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# LOCATIONS AND EMPLOYEES



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## SILVER ATENA

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

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

We supply the industry with prototypes and series products. In doing so we focus on high-tech solutions for different market segments. Our products are used in sports cars, limousines and lorries, air taxis, drones, aircrafts and wind turbines. Our iONiX DC charging station is an integral part of the charging infrastructure. Our components meet the most stringent safety and efficiency requirements.

Silver Atena was established in 1998 and is today part of the Expleo Group. We employ around 500 people at locations in Munich, Landshut, Dachau, Karlsfeld, Augsburg, Stuttgart, Hamburg and Bremen. The team includes numerous engineers and highly trained production and logistics specialists who develop custom solutions and exceptional products for our customers. We use our expertise to offer our own future-proof and competitive products with foresight. We have positioned ourselves as a driving force on the market.

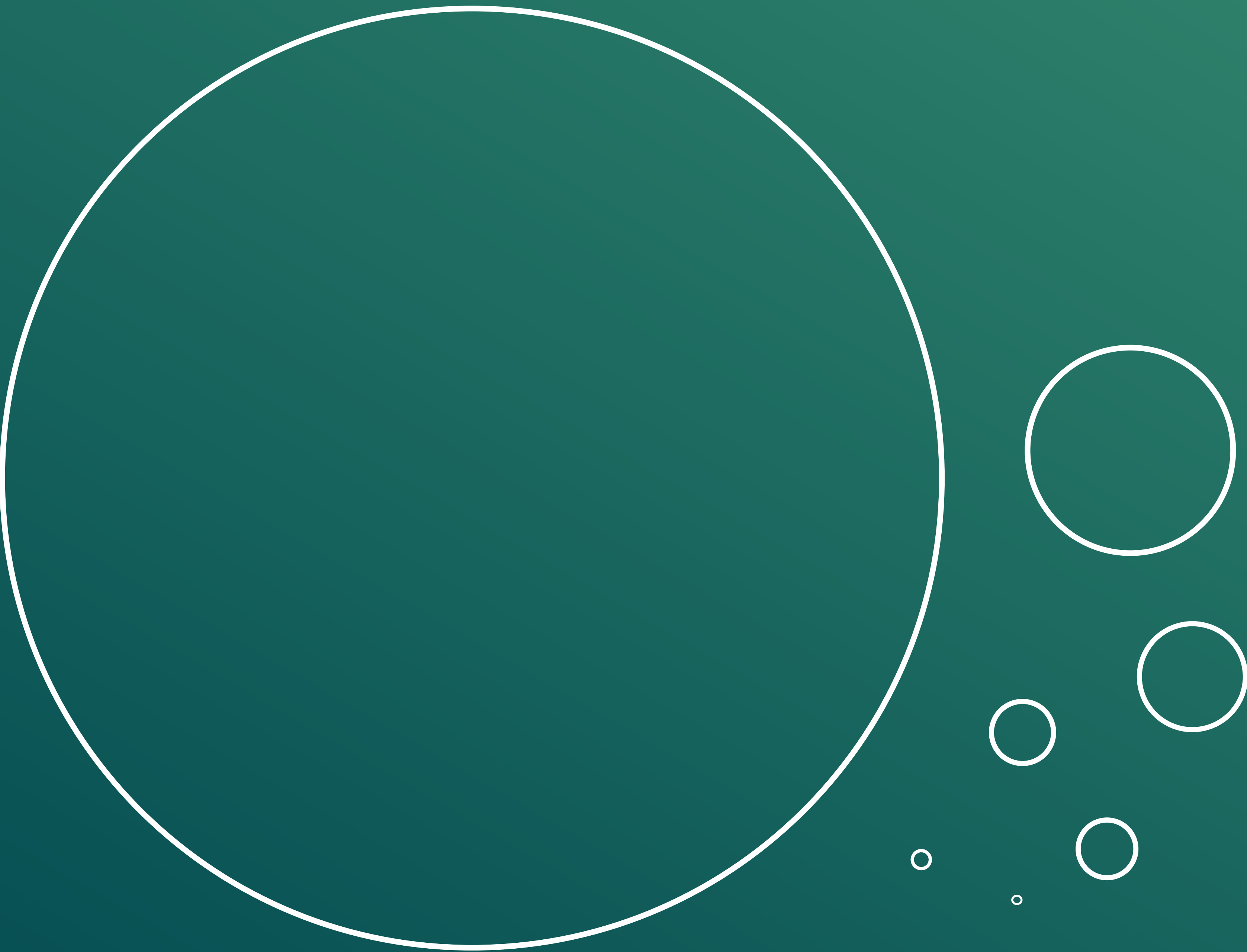
Our goal is to achieve leadership in technology.





