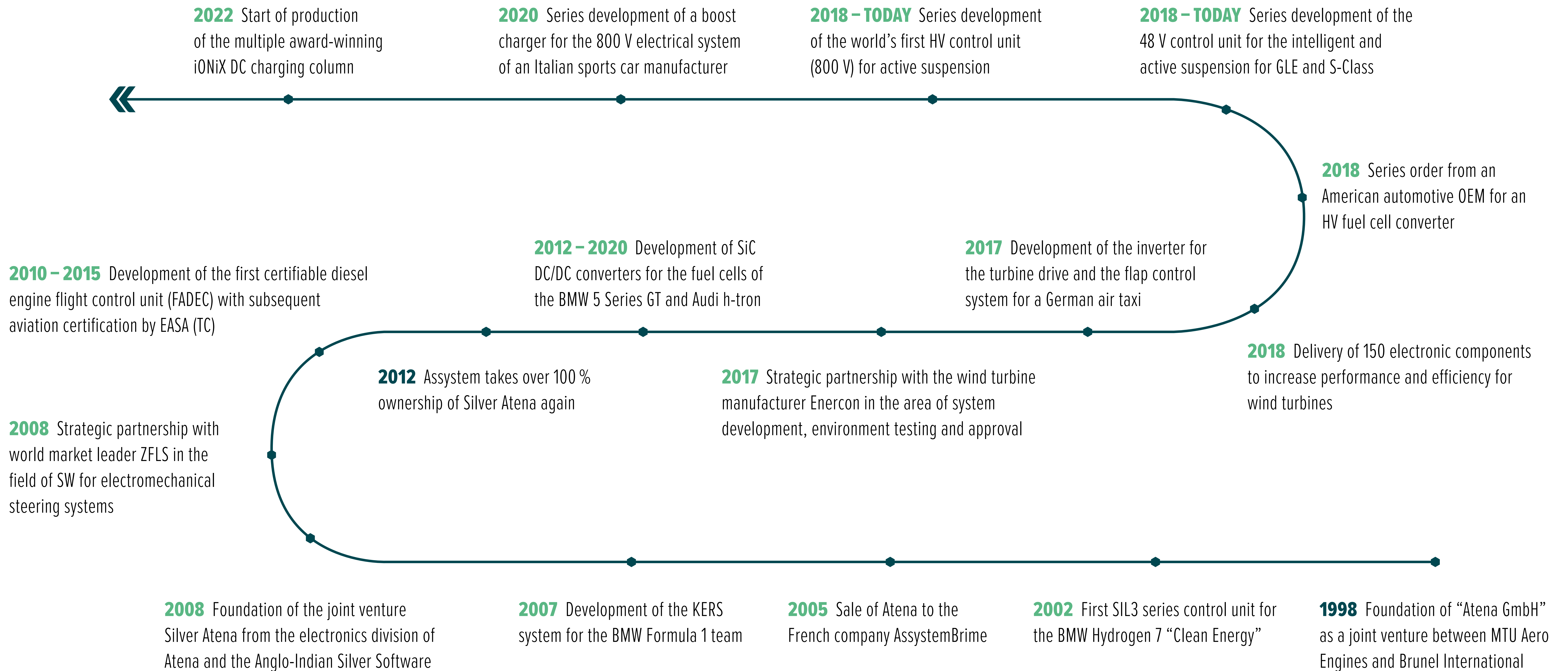
WE ARE THE **LEADING DEVELOPMENT PARTNER** IN THE AREA OF FAIL-SAFE CONTROL UNITS AND POWER ELECTRONICS.

WE ARE **SERIES PRODUCTION SUPPLIER** FOR HIGH-TECH COMPONENTS IN DIFFERENT MARKET SEGMENTS.

WE ARE **SUSTAINABLE** AND ACT CONSCIOUSLY FOR THE BENEFIT OF THE ENVIRONMENT, ECONOMY AND HUMANKIND.



MILESTONES



PROJECTS FOR THE FUTURE

85 per cent of our sales are generated with sustainable projects in the fields of electromobility, fuel cells and wind energy. We expect to achieve profitable growth in the coming years as well. In the year 2024, we expect our sales to exceed 100 million Euros. We are anticipating a year-over-year increase by approximately 30 per cent until 2025.

MATERIALITY ANALYSIS

In order to identify the most material sustainability topics, we conducted a systematic materiality analysis according to the guidelines of the Global Reporting Initiative (GRI) in 2021. In 2022, we further refined this analysis to narrow down and weight the topics that are strategically relevant for us. This resulted in our four CSR fields of action:

- “Customers and products”
- “Employees and society”
- “Environment”
- “Suppliers and partners”

SUSTAINABILITY STRATEGY

Sustainability is a key component of our corporate strategy at Silver Atena.

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:



OUR FIELDS OF ACTION

CUSTOMERS AND PRODUCTS



We convince our customers with highly efficient products that we develop and manufacture as climate-neutrally as possible. All our business decisions and operative actions are rooted in the principle of ethical integrity. These principles are anchored in our Integrated Management Systems and confirmed by appropriate certifications.

EMPLOYEES AND SOCIETY



Our employees are our most important asset. We take responsibility to ensure the correct balance between demanding and supporting. Hence the mutual relationship will be successful and trusting in the long term. We commit ourselves to a sustainable society.

ENVIRONMENT



We make our contribution to environmental and climate protection. We determine our Corporate Carbon Footprint, which enables us to recognise the biggest emission sources. This serves as the baseline from which we derive our actions aimed at reducing our greenhouse gas emissions.

SUPPLIERS AND PARTNERS



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



“

IN THE SUSTAINABILITY ASSESSMENT QUESTIONNAIRE (SAQ 5.0), WE SCORED 91% – A CONVINCING RESULT.

”

CUSTOMERS AND PRODUCTS

We supply our customers with highly efficient products that we develop and manufacture as climate-neutrally as possible. We focus on the health and safety of our customers. We want to leave a world worth living in for future generations. Through climate-friendly and resource-saving action together with our customers and partners, we contribute to SDG 9 (Industry, innovation and infrastructure), SDG 11 (Sustainable cities and communities), SDG 12 (Responsible production and consumption) and SDG 16 (Peace, justice and strong institutions).



OUR GOALS

WE ESTABLISH A SUSTAINABLE SERIES PRODUCTION.

PRODUCTION PLANNING

Our entire production runs on 100 % green electricity from sources including our own photovoltaic systems.

PRODUCTS

For our charging station iONiX, we calculate CO₂ emissions on the product level.

SUSTAINABILITY

We keep optimising our sustainability measures and aspire a result of over 90 per cent in the SAQ 5.0.

DISPOSAL AND WASTE MANAGEMENT

We are developing a disposal and recycling concept to strengthen the circular economy.

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. We want to grow and expand our premises.

Our variable and scalable assembly lines enable quick product changeovers. We take care to ensure compliance with social, environment and human rights standards, both within our working environment and along the upstream supply chains.

THE SERVICE PORTFOLIO OF SILVER ATENA

- Qualification
- Testing & validation
- Production
- System engineering
- Functional safety & security
- Hardware
- Software

NEW LOCATION INNOVATIVE AND CLIMATE-FRIENDLY

Today, we already operate our production sites 100 per cent with green electricity. Our new production hall in Karlsfeld near Munich was built in 2022 and will be opened in 2023. It is equipped with a photovoltaic system that will enable us to generate our own energy on site. Due to the proximity of the hall to our main location in Munich, we avoid long transport routes and thus CO₂ emissions. We aim to be CO₂ neutral by 2030, not only internally but throughout the entire supply chain.

We placed much emphasis on the ergonomic design of the workspaces in the production area. To be able to select the best possible solutions, we have reviewed numerous workspace scenarios, analysed work sequences and evaluated lifting aids.

100 % GREEN ELECTRICITY USE
IN OUR PRODUCTION

OUR PRODUCTS

Our products make a significant contribution to improving climate protection. 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 using battery and fuel cell drive systems is one of our key topics.

Both battery and fuel cell-powered vehicles enable emission-free propulsion and make a positive contribution to CO₂ neutrality. Over the past 15 years Silver Atena has developed various components for such vehicles, including the first series-produced control unit for the BMW Hydrogen 7 (“Clean Energy”) as early as 2002.

PRODUCTS FOR BATTERY-POWERED VEHICLES

iONiX CHARGING COLUMN

The iONiX charging column 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. The high-voltage traction converter can also be used in fuel cell-powered vehicles.

PRODUCTS FOR FUEL CELL-POWERED VEHICLES

FUEL CELL DC/DC CONVERTERS

The highly integrated, scalable DC/DC converters including energy distribution function act as central high-voltage unit in vehicles with fuel cells.

They convert the variable fuel cell voltage to the required voltage for the 400 V to 800 V on-board 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.

ACTIVE SUSPENSION

In addition to components for electromobility, Silver Atena produces components that increase safety and contribute to accident prevention. In the active suspension, our components are responsible for damping and torque distribution interventions. This not only increases comfort and driving dynamics, but also helps to stabilise the vehicle, especially in critical situations.

EQUALIZER

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. 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 transfers different torques to each wheel, thus counteracting understeer or oversteer.

PROJECT PARTICIPATIONS

As an innovative company, we cooperate with science and academia as well as with other companies in projects such as:

- Development of a hybrid drive system for aircraft (electric motor and combustion engine). We contribute the Full Authority Digital Engine Control (FADEC).
- Development of a hybrid drive system for aircraft (fuel cell and electric motor or H₂ combustion engine). Our contribution is the H₂ tank control unit.
- Development of an HD inverter including electric motor with the goal of achieving a ten per cent increase in efficiency as part of the “New vehicle and system technologies” programme of the German Federal Ministry of Economics.
- Development of a fuel cell DC/DC converter based on a gallium nitride (GaN) semiconductor with the goal of increasing the efficiency of means of transport and stationary energy generation while reducing weight. This marks our contribution to the “Innovative drive technologies for mobile applications” branch of the “Mobility” funding line of the Bavarian Collaborative Research Program (BayVFP).



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. We check whether processes and responsibilities are documented, traced, and adapted as necessary.

If we become aware of human rights violations or other abuses, we consistently follow them up. Notifications can be submitted via the whistleblowing system of the Expleo Group, which is also available for our suppliers and partners.

TOP RATING ON SUSTAINABILITY – SAQ 5.0

Silver Atena regularly completes the Sustainability Assessment Questionnaire (SAQ), a self-reporting tool of the automotive (supplier) industry. This sets out the automotive industry's guidelines for improving sustainability. The new version 5.0 of the SAQ, which was released in 2022, comprises the following topics:

- Management
- Human rights and working conditions
- Work protection
- Business ethics
- Environment
- Responsible supply chain management
- Responsible sourcing of raw materials

The aim of SAQ 5.0 is to improve the sustainable business practices of original equipment manufacturers (OEMs) and the entire supply chain. The documents are uploaded via a platform and evaluated by the independent service provider NQC Ltd. Silver Atena always achieves very good ratings. With a result of 91 per cent for the Munich and Dachau locations, we exceed both the industry standard (53 per cent at 41 locations) as well as the rating average for Germany (51 per cent at 1,138 locations) by far.

91%

**SAQ 5.0 RESULT AT
THE MUNICH AND DACHAU
LOCATIONS**



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
- ASPICE Level 2

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 2023, our management system at the production locations will undergo a supplementary certification according to the requirements of IATF 16949. We have been actively employing environmental management for many years. In 2014, our environmental management system was certified in accordance with DIN EN ISO 14001. The system is used to analyse environmental requirements on a company-specific basis and improve production processes in terms of their environmental compatibility. Our occupational health and safety management system, too, had been in operation for a long time already before it was certified in accordance with DIN EN ISO 45001 in 2020. The TISAX certification confirms that we implement and comply with information and data security according to an established standard.

AUTOMOTIVE CYBERSECURITY

As the risk of hacker attacks on vehicles increases, the automotive industry faces increasingly stricter requirements for automotive cybersecurity. We meet this challenge by

setting up a vehicle cybersecurity system. In cooperation with an accreditor, we participate in a pilot trial to have our vehicle cybersecurity management system certified. In doing so, we complement our existing process specifications with the contents of automotive cybersecurity.

HANDLING INFORMATION AND DATA

Handling data and information is a top priority for us. This includes:

- internal data such as employee data, internal information
- external data such as project data and information

Confidential information is subject to high security standards. We train our employees and conclude confidentiality and data protection agreements. We raise employee awareness by yearly awareness trainings conducted as 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 tested by simulated phishing attacks. 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. An internal group simulates attack scenarios to enable us to respond to cyber attacks quickly and appropriately.

“ THIS AWARD CONFIRMS
OUR LEADING
POSITION IN HEALTH
MANAGEMENT. ”



DISTINCTIONS

Our innovations are what convinces our customers. Our employees benefit from our corporate schemes. We contribute to better environment and climate protection as well as to better health.

OUR AWARDS

IF AWARD

Silver Atena and Bender received the prestigious iF Design Award 2022 for the special design of the iONiX charging column. This award is presented each year by the world's oldest independent design institution, iF International Forum Design GmbH. It is one of the most prestigious design awards worldwide and marks a global recognition of excellent creations. The competition was strong: Nearly 11,000 candidates from 57 countries had entered their submissions for this seal of quality.

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.

