

SUSTAINABILITY REPORT 2025



FOREWORD

DEAR READERS,

2025 was a pivotal year for Silver Atena. In an environment characterised by market fluctuations, new regulations at the European level and far-reaching structural changes in the automotive industry, we have reviewed and realigned our strategy. Our aspiration remains unchanged: to bring together long-term stability, profitable growth and sustainable value creation.

We have used this period of realignment to sharpen our portfolio and to make sure we are putting our resources into business areas with a promising future. In this context, the security and defence sector has become increasingly important for us. Sustainability remains a key guiding principle in everything we do – always balanced with practicality and economic sense. Times of change make it abundantly clear how adaptability, resilience and sustainability are vital factors in good corporate management.

The recognition received in 2025 demonstrates the strength of our holistic approach – this includes the **Corporate Health Award**, the **ESG Transparency Award** and the **ISPO Award for Wellbeing & Health**. We were also nominated for the **German Sustainability Award**. Above all, this recognition underscores our commitment to transparency, governance and the wellbeing of our employees,

who remain at the heart of everything we do. Their expertise, dedication and their willingness to play a hands-on role in shaping change are vital to the future of Silver Atena. This is why we are continually investing in a good working environment, attractive conditions and a corporate culture characterised by trust, appreciation and progress. One of the highlights of 2025 was a wide-ranging training programme for staff and managers, focusing on a results-oriented approach, customer focus, contributing to the bigger picture, positive thinking, utilising strengths, and building and maintaining trust.

In this way, we not only support the personal development of our staff, but also strengthen the organisation as a whole – thereby laying an important foundation for our corporate culture, our system of values, our strategic direction and effective leadership.

This sustainability report for the 2025 financial year shows that we have taken strategic decisions, continued to pursue our sustainability goals and put our commitment to responsible entrepreneurship into practice. It sets out where we have made progress and the priorities we have set for the coming years.

The report has once again been prepared in line with the requirements of the Corporate Sustainability Reporting Directive (CSRD), the European Sustainability Reporting Standards (ESRS), whilst taking into account the standards of the Global Reporting Initiative (GRI).

WE TAKE RESPONSIBILITY – FOR THE ECONOMY, THE ENVIRONMENT AND ESPECIALLY FOR PEOPLE.

I am personally committed to this.

Josef Mitterhuber
Managing Director



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LOCATIONS AND EMPLOYEES



8



55



452



SILVER ATENA

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

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

We supply industrial customers with prototypes and series products, focussing on high-tech solutions for various market segments.

Our products are used in sports cars, limousines and lorries, air taxis, drones, aircraft and wind turbines.

Our components meet the most stringent safety and efficiency requirements.

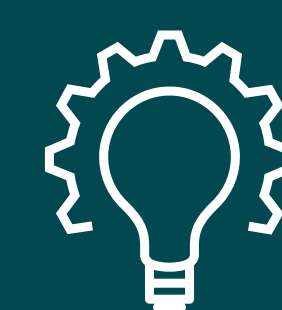
Silver Atena was established in 1998 and is today part of the Expleo Group. We employ some 450 people at locations in Munich, Landshut, Dachau, Karlsfeld, Augsburg, Stuttgart, Hamburg and Bremen. The team includes numerous engineers and highly trained production and logistics specialists who develop 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.



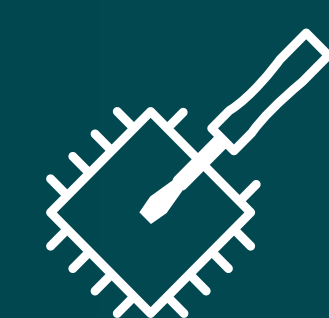
SILVER ATENA IS ...



... THE DRIVING FORCE
IN THE SWITCH TO ELECTRIFICATION IN ALL AREAS OF MOBILITY.



... A TECHNOLOGY-OPEN DEVELOPMENT PARTNER
FOR COMPETITIVE PRODUCTS IN THE FIELD OF SAFETY-RELATED
CONTROL AND POWER ELECTRONICS.



... A TRUSTED SERIES SUPPLIER
FOR HIGH-TECH COMPONENTS WITH A FOCUS ON SPECIFIC MARKET SEGMENTS.



... SUSTAINABLE AND CONSCIOUS IN ITS ACTIONS
WITH A FOCUS ON PEOPLE, THE ECONOMY AND THE ENVIRONMENT.

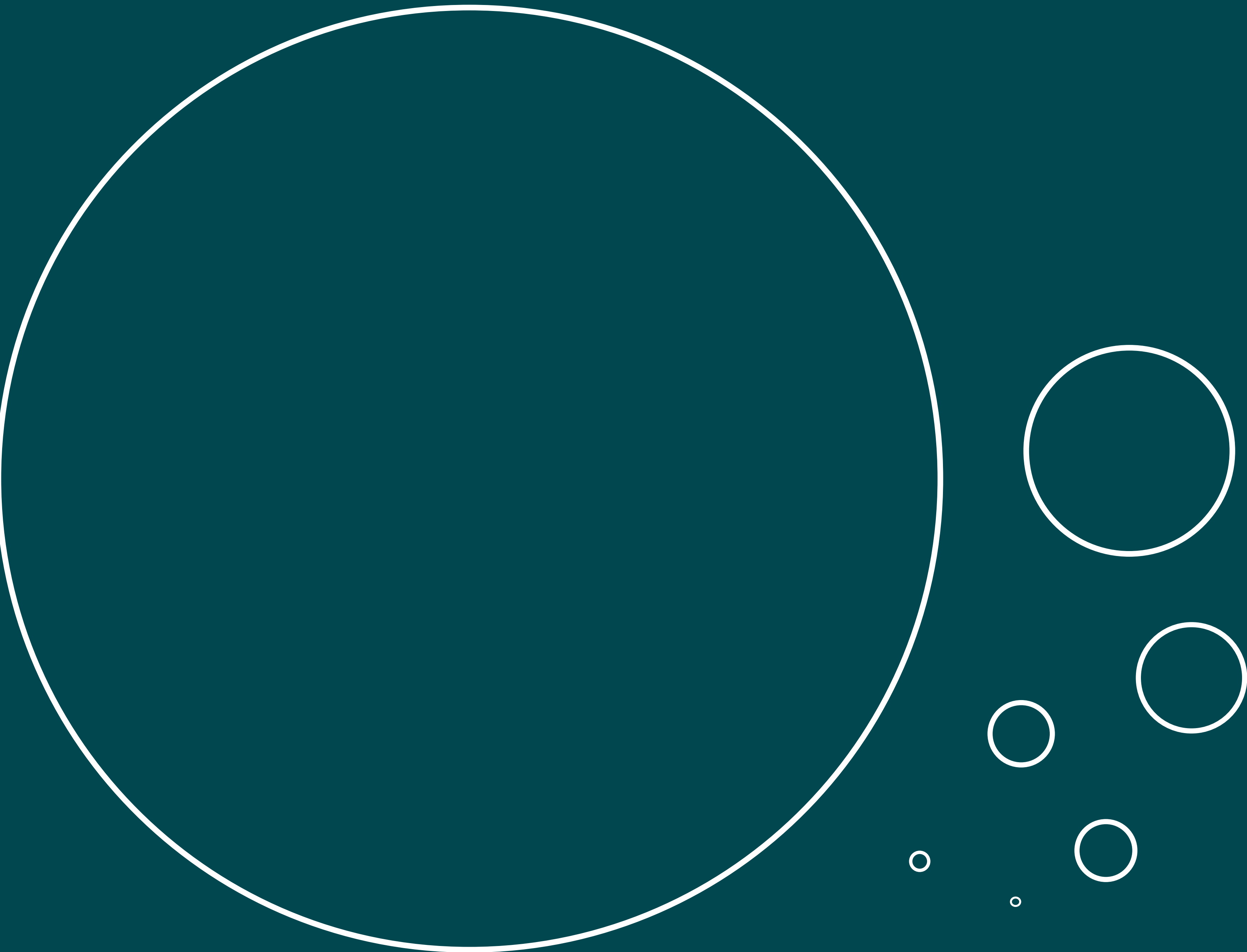


COMPANY AND GOVERNANCE

“EFFECTIVE GOVERNANCE IS THE
FOUNDATION FOR SUSTAINABLE AND
RESPONSIBLE ACTION.”

You can find further information in the sections “Customers and products” and “Suppliers and partners”.

SUSTAINABLE PROJECTS



We generate 79% (2024: 85%, 2023: 89%, 2022: 85%) of our revenue 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 and continued to stagnate in 2025. In the coming years we anticipate healthy growth of 10% per year on average until 2030.

CAR E-MOBILITY	OTHER SUSTAINABLE PROJECTS	FUEL CELL COMPONENTS
53.0%	6.0%	7.0%
WIND ENERGY	AIRCRAFT E-MOBILITY	NON-SUSTAINABLE PROJECTS
2.0%	6.0%	21.0%
SUSTAINABLE INFRASTRUCTURE	79% OF OUR PROJECTS ARE SUSTAINABLE AND 21% ARE NON-SUSTAINABLE.	
5.0%		

SUSTAINABILITY COMMITTEE

Innovation and sustainability are the driving forces behind 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.

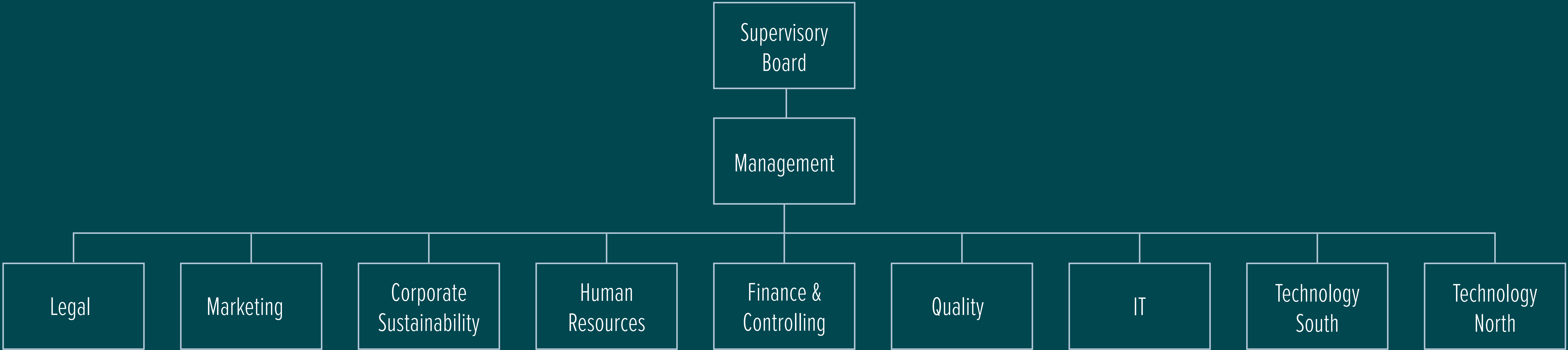
We have established a Sustainability Committee to adequately and continuously assess the impacts, risks and opportunities of sustainability. The committee has specific tasks and goals. It ...