# COMPANY & GOVERNANCE

## SUSTAINABLE PROJECTS



### PROPORTIONS OF PROJECT AREAS

We generate 85% (2023: 89 %, 2022: 85%) of our sales with sustainable projects in the areas of electromobility, fuel cells and wind energy. Due to the automotive crisis in Germany, our growth slumped sharply in 2024. We expect stagnation in 2025. We then assume average growth of 12% per year until 2030.

#### CAR E-MOBILITY

65.2 %

#### OTHER SUSTAINABLE PROJECTS

4.7 %

#### FUEL CELL COMPONENTS

8.0 %

#### WIND ENERGY

1.7 %

#### AIRCRAFT MOBILITY

5.0 %

#### NON-SUSTAINABLE PROJECTS

15.0 %

#### SUSTAINABLE INFRASTRUCTURE

0.4 %

AROUND 85% OF OUR PROJECTS ARE SUSTAINABLE AND AROUND 15 % NON-SUSTAINABLE.

# SUSTAINABILITY COMMITTEE

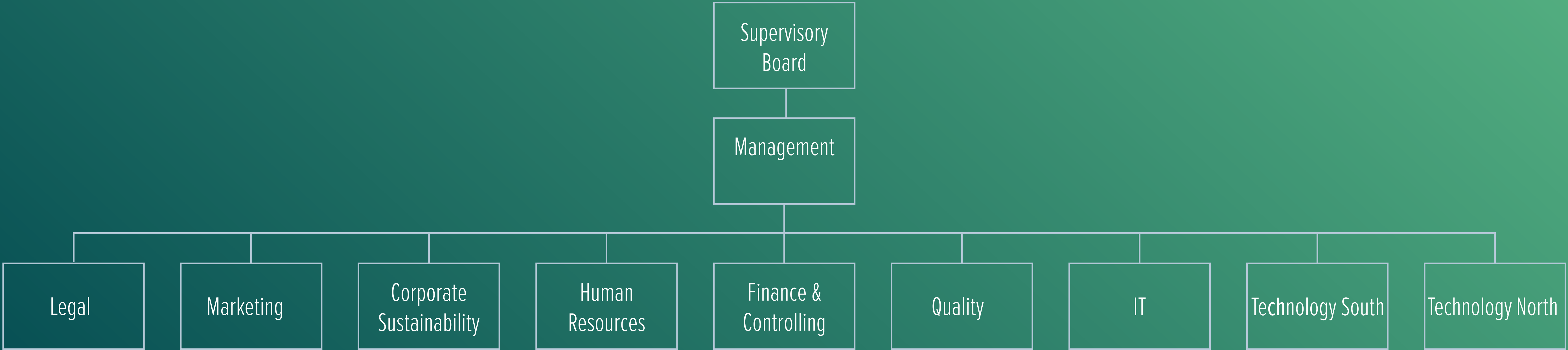
Innovation and sustainability are the drivers of Silver Atena. We established the Sustainability Department back in 2021 with the aim of implementing our sustainability strategy with a specific focus. Due to our size and culture, we operate with a flat hierarchy. A third of the managers on the first management level are women.