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 taxis
- 2020: Onboard DC Boost Charger

CORPORATE HEALTH

Silver Atena won the Corporate Health Award 2022 in the Electrotechnics category. This is the most prestigious award for occupational health management in Germany. It confirms that our health management and our "Trimm-Dich-Fit" health programme are recognised as some of the best concepts in Germany.

TRADE FAIRS AND CONGRESSES

We present our services and products at trade fairs and events. These events are important platforms for personal contacts with customers and partners. They enable us to present the positive contribution of our innovations to the climate and environment in person.

In 2022, Silver Atena presented at the following trade fairs and trade conferences, among others:

- International Motor Show Germany, 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
- Power2Drive Europe, international trade conference for charging infrastructure and electromobility

THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Highly above-average rating in the automotive industry guidelines on sustainability, SAQ 5.0
- Further awards and prizes
- Increasing contribution to electromobility and its infrastructure
- 100 per cent green electricity at our production sites
- Participation in four trade fairs and one trade conference
- Establishment of an ambassador concept for IT security

THESE ARE OUR NEXT STEPS

- Establishment of an internal “hacker” group for further strengthening of our IT security
- Calculation of the product carbon footprint for further products, first for our iONiX charging column
- Review of our recycling and disposal concept
- Stronger focus on resource-efficient, low-pollutant and climate-friendly production
- Consideration of recyclability and life cycle assessment as early as during product development
- Certification of our production sites in accordance with IATF 16949
- Introduction of a vehicle cybersecurity management system

THIS IS HOW WE MEASURE OUR SUCCESS

- Positive SAQ 5.0 results: ACTUAL value: 91 per cent
- No whistleblowing notifications of suspected corruption or violations of our Code of Conduct / discrimination, ACTUAL value: 0 reports
- Proportion of business premises with corruption risk: 0 per cent
- Number of legal proceedings due to anti-competitive behaviour and violations of antitrust and monopolies law: 0
- 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
- Participation in the ethics & compliance and corruption prevention trainings: 97 per cent
- Total number of justified complaints for violations of the protection of customer data in 2022: 0

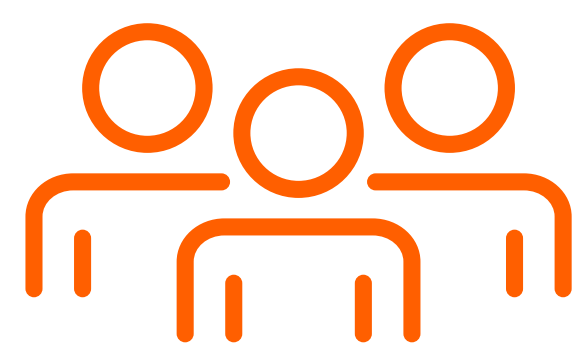


“ OUR TEAMS MADE UP OF 34 DIFFERENT NATIONALITIES FORM THE PERFECT FOUNDATION OF OUR SUCCESS. ”

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.

EMPLOYEE RETENTION

We track the happiness of our employees to improve employee retention. For this purpose, we elaborate a KPI system and develop a feel-good dashboard.

CORPORATE BENEFITS

We are expanding our corporate benefits with a mobility allowance.

OCCUPATIONAL HEALTH MANAGEMENT

In 2023, we will create new, needs-based offers, including in relation to the focus area “nutrition”.

SOCIAL COMMITMENT

Together we explore ways for our company to make a contribution to society and plan corresponding activities.

DIVERSITY WITHIN THE COMPANY

We are performance-driven. At the heart of our corporate culture lies an appreciative and respectful treatment of all employees – regardless 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.

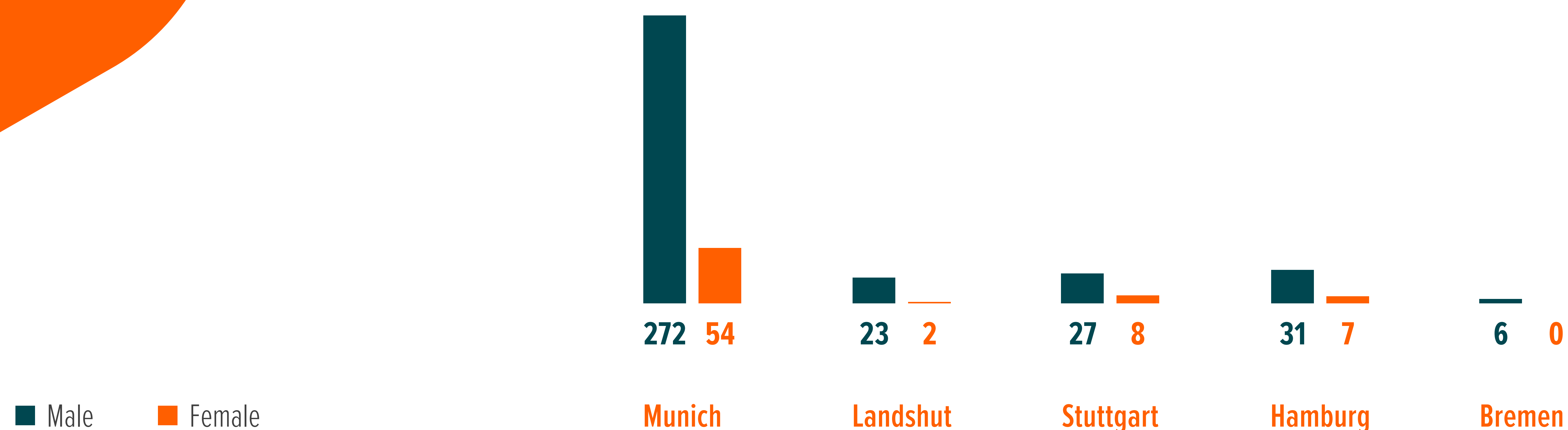
In the Great Place to Work® (GPTW) employee survey 2022, 91 per cent of our employees confirmed that people receive fair treatment at Silver Atena regardless of their origin.

TOTAL NUMBER OF EMPLOYEES

430

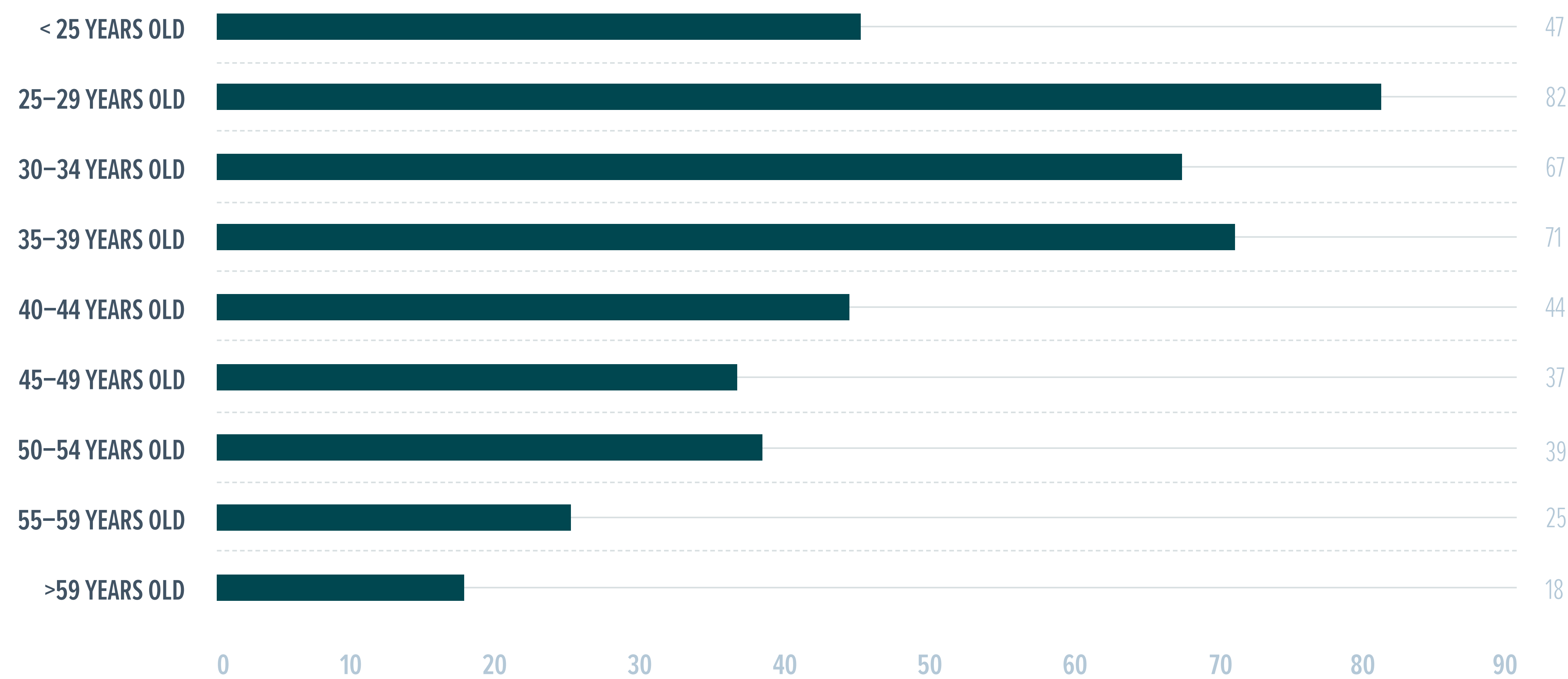
Most of our staff of 430 employees in total are working at the Munich locations. Our employees are 83 per cent male and 17 per cent female.

This is a typical ratio for a technical company. In the administrative departments, the genders are distributed evenly.



THE GROUP OF MEN AGED 25 TO 29 IS THE LARGEST IN THE WORKFORCE.

AGE AND GENDER



OUR STAFF IS MADE UP OF

34

NATIONALITIES.

Afghanistan, Argentina, Austria, Bosnia and Herzegovina, Brazil, Bulgaria, China, Croatia, Egypt, France, Germany, Greece, Hungary, India, Indonesia, Italy, Morocco, Mexico, Netherlands, North Macedonia, Pakistan, Peru, Poland, Romania, Russia, Slovakia, Spain, South Africa, Syria, Tunisia, Turkey, Ukraine, Venezuela and Vietnam

EMPLOYMENT RELATIONSHIPS AND WORK TIME MODELS

Silver Atena employs staff both for an unlimited and for a limited duration. We offer full-time and part-time employment models. The table shows the employees sorted by gender and region as of 31 December 2022.

There was no major fluctuation during the year.

The figures relate to salaried employees. In addition to these, we employ an average number of 25 freelance employees in the course of a year. Figures on students, persons on parental leave and inactive work relationships are not included.

The number of working hours per day, week or month is specified in the employment contracts.

	MUNICH (incl. Dachau / Karlsfeld)				LANDSHUT			
	UNLIMITED		LIMITED		UNLIMITED		LIMITED	
	Male	Female	Male	Female	Male	Female	Male	Female
FULL-TIME	196	35	0	0	9	2	1	0
PART-TIME	26	13	1	0	1	0	0	0
	STUTTGART				HAMBURG AND BREMEN			
	UNLIMITED		LIMITED		UNLIMITED		LIMITED	
	Male	Female	Male	Female	Male	Female	Male	Female
FULL-TIME	25	7	0	0	28	5	0	0
PART-TIME	1	1	0	0	1	1	0	0

■ Male ■ Female

DEMOGRAPHY MANAGEMENT

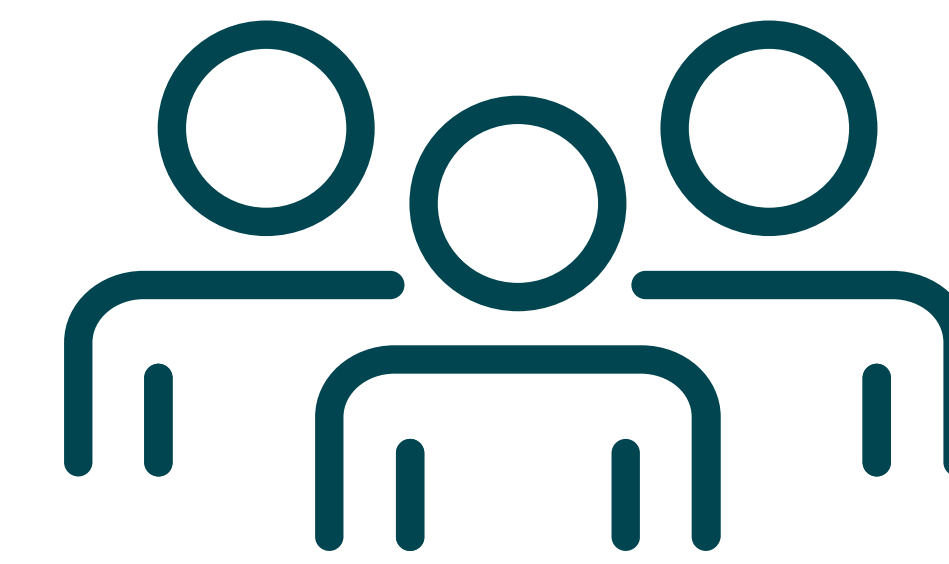
Silver Atena uses demography management with the following goals:

- Our employees should be healthy when they reach retirement age.
- We want to pass the know-how from experienced to young colleagues.
- We are aware of changes that take place as people get older.
- We want to retain our employees.
- We support motivation and competence.