- conducts the double materiality assessment and evaluates 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 STRUCTURED AS FOLLOWS:



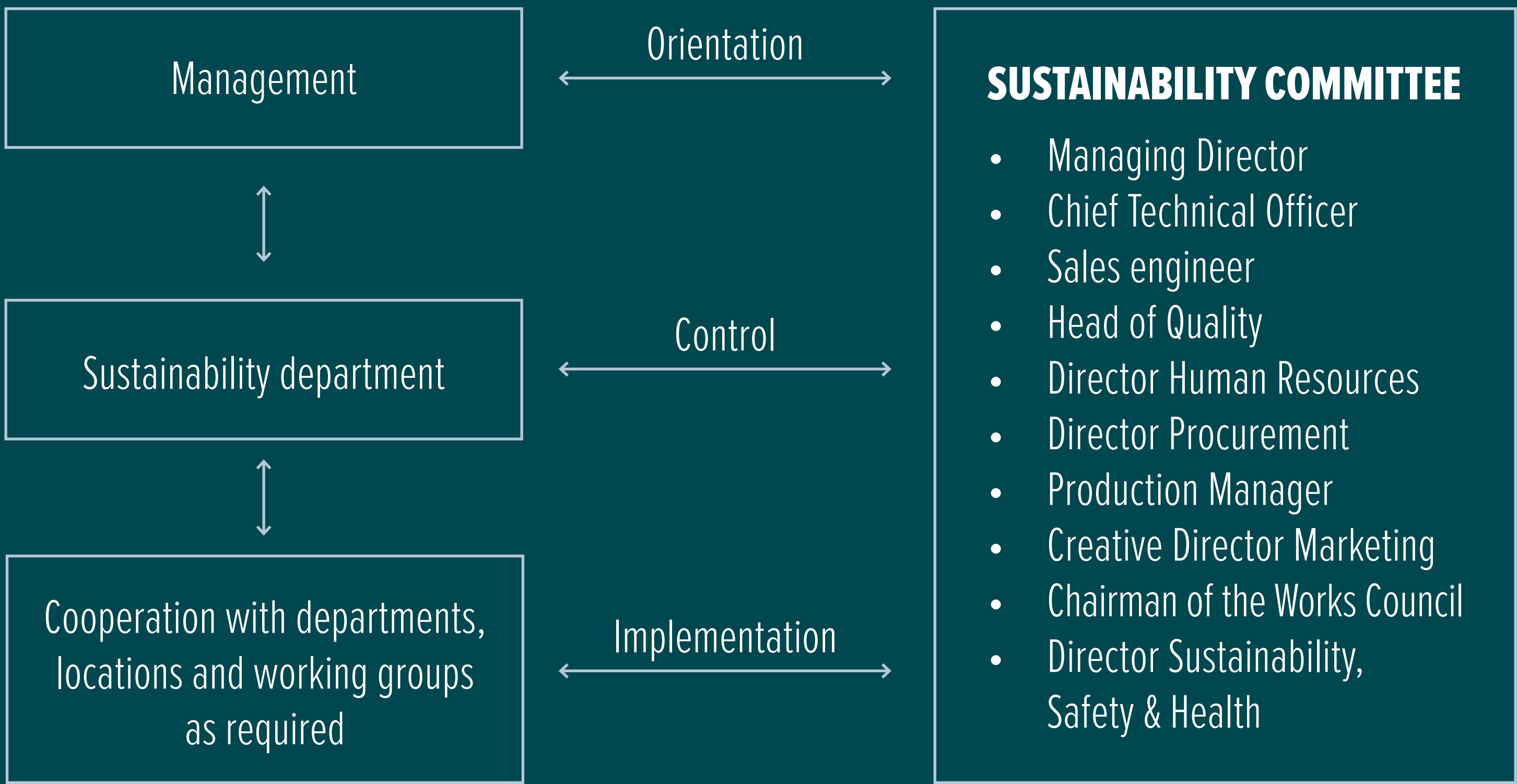
SUSTAINABILITY STRATEGY

REALISTIC ACTION WITH ACHIEVABLE GOALS AND SENSIBLE EXPENDITURE

- We take responsibility for our employees.
- We guarantee that our customers and suppliers are treated fairly.
- We integrate sustainability in product development and innovations.
- We act in an environmentally and climate-conscious manner.
- We are dedicated to creating a sustainable society.



→ SUSTAINABILITY STRATEGY



Ultimately, the management team or a defined committee decides on sustainability issues. The management team also summarises all sustainability aspects in the annual management review. This documents the extent to which the goals mentioned have been achieved and the extent to which the tasks have been accomplished. The strategic orientation for the next year is also decided. Measures for ongoing sustainability aspects are closely coordinated with the management team. The corporate policy is also reviewed annually.

Another committee for occupational health and safety meets on a quarterly basis. In addition, all those involved often share information outside of the meetings. This is easily done thanks to the size of the company.

The Sustainability Committee counts key stakeholders as its members. 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 courses or approaches 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. Performance targets are agreed individually with the employees and are therefore confidential.

EXTERNAL STAKEHOLDERS

Silver Atena also recorded the requirements of the stakeholders in a double materiality assessment. 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.

GUIDELINES AND PROCESSES ARE PART OF EVERYDAY BUSINESS AND ARE ADAPTED AS NEEDED. THE INPUT OF THE SUSTAINABILITY COMMITTEE PLAYS A CRUCIAL ROLE HERE.

DOUBLE MATERIALITY ASSESSMENT

In the 2025 reporting year, Silver Atena made comprehensive and systematic refinements to the double materiality assessment (DMA) in accordance with the requirements of the ESRS. The aim was to provide a structured framework for identifying, evaluating and prioritising both the impacts of our business activities on society and the environment (impact materiality) as well as financial risks and opportunities (financial materiality).

METHODOLOGY

The double materiality assessment was a process involving multiple stages. Our internal experts from the sustainability department were involved with the process along with the Sustainability Committee and an external partner who provided us with methodological support.

Step 1: Context and stakeholder analysis

In the first step, we analysed the business model and identified relevant internal and external stakeholders. This was followed by an initial evaluation of the ESRS topics. We excluded irrelevant topics, providing justification for why we did this.

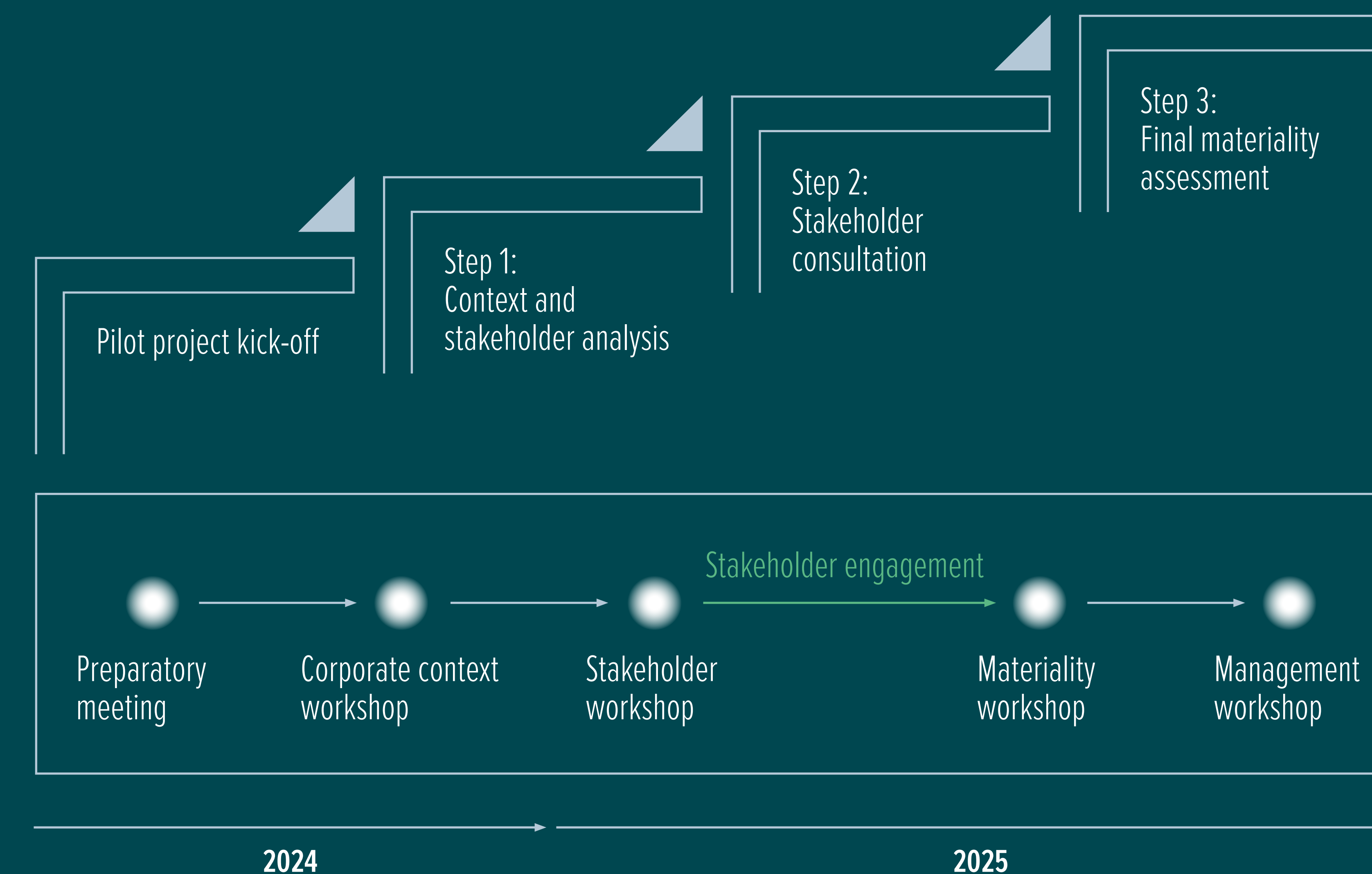
Step 2: Stakeholder consultation

In order to incorporate different perspectives and supplement the stakeholder analysis from step 1 with personal experience, we held structured interviews with stakeholders such as customers, suppliers, employees, management, investors and partners. The subsequent evaluation was based on:

- positive and negative impacts of the business activity,
- potential risks for the company,
- potential opportunities for the company.

Step 3: IRO assessment (impact, risks, opportunities)

Finally, the internal team of experts evaluated all the data collected according to criteria such as extent, scope, inflexibility and likelihood of occurrence. The team also analysed the risks and opportunities for their potential financial impact and their likelihood of occurrence.



RESULTS

The following overview summarises the results of the double materiality assessment.

It maps the key ESRS standards to their main impacts, risks and opportunities, as well as to the strategic areas of focus. The standards are categorised according to the ESG criteria of environmental (E), social (S) and corporate governance (G). Every criterion has a consecutively numbered sub-category, e.g. E1, E2 and so on.