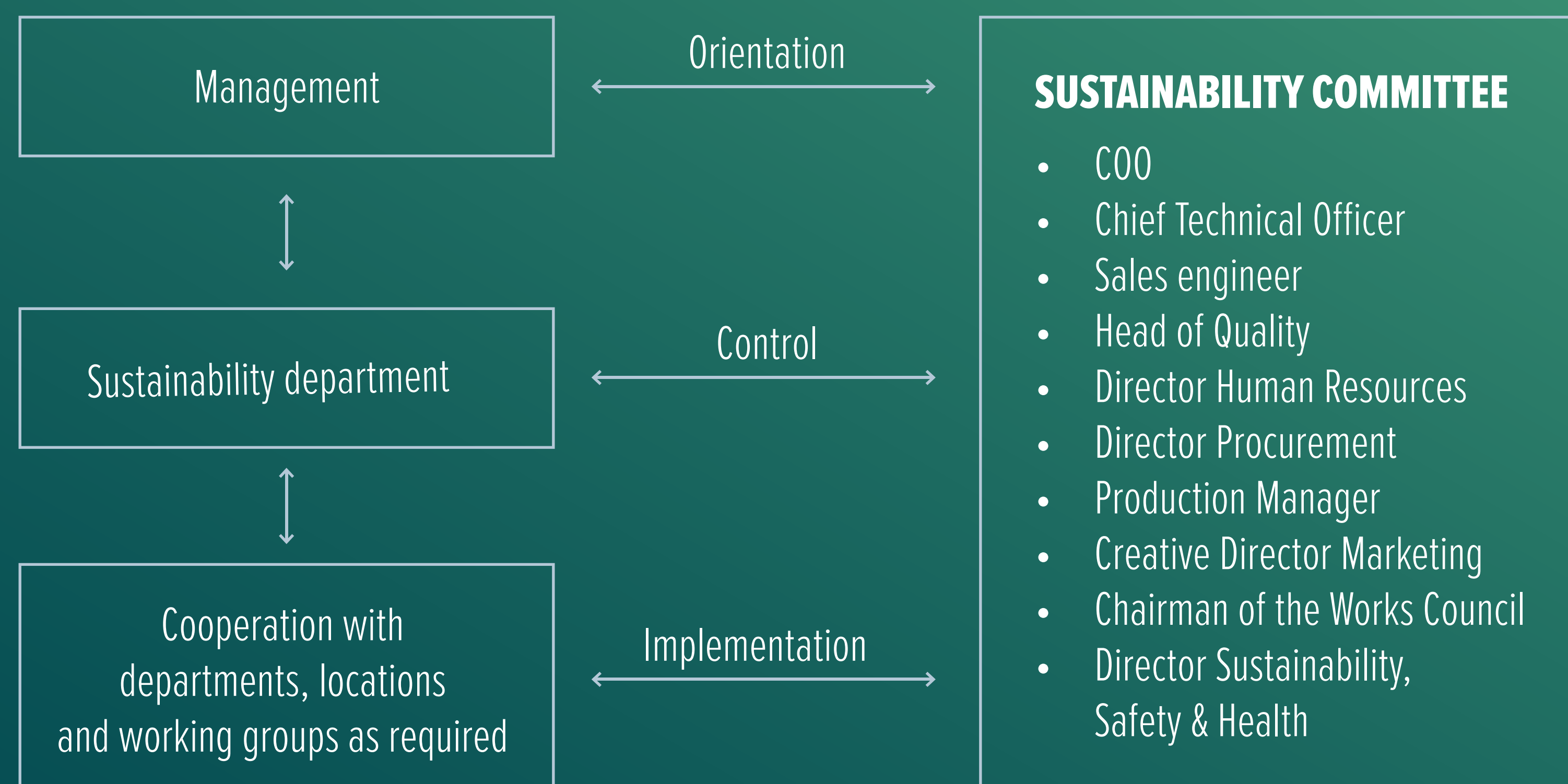
We have established a Sustainability Committee to adequately and continuously assess the effects, risks and opportunities of sustainability. The committee has defined tasks and objectives. It ...

- conducts a materiality analysis and assesses the impacts, risks and opportunities it reveals,
- formulates a sustainability strategy,
- defines and monitors the sustainability targets,
- guides the company's sustainability policy,
- derives measures from customer requirements and requirements ensuing from legislation,
- communicates internally and externally,
- defines sustainability projects and puts them into action,
- adjusts the corporate culture to sustainability aspects.