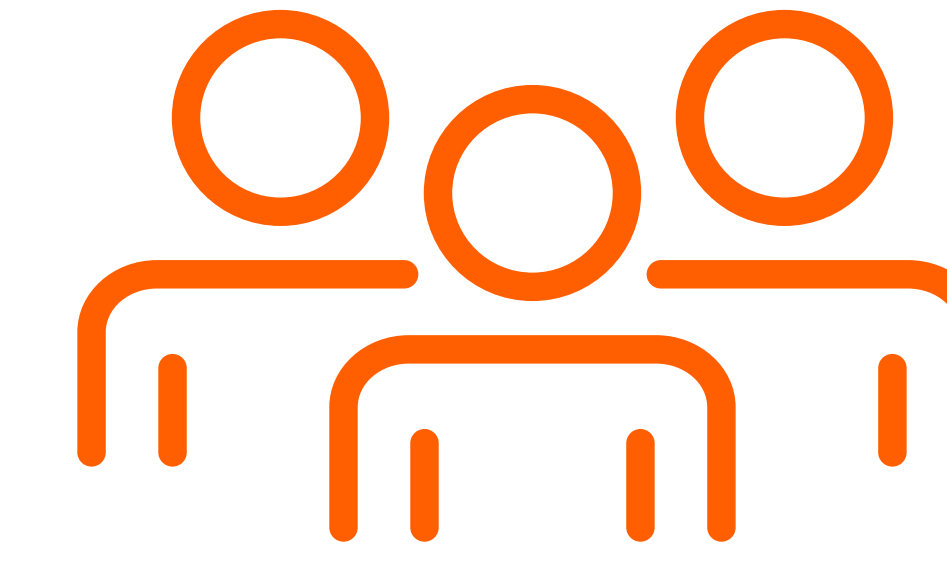
We analyse the age structure of our staff to manage the different age groups within our company properly. This is why we have mixed-age teams at Silver Atena. Few employees are approaching their retirement age. There are individual cases of retirees being employed. The members of the individual teams are mostly between 25 and 39 years of age. The average age of the employees working at the smaller locations is low. Those persons working in the administrative areas are between 30 and 34 or between 50 and 54 years, respectively. In view of these two age groups, the transfer of knowledge between old and young plays a decisive role. According to our forecast, the average age of our employees will not change significantly in future.

AVERAGE AGE

The average age of the staff of Silver Atena is 37.5 years, which is far below the German average. According to the micro census of 2021, the average age of employed persons in Germany was 43.2 years for men and 43.4 years for women in Germany.



37.6 MEN



36.7 WOMEN

37.5

**AVERAGE AGE
OVERALL**

NEW HIRES AND FLUCTUATION

Employee fluctuation at Silver Atena is 16 per cent. This is a comparably low value. 78 persons were newly hired in 2022, 19 of which are women. The new hires are distributed across our locations as follows:

- Munich incl. Dachau and Karlsfeld: 60 persons
- Landshut: 3 persons
- Stuttgart: 6 persons
- Hamburg: 9 persons

COMPANY BENEFITS

Silver Atena offers the same basic benefits to all employees regardless of whether they are employed full time or part time, for an unlimited or for a limited duration.

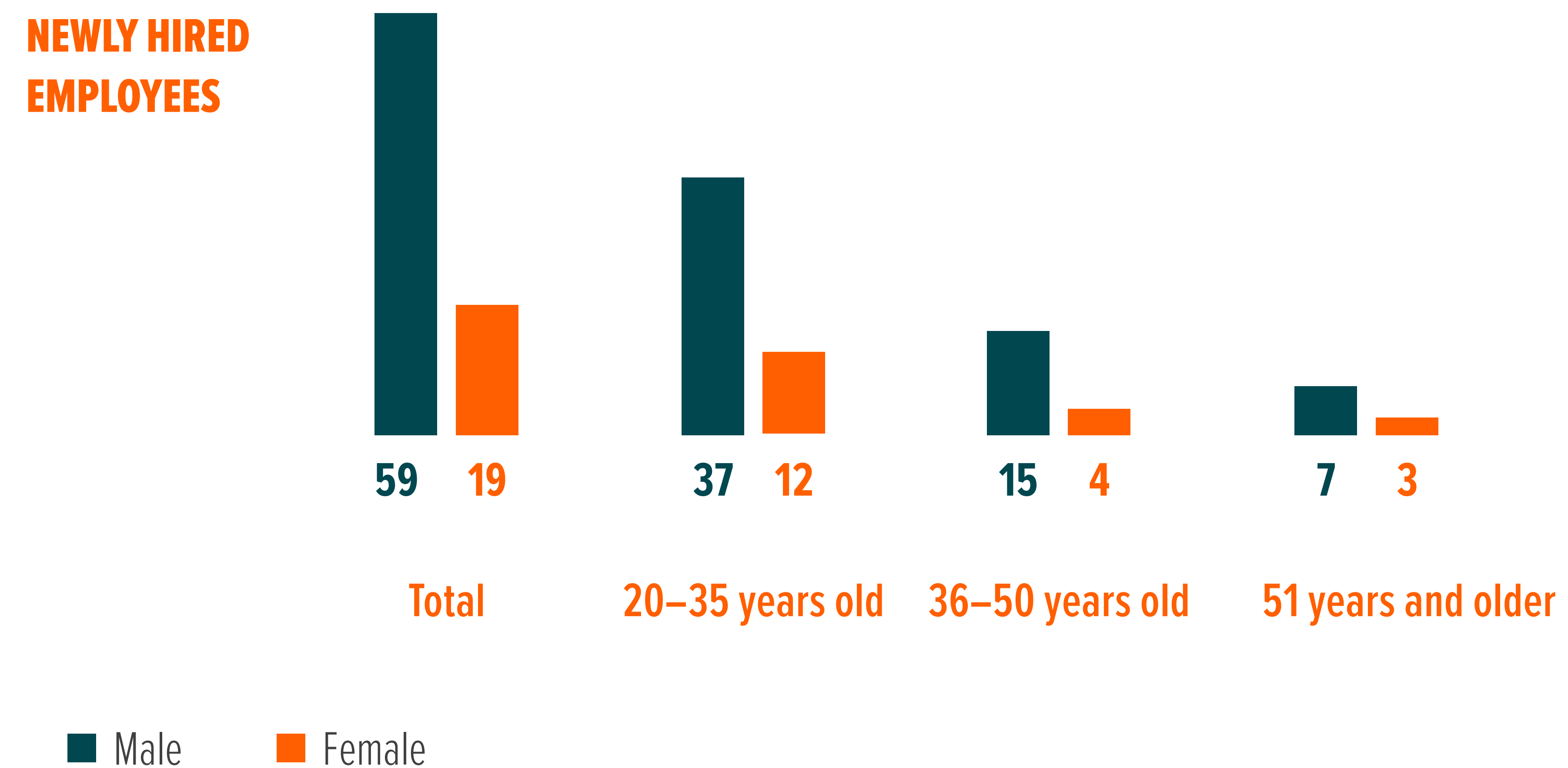
PARENTAL LEAVE

The employees of Silver Atena took a total of 4,603 days of parental leave in 2022. Out of the 32 employees that took parental leave, 29 were men and 3 were women. In all cases, the return of the employees to their previous job had been agreed beforehand, and all of them actually returned. Nobody terminated their employment contract after their return from parental leave, so the return rate was at 100 per cent.

78

PERSONS WERE NEWLY HIRED IN 2022

NEWLY HIRED EMPLOYEES



OUR VALUES

PRINCIPLES

Silver Atena complies with the principles and values laid down in the Universal Declaration of Human Rights of the United Nations. These are anchored in our Code of Conduct. The principles are

- the right to be treated with respect and dignity,
- the prohibition of any kind of discrimination,
- the freedom of assembly and association,
- the freedom of opinion and the right to freedom of expression,
- the right to work and the right to equal pay for equal work.

We support the Universal Declaration of Human Rights. We tolerate no kind of discrimination, neither in recruiting nor at work. This applies, in particular, to discrimination based on race, ethnic origin, age, nationality, country of origin, religion, gender, sexual orientation, disability, social origin and other legally protected criteria. Silver Atena does not tolerate harassment of any kind. Hostile, offensive, aggressive and hurtful behaviour is unacceptable and will be strictly sanctioned.

We condemn child labour, forced labour and compulsory labour and protect the right of indigenous people. We use the whistleblowing tool of Expleo Group. We have no knowledge of any case of discrimination.

We value social dialogue. We respect the right of our employees to establish or join trade unions or employee associations.

Internal and external parties are identified in our management handbook, and their interests and requirements are assessed and monitored.

Silver Atena has a works council.

“ SILVER ATENA IS A SPACE FOR PEOPLE AND PLACE FOR RESPECTFUL COOPERATION. ”

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.

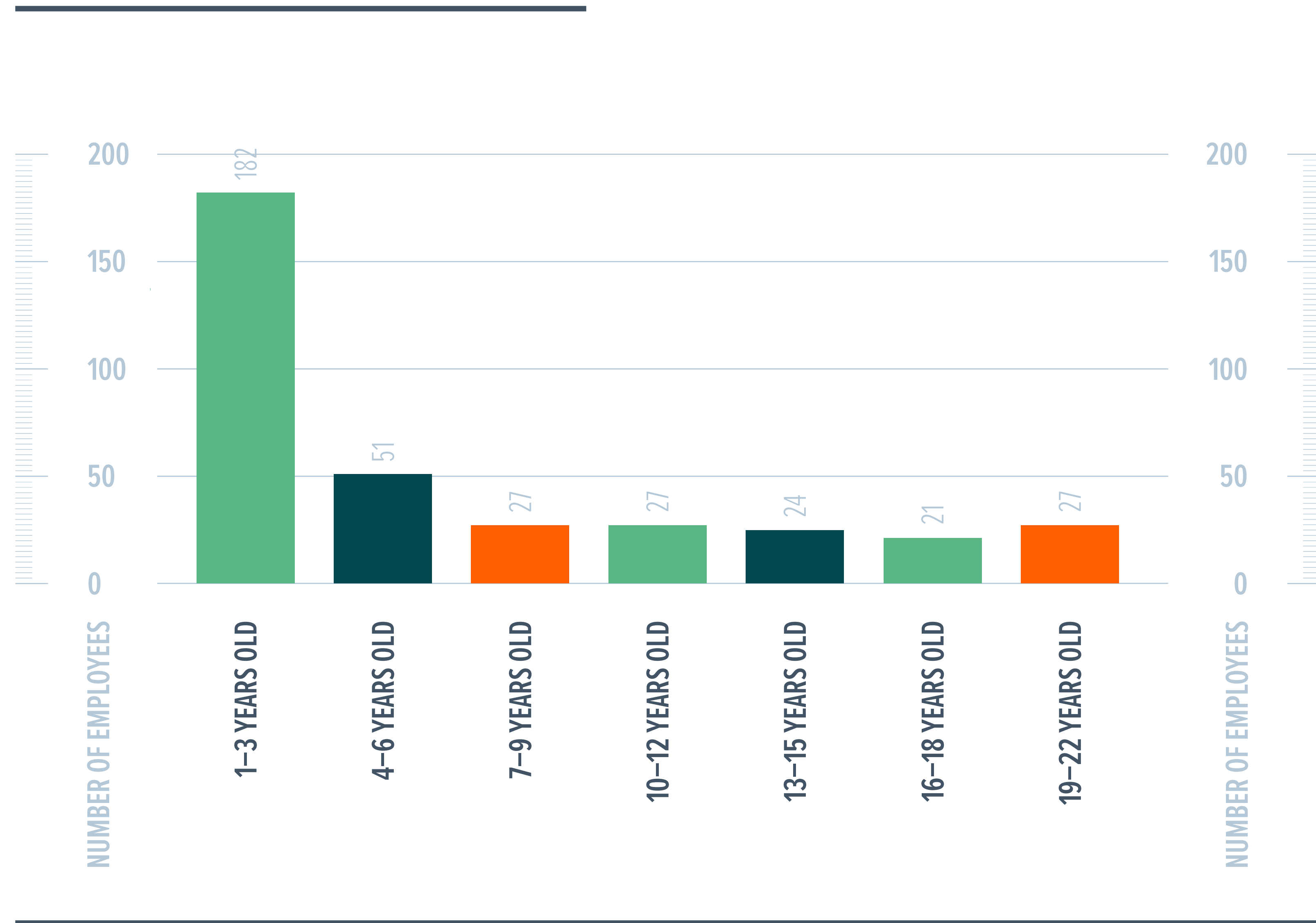
Since we prefer flat management structures and balanced teams, our managers are approachable for all employees at all times. The annual staff appraisal focuses on the development goals and interests of each individual. Talking openly with one another allows staff to develop both professionally and personally. 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. It is our goal to ensure that 80 per cent of our employees feel happy.

In addition to this, we regularly inform them about current and planned sustainability activities, started and new projects, corporate figures, staffing issues and occupational health management. The channels used to distribute such information are our intranet, emails as well as the TV programme of the management called “Klartext”. In 2022, we broadcast four issues of “Klartext”.

LENGTH OF SERVICE IN YEARS*



*(excluding students)

83 %

OF OUR EMPLOYEES ARE HAPPY WITH THEIR WORK-LIFE BALANCE

SAFETY AND STABILITY

We are a healthy, sustainably growing company that offers secure and stable jobs. Our employees are able to complete their tasks in a target and result-oriented manner. This pays. The average length of service of our salaried employees is 6.6 years. In relation to the sector comparison and the average age, this is a very satisfactory figure.