#	STANDARD	ASSESSMENT	KEY IMPACTS	RISKS AND OPPORTUNITIES	VALUE CHAIN	TIME FRAME	AREA OF FOCUS
E1	Climate change & energy	material	– Greenhouse gas emissions from energy consumption, mobility and upstream and downstream processes. + Development of energy-efficient products and contribution to climate-friendly customer applications.	Risks: regulatory requirements, CO2 costs, rising energy prices, Scope 3 dependencies. Opportunities: Boosting efficiency, reducing costs, competitive advantages, stronger market position.	Complete value chain	Short, medium, long term	ENVIRONMENT
E2	Environmental pollution	material (selective)	– Environmental impacts from components used, transport, usage and disposal along the value chain. + Reduction of environmental impacts through optimised processes, supplier requirements and product design.	Risks: Growing regulatory requirements, customer requirements, reputational risks. Opportunities: Improving environmental performance, stronger customer loyalty, competitive advantages.	Upstream,own activities, some downstream	Short to medium term	ENVIRONMENT
E3	Water and marine resources	not material	Silver Atena does not conduct any water-intensive processes and does not cause any relevant discharges. Along the value chain, too, no major water-related impacts were identified that would require a separate focus.	No material risks or opportunities identified.	—	—	—
E4	Biodiversity & ecosystems	not material	There are no direct encroachments on ecosystems, nor any space-intensive activities. Indirect effects along supply chains are being monitored but are not currently a major issue.	No material risks or opportunities identified.	—	—	—
E5	Resource use & circular economy	material (selective)	– Material use and indirect environmental impacts from upstream processes. + Contribution to resource efficiency, in particular through product development, LCA/PCF analysis and optimising the use of materials.	Risks: Material availability, price trends, growing requirements with respect to transparency (e.g. PCF, proportions of recycled materials). Opportunities: Boosting efficiency, better customer integration (e.g. PCF), competitive advantages.	Upstream, own activities, downstream	Medium to long term	ENVIRONMENT
S1	Own workforce	material	– Possible impacts due to work requirements. + Positive effects arising from working conditions, development, health and corporate culture.	Risks: Skills shortages, growing requirements with respect to working models. Opportunities: Employee loyalty, attractiveness as an employer, innovative capability.	Own activities	Short to medium term	Employees & social responsibility
S2	Working conditions in the value chain	material (selective)	– Potential risks due to lack of transparency and limited control over the supply chain. + Improvements through structured requirements, transparency and due diligence approaches.	Risks: Growing regulatory requirements, customer expectations, transparency requirements. Opportunities: Greater control of the supply chain, greater transparency, stronger partnerships	Upstream	Medium to long term	Suppliers & partners
S3	Communities concerned	not material	The nature of the business model is such that there are no direct impacts on local communities, for instance due to major projects or encroachments on infrastructure or the environment.	No material risks or opportunities identified.	—	—	—
S4	Consumers & end users	material (selective)	– Requirements concerning product quality, safety and information security are constantly on the rise and require consistent safeguarding measures throughout the entire development process. + Silver Atena uses established quality, development and safety processes to guarantee high product standards as well as safe and reliable use by customers and end users.	Risks: Reputational damage, legal risks, customer requirements. Opportunities: Trust, long-standing customer relationships, differentiation through quality and safety.	Downstream	Medium to long term	Customers & products
G1	Business Conduct & compliance	material	– Risks arising from violations of compliance, integrity or regulatory requirements. + Positive impact through responsible action, transparent processes and stable governance.	Risks: Legal and reputational risks. Opportunities: Trust, stable business relationships, long-term success.	Complete value chain	Short, medium, long term	All
G2	Business relationships	not material	Political involvement, lobbying and similar activities do not play a significant role at Silver Atena. Relevant aspects relating to business relationships are already covered by supply chain (S1) and compliance (G1).	No material risks or opportunities identified.	—	—	—

→ **DOUBLE MATERIALITY ASSESSMENT**

We consider some standards selectively, in particular E2, E5, S2 and S4. This is due to the structure of our business model: As the vertical range of manufacture is limited at a development and production company like Silver Atena, significant impacts often arise in upstream and downstream processes.

For this reason, our reporting focuses on the areas that are actually relevant to and can be influenced by us, namely product development, supplier management, quality and efficiency. Silver Atena takes a target-oriented approach to mapping out the content and contexts that are critical for the company and its stakeholders. For this reason, not all possible ESRS key figures are represented in full.

AREAS OF FOCUS REMAIN THE SAME

The double materiality assessment confirmed that the four central areas of focus defined in previous years remain valid:

- **Customers and products**
- **Employees and social responsibility**
- **Environment**
- **Suppliers and partners**

We define concrete goals and actions for these areas of focus. We manage and review progress on a regular basis using key performance indicators (KPIs). Here, we make a distinction between three time frames:

- **Short term:**
Within one year, corresponding to the reporting period, with a focus on specific measures that can be implemented
- **Medium term:**
Up to five years, with a focus on strategic goals
- **Long term:**
Beyond five years, especially for developments at the highest levels

Since many measures only begin to take effect in the medium to long term, we evaluate them on an ongoing basis and discuss the results regularly in the Sustainability Committee and the management review. This enables us to prioritise, adapt and refine measures. With the KPIs, the achievement of targets is made traceable and transparent. These are also reviewed on a regular basis and refined as needed.

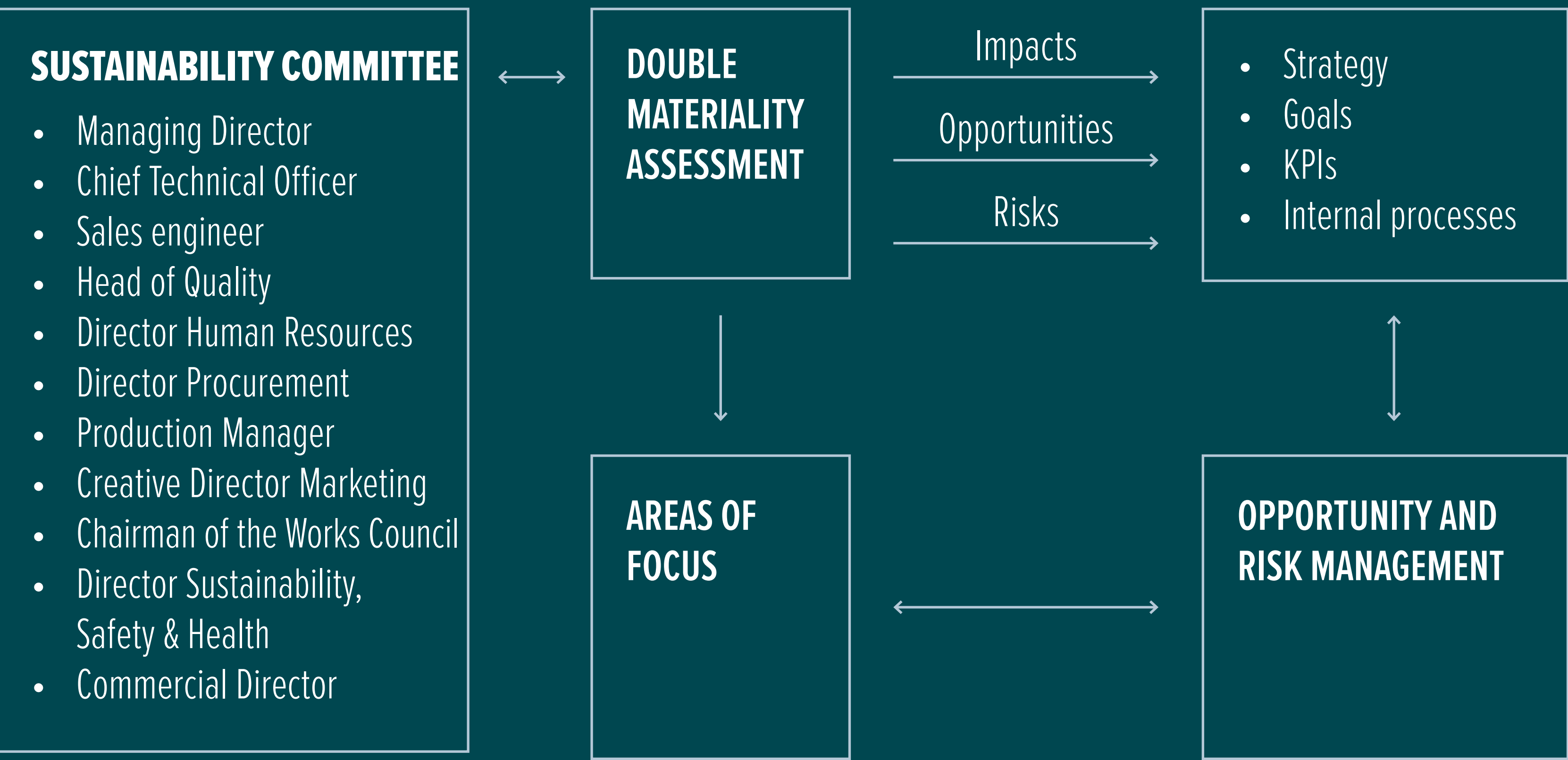
WE USE THE DOUBLE MATERIALITY ASSESSMENT AS THE BASIS FOR PRIORITISING SUSTAINABILITY MEASURES AND TARGETS AND FOR MANAGING THEM STRATEGICALLY.

INFLUENCES FROM THE VALUE CHAIN

In addition to our own business activities, the assessment looked at upstream and downstream value chains, insofar as they influence the actions of Silver Atena. The requirements that we impose on suppliers are defined in our Supplier Code of Conduct. However, since our ability to exert influence in this area is limited, we cannot fully rule out residual risks throughout the value chain.

GOVERNANCE

The results of the double materiality assessment were discussed and validated in the Sustainability Committee. This committee comprises members from key areas of the company and ensures that sustainability issues are anchored within the corporate strategy.



OPPORTUNITY AND RISK MANAGEMENT

Silver Atena has a company-wide system for opportunity and risk management in which sustainability-related opportunities and risks are identified, evaluated and managed on the basis of defined criteria. In addition to financial aspects, environmental and social impacts are also systematically identified and integrated into decision-making processes. In this way, we take a holistic view of environmental, social and economical aspects.

THE RESULTS OF OUR OPPORTUNITY AND RISK MANAGEMENT ARE CLOSELY LINKED TO OUR DOUBLE MATERIALITY ASSESSMENT. FINDINGS FROM THE ASSESSMENT, AS WELL AS FEEDBACK FROM OUR STAKEHOLDERS AND EXPERIENCE FROM BUSINESS OPERATIONS ARE CONSTANTLY BEING USED TO REFINE OUR OPPORTUNITY AND RISK MANAGEMENT. THIS SUPPORTS THE STRATEGIC MANAGEMENT OF THE COMPANY.

EXTERNAL INFLUENCES

Industry-specific developments have a significant impact on our risk situation and the resulting opportunities. In the automotive industry, the climate is dominated by the transition to electromobility, uncertainty within the market and changing customer requirements. At the same time, opportunities are arising due to technological innovations and new fields of application.

In the aerospace and defence sectors, geopolitical developments, security requirements and technological independence are becoming increasingly important. This creates additional market potential while also increasing requirements on resilient supply chains and secure systems for digital data exchange.



Across all business areas, the importance of cybersecurity continues to grow. Increasing digital interconnectivity, the use of new technologies and regulatory requirements are leading to rising risks, which Silver Atena assesses and manages in detail.

We are also monitoring global developments, for example those arising from the Global Risks Report. In particular, these include cyber threats and extreme weather events, as well as opportunities and risks associated with new technologies including artificial intelligence.

Sustainability aspects are integrated into the company's management report. Silver Atena reports in accordance with the German Commercial Code (HGB); for this reason, there was no sector categorisation as per the International Financial Reporting Standards (IFRS) (see SBM-1).