## OUR ORGANISATION IS EVOLVING AS FOLLOWS:





## OUR SUSTAINABILITY STRATEGY

Ultimately, the management team or a defined committee decides on sustainability issues. The management also summarises all sustainability aspects in the annual management review. It documents the extent to which the above-mentioned objectives have been achieved and the extent to which the tasks have been realised. The strategic direction for the following year is also determined. Measures on current sustainability aspects are closely coordinated with management. A further committee on occupational health and safety meets quarterly.

In addition, all those involved often share information outside of the meetings. This is easily done thanks to the size of the company.

Guidelines and processes are part of everyday business and are adapted as needed. The input of the Sustainability Committee plays a key role in this.

The Sustainability Committee comprises the main stakeholders. In this way, we ensure that topics from all areas of the company are considered and the results of all agreed strategies, targets, measures and parameters are evaluated. Thanks

to the interdisciplinary composition the members of the committee already bring a great deal of specialist knowledge with them, which they share at the meetings. If the need for knowledge goes beyond this, Silver Atena organises training or turns to external consultants. As the Managing Director is a member of the Sustainability Committee, he can oversee sustainable processes at any time. Silver Atena's decision-making and signature guidelines regulate the interaction between decision makers, consultation and information on all company matters.

### INCENTIVES

Silver Atena makes contributions towards sustainability part of its incentive systems. These are discussed individually with the employees and are therefore confidential.

### EXTERNAL STAKEHOLDERS

Silver Atena also recorded the requirements of the stakeholders in a double materiality analysis. The company maintains close relationships with customers, suppliers, partners, financiers and shareholders. Meetings, workshops and joint events provide an opportunity to discuss current issues, projects, opportunities and risks.



# RISK MANAGEMENT

Silver Atena has a company-wide risk management system that includes corporate risks, measures, responsibilities and the environmental, social and financial impact of our actions. Particular attention is paid to sustainability aspects concerning the environment, governance and people. We also monitor our projects using specific risk management systems. Cybersecurity plays an important role for us. These risks are assessed separately and in detail.

Feedback from our stakeholders and experience from our day-to-day business are incorporated into the dual materiality analysis and the resulting opportunity and risk management. Currently, these are the effects of the car crisis with the decline in electromobility and hydrogen drives. Global topics such as those from the Global Risk Report are currently automation and artificial intelligence, demographic change and exogenous shocks such as the sudden rise in the price of our raw materials. We evaluate the effects of these circumstances, including financially, and decide on suitable measures. KPIs for opportunity and risk management can be found in the four areas of action mentioned above, but are not part of this sustainability report.

| IMPACT ON EXTERNAL STAKEHOLDERS |         |                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                               |
|---------------------------------|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| IMPACT ON EXTERNAL STAKEHOLDERS | HIGH    | <ul style="list-style-type: none"><li>• Sustainability and social commitment</li><li>• Governance and development</li><li>• Product management and development</li><li>• Customer satisfaction</li><li>• Supplier management</li></ul> | <ul style="list-style-type: none"><li>• Environmental management</li><li>• Corporate success</li><li>• Corporate identity</li></ul>                                                                                                   | <ul style="list-style-type: none"><li>• Social responsibility</li><li>• Governance</li><li>• Corporate security</li></ul>                                                                                                                                     |
|                                 | MEDIUM  | <ul style="list-style-type: none"><li>• Future-proof products, innovation</li></ul>                                                                                                                                                    | <ul style="list-style-type: none"><li>• Digitalisation</li><li>• Product type, product use</li><li>• Consumption of materials and resources, avoidance of conflict minerals</li><li>• Energy management, energy consumption</li></ul> | <ul style="list-style-type: none"><li>• HR management</li><li>• Ethics</li><li>• Technological development</li><li>• Long-term orientation, corporate strategy</li><li>• Reliable &amp; uninterrupted operation</li></ul>                                     |
|                                 | MINIMAL | <ul style="list-style-type: none"><li>• Social dialogue (collective agreements and EEA)</li><li>• Political commitment</li><li>• Animal welfare</li><li>• Sustainable packaging concepts</li></ul>                                     | <ul style="list-style-type: none"><li>• Freedom of association, existence of works councils and workers' rights to information, consultation and co-determination</li><li>• Disposal concept</li></ul>                                | <ul style="list-style-type: none"><li>• Corporate culture and values</li><li>• Job security and stability</li><li>• Workplace design and health</li><li>• Human resources development and well-being</li><li>• Remuneration and additional benefits</li></ul> |
|                                 |         | MINIMAL                                                                                                                                                                                                                                | MEDIUM                                                                                                                                                                                                                                | HIGH                                                                                                                                                                                                                                                          |
| IMPACT ON INTERNAL STAKEHOLDERS |         |                                                                                                                                                                                                                                        |                                                                                                                                                                                                                                       |                                                                                                                                                                                                                                                               |