APPRECIATION AND CORPORATE BENEFITS

In addition to the appreciation that we show our employees, we offer amenities and corporate benefits. These include a collective accident insurance, a grant on company pension as well as capital-forming benefits.

It is important to us that our employees feel at ease. At our storage and production areas, we provide them with personal work clothing and antistatic clothing for protection from electrostatic discharges (ESD). In doing so, we ensure that our workspaces, social rooms, laboratories and production sites comply with occupational safety requirements. In addition to this the rooms feature a pleasant and ergonomic design. 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 staff highly appreciates our benefits and activities.

FLEXIBLE WORKING ENVIRONMENT

The shift to a more flexible working environment began before the Corona pandemic and has accelerated since then. As a consequence, we work even more flexibly in terms of time and location. Wherever possible, our employees make use of ways to work flexibly following mutual coordination and agreement.

According to an employee survey, most of them would like to combine work at the office and from home. Currently the employees work at the office for an average of 3.2 days per week. On-site work has increased slightly after the end of the pandemic. This result prompted the management to analyse the current 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.

In the 2022 GPTW survey, 83 per cent of our employees confirmed that they can organise their working hours according to their requirements.

COMPATIBILITY OF FAMILY AND CAREER

We have always supported the compatibility of family and career with flexible working hours and the option to work from home. We also support our employees in flexible use of the parental leave arrangement. We take family interests into consideration by means of individual part-time models.

SOCIAL AND CHARITABLE PROJECTS

We are committed to supporting social and charitable projects. In the case of our sports offers, we focus on events with a charity character as far as possible. For example, we have been a sponsor of the Münchner-Kindl-Lauf® charity run for several years.

We also collect donations in kind and in money for people in Ukraine on our own account.

OVERVIEW OF EMPLOYEE FEEDBACK

relaxed and personal
interaction

good working atmosphere

modern work environment

working hours / work site

future technology

meaningful work

flexibility

flat hierarchy

build know-how

solid growth

cool events

remote work

internal transfer to other areas of activity possible

listen to people's ideas

always exciting, different projects

further development

health campaigns

focus

targeted onboarding

fascinating technologies

get to know the complete development of equipment

good cooperation between colleagues

MEMBERSHIP OF ORGANISATIONS AND ASSOCIATIONS

We take our values to the outside world and influence social issues by our participation in various bodies. 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
- BVMW – German Association for Small and Medium-Sized Businesses
- 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

INTELLECTUAL PROPERTY AND KNOW-HOW TRANSFER

28 per cent have been employed at our company for ten years or more. They possess exceptional expert knowledge which 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 a mix of experienced and young colleagues are the standard in our projects. They enable us to transfer the maximum amount of know-how.

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 matches possible development paths in the company against the expectations of the employees with regard to their personal development in different fields of competence.

We motivate people to take on more responsibility. We regularly assess the performance and professional development of our individual employees in yearly performance reviews.

FURTHER TRAINING IN NUMBERS

SEMINAR HOURS

- Male** 3,904.5 hours, i.e. 13.3 hours per employee
- Female** 823.5 hours, i.e. 12.7 hours per employee

OVERALL RESULT 4.7 THOUSAND HOURS

AVERAGE NUMBER OF HOURS FOR FURTHER TRAINING

The average number of hours for further training was 13.2 hours per employee in 2022 (based on 359 employees and not counting students)

CAPABILITY AND HEALTH

We increase the effectiveness of our personnel development measures by trainings on time and self-management as well as resilience trainings. This fosters not only the capability, but also the resilience and health of our staff.

INVOLVEMENT

Through the works council, our employees can lend weight to their voice and contribute to consensus-building. The works council of Silver Atena is comprised of eleven employees from all locations, ten men and one woman. Among other tasks, the works council monitors compliance with legal regulations, company agreements and guidelines in the best interests of the employees. It represents the labour law-related and general interests of the employees towards the management. The works council reports on the content of its communication with the management during staff meetings and in regular newsletters. Furthermore, it informs employees on labour law aspects and helps to decide on the filling of vacancies. Significant operational changes are coordinated between the employer and the works council in accordance with the law.

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. 17 per cent of our staff are students. We support junior staff by providing seven formats of programmes: voluntary internship, mandatory internship, working students, students writing their bachelor or master thesis, dual course of studies for students at colleges as well as for students at universities with out Silver Atena Entry programme.

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. The management supports the activities with a dedicated budget and provides rooms.



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. Compliance with the requirements for occupational health and safety protection is certified in accordance with ISO 45001.

HAZARD ASSESSMENTS

We conduct hazard assessments to check whether the health and safety of our employees are sufficiently protected at their workspaces or on work-related errands, e.g. through the production halls. We determine and evaluate potential emergency situations and accidents, e.g. by job site inspections at the company locations. In the event of critical deviations such as

- health hazards,
- impacts on multiple areas and
- violations of legal requirements,

a deviation report is drawn up and immediate action is taken.

In the case of new areas, we make new hazard assessments as a matter of principle. We check the hazard assessments every two years and amend them as necessary. If our employees are working at the customer's site, we also check whether there are any hazards.

Defibrillators are provided at all locations with high-voltage equipment to ensure that a quick response to a cardiac arrest is possible in the event of an emergency.

Wherever possible, we avoid hazardous substances that present a high risk. We only use carcinogenic CMR (carcinogenic, mutagenic or 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 Silver Atena develops a wide variety of technical products, the standards for occupational health and safety are checked on a project-specific basis and adapted if necessary. The employees can check the requirements of the EHS (environment, health and safety) management system via our intranet.

Since 2020, all production sites have been certified according to ISO 45001 and meet the requirements for the occupational health and safety management system.

OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

The occupational health and safety committee meets every quarter to discuss topics that are relevant in terms of labour law, e.g. occupational safety, service times, authorised representatives and occupational health management. It is made up of members of the management and the works council as well as the safety officer, the company doctor, the occupational health and safety expert and specialists as required.

We also take responsibility for occupational health and safety with regard to external companies and visitors as well as external locations where our employees are working.

MEDICAL EXAMINATIONS

Our company doctor offers the following occupational medical examinations:

- G25 examination for employees carrying out driving, controlling and monitoring tasks to check whether they are physically capable of fulfilling their duties.
- G37 examination for employees working at computer workstations for early detection or even prevention of any health complaints caused by this type of work.
- G40 examination especially for employees that handle carcinogenic and mutagenic substances.

The data from these examinations are subject to strict data security regulations.

OCCUPATIONAL ACCIDENTS

Two reportable incidents occurred in 2022. However, neither of them was directly related to occupational activities.

TRAINING

Silver Atena conducts regular employee trainings on topics that are relevant for occupational safety such as ergonomics, fall prevention, specific hazardous substances, etc.

“TRIMM-DICH-FIT” HEALTH PROGRAMME

We want to maintain the health and capability of our employees in the long term, regardless of their age, gender, location, or physical constitution. For this purpose we offer our “Trimm-Dich-Fit” health programme that comprises talks, health days and fitness trainings led by external and internal trainers. Competitions and surprise packages act as additional motivation to participate. The first half-year 2022 was dedicated to the motto “movement”, the second half-year to the motto “resilience and stress reduction”.

We are particularly happy about the commitment of our 26 internal trainers, i.e. the employees of Silver Atena, who offer training courses in their free time.

OUR ADDITIONAL OFFERS

- Fruit basket and snacks at all locations
- Low-cost membership for selected cross-regional fitness studios
- Counselling on mental health in the workplace

OCCUPATIONAL REHABILITATION MANAGEMENT

We offer the services of our occupational rehabilitation management to every employee who has been ill for a longer period and is now returning to work. This enables us to reintegrate returnees into the work process successfully.

CORONA PANDEMIC

In order to protect our employees from infection with SARS-CoV-2, we encouraged them to work remotely during the pandemic – unless they were exclusively working in the laboratory or in production. We offered regular vaccination dates on our premises. With the exception of an increase in sick leaves in the spring of 2022, our health rate remained stable on a high level.

WE OFFER ACTIVITIES AIMED AT PROMOTING HEALTH EVERY WEEK.

SPRING / SUMMER

- Talk
- Boxing
- Plank challenge
- StrongBack
- HIIT & mobility
- Bootcamp

AUTUMN / WINTER

- Meditation
- Hiking
- Bouldering
- Taekwondo
- Core & StrongBack
- PowerYoga
- Pilates
- Spinning
- Health day
- Golf
- Magic tricks

- TK health check
- Moving break
- Running training
- Company runs
- Car driving training
- Bicycle riding training
- Motorcycle riding training
- Tennis
- Functional training

THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Winner of the Corporate Health Award 2022 for our occupational health management
- Low fluctuation: 16 per cent
- 28 per cent have been employed at our company for ten years or more
- Protective measures during the Corona pandemic Covid Hotline, vaccination campaigns
- 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”
- Contacts for addiction prevention as well as online offers for smoking cessation
- Management system according to ISO 45001 at all locations, certification at the production sites Munich and Dachau
- Top ratings in GPTW 2022: Well-being, recognition, teamwork

THESE ARE OUR NEXT STEPS

- New stimuli for personnel development and career advancement
- Analysis on the workspaces of the future
- Expansion of occupational health management
- Initiation of charitable projects and improvement of the feeling of our employees to be making a meaningful contribution to society (GPTW rating on CSR: 51 per cent)
- Certification according to ISO 45001 for our new production site Karlsfeld

THIS IS HOW WE MEASURE OUR SUCCESS

- Mood barometer: More than 80 per cent of our employees are happy at our company, 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 over 10 per cent, ACTUAL value: 14 per cent in 2020 and 2021, 17 per cent in 2022
- For more than 70 per cent of our workforce, Silver Atena is a great place to work, ACTUAL value: 65 per cent



“ WE FOCUS NOT ONLY ON ECONOMIC SUCCESS BUT ALSO ON LONG-TERM ECOLOGICAL GOALS. ”

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 CO₂ footprint (corporate carbon footprint). This is how we identify the biggest sources of emissions from our internal processes and upstream and downstream activities. We determine where there is potential for reducing greenhouse gas emissions and work continuously on decreasing our emissions considerably. The prerequisite is 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 (Responsible production and consumption) and SDG 13 (Climate action).

OUR GOALS

WE WILL BE CLIMATE-NEUTRAL BY 2030.

TRANSPARENCY

We calculate our corporate carbon footprint every year to create transparency. We identify opportunities to reduce CO₂ emissions and measure our progress.

VEHICLE FLEET

We support the conversion to more electric vehicles.

CHARGING COLUMNS

In 2023, we equipped two more locations with our iONiX charging column.

POWER

We check at the locations that have not been converted to power from renewable energy sources whether green electricity is viable.

ENERGY AUDIT

We will conduct an energy audit in 2023 and implement the resulting recommendations for energy saving in a targeted manner.

WORKING MODELS

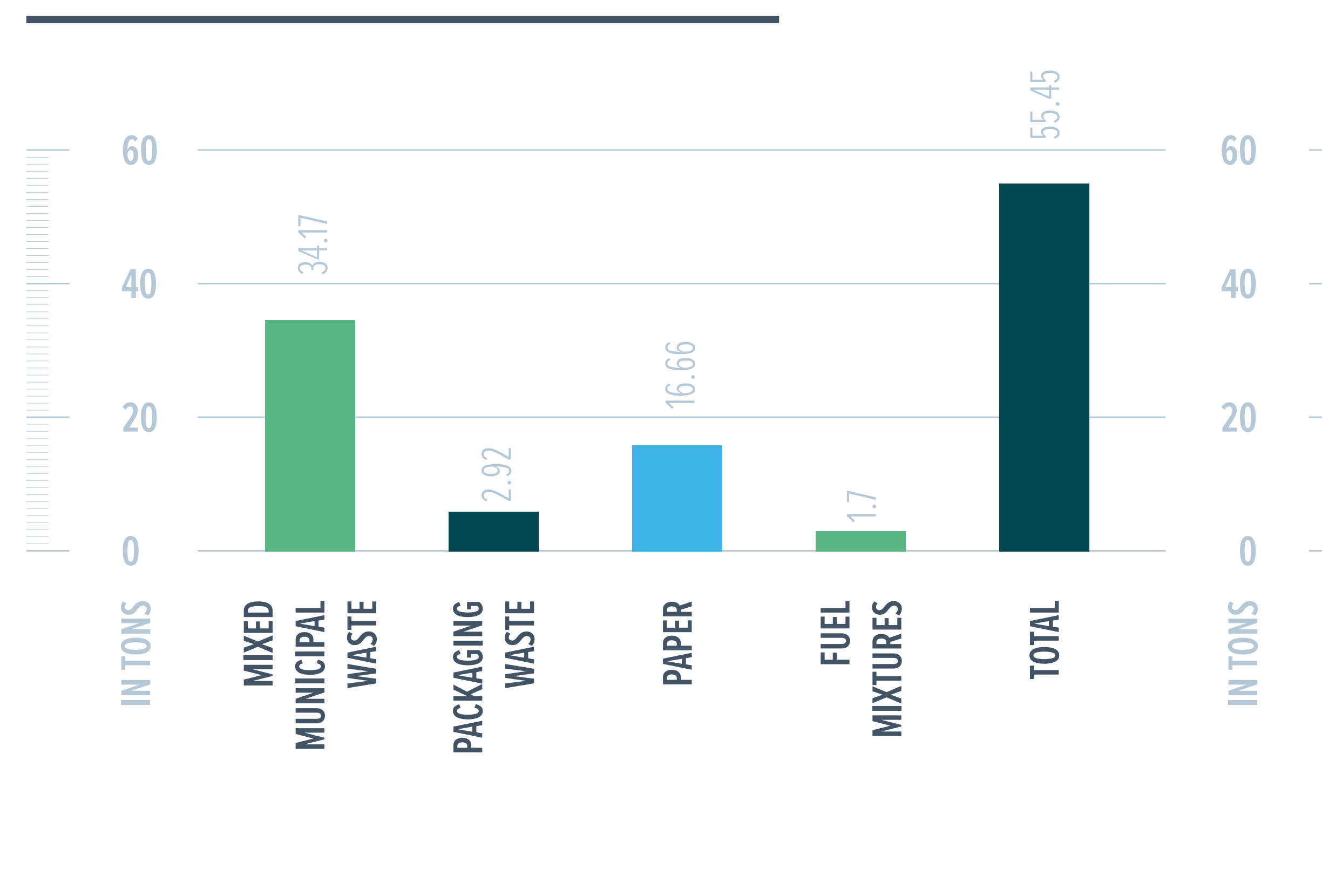
We offer our employees the opportunity to work flexibly. In 2023, we are going to check which modern working methods would additionally be suitable for us.