→ OPPORTUNITY AND RISK MANAGEMENT

SUSTAINABLE BUSINESS MODEL

Employee retention and recruitment are essential to Silver Atena’s business model. To encourage employee loyalty, we make our sustainable investments (impact investing) within the company in corporate benefits, events and our company health management scheme. Successfully so: Our commitment has achieved higher growth and a comparatively very high health rate against a low fluctuation rate.

We also invest in eco-friendly technologies. These technologies are a key factor in our decision-making as we plan the construction or establishment of new production facilities and office locations.

DIGITALISATION STRATEGY

The digitalisation of our corporate processes is crucial to the strategic and sustainable development of Silver Atena. We strive to continuously improve the quality of our processes and lay the foundations for innovative, data-driven applications.

We have made considerable progress in recent years. Our Finance department is fully digitalised. We now have a company-wide system for time tracking, which includes project-based time tracking. This means that working hours are now documented with greater transparency and administrative processes have been made more efficient. At the same time, these systems enable our employees to organise their work flexibly.

ARTIFICIAL INTELLIGENCE

The use of artificial intelligence (AI) is growing. During the reporting year, we held AI prompting workshops to help our employees deepen their knowledge of AI applications. We also established an internal AI working group, which identifies and evaluates suitable use cases for AI. The use of AI is managed by two AI officers, one focussing specifically on security. The company AI policy explains how to use AI technologies safely and responsibly. It covers data protection, information security and regulatory requirements.

SILVER ATENA IS CURRENTLY DEVELOPING AN INTERNAL AI SOLUTION AND IS EXAMINING FURTHER POTENTIAL AVENUES FOR INCREASING EFFICIENCY, DRIVING FORWARD DEVELOPMENT PROCESSES AND PROVIDING A MORE EFFECTIVE BASIS FOR DECISION-MAKING.

17 GOALS FOR SUSTAINABLE DEVELOPMENT

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

As a medium-sized company, we consider it our responsibility to meet the SDGs. We are making our contribution to the energy and climate transition and to creating a decent working environment. And to achieve this, we have developed four areas of focus from the 17 Sustainable Development Goals for Silver Atena.



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

OUR AREAS OF FOCUS



CUSTOMERS AND PRODUCTS

We impress our customers with exceptional products that we develop and manufacture with the lowest possible carbon footprint. 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.



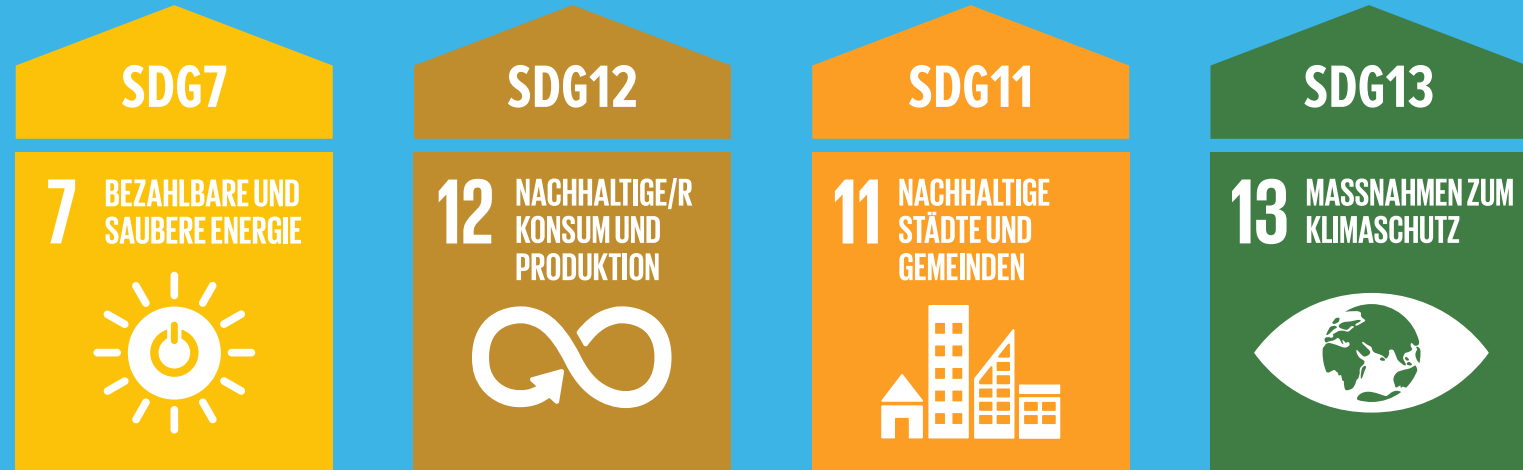
EMPLOYEES AND SOCIETY

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 committed 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. From this, we derive our actions for achieving carbon neutrality by 2030.



SUPPLIERS AND PARTNERS

We make sure that our suppliers 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”.





CUSTOMERS AND PRODUCTS

“AN OPEN APPROACH TO TECHNOLOGY, INNOVATIVE STRENGTH AND SUSTAINABILITY PROVIDE THE FOUNDATION FOR SOLUTIONS THAT MEET THE NEEDS OF OUR CUSTOMERS, BOTH TODAY AND IN THE FUTURE.”

We supply our customers with highly efficient products that we develop and manufacture as climate-neutrally as possible. We see the health and safety of our customers as a top priority. We want to leave a liveable world for future generations.

We support SDG 9 (Industry, innovation and infrastructure), SDG 11 (Sustainable cities and communities), SDG 12 (Responsible consumption and production) and SDG 16 (Peace, justice and strong institutions) by adopting climate-friendly and resource-efficient practices in collaboration with our customers and partners.

This area of focus concerns the requirements of the European Sustainability Reporting Standards (ESRS) in the areas of consumers and end-users (S4) and business conduct and compliance (G1).

In particular, it contributes to meeting requirements S4-1 to S4-5 (consumers and end users – quality, safety, information), and G1-1 to G1-6 (business conduct, compliance, integrity).

Beyond this, selected aspects of resource use and circular economy according to E5-1 (resource use) are also considered, especially in the context of product development as well as life cycle analysis (LCA) and product carbon footprints (PCF).

OUR GOALS

Drawing on our core competencies, we are continuing to expand our product portfolio in the strategic areas.

SUSTAINABILITY RATINGS

We achieve good results in our ratings: SAQ 5.0 > 90%. EcoVadis – Gold.

CATENA-X

We actively represent SMEs in the area of supply chain optimisation (CSDDD). We take responsibility within the “Due Diligence Check (SME)” project.

OUR PRODUCTION

We manufacture high-tech electronics for all sectors – readily available and environmentally friendly. Our series production facility covers an area of some 3,200 square metres, while the laboratories in Munich take up 1,055 square metres. Our variable and scalable assembly lines are conducive to fast product changeovers. We uphold social, environmental and human rights standards both during our work and in the upstream supply chains.

INNOVATIVE AND CLIMATE-FRIENDLY

We have been operating our production sites with 100% green electricity for several years now. Since 2025, the entire company has been using electricity from renewable sources.

We reached another milestone in 2023 with the opening of our production hall in Karlsfeld, near Munich. The hall is equipped with a 236 kWp photovoltaic system, which means we cover around a third (32% self-sufficiency) of our energy requirements with electricity we generate ourselves (2025: 240 MWh).

We are deliberately relocating energy-intensive tests to Karlsfeld in order to make the best possible use of the electricity we generate ourselves. We also power our iONiX charging stations using our own green electricity. In 2025, our self-consumption rate in Karlsfeld was 67%.

We fed the remaining electricity into the grid.

BECAUSE DEVELOPMENT AND PRODUCTION ARE CLOSELY INTEGRATED IN TERMS OF LOCATION, AND SINCE KARLSFELD IS NOT FAR FROM OUR MAIN SITE IN MUNICH, WE REDUCE TRANSPORT DISTANCES AND AVOID EMISSIONS. FURTHERMORE, WE ARE ABLE TO ORGANISE CUSTOMER PROJECTS EFFICIENTLY THANKS TO THE PROXIMITY OF DEVELOPMENT, INDUSTRIALISATION AND PRODUCTION. THIS INFRASTRUCTURE HELPS TO DRIVE FORWARD SUSTAINABLE AND FUTURE-PROOF SOLUTIONS IN OUR BUSINESS AREAS OF AUTOMOTIVE, AEROSPACE AND DEFENCE.

OUR PRODUCTS

**OUR PRODUCTS MAKE A SIGNIFICANT CONTRIBUTION TO IMPROVING CLIMATE PROTECTION.
AN EXCERPT FROM OUR PORTFOLIO:**

ELECTROMOBILITY

The mobility of the future hinges on electrical energy – stored in a battery or generated from hydrogen using a fuel cell. Whether people travel by road, air or sea is of secondary importance. Electromobility with battery and fuel cell drives is one of our focal areas.

Both battery and fuel cell-powered vehicles ensure emission-free propulsion and make a positive contribution to carbon neutrality. Over the past 25 years, Silver Atena has developed a range of components for this purpose, including the first series control unit for the BMW Hydrogen 7 (“Clean Energy”) back in 2002.

PRODUCTS FOR ELECTROMOBILITY

BOOST CHARGER

Our DC Boost Charger enables vehicles with an 800 VDC on-board electrical system to be charged at 400 VDC wall boxes.

HIGH-VOLTAGE TRACTION INVERTER

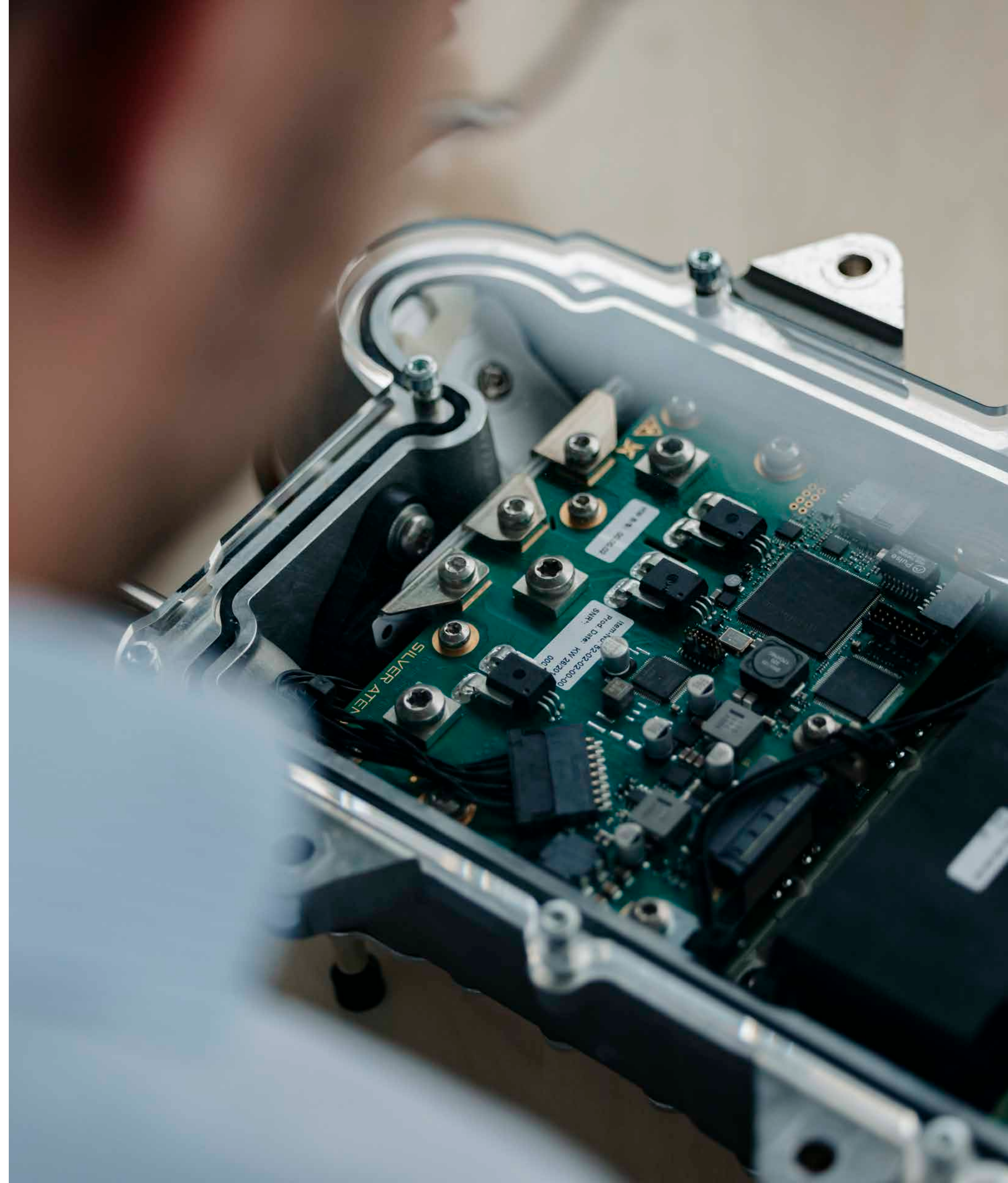
The compact, robust DC/AC converters were developed for controlling traction electric motors on the 400 V to 800 V on-board electrical system and are rated to withstand the harsh conditions on the axle drive. The high-voltage traction inverter can be used in both battery-electric vehicles and those powered by fuel cells.