## → RISK MANAGEMENT

The sustainability aspects are incorporated into the company's management report. Silver Atena reports in accordance with the German Commercial Code (HGB), which is why there was no sector categorisation as per the International Financial Reporting Standards (IFRS) (see SBM-1).

### SUSTAINABLE BUSINESS MODEL

Employee retention and recruitment are essential to Silver Atena's business model due to the targeted growth. In order to retain employees, we invest our sustainable investments (impact investing) within the company in corporate benefits, events and occupational health management. Successfully so: Our engagement has higher growth and a comparatively very high health rate with simultaneously low fluctuation rate as a result.

We also invest in eco-friendly technologies. They are an important decision-making criterion when we plan the construction or establishment of new production facilities and office locations.

### DIGITALISATION STRATEGY

Thanks to our commitment to sustainability and in line with the interests of our stakeholders, we have made significant progress in the digitalisation of our corporate processes. In a first step, the Finance division was fully digitalised in 2023. In the same year, Silver Atena introduced a digital time recording tool, which was expanded to include a project time recording tool at the beginning of 2025. The benefit is that working hours can be recorded accurately and transparently. They are also easier to manage. This gives our employees more flexibility in arranging their working hours.

These initiatives are part of our overall strategy to use digitalisation as a key component for sustainable growth. We are convinced that these steps will help us to achieve our eco goals, while increasing the productivity and satisfaction of our employees at the same time.

# 17 GOALS FOR SUSTAINABLE DEVELOPMENT

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

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



Source: <https://17ziele.de/downloads.html>

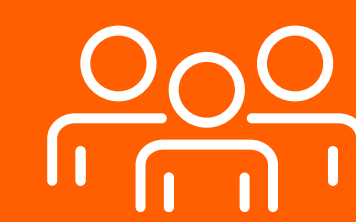
## OUR FIELDS OF ACTION

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### CUSTOMERS AND PRODUCTS

We impress our customers with exceptional products that we develop and produce with the least possible impact on the environment. Ethical integrity is the basis of all our business decisions and operational activities. These guidelines are embedded in our integrated management system and verified by certifications.



### EMPLOYEES AND SOCIETY

Our employees are our most important asset. We take responsibility and ensure the right balance between challenge and support. This ensures that the mutual relationship remains successful and trusting in the long term. We are dedicated to creating a sustainable society.



### ENVIRONMENT

We help protect the environment and mitigate climate change. Because we determine our own corporate carbon footprint, we are able to identify the largest emission sources. This is the basis of our strategy for reducing our greenhouse gas emissions.



### SUPPLIERS AND PARTNERS

We make sure that our customers and partners are treated fairly. We work with them to successfully realise our own products and customer projects. We insist on compliance with our "Supplier Code of Conduct".





















## OUR GOALS

### SATISFIED EMPLOYEES ARE OUR MOST IMPORTANT ASSET

#### EMPLOYEE RETENTION

We optimise the three points that are most important to our employees according to the Great Place to Work® Survey 2024.

#### OCCUPATIONAL HEALTH MANAGEMENT

We are motivating even more people to participate in our internal offer.