WASTE MANAGEMENT CONCEPT

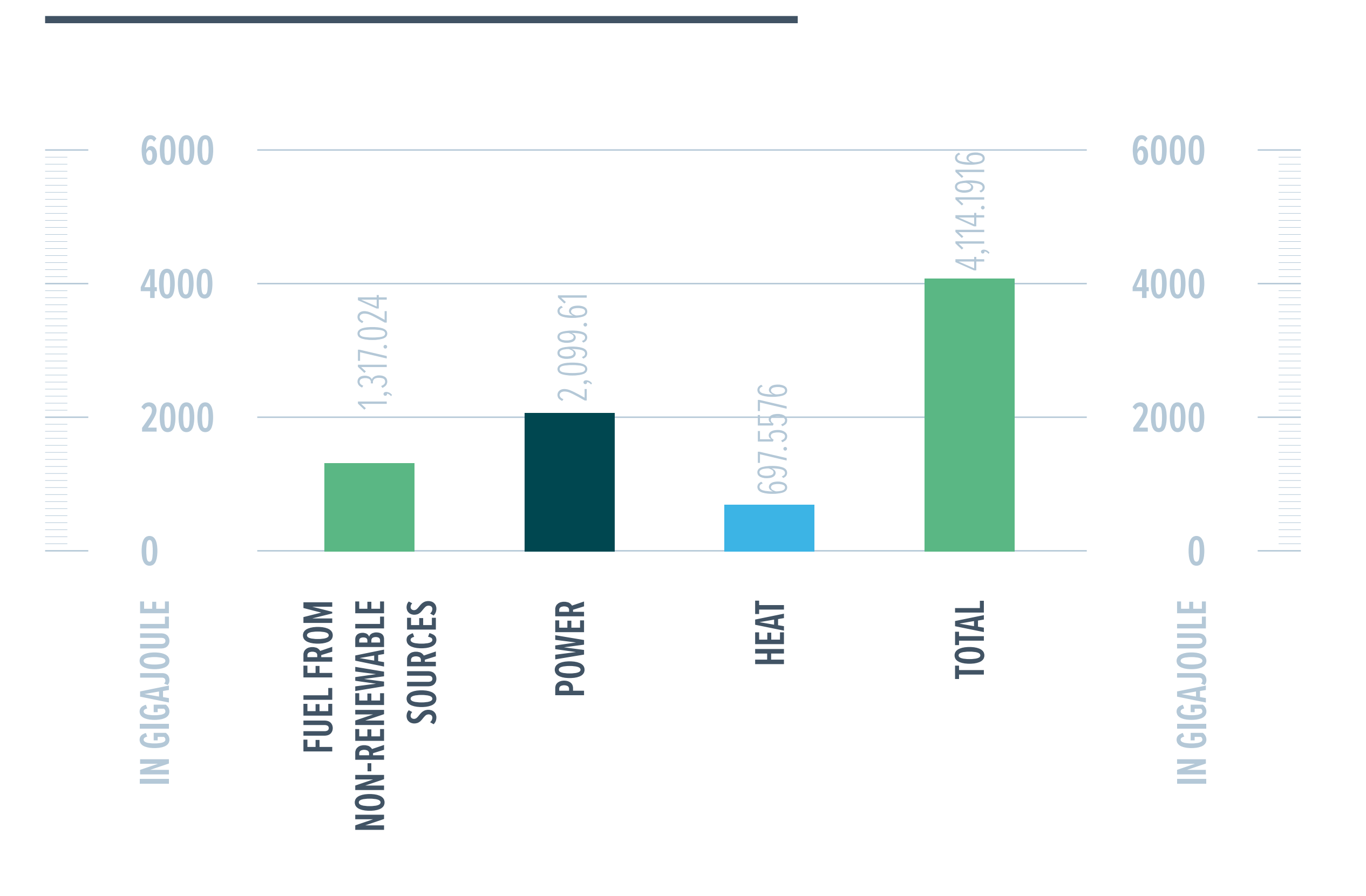
Silver Atena pursues the goal of strengthening circular economy and avoiding waste throughout the entire value chain. This applies both inside the company itself and to upstream and downstream supply chains. We are drafting a recycling concept that is planned to be implemented in all projects gradually. When it comes to supplier selection we check whether their waste management concept satisfies our requirements.

If we commission external service providers with the management of our waste, we ensure that they comply with their contractual obligations as well as the applicable legal requirements. We use the service providers' invoices to track how waste-related data have been recorded and monitored.

WASTE GENERATION



ENERGY CONSUMPTION



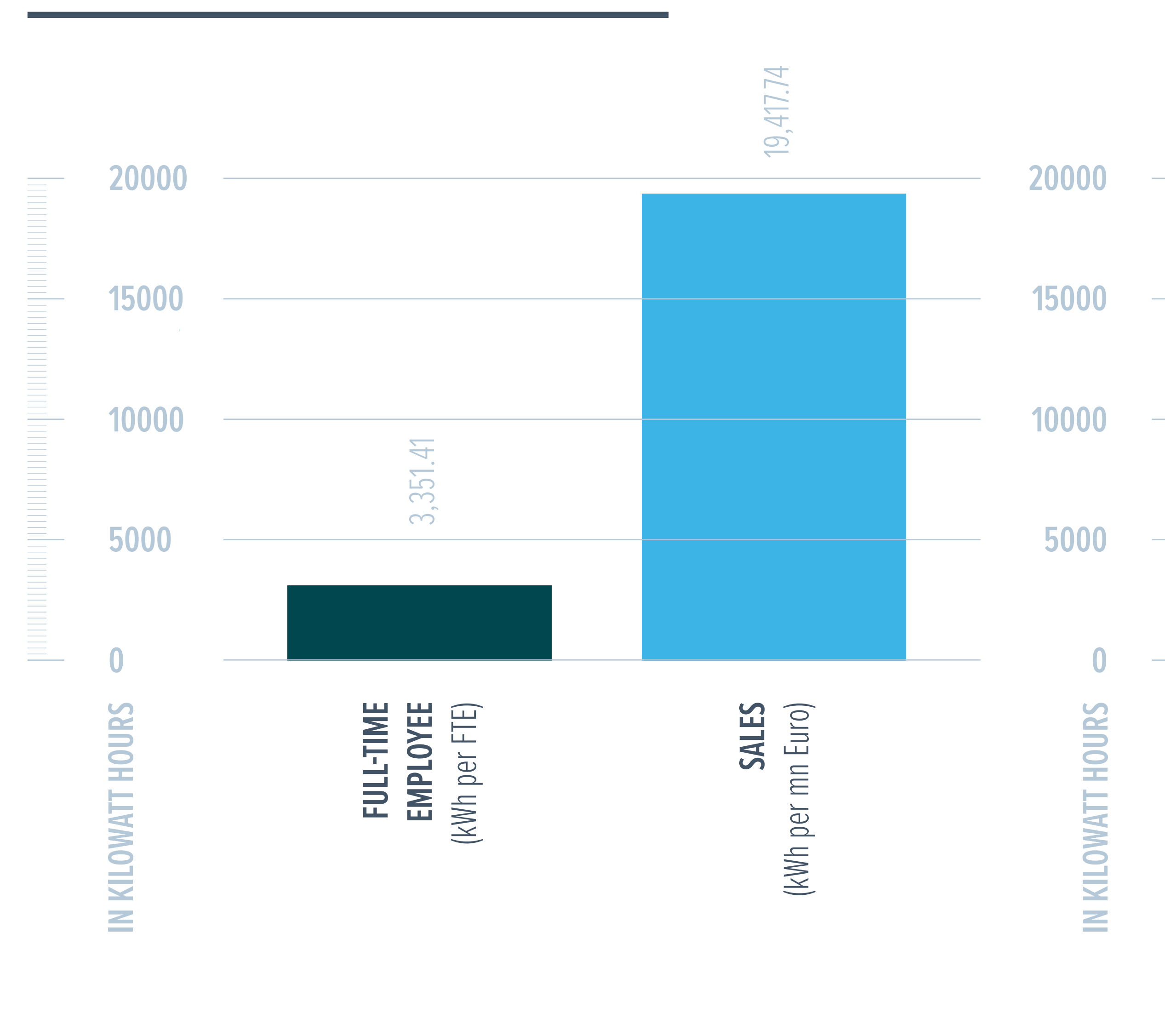
ENERGY INTENSITY

In order to determine our primary energy consumption or the energy intensity, we have calculated various energy intensity ratios that take the consumption of fuel, power and district heat into account.

REDUCTION OF ENERGY CONSUMPTION

We use systems with internal electricity recuperation for the tests of our products. These systems initially require power for the system to start up. Afterwards only ten per cent of the required power (dissipation loss) need to be fed into the circuit. The remaining 90 per cent are recuperated.

ENERGY INTENSITY



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 covers all direct greenhouse gas emissions of facilities owned or controlled by the company, e.g. the vehicle fleet or heaters.
- 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. This includes e.g. supply chains, disposal and transportation. 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 unit CO₂ equivalents, or CO₂ e in short. This makes the impact of different greenhouse gases comparable because these remain in Earth's atmosphere for different amounts of time. New insights relating to individual items led to a retroactive correction starting from 2019. Hence, it is now assumed that the district heat used by us is a waste product and that no additional emissions are caused. The fact that we use refrigerants for the test units, which cause very high emissions, has an impact on the amount of volatile emissions. Moreover, the employee journeys were recalculated because the lower office presence during the Corona pandemic had previously not been taken into account.

SCOPE 1 DIRECT GHG EMISSIONS

- Vehicle fleet
- Stationary combustion
- Volatile emissions

SCOPE 2 INDIRECT GHG EMISSIONS

- Purchased power
- Purchased district heating

SCOPE 3 OTHER INDIRECT GHG EMISSIONS

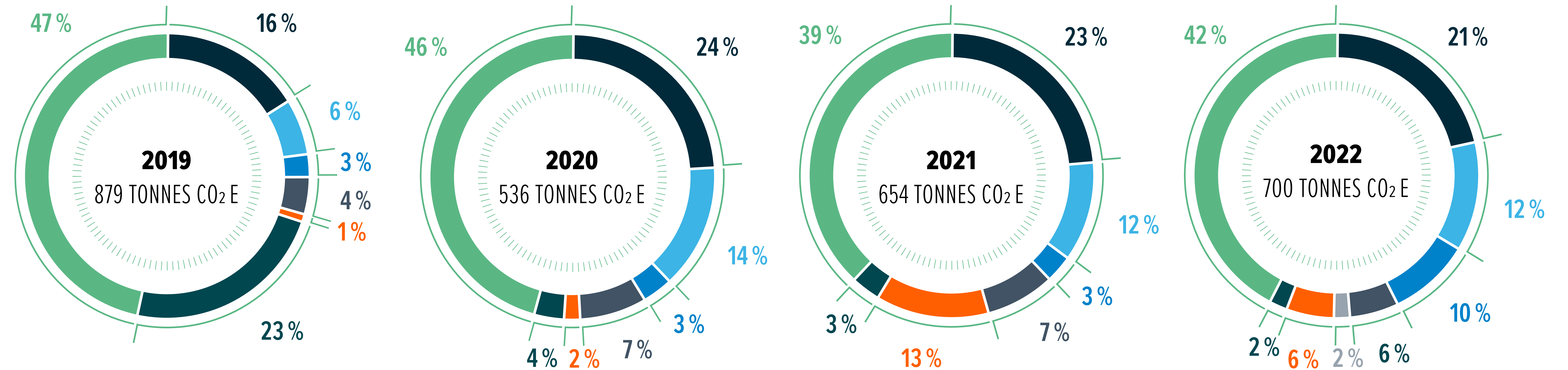
- Waste and disposal
- Business trips
- Journeys of employees
- Emissions from purchased products and services
- Inbound and outbound logistics
- Disposal of sold products

DEVELOPMENT OF GREENHOUSE GAS EMISSIONS

We have determined our corporate carbon footprint taking into account upstream and downstream activities since 2019. For this purpose, we proceed according to the Greenhouse Gas Protocol as well as the standard ISO 14064 as a support document.