FUEL CELL DC/DC CONVERTERS

The highly integrated, scalable DC/DC converters, including energy distribution function, act as a high-voltage central unit in vehicles with fuel cells. They set the variable fuel cell voltage to the required voltage of the 400 V or 800 V on-board power supply.

HIGH SPEED INVERTERS

The highly integrated inverter operates 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 calibrated to the relevant electric motor and its operating conditions by means of optimised control concepts.

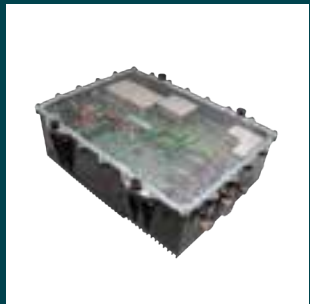




ELECTRIC TURBINE
Air-cooled electric turbine (fan) drive with integrated inverter.



ELECTRIC PROPELLER
Air-cooled propeller drive with integrated inverter.



HIGH-LIFT SYSTEM
Air-cooled power inverter to control the operation of FLAPs and SLATS.



CIRCULATION PUMP
Reliable pump control for sustainable liquid circulation.



TILT WING ACTUATOR
Control of a rotary wing providing high torque and great dynamics.



HIGH-SPEED INVERTER
Control of high-speed turbo compressor.



H2 TANK CONTROL UNIT
Safe storage and delivery of H2 in aircraft.



H2 CONTROL UNIT
Central control unit for fuel cell operation.



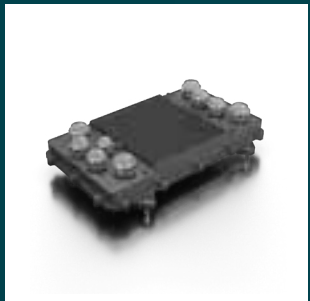
FUEL CELL CONVERTER
P-C-DC converter for central energy distribution including fuel cell health monitoring.



ELECTRIC WHEEL DRIVE
Electric wheel hub drive for low noise and emission-free taxiing.



AVIONICS COMPUTER
High-performance computer for highly automated regulation and control tasks like autopilot.



AERO ENGINE CONTROL (FADEC)
Certifiable control unit for jet propulsion turbines, propeller turbines or piston engines.

PRODUCTS FOR THE ACTIVE CHASSIS

In addition to components for electromobility, Silver Atena also produces components that improve safety and help to prevent accidents. In the active chassis system, our components play a role in vehicle damping and torque distribution. This not only increases comfort and driving dynamics, but also stabilises the vehicle in critical situations.

ELECTRO-HYDRAULIC CONTROL UNIT

The award-winning shock absorber control unit controls a motor-pump unit consisting of a DC motor and a bidirectional hydraulic pump. A stereo camera captures an image of the road surface. A control algorithm uses the motor-pump unit to stabilise and level up the passenger compartment in all driving conditions. Rolling and pitching moments are neutralised. This improves both driving comfort and safety.

ELECTROMECHANICAL ACTUATOR FOR DRIVING DYNAMICS SYSTEM

Active torque distribution via the electromechanical actuator enhances driving dynamics and safety. The control unit with integrated electric motor supplies individual wheels with different torques to prevent understeer or oversteer.

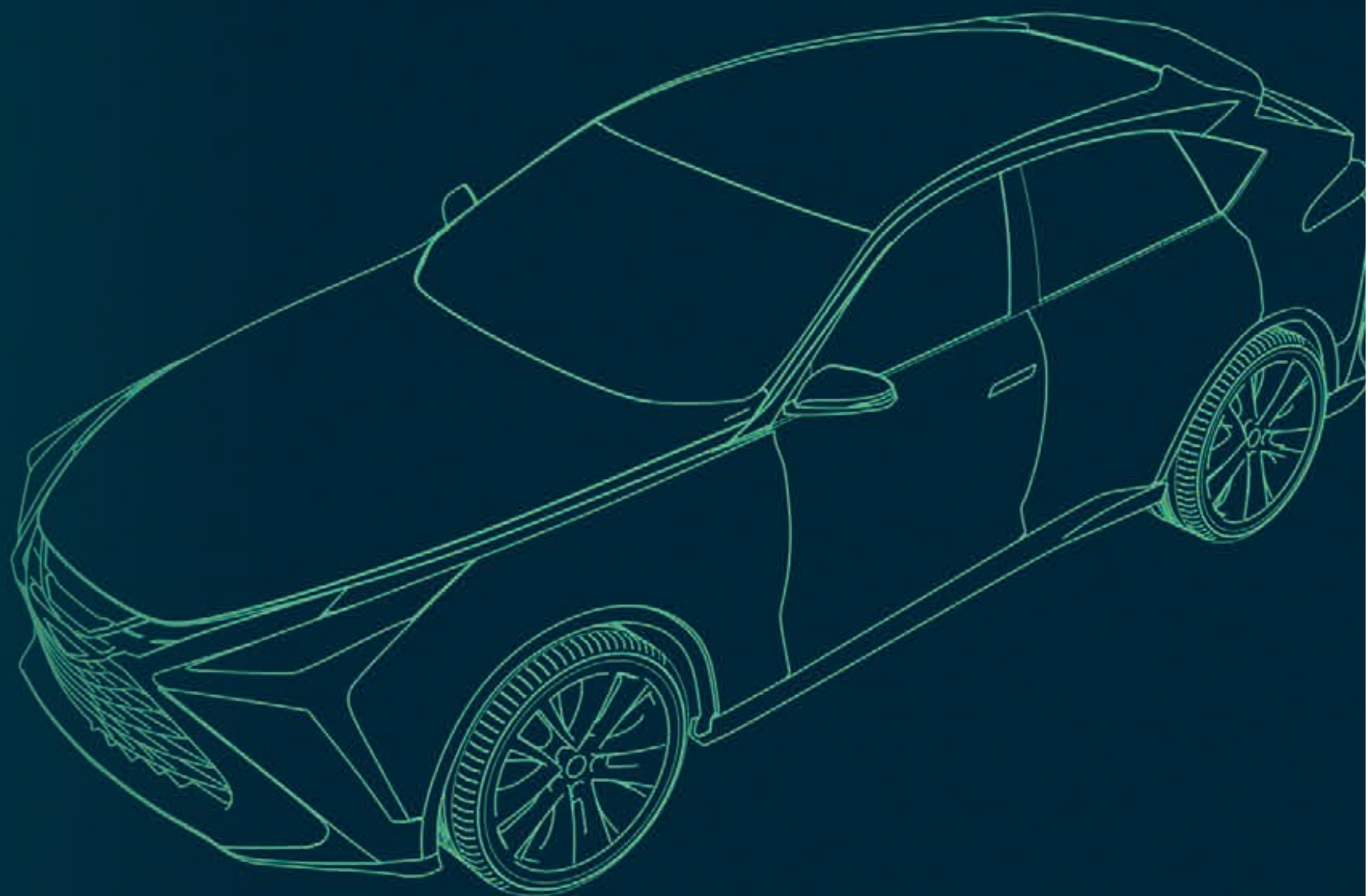
DUAL INVERTERS FOR ACTIVE CHASSIS DYNAMICS

Silver Atena develops and supplies dual inverters that control active chassis systems. They dynamically adjust the shock absorption depending on road conditions and the driving situation. This enhances driving comfort and dynamics as well as improving vehicle stability, particularly when cornering and on uneven surfaces. This makes a significant contribution to driving safety.

CONTROL AND TEST SYSTEMS FOR WIND ENERGY

Silver Atena develops and tests controllers for wind turbines and wind farms. We use automated hardware-in-the-loop (HIL) tests to put safety-relevant controllers through their paces. We also develop and implement wind farm controllers, verify them in various test phases and assist with their certification.

In addition, we develop hybrid wind farm controllers, which control and regulate energy systems that combine wind turbines, photovoltaics and battery storage systems. Silver Atena is also working on solutions in the field of converter control with grid-forming properties, as well as concepts for sensor systems.



HIGH-POWER INVERTER
Efficient control of electric traction motors.



CIRCULATION PUMP
Reliable pump control for sustainable liquid circulation.



H2 CONTROL UNIT
Central Control Unit for fuel cell operation.



FUEL CELL CONVERTER
Central HV unit including fuel cell health monitoring.



HIGH-SPEED INVERTER
Control of high-speed turbo compressor.



ACTIVE SUSPENSION LV
Active dynamic control of vehicle dampers.



ACTIVE SUSPENSION HV
Active dynamic control of vehicle dampers.



H2 TANK CONTROL UNIT
Safe storage and delivery of H2 in vehicles.