#### SOCIAL COMMITMENT

We are realising a social project planned by our Sustainability Committee.

## DIVERSITY WITHIN THE COMPANY

We are performance-orientated. At the core of our corporate culture is the appreciative and respectful treatment of all employees – regardless of ethnic origin, skin colour, gender, sexual orientation, gender identity, pregnancy, motherhood, disability, age, veteran status, religion, political opinion and social background.

90 %

Our employees confirmed in the Great Place to Work® employee survey survey (GPTW survey 2024), that Silver Atena's employees are treated fairly regardless of their origin.

#### ONLY QUALIFICATIONS AND PERSONALITY ARE

**DECISIVE FOR US.** Because of this principle of equality, we can dispense of strategies that promote or include groups of people. However, we provide our employees with disabilities with the necessary aids. Our rooms are accessible. We do not tolerate any form of discrimination or harassment. Hostile, insulting, aggressive and hurtful behaviour is unacceptable and will be severely punished. All employees are entitled to equal opportunities in terms of employment, recruitment, development and promotion. Our workforce is vibrant and diverse. In 2024, 0.79 % of our employees had a disability. The collaboration of the most diverse talents leads to innovative and creative solutions time and again.



# EMPLOYEES BY LOCATION

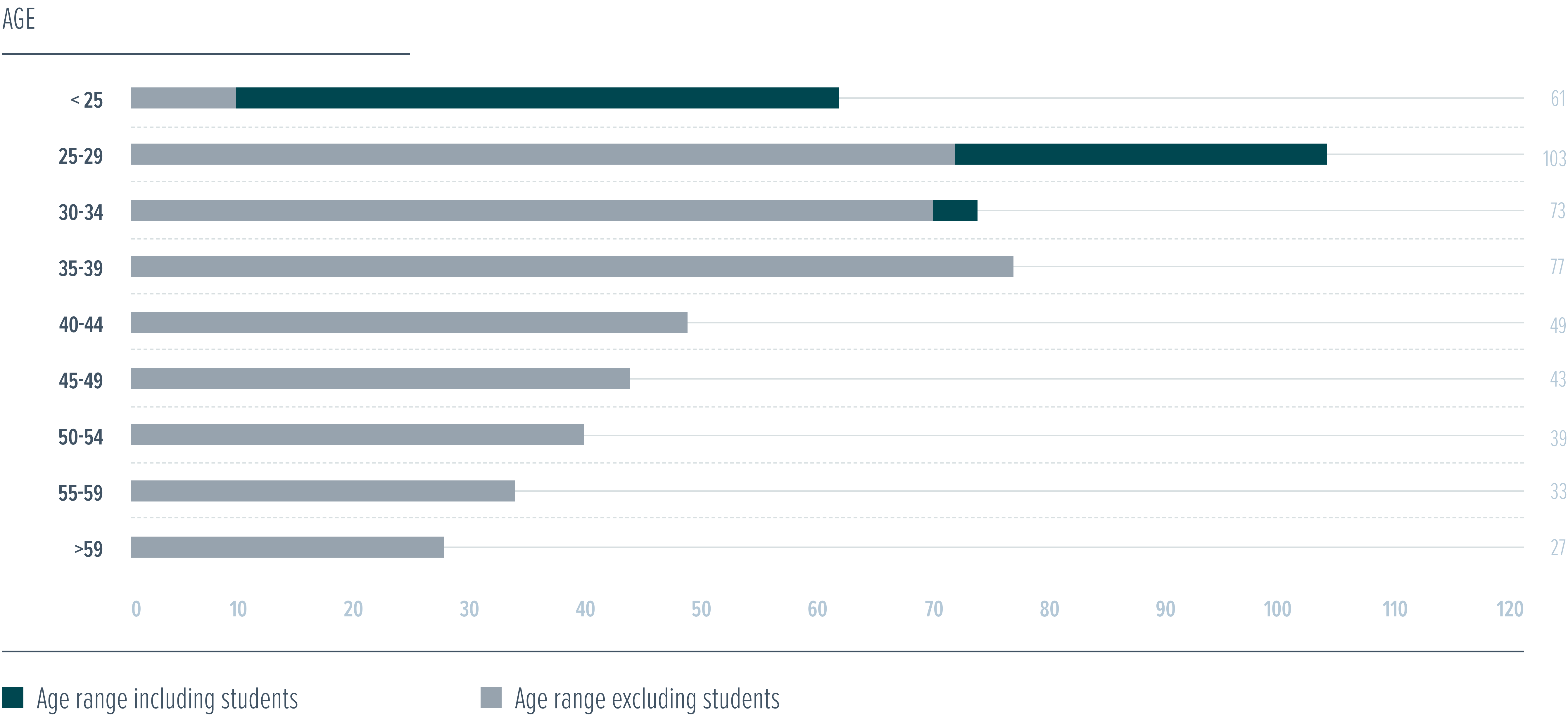
Most of our 505 employees are based in Munich in 2024. 84% of our employees are male. This ratio is typical for a company in a technical sector. The genders are equally distributed in the administrative departments.