In 2019, nearly half of the emissions were caused by employee journeys. Business trips caused a little over a fifth of the greenhouse gas emissions. Approximately a sixth of the emissions was caused by the vehicle fleet. Compared to 2019, the proportion of employee journeys decreased to 42 per cent in 2022. A further reduction occurred in the category of business trips. Here, the proportion in 2022 amounted to two per cent. In all other categories emissions increased compared to 2019. All in all, a reduction of the emissions by 20 per cent from 2019 to 2022 becomes obvious. The increase from 2021 to 2022 is due to company growth: Silver Atena employs more staff, and the number of projects increased. This resulted in higher consumption rates, especially in the categories Power and Journeys of employees.

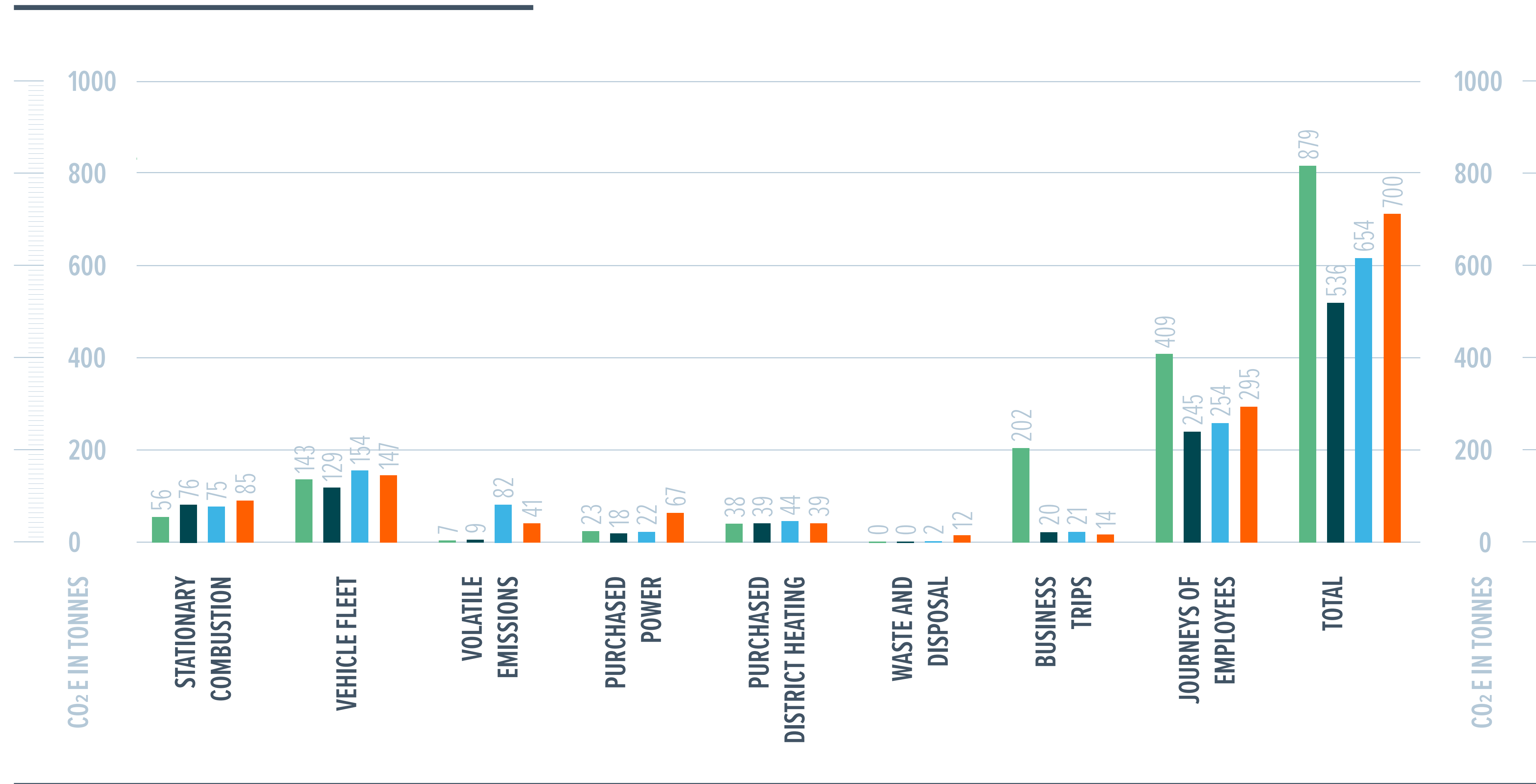
SILVER ATENA EMITTED THE FOLLOWING GROSS VOLUME IN EACH CASE:



59 % THE COMMUTES BETWEEN HOME AND PLACE OF WORK COULD BE REDUCED

- Journeys of employees
- Vehicle fleet
- Stationary combustion
- Purchased power
- Purchased district heating
- Volatile emissions
- Business trips
- Waste & disposal

GREENHOUSE GAS EMISSIONS CAUSED IN CATEGORIES



2019
2020
2021
2022

DIFFERENT TRENDS

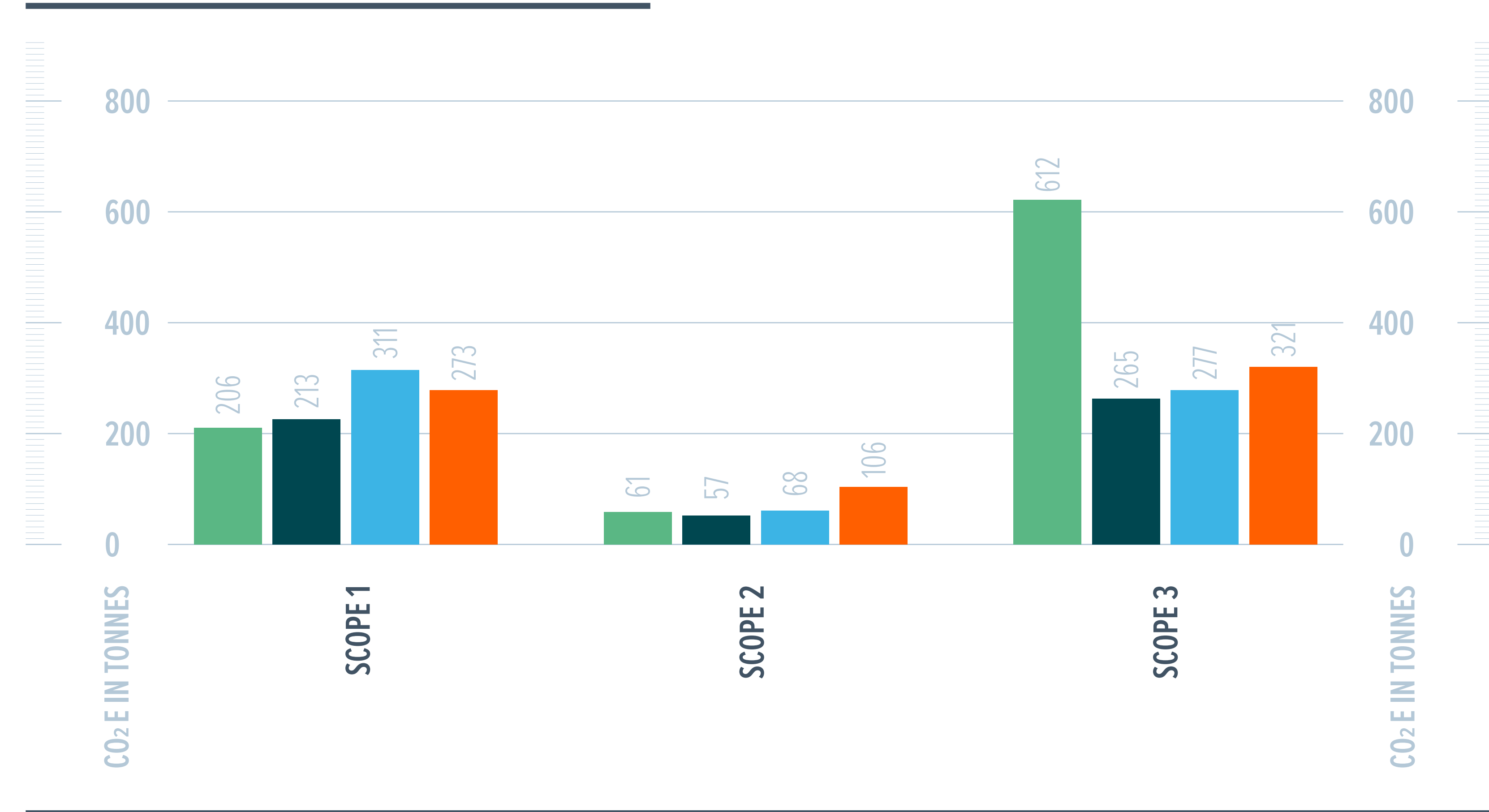
Compared to 2019, 2022 was marked by a considerable reduction of emissions in the categories business trips and journeys of employees. The developments:

- 93 per cent of the emissions of business trips were saved because online meetings frequently replaced business trips.
- In the case of the journeys of employees, the emissions reduced by approximately 28 per cent because remote working was used more often.
- Emissions caused by stationary combustion increased by approximately 52 per cent. This is due to the expansion of our location at Landshut.

- The emissions of our fleet rose by three per cent because company cars were used more often.
- The volatile emissions increased sixfold because further climate chambers or tempering devices were purchased for product testing.
- The emissions due to purchased power tripled because of the start of production at Karlsfeld.
- Emissions from purchased district heating increased by two per cent because some more office space was rented.
- The emissions from waste and disposal increased sharply due to a considerable increase in the amount of waste generated at the production sites Dachau and Karlsfeld.

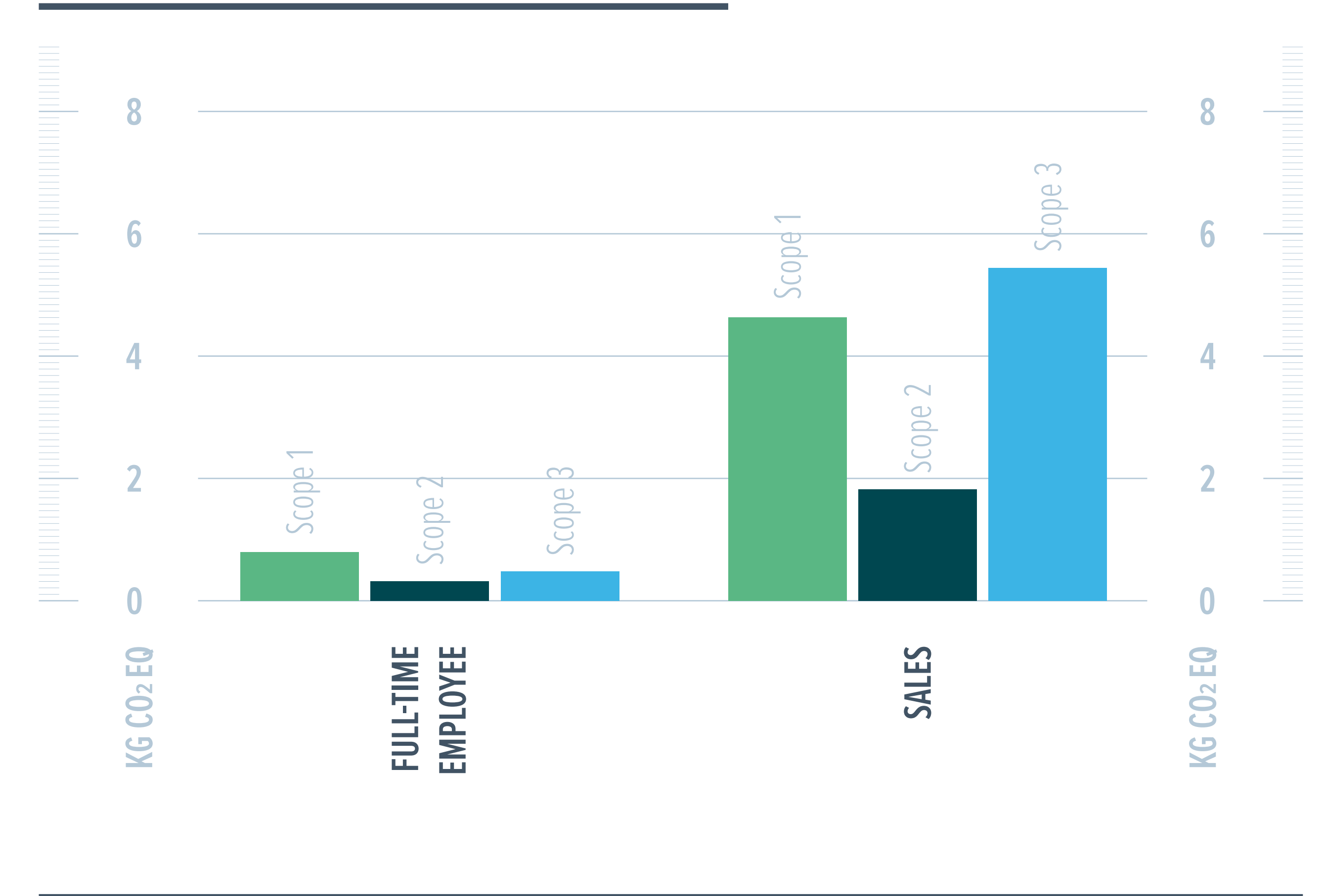
INTENSITY OF THE GREENHOUSE GAS EMISSIONS

GREENHOUSE GAS EMISSIONS CAUSED: SUBDIVISION INTO SCOPES



The adverse effect of greenhouse gases on the climate varies. While carbon dioxide (CO₂) is the most common greenhouse gas, it is less damaging than methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC), perfluorocarbons (PFC), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). All gases were taken into account for our calculations. In order to be able to compare them, we have calculated intensity ratios for each of them. In addition to this, the parameter full-time employees (FTE) and sales (EUR) were considered.