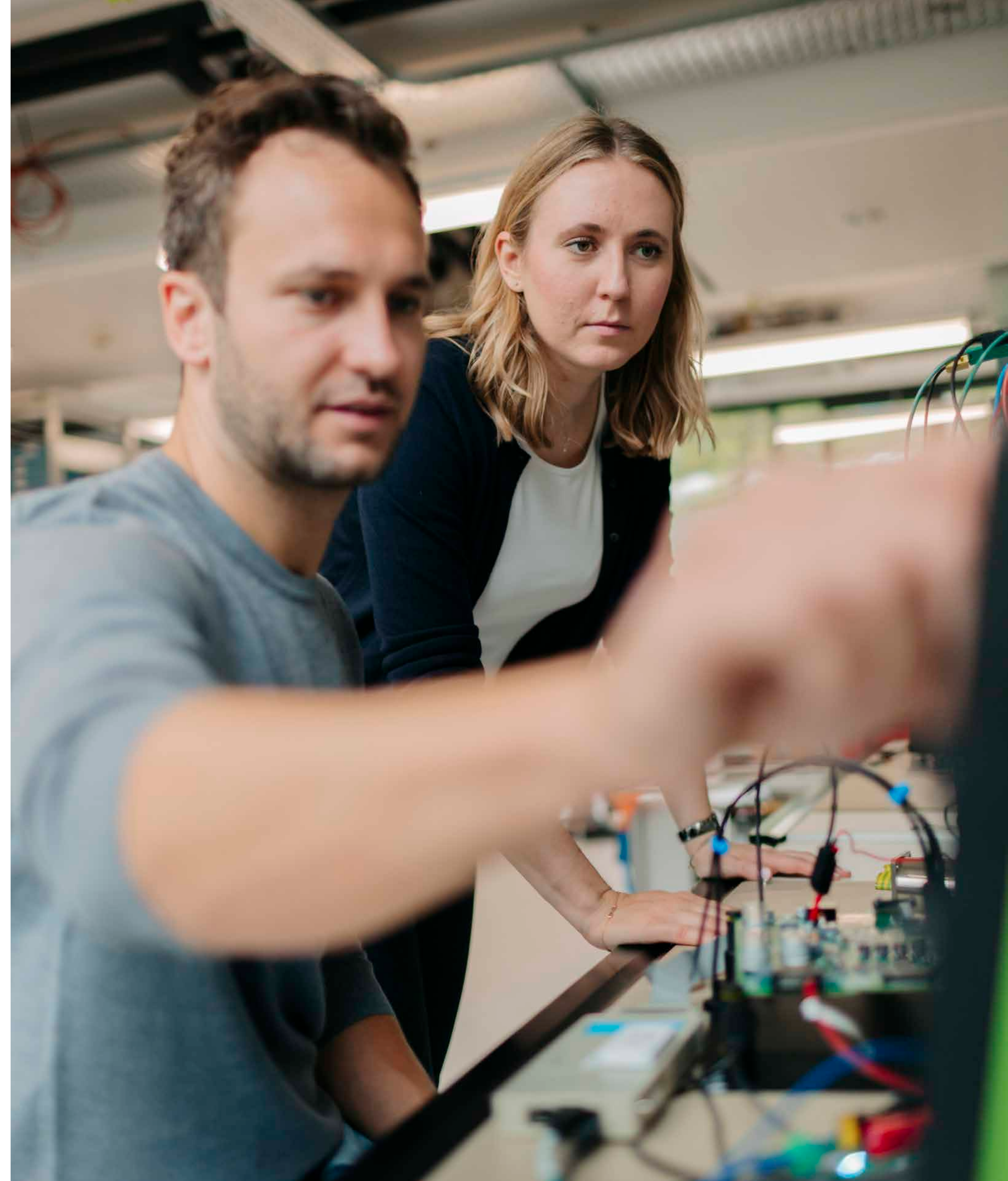
DC BOOST CHARGER
Voltage level conversion from 400 V wallboxes to 800 V vehicle systems.

→ OUR PRODUCTS

PROJECT PARTICIPATIONS

As an innovative company, we collaborate with scientific institutions, universities and other companies on projects such as:

- Development of a hybrid drive for aircraft (electric motor and combustion engine). We provide the Full Authority Digital Engine Control (FADEC).
- Development of a hydrogen propulsion system for aircraft (fuel cell and electric motor or H2 combustion engine). Our contribution is the H2 tank control unit.
- Development of an HP inverter, including an electric motor. The aim here is a ten-percent efficiency increase as part of the Federal Ministry of Economics' "New Vehicle and System Technologies" programme.
- Development of a fuel cell DC/DC converter based on super-junction mosfets. These make the power density of converters much more efficient. The aim is to cut costs to ultimately increase the acceptance of electromobility. We are thus participating in the National Hydrogen and Fuel Cell Technology Innovation Programme Phase 2 (NIP II).
- Development of a high-performance inverter for the traction drive. We use optimised high-performance modules based on discrete wide-bandgap semiconductors to increase efficiency and reduce costs. With this project, we are participating in the "DIE - BayVFP Digitalisation - Electronic Systems" funding line of the Bavarian State Ministry of Economic Affairs, Regional Development and Energy.
- Development of an air supply system (compressor) for fuel cell systems. The aim is to make them more efficient and more powerful through optimised compression and energy recovery. For this project, we are cooperating with partners from industry and research.





OUR CERTIFICATIONS AT A GLANCE

DIN EN

- DIN EN ISO 9001 Quality management
- DIN EN 9100 Quality management in aviation, aerospace and defence
- DIN EN ISO 14001 Environmental management
- DIN EN ISO 45001 Occupational health and safety management

TISAX

- TISAX information security management, data protection and prototype protection

ASPICE

- ASPICE Level 2

IATF

- IATF 16949 requirements for quality management systems for series and spare parts production in the automotive industry

ENX VCS

- ENX VCS Vehicle Cybersecurity

INTEGRITY

We maintain fair and trusting relationships with our customers. We firmly oppose any unethical or illegal business practices. Integrity, sustainability and ethical conduct are firmly embedded in our integrated management system and our Code of Conduct.

We keep our employees informed through ethics and compliance training as well as training on supply chains, equal treatment, competition law and so on. We check that processes and responsibilities are being documented, monitored and adjusted where necessary.

We rigorously investigate any violations of human rights or other grievances brought to our attention. Reports can be made via the Expleo Group's "Speak Up!" whistleblowing system. Our suppliers and partners can also use this system.

PROCESSES AND COMPLIANCE

Certifications confirm that we implement our processes in accordance with standards and requirements. Our integrated management system is certified in accordance with DIN EN ISO 9001, DIN EN 9100 and IATF 16949. It combines process compliance with governance. Workflows and processes are standardised and defined across the company.

We have been practising environmental management for many years. In 2014, we had our environmental management system certified in accordance with DIN EN ISO 14001. This enables us to analyse environmental issues on a company-specific basis and improve our production processes with the environment in mind. Our occupational health and safety management system had also been in place for some time before being certified in accordance with DIN EN ISO 45001 in 2020.

The TISAX certification confirms that we implement and comply with information security and data protection according to a defined standard.

We act in accordance with relevant environmental, social and governance guidelines, which we also impose on the supply chain. We also voluntarily comply with sustainability standards and initiatives and integrate them into our internal processes and guidelines. The same applies to external obligations and commitments to our customers.

Our effectiveness audit includes the Expleo Group's internal control systems and an annual compliance audit.

→ PROCESSES AND COMPLIANCE

HANDLING INFORMATION AND DATA

The responsible handling of data and information is high on our agenda.

THIS INCLUDES

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

Strict security standards are imposed for confidential information. We train our employees and agree confidentiality and data protection declarations.

AWARENESS

We promote the awareness of our employees through annual awareness training via e-learning. We achieve our target of a 95% participation rate, as well as our goals relating to the integrity, confidentiality and availability of our systems. We also define annual preventive measures to strengthen our cybersecurity.

We attach particular importance to securing access to our offices and buildings and to the security of our computer infrastructure and networks. We test these regularly by means of penetration tests. The staff's awareness is tested using phishing simulations.



In addition, we set up the “Shadow Intelligence Agency”, an internal group that simulates attack scenarios to enable us to react quickly and appropriately in the event of a cyberattack. This also increases the awareness of our employees and improves cybersecurity.

OUR “AMBASSADOR” CONCEPT HELPS TO TRIGGER A RAPID CHAIN OF ALERT WITHIN THE COMPANY IN THE EVENT OF AN EMERGENCY. AMBASSADORS ARE EMPLOYEES WHO HAVE BEEN SPECIALLY TRAINED AND SENSITISED IN INFORMATION SECURITY AND WHO ACT AS MULTIPLIERS AT THEIR PARTICULAR LOCATION.

WE WANT TO SEIZE THE OPPORTUNITIES OFFERED BY DIGITAL INNOVATIONS WHILE GUARANTEEING A HIGH LEVEL OF SECURITY FOR DATA AND SYSTEMS.

CYBERSECURITY AND AI POLICY

Owing to new technologies such as AI, ever-changing threats and regulatory requirements, cybersecurity is a dynamic field of activity. For this reason, Silver Atena has created a clear organisational and regulatory framework. We designate responsible persons and have implemented a company-wide AI policy through which we protect sensitive data, guarantee information security and comply with regulatory requirements. Before we adopt new technologies and applications, we review them and assess the potential risks.

VEHICLE CYBERSECURITY

As the risks of hacker attacks on vehicles increase, the automotive industry's requirements for automotive cybersecurity are also becoming more stringent. We are countering this situation by setting up a vehicle cybersecurity (VCS) management system. Back in 2023, we participated in a pilot audit with the accreditor ENX to have our VCS management system certified. This is why we are one of the first companies in the world to be certified according to Vehicle Cybersecurity by the ENX Association, an association of European automotive manufacturers, suppliers and organisations.

We also achieved ASPICE Level 2. Automotive SPICE (Software-based Systems Process Improvement and Capability Determination) is a globally established standard and a model used by the automotive industry to evaluate development processes for electronics-based and software-based systems such as control units.

This has enabled us to reinforce our technological leadership and increase the benefits for our customers. For Silver Atena, a company that develops using the latest technologies, the evolution from safety to security is a natural process. Our innovations are a driver for VCS management systems.



SUSTAINABILITY RATINGS

TOP RATING FOR SUSTAINABILITY– SAQ 5.0:

Silver Atena regularly answers the SAQ (Sustainability Assessment Questionnaire), a self-assessment questionnaire in the automotive (supplier) industry. The SAQ sets out the automotive industry's guidelines for improving sustainability. The current version SAQ 5.0 covers the following topics:

- Management
- Human rights and working conditions
- Occupational safety
- Business ethics
- Environment
- Responsible supply chain management
- Responsible procurement of raw materials

The aim of SAQ 5.0 is to improve the sustainable management and actions of original equipment manufacturers (OEMs) and the supply chain as a whole. The independent service provider NQC Ltd. checks and evaluates the documents uploaded via a platform. Silver Atena achieves very good ratings in each category. With a result of 91% for the Munich and Dachau locations, we exceed both the industry average (53% for 41 locations) and the average rating for Germany (51% for 1,183 locations) by far.

ECOVADIS

Since 2023, Silver Atena has taken part in the sustainability rating scheme run by EcoVadis, an internationally recognised provider of ESG assessments. By participating in this scheme, we are required to collect, document and evaluate data on our sustainability activities every year.

In 2025/26 we achieved the gold rating once again, further cementing our position among the top 5% of companies in the EcoVadis rating. Participating in the rating every year helps us to systematically review our sustainability activities and identify where we can improve even further.

INTEGRITYNEXT

We also use the platform IntegrityNext to provide a structured framework for disclosing the sustainability requirements of our customers in the supply chain. We use standardised enquiries to bring transparency to our ESG standards while meeting the requirements of our customers.



AWARDS

Our innovations are convincing for our customers. Our employees benefit from our company offers. We help improve environmental and climate protection, and promote well-being.

OUR AWARDS

CORPORATE HEALTH AWARD 2025

Silver Atena won the Corporate Health Award as the sector winner for electrical engineering. The award is the most prestigious accolade for company health management in Germany and is presented annually by the market research and certification institute EUPD Research in collaboration with the Handelsblatt newspaper. Winning this award again after 2022 and 2023 confirms that our health concepts are among the best in Germany.