# WORKFORCE

## IN 2024, OUR EMPLOYEES CAME FROM THESE COUNTRIES

Albania, Argentina, Bosnia-Herzegovina, Bulgaria, China, Germany, France, Greece, India, Indonesia, Iran, Ireland, Italy, Japan, Cameroon, Croatia, Morocco, Mexico, the Netherlands, Austria, Peru, Poland, Romania, Russia, Slovakia, Spain, South Africa, Tunisia, Turkey, Ukraine, Hungary and Venezuela.



IF STUDENTS ARE EXCLUDED, THE GROUP AGED 35 TO 39 IS THE LARGEST IN THE WORKFORCE.

| MUNICH, DACHAU & KARLSFELD |  |                                                                                     |    |                                                                                     |   | LANDSHUT                                                                            |   |                                                                                       |   |                                                                                     |  |
|----------------------------|--|-------------------------------------------------------------------------------------|----|-------------------------------------------------------------------------------------|---|-------------------------------------------------------------------------------------|---|---------------------------------------------------------------------------------------|---|-------------------------------------------------------------------------------------|--|
|                            |  | PERMANENT                                                                           |    | TEMPORARY                                                                           |   | PERMANENT                                                                           |   | TEMPORARY                                                                             |   |                                                                                     |  |
|                            |  |    |    |    |   |    |   |    |   |  |  |
|                            |  |                                                                                     |    |                                                                                     |   |                                                                                     |   |                                                                                       |   |                                                                                     |  |
|                            |  |                                                                                     |    |                                                                                     |   |                                                                                     |   |                                                                                       |   |                                                                                     |  |
| FULL-TIME                  |  |                                                                                     |    |                                                                                     |   |                                                                                     |   |                                                                                       |   |                                                                                     |  |
| PART-TIME                  |  |                                                                                     |    |                                                                                     |   |                                                                                     |   |                                                                                       |   |                                                                                     |  |
| STUDENTS                   |  |                                                                                     |    |                                                                                     |   |                                                                                     |   |                                                                                       |   |                                                                                     |  |
|                            |  | 194                                                                                 | 35 | 0                                                                                   | 0 | 11                                                                                  | 1 | 0                                                                                     | 0 |                                                                                     |  |
|                            |  | 53                                                                                  | 17 | 1                                                                                   | 0 | 3                                                                                   | 0 | 0                                                                                     | 0 |                                                                                     |  |
|                            |  | 26                                                                                  | 7  | 19                                                                                  | 2 | 3                                                                                   | 0 | 12                                                                                    | 0 |                                                                                     |  |
| STUTTGART                  |  |                                                                                     |    |                                                                                     |   | HAMBURG & BREMEN                                                                    |   |                                                                                       |   |                                                                                     |  |
|                            |  | PERMANENT                                                                           |    | TEMPORARY                                                                           |   | PERMANENT                                                                           |   | TEMPORARY                                                                             |   |                                                                                     |  |
|                            |  |  |    |  |   |  |   |  |   |                                                                                     |  |





























































