INTENSITY OF THE GREENHOUSE GAS EMISSIONS:



2019
2020
2021
2022

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 comprises vehicles with conventional drive as well as hybrid and electric vehicles. In order to reduce greenhouse gas emissions, we acquire more vehicles with non-fossil drives.

POWER

To reduce energy consumption, conventional light bulbs were replaced by LEDs in almost all offices and production facilities. Four out of our seven locations receive electricity from renewable energies. By 2025, all of our locations are planned to use green electricity. 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.

However, we use systems for the tests of our products that are capable of internal electricity recuperation. Thanks to this cycle, only ten per cent of the required power need to be fed into the circuit. One more reason to monitor and, if possible, increase the energy efficiency of our systems and appliances. At our new production facility in Karlsfeld, we produce our own green electricity by means of a photovoltaic system.

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 printer 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

In order to reduce the greenhouse gas emissions caused by the work commutes of our employees, we offer company bicycles. Employees can lease a bicycle cheaply through our company. In addition to this, we support commutes by public transportation with corresponding allowances. This is not only climate and environmentally friendly, but also beneficial to health. So far five per cent of our employees take advantage of the company bicycle offer. As a result of this initiative, we have been able to reduce the greenhouse gas emissions caused by the journeys of our employees by 114.35 tonnes CO_{2e}.

We encourage our staff to keep working remotely even after the Corona pandemic so that greenhouse gas emissions caused by work commutes are not generated in the first place.

BUSINESS TRIPS

Due to the pandemic, there were hardly any business trips in 2020, 2021 and 2022. These were replaced by digital meetings. The emissions decreased by 187.92 tonnes CO_{2e}. Silver Atena wants to keep reducing on-site visits to a minimum and relying on video conferences instead.

LIFE CYCLE ANALYSIS

Silver Atena wants to know how much greenhouse gas is emitted due to each individual product (product carbon footprint). In a pilot trial, the emissions caused by the transport, production and disposal of a typical control unit were recorded. 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 CO₂ emissions in order to identify potential savings both internally and externally as early as possible and to reduce CO₂ emissions. In the medium term, we want to expand the consideration of emissions to the entire product carbon footprint and determine this footprint for all of 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
- 77 per cent electricity from renewable energies
- Reduction of greenhouse gas emissions by 20 per cent compared to the baseline year 2019
- 30 per cent of our vehicle fleet are electric or hybrid vehicles
- Use of sustainable printer paper at all locations
- Company bicycle offer for the employees
- Consistent compliance with RoHS / REACH regulations

THESE ARE OUR NEXT STEPS

- Development of an environment dashboard to make our values transparent and increase employee awareness
- Green electricity for all locations
- Equipment of further locations with iONiX charging columns
- Trainings on sustainability in development

THIS IS HOW WE MEASURE OUR SUCCESS

- Guarantees of origin from our energy suppliers
- Decreasing greenhouse gas emissions of our vehicle fleet
- Annual decrease in paper consumption
- Annual surveys to measure greenhouse gas emissions caused by work commutes
- Development of the per-capita corporate carbon footprint
- Life cycle analysis



“ WE FOCUS ON ECOLOGICAL ASPECTS AND THE RESPECT FOR HUMAN RIGHTS AS EARLY AS DURING SUPPLIER SELECTION. ”

SUPPLIERS AND PARTNERS

Our suppliers and partners are essential 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 for the goals).



OUR GOALS

WE WILL ESTABLISH A SUSTAINABLE VALUE CHAIN BY 2026.

SUPPLIER QUALIFICATION

We determine the sustainability of our supply chain. We define the requirements according to which we decide for the cooperation with product suppliers.

TRANSPORT OF THE PRODUCTS

We analyse how climate-friendly our suppliers transport their goods. Regional suppliers with short transport routes take priority.

CONFLICT MATERIALS

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

SUPPLIER CODE OF CONDUCT

We update and expand our Supplier Code of Conduct and make compliance with it a binding requirement for our series production suppliers.

OUR SUPPLY CHAIN

We source 100 per cent of our product components from suppliers, in particular die-cast housings, injection-moulded parts, turned parts, deep-drawn parts, assembled cables, throttles, assembled boards (PCBA) and power modules. These are the main components of the control units that we assemble in our production.

THE SUPPLIER SELECTION PROCESS IS DIVIDED INTO THREE STEPS:

- Research and check whether the company meets our basic requirements e.g. concerning certification, equipment, competence and location. This includes an environmental and social evaluation. This is based on the requirements of our customer, which in turn result from the respective order.
- If the company meets our requirements, we establish a direct contact.
- If this contact is positive, we visit the company to evaluate it.

Our purchasing department evaluates the series production suppliers annually. We want to anchor a catalogue of requirements in our supplier management, particularly those relating to environmental criteria.

TRANSPORT ROUTES

Our suppliers are located in Europe and Asia. While we rely on regional suppliers as far as possible, this is not always feasible. Some elements are only produced on Asia. Nonetheless we keep transport routes as short as possible. For example, we have components from Italy and Thailand delivered directly to other partners along our supply chain to have them processed there. Silver Atena then receives the final product as ordered.

CO2 NEUTRALITY OF THE SERIES PRODUCTION SUPPLIERS

We will be climate-neutral by 2030. In order to reach this goal, we demand climate neutrality from our suppliers as well. As a first step, we will focus on our series production suppliers and require our top suppliers to create a life cycle assessment. Then we will elaborate a strategy in cooperation with them to reduce our greenhouse gas emissions until we have achieved CO₂ 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 remains difficult to get primary data because the suppliers rarely possess 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 software GaBi helps us in this endeavour.

OUR SUPPLIER CODE OF CONDUCT

100 per cent of the series production suppliers of Silver Atena agree to our Supplier Code of Conduct. We expect our stakeholders to comply with the highest standards of integrity because this is the only way to enable trusting cooperation. Our suppliers and their staff must comply with the 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.

THE PRINCIPLES OF THE SUPPLIER CODE OF CONDUCT OF SILVER ATENA

REQUIREMENT FOR ETHICAL ACTION

- Bribery and corruption prevention
- Gifts and invitations
- Conflict of interests
- Fair competition
- Minerals from conflict zones
- Good trade practice
- Finance
- Intellectual property and counterfeit products
- Information security
- Sensitive, confidential and protected information
- Protection of personal data

SOCIAL RESPONSIBILITY

- Human rights
- Employment practices
- Health and safety

ENVIRONMENT

- Compliance with all applicable environmental laws
- Animal welfare
- Conservation of resources
- Reduction of greenhouse gas emissions

SUSTAINABLE SOURCING

SUPPLIER COMMITMENTS

- Agreement with the Silver Atena Supplier Code of Conduct
- Reporting of issues or problems
- Rights to audit
- Corrective measures

REQUIREMENT FOR ETHICAL ACTION

- Bribery and corruption undermine public trust, endanger economic and social development and are detrimental to fair trade. We undertake to act according to the highest anti-corruption standards and expect our suppliers to comply with the applicable anti-corruption laws, guidelines and regulations in the countries in which they do business.
- When it comes to handling gifts and invitations, we have clear regulations in place. Suppliers, partners and our employees must not secure an unfair competitive advantage by means of business courtesies.
- Conflicts of interests are to be strictly avoided. We expect our employees to act in the best interest of Silver Atena.
- Our regulations on fair competition protect consumers and competitors from unfair business practices. In the interest of a healthy competition, we comply with anti-trust and competition laws.
- The exploitation of minerals and raw materials in conflict zones as well as trade with materials originating from conflict zones can lead to violations of human rights and further conflicts. We refuse to support public and private security services that exert illegal control over mining sites and transport routes. Our suppliers are required to respect human rights and ensure that all minerals and raw materials, especially those originating from conflict and high-risk zones, are delivered responsibly. Armed groups must not be financed directly or indirectly.
- The suppliers comply with applicable export control regulations, laws, guidelines and provisions on sanctions and embargoes and provide truthful information to customs and other authorities upon request.
- Suppliers must not gain any advantage from fraud, embezzlement or counterfeiting or permit third parties to gain such advantages. Laws to combat money laundering and the financing of terrorism are implemented.
- The suppliers are required to comply with all intellectual property rights and laws. They accept the protection against disclosure, patents, property rights and trademarks. They may only use lawfully acquired and licensed information technology and software. They are prohibited from passing on technology, protected information or business secrets without prior written approval from the legal department of Silver Atena. Should counterfeit parts and materials be delivered despite all precautions and controls, these must be identified, reported and quarantined. They must not be returned to the supply chain.
- Ensuring data and information security is one of the prerequisites for suppliers for a collaboration with Silver Atena.
- Suppliers are required to treat sensitive, confidential and protected information they are entrusted with by Silver Atena, its customers or third parties strictly confidential. Exception: The disclosure has been approved or is legally required. Even then, it must only take place following prior announcement.
- All applicable data security laws and regulations must be complied with.

SOCIAL RESPONSIBILITY

- Silver Atena expects its suppliers to recognise and respect the International Declaration of Human Rights as well as the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work. The suppliers treat persons with dignity and respect. They care for a safe, integrative and accessible physical or virtual workspace.
- Our suppliers accept our requirements regarding human rights and employment practices such as working times, salaries and social benefits, freedom of association, diversity, equal opportunities and respect towards the individual.
- The suppliers must comply with the prohibition of trafficking in human beings as well as the applicable local laws in the countries in which they do business. Forced labour, bonded labour or compulsory labour must not be used. Child labour is absolutely unacceptable. It must be possible for employees to terminate their employment relationship following proper notice.
- Regulations regarding the health and safety of the employees must be complied with.

ENVIRONMENT

- In accordance with the Science Based Target Initiative (SBTi), the United Nations Global Compact and the Paris Agreement, Silver Atena has decided to achieve net zero greenhouse gas emissions in the entire value chain by 2030.
We want to assume a leading role on the path to a net-zero society by reducing and avoiding CO₂ emissions. We use sustainable innovations, raise awareness for environment and climate protection and motivate our stakeholders to act. We also expect our suppliers to start a net-zero initiative.
- Our suppliers must comply with the applicable environmental protection laws. The responsible treatment of living beings is part of our understanding of values. Silver Atena expects all company staff as well as suppliers to comply with national and international legal provisions on animal protection and welfare.
- Our suppliers must monitor, measure and minimise their consumption of natural resources such as water, raw materials and energy.

SUSTAINABLE SOURCING

- Our suppliers pass the principles of the Supplier Code of Conduct on to their partners, subsidiaries and their sub-contractors that do business with Silver Atena. They apply our standards to their own suppliers.

SUPPLIER COMMITMENTS

- The suppliers undertake to comply with Silver Atena's Supplier Code of Conduct and to act according to an effective ethics and compliance programme themselves. They are encouraged to report issues or problems any time. We reserve rights to audit.

THIS IS WHAT WE HAVE ACHIEVED TOGETHER

- Focus on regional suppliers
- Careful selection and screening of future suppliers
- Update our Supplier Code of Conduct
- Commitment of our suppliers to comply with our Supplier Code of Conduct
- Climate neutrality as important requirement criterion for future suppliers, check via self-disclosure as well as inquiries on prices and conditions

THESE ARE OUR NEXT STEPS

- Calculation of the life cycle analysis of our series products, in perspective with real data
- Agreement with suppliers on a roadmap towards climate neutrality

THIS IS HOW WE MEASURE OUR SUCCESS

- Our suppliers are committed to climate neutrality
- The proportion of suppliers with ISO 14001 certification is 68 per cent

SUMMARY

Silver Atena publishes an annual sustainability report to inform about its economic, ecological and social goals, key performance indicators and measures. The 2022 sustainability report shows that we have already taken important 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. This includes CO₂ neutrality, which we anticipate to achieve by 2030. This goal will be a challenge for us and all those involved in our supply chain in the years to come.

Employee recruitment and retention are another major challenge. Here, working models that are flexible in terms of place and time have proven their worth. By expanding our occupational health management, we offer a combination of sports, fun and work, which our employees deem very important. We will continue to follow this path in a targeted manner.

We not only pursue internal sustainability strategies, but also contribute to the well-being of a sustainable society. We support the further development of electromobility with our products. Responsible use of resources along the entire supply chain as well as a high waste recycling rate are very important to us.