ISPO AWARD

Silver Atena was presented with the Colab Award at ISPO Munich 2025 in the category “Wellbeing & Performance at Work”. The award was given in recognition of our internal fitness programme, which offers health and fitness courses such as mobility and boxing training to employees. A total of 31 employees participate in the scheme as trainers. The jury for the award praised the scheme's spirit of collegiality.

They noted that the programme is sustainably anchored within the company and promotes health, motivation and team cohesion.

ESG TRANSPARENCY AWARD 2025/2026

The international market research institute EUPD Research Sustainable Management GmbH provides research and consultancy services in the energy market. It recognises exemplary organisations that demonstrate that economic efficiency and sustainability are not mutually exclusive. Silver Atena won the award for the third time. It honours companies whose CSR reporting not only meets legal requirements but also places the protection of people and the environment at the centre of its focus. The award has three levels: Development, distinction, excellence. We achieved “excellence” once again, ranking us among the leading companies.

THE JURY EVALUATED OUR SUSTAINABILITY REPORT ON THE FOLLOWING CRITERIA:

- Forward-looking sustainability concept
- Underlying measures and sustainability goals
- Transparent presentation of sustainability measures within ESG reporting
- Pioneering spirit



GERMAN SUSTAINABILITY AWARD

Silver Atena was nominated for the 2025 German Sustainability Award, placing it among the top 10 companies in the category “electrical and electronics industry”. The German Sustainability Award is one of the most prestigious awards for sustainable business in Europe. The nomination serves as recognition

of the integrated approach taken by Silver Atena to sustainable corporate development. It confirms that our actions go well beyond the industry standard. We also benefit from the nomination as it enabled us to use the competition as a platform and to exchange ideas with sustainability experts from other companies.

CATENA-X – DIGITALISATION AND TRANSPARENCY IN THE SUPPLY CHAIN

Silver Atena is actively involved in the “Due Diligence Check for SMEs” project as part of the industry-wide initiative Catena-X. The project is intended to support SMEs in implementing due diligence checks in the supply chain and devising practical, standardised solutions for greater transparency and data exchange. To this end, the “Due Diligence Check for SMEs” project is developing a digital solution that is made available via the Catena-X data space. Its aim is to significantly reduce complexity for companies, standardise processes and avoid duplicate queries. For instance, different customer requirements will in future be mapped using standardised structures that are recognised across the network. Questionnaires and supplier codes of conduct will no longer be need to checked multiple times, just once in a standardised process.

We are actively engaging in various fields of work, contributing our perspective as a medium-sized company. For instance, we use business case analysis to assess the economical impacts of project results. We also belong to review groups that evaluate the practicality and feasibility of interim results and problem-solving approaches.

In this way, we help to find solutions that not only comply with regulations but also provide practical support for SMEs in their day-to-day operations. We benefit from the close cooperation with OEMs, research institutes and other partners along the value chain. This enables us to proactively identify future developments, adjust our processes accordingly and prepare ourselves optimally for upcoming requirements.

OUR INVOLVEMENT IN CATENA-X SHOWS THAT OUR SUSTAINABILITY MANAGEMENT IS FULLY DEVELOPED AND RECOGNISED. IT STRENGTHENS OUR POSITION AS A RELIABLE PARTNER IN AN INCREASINGLY DATA-DRIVEN AND REGULATED ENVIRONMENT.

TRADE FAIRS AND CONFERENCES

We present our services and products at trade fairs and events. These events are important platforms for engaging in dialogue with customers and partners and presenting the positive contribution of our innovations to the climate and environment in person.



WE HAVE ACHIEVED THIS TOGETHER

- Significantly above average sustainability rating by SAQ 5.0 and EcoVadis
- Awards and accolades such as the ESG Transparency Award, Corporate Health Award, ISPO Award and nomination for the German Sustainability Award
- Established interdisciplinary sustainability committee
- Strengthening our contribution to electromobility and its infrastructure
- 100% green electricity throughout the company
- We are building up competence and establishing governance structures for artificial intelligence. This includes training, internal working groups and guidelines for using AI responsibly
- We are continuing with our sustainability reporting on our own initiative and further developing transparency with respect to our stakeholders
- We are expanding our materiality assessment to include the double materiality assessment according to ESRS

- Our internal team of “hackers”, the “Shadow Intelligence Agency”, has organised numerous awareness campaigns in order to bolster our IT security

THESE ARE OUR NEXT STEPS

- We are continuing with our targeted approach to developing artificial intelligence and applying it in order to support processes and boost efficiency
- We are developing our production sites in line with current market requirements and the changing business environment
- We are launching cross-functional initiatives to improve efficiency, quality and the use of resources
- We are optimising the use of electricity generated by our own photovoltaic system

BY WHICH WE MEASURE OUR SUCCESS

- 79% sustainable projects
- Positive results from SAQ 5.0. ACTUAL value: 91%
- Awarded EcoVadis Gold
- No whistleblowing reports on suspected cases of corruption or violations of our Code of Conduct / discrimination. ACTUAL value: 0 messages
- Training on competition law and anti-corruption for relevant departments
- Proportion of operating sites with a risk of corruption: 0%
- Legal proceedings due to anti-competitive behaviour and violations of antitrust and monopoly law: 0
- Signed confidentiality agreements from our newly recruited employees. ACTUAL value: 100%

100%

GREEN ELECTRICITY THROUGHOUT THE COMPANY

79%

SUSTAINABLE PROJECTS

- Substantiated complaints received regarding breaches of customer privacy: 0
- Convictions and amount of fines for offences against corruption and bribery regulations: 0 / €0
- Confirmed cases of corruption or bribery: 0
- Confirmed cases in which internal employees were dismissed or disciplined for corruption or bribery: 0
- Confirmed cases regarding contracts with business partners that were terminated or not renewed due to violations in connection with corruption or bribery: 0

EMPLOYEES AND SOCIAL RESPONSIBILITY

“WE TREAT ALL EMPLOYEES WITH
APPRECIATION AND RESPECT.
WE SUPPORT THEM IN HELPING OTHERS.”



We take responsibility for our employees and are committed to a sustainable society. Our corporate strategy is geared towards the long term and the sustainable safeguarding of attractive jobs. We pay living wages and honour our suppliers so that they can also pay living wages. The health of our employees is our top priority:

We contribute to SDG 3 (Good Health and Well-being), SDG 5 (Gender Equality) and SDG 10 (Reduced Inequalities) by promoting diversity and equal treatment within the company as well as the health and safety of our workforce:

This area of focus encompasses the ESRS requirements on own workforce (S1). The factors covered by this are working conditions, equal opportunities, health and safety, and employee development.

In particular, it covers requirements S1-1 to S1-17 (own workforce) and S3-1 (social commitment, but not significantly). Aspects relating to responsible corporate conduct are also considered.

OUR GOALS

Satisfied employees are our most important asset.

EMPLOYEE RETENTION

We conduct an employee survey and implement corresponding measures.

COMPANY HEALTH MANAGEMENT

We are expanding the range of fitness services we offer.

SOCIETY/SOCIAL COMMITMENT

We support the Munich Kids' Run (10+ volunteers)

LEARNING AND DEVELOPMENT

We are expanding our training offerings and introducing new e-learning modules (starting in September 2026).

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, parenthood, disability, age, veteran status, religion, political opinion and social background.

QUALIFICATIONS AND PERSONALITY ARE THE ONLY ATTRIBUTES THAT MATTER TO US.

We foster a working environment that supports equal opportunities, diversity and mutual respect. Qualifications and personality are the decisive factors that when it comes to development and cooperation. Our workforce is diverse. We know that different talents, viewpoints and experiences make an important contribution to innovation and enduring company success.

We do not tolerate any form of discrimination or harassment. Hostile, offensive or hurtful behaviour is unacceptable and will be resolutely punished. All employees are entitled to equal opportunities in terms of employment, development and promotion.

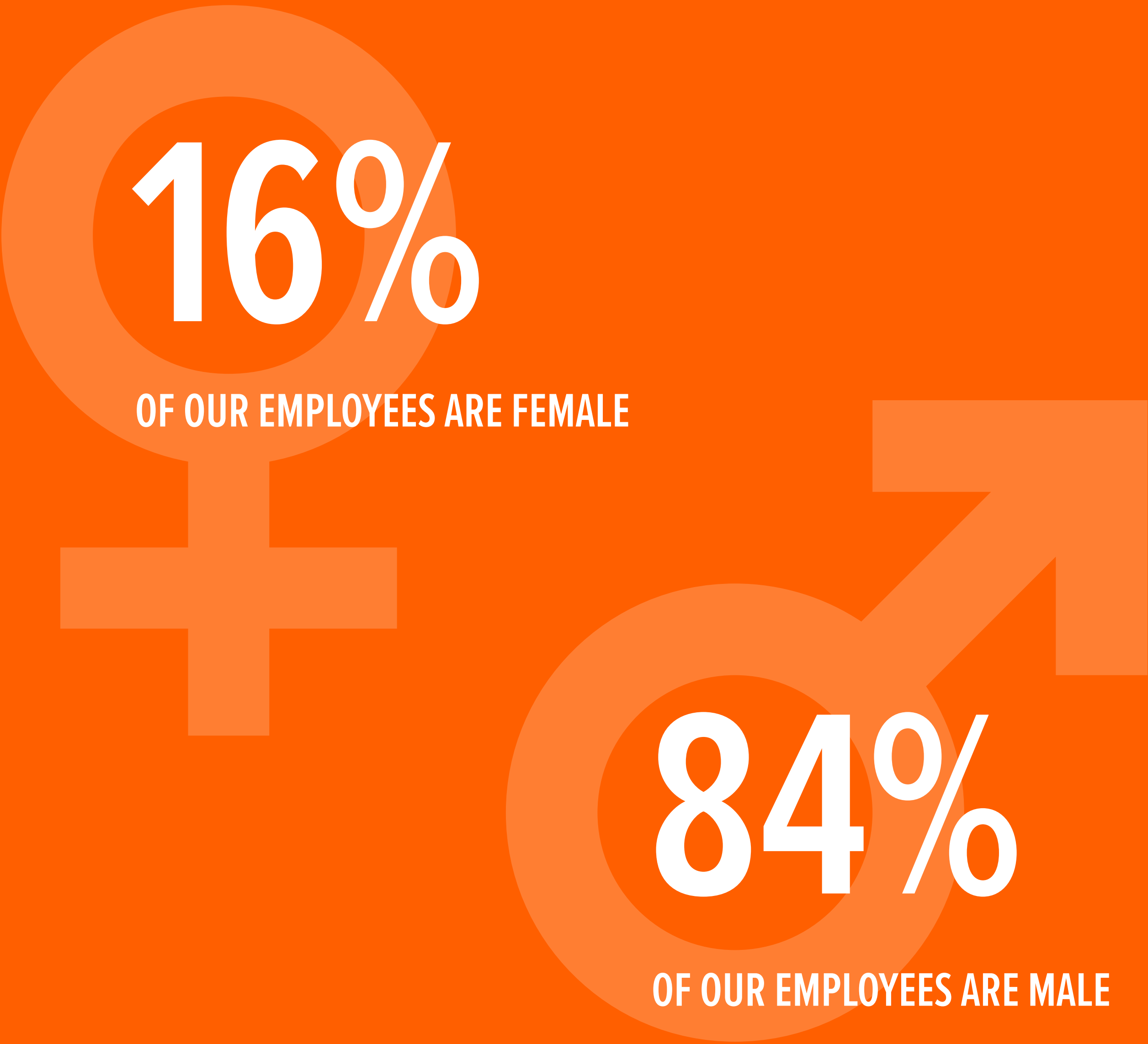
We provide suitable accommodations where necessary to support employees with disabilities and take care to create accessible working conditions. In 2025, 1.33% of our employees had a recognised disability.