The reporting period covers the entire year 2022. It includes the development of key performance indicators since 2019. All Silver Atena locations are included. The report is based on the requirements of the following standards:

- ◆ Global Reporting Initiatives (GRI Standard)
- ◆ German Sustainability Code (Deutscher Nachhaltigkeitskodex, DNK)
- ◆ The Universal Declaration of Human Rights
- ◆ United Nations Sustainable Development Goals (SDG)
- ◆ UN Global Compact



GRI INDEX

GRI NO.	GRI STANDARD	DISCLOSURE	AVAILABILITY, LOCATION	RELEVANT?	REQUIREMENT OMITTED?	REASON	EXPLANATION
GRI 1	GRI 1: Foundation 2021	3-1 to 3-9	CSR report	yes			
GRI 1	GRI 1: Foundation 2021	4	CSR report	yes			
GRI 2	GRI 2: General Disclosures 2021	2-1	CSR report, ch. "Silver Atena", imprint	yes			
GRI 2	GRI 2: General Disclosures 2021	2-2	CSR report, ch. "Silver Atena"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-3	CSR report, ch. "Summary"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-4	CSR report, ch. "Environment"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-5		no			
GRI 2	GRI 2: General Disclosures 2021	2-6	CSR report, ch. "Silver Atena"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-7	CSR report ch. "Employees and society"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-8	CSR report ch. "Employees and society"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-9	organisation chart	yes			
GRI 2	GRI 2: General Disclosures 2021	2-10	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-11	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-12	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-13	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-14	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-15	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-16	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-17	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-18	EHS handbook, ch. 5	yes			
GRI 2	GRI 2: General Disclosures 2021	2-19	internal processes	yes	yes	Restrictions due to a confidentiality obligation	Remuneration policy is not disclosed
GRI 2	GRI 2: General Disclosures 2021	2-20	internal processes	yes	yes	Restrictions due to a confidentiality obligation	Remuneration policy is not disclosed
GRI 2	GRI 2: General Disclosures 2021	2-21	internal processes	yes	yes	Restrictions due to a confidentiality obligation	Remuneration policy is not disclosed
GRI 2	GRI 2: General Disclosures 2021	2-22	CSR report, preface	yes			
GRI 2	GRI 2: General Disclosures 2021	2-23	CSR report, reference to the ethics and compliance charter of Expleo Group	yes			
GRI 2	GRI 2: General Disclosures 2021	2-24	CSR report ch. "Customers and products"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-25	CSR report ch. "Customers and products"; Expleo homepage	yes			
GRI 2	GRI 2: General Disclosures 2021	2-26	Silver Atena management system	yes			
GRI 2	GRI 2: General Disclosures 2021	2-27	CSR report ch. "Customers and products"; Expleo homepage	yes			
GRI 2	GRI 2: General Disclosures 2021	2-28	CSR report ch. "Employees and society"	yes			
GRI 2	GRI 2: General Disclosures 2021	2-29	CSR report, ch. "Silver Atena", materiality analysis	yes			
GRI 2	GRI 2: General Disclosures 2021	2-30		no			
GRI 3	GRI 3: Material Topics 2021	3-1	Materiality analysis, CSR report, various chapters	yes			
GRI 3	GRI 3: Material Topics 2021	3-2	Materiality analysis, CSR report, various chapters	yes			
GRI 3	GRI 3: Material Topics 2021	3-3	Materiality analysis, CSR report, various chapters	yes			
GRI 11	GRI 11: Oil and Gas Sector 2021			no			
GRI 201	GRI 201: Economic Performance 2016	201-1	"Annual financial statement as of 31 December 2022 and management report for the financial year 2022"	yes			
GRI 201	GRI 201: Economic Performance 2016	201-2	"Annual financial statement as of 31 December 2022 and management report for the financial year 2022"	yes			
GRI 201	GRI 201: Economic Performance 2016	201-3	"Annual financial statement as of 31 December 2022 and management report for the financial year 2022"	yes			
GRI 201	GRI 201: Economic Performance 2016	201-4	"Annual financial statement as of 31 December 2022 and management report for the financial year 2022"	yes			
GRI 202	GRI 202: Market Presence 2016	202-1		yes	yes	Restrictions due to a confidentiality obligation above minimum wage	Remuneration policy is not disclosed Not disclosed, all employees are paid
GRI 202	GRI 202: Market Presence 2016	202-2	CSR report, ch. "Employees and society"	yes			
GRI 203	GRI 203: Indirect Economic Impacts 2016			no			
GRI 204	GRI 204: Procurement Practices 2016	204-1	CSR report, ch. "Suppliers and partners"	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-1	CSR report, ch. "Customers and products"	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-2	CSR report, ch. "Customers and products"	yes	partially	Information incomplete	
GRI 205	GRI 205: Anti-corruption 2016	205-3	CSR report, ch. "Customers and products"	yes			
GRI 206	GRI 206: Anti-competitive Behavior 2016	206-1	CSR report, ch. "Customers and products"	yes			
GRI 207	GRI 207: Tax 2019			no			
GRI 301	GRI 301: Materials 2016	301-1		yes	yes	Information incomplete	not applicable
GRI 301	GRI 301: Materials 2016	301-2		yes	yes	Information incomplete recycled starting materials yet	no active use of
GRI 301	GRI 301: Materials 2016	301-3		yes	yes	Information incomplete	information incomplete
GRI 302	GRI 302: Energy 2016	302-1	CSR report, ch. "Environment"	yes			
GRI 302	GRI 302: Energy 2016	302-2		yes	yes	not applicable of Joule possible	no expression in Joule or multiples
GRI 302	GRI 302: Energy 2016	302-3	CSR report, ch. "Environment"	yes			
GRI 302	GRI 302: Energy 2016	302-4	CSR report, ch. "Environment"	yes	yes	Information incomplete	
GRI 302	GRI 302: Energy 2016	302-5	CSR report, ch. "Environment"	yes	yes	Information incomplete	
GRI 303	GRI 303: Water and Effluents 2018	303-1		no			
GRI 303	GRI 303: Water and Effluents 2018	303-2		no			

GRI NO.	GRI STANDARD	DISCLOSURE	AVAILABILITY, LOCATION	RELEVANT?	REQUIREMENT OMITTED?	REASON	EXPLANATION
GRI 303	GRI 303: Water and Effluents 2018	303-3		no			
GRI 303	GRI 303: Water and Effluents 2018	303-4		no			
GRI 303	GRI 303: Water and Effluents 2018	303-5		no			
GRI 304	GRI 304: Biodiversity	304-1		no			
GRI 304	GRI 304: Biodiversity	304-2		no			
GRI 304	GRI 304: Biodiversity	304-3		no			
GRI 304	GRI 304: Biodiversity	304-4		no			
GRI 305	GRI 305: Emissions 2016	305-1	CSR report, ch. "Environment"	yes			
GRI 305	GRI 305: Emissions 2016	305-2	CSR report, ch. "Environment"	yes			
GRI 305	GRI 305: Emissions 2016	305-3	CSR report, ch. "Environment"	yes			
GRI 305	GRI 305: Emissions 2016	305-4	CSR report, ch. "Environment"	yes			
GRI 305	GRI 305: Emissions 2016	305-5	CSR report, ch. "Environment"	yes			
GRI 305	GRI 305: Emissions 2016	305-6		yes	yes	Information incomplete	Available information incomplete
GRI 305	GRI 305: Emissions 2016	305-7		yes	yes	Information incomplete	Information incomplete
GRI 306	GRI 306: Waste 2020	306-1		yes	yes	Information incomplete	Available information incomplete
GRI 306	GRI 306: Waste 2020	306-2	CSR report, ch. "Environment"	yes			
GRI 306	GRI 306: Waste 2020	306-3	CSR report, ch. "Environment"	yes			
GRI 306	GRI 306: Waste 2020	306-4	CSR report, ch. "Environment"	yes	partially	Information incomplete	Available information incomplete
GRI 306	GRI 306: Waste 2020	306-5	CSR report, ch. "Environment"	yes	partially	Information incomplete	Available information incomplete
GRI 306	GRI 306: Effluents and Waste 2016	306-3		no			
GRI 308	GRI 308: Supplier Environmental Assessment 2016	308-1	CSR report, ch. "Suppliers"	yes			
GRI 308	GRI 308: Supplier Environmental Assessment 2016	308-2		yes	yes	Information incomplete	Implementation of customer requirements
GRI 401	GRI 401: Employment 2016	401-1	CSR report, ch. "Employees and society"	yes			
GRI 401	GRI 401: Employment 2016	401-02	CSR report, ch. "Employees and society"	yes			
GRI 401	GRI 401: Employment 2016	401-03	CSR report, ch. "Employees and society"	yes			
GRI 402	GRI 402: Labor/Management Relations 2016	402-1		no			
GRI 403	GRI 403: Occupational Health and safety 2018	403-1	CSR report, ch. "Employees and society"	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-2	EHS handbook CSR report, ch. "Employees and society"	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-3	EHS handbook, process "Occupational health and safety operation"	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-3	EHS handbook, internal processes	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-4	Process "Occupational health and safety operation"/Intranet	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-4	EHS handbook, internal processes	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-5	Process "Occupational health and safety operation"/Intranet	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-5	EHS handbook, internal processes	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-6	CSR report, ch. "Employees and society"	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-6	EHS handbook, internal processes	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-7		no			
GRI 403	GRI 403: Occupational Health and safety 2018	403-8	CSR report, ch. "Employees and society"	yes			
GRI 403	GRI 403: Occupational Health and safety 2018	403-9	CSR report, ch. "Employees and society"	yes	partially	Information not available	Very low number of occupational accidents. These are considered and evaluated individually, no added value resulting from comparison with total hours No disclosure due to confidentiality
GRI 403	GRI 403: Occupational Health and safety 2018	403-10	CSR report, ch. "Employees and society"	yes	yes	Restrictions due to a confidentiality obligation	
GRI 404	GRI 404: Training and Education 2016	404-1	CSR report, ch. "Employees and society"	yes			
GRI 404	GRI 404: Training and Education 2016	404-2		no			
GRI 404	GRI 404: Training and Education 2016	404-3	CSR report, ch. "Employees and society"	yes			
GRI 405	GRI 405: Diversity and Equal Opportunity 2016	405-1	CSR report, ch. "Employees and society"	yes			
GRI 405	GRI 405: Diversity and Equal Opportunity 2016	405-2	CSR report, ch. "Employees and society"	yes	yes	Information not available	
GRI 406	GRI 406: Non-discrimination 2016	406-1	CSR report, ch. "Employees and society", Code of Conduct	yes			
GRI 407	GRI 407: Freedom of Association and Collective Bargaining 2016	407-1	Supplier Code of Conduct	yes			
GRI 408	GRI 408: Child Labor 2016	408-1	Supplier Code of Conduct	yes			
GRI 409	GRI 409: Forced or Compulsory Labor 2016	409-1	Supplier Code of Conduct	yes			
GRI 410	GRI 410: Security Practices 2016	410-1	Supplier Code of Conduct	yes			
GRI 411	GRI 411: Rights of Indigenous Peoples 2016	411-1	Supplier Code of Conduct	yes			
GRI 413	GRI 413: Local Communities	413-1		no			
GRI 413	GRI 413 Operations with significant actual and potential negative impacts on local communities	413-2		no			
GRI 414	GRI 414: Supplier Social Assessment 2016	414-1		no			
GRI 414	GRI 414: Supplier Social Assessment 2016	414-2		no			
GRI 415	GRI 415: Public Policy 2016	415-1	CSR report, ch. "Customers and products"	yes			
GRI 416	GRI 416: Customer Health and Safety	416-1		no			
GRI 416	GRI 416: Customer Health and Safety	416-2		no			
GRI 417	GRI 417 Marketing and Labeling	417-1		no			
GRI 418	GRI 418 Customer Privacy	418-1	CSR report, ch. "Customers and products"	yes			

KEY FIGURES AT A GLANCE

CUSTOMERS AND PRODUCTS



Sales development:

2019: 38,2314 TEUR

2020: 41,336 TEUR

2021: 50,111 TEUR

2022: 58,855 TEUR

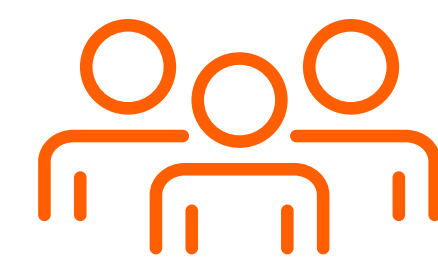
Results of SAQ 5.0
(Self-Assessment Questionnaire) 2022:

Munich: **91 %**

Dachau: **91 %**

Coverage rate of companies with
quality management system
(9001/9100): **100 %**

EMPLOYEES AND SOCIETY



Number of employees:

359 salaried employees

71 students

Number of different nationalities:

2021: 24

2022: 34

Coverage rate of production sites
with ISO 45001: **100 %**

ENVIRONMENT



Corporate carbon footprint –
greenhouse gas emissions:

2019: 878.57 t CO_{2e}

2020: 535.55 t CO_{2e}

2021: 654.13 t CO_{2e}

2022: 699.85 T CO_{2E}

Proportion of green electricity in total
electricity consumption:

2019: 74 %

2020: 80 %

2021: 77 %

2022: 71 %

Coverage rate of production sites
with ISO 14001: **100 %**

SUPPLIERS AND PARTNERS



ISO 14001 coverage of our
series suppliers:

2021: 47 %

2022: 68 %

Approval rate of our suppliers for the
Supplier Code of Conduct and the
avoidance of conflict minerals: **100 %**

Proportion of audited series
suppliers (related to A-compo-
nents): **100 %**



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