In the 2024 Great Place to Work® survey, 90% of our employees confirmed that Silver Atena treats people fairly regardless of their background.

90%

EMPLOYEES BY LOCATION

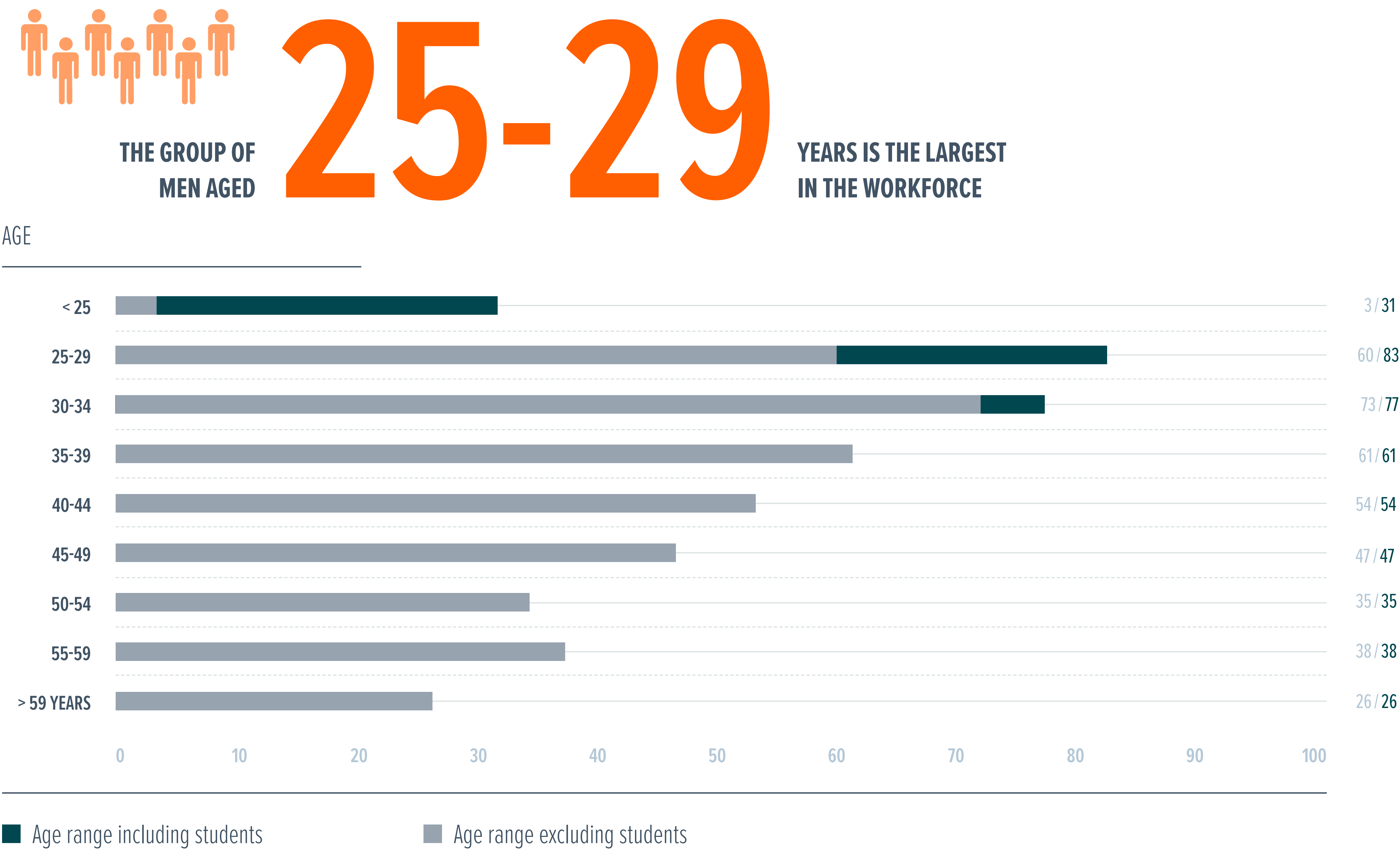
Most of our 452 employees were based in Munich in 2025. 84% of our employees are male. This ratio is typical for a company in a technical sector. The genders are equally distributed in the administrative departments.



WORKFORCE

IN 2025, OUR EMPLOYEES CAME FROM THE FOLLOWING COUNTRIES

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



IF STUDENTS ARE EXCLUDED, THE GROUP AGED 30 TO 34 IS THE LARGEST IN THE WORKFORCE.

MUNICH, DACHAU & KARLSFELD									
		PERMANENT		TEMPORARY					
FULL-TIME		180	27	0	0				
		51	19	0	0				
		19	3	8	1				
LANDSHUT									
		PERMANENT		TEMPORARY					
FULL-TIME		11	1	0	0				
		2	0	0	0				
		4	0	10	0				
STUTT GART									
		PERMANENT		TEMPORARY					
FULL-TIME		32	5	0	0				
		4	2	0	0				
		3	0	0	0				
HAMBURG & BREMEN									
		PERMANENT		TEMPORARY					
FULL-TIME		30	6	0	0				
		9	3	0	0				
		4	0	2	0				
AUGSBURG									
		PERMANENT		TEMPORARY					
FULL-TIME		9	3	1	0				
		3	0	0	0				
		1	1	1	0				
		Male Female							

EMPLOYMENT RELATIONSHIPS AND WORKING TIME MODELS

Silver Atena employs staff on a permanent and fixed-term basis. We offer full-time and part-time working models. The table shows the employees by gender and region. The reporting date was 31 December 2025.

All employees have a German employment contract. This is how we guarantee compliance with minimum wage and avoid human rights violations such as forced and child labour. As Silver Atena is a limited liability company and does not have a Management Board, no Management Board remuneration needs to be disclosed.

ADJUSTED PERSONNEL STRUCTURE

In order to secure our economic stability and our ability to perform over the long term, we made targeted adjustments to the personnel structure in 2025 to reflect the current workload and the development of the business. This was mainly achieved through natural fluctuation and a cautious approach to filling vacancies. In particular, the number of students decreased. We are also engaging just three or so freelancers on average, significantly fewer than the previous year.

The figures relate to salaried employees. People on parental leave and inactive employees are not included in the illustration.

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

DEMOGRAPHIC MANAGEMENT

SILVER ATENA OPERATES A DEMOGRAPHIC MANAGEMENT SYSTEM WITH THE FOLLOWING OBJECTIVES:

- We want our employees to reach retirement age in good health.
- We want to pass on the knowledge of experienced colleagues to young colleagues.
- We are mindful of the changes that occur with age.
- We want to retain our employees.
- We foster motivation and expertise.

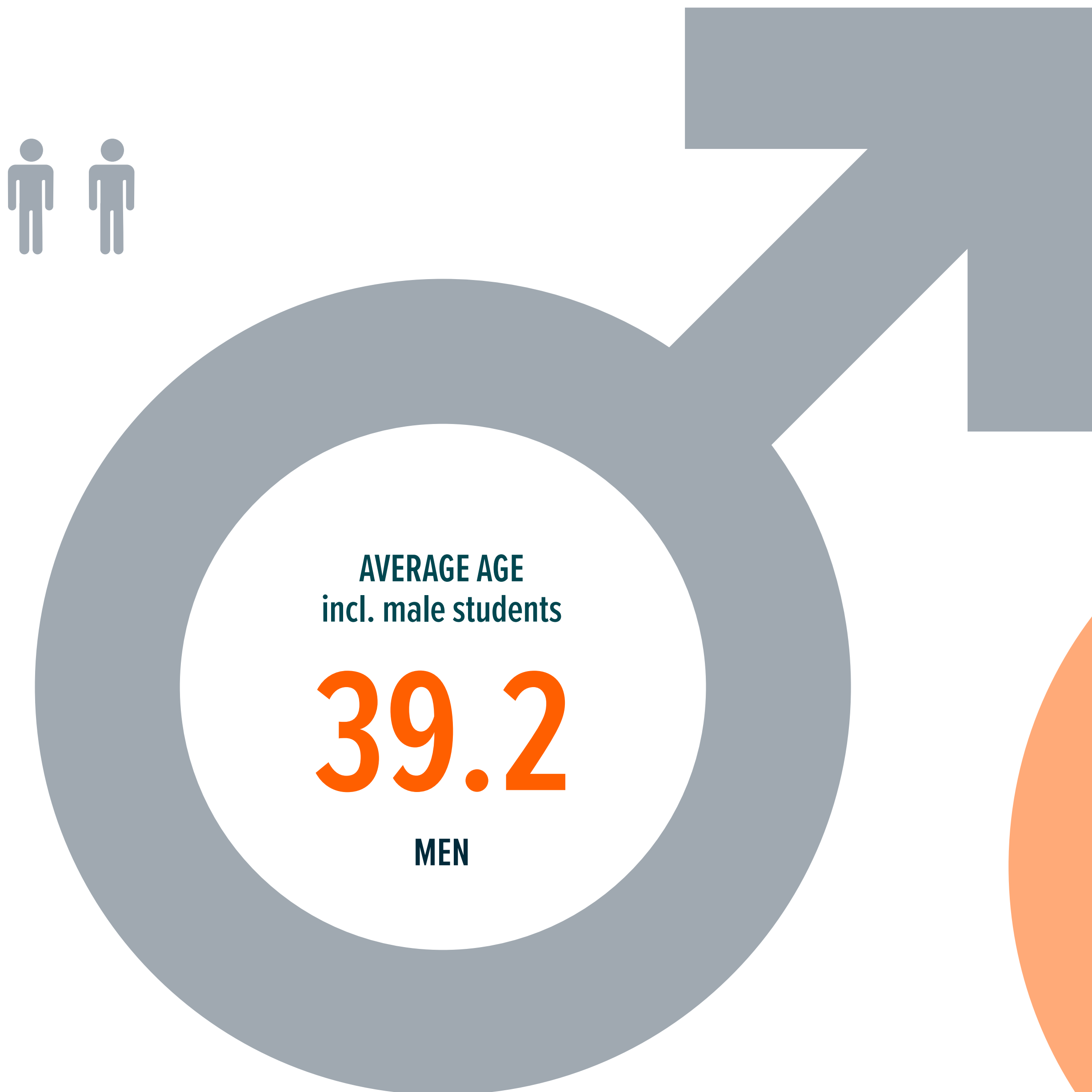
In order to effectively manage the different age groups within the company, we analysed the age structure. This showed that mixed-age teams work together at Silver Atena. We have few employees who are close to retirement age. A small number of retirees are employed. The employees in the individual teams are mainly between 25 and 39 years old. The average age at the smaller locations is low. The age of employees in administration is between 30 and 59. Given these two different age groups, the transfer of knowledge between more experienced and younger employees plays an important role.

According to our forecast, the average age of our employees will not change significantly in the future.



39.3 AVERAGE AGE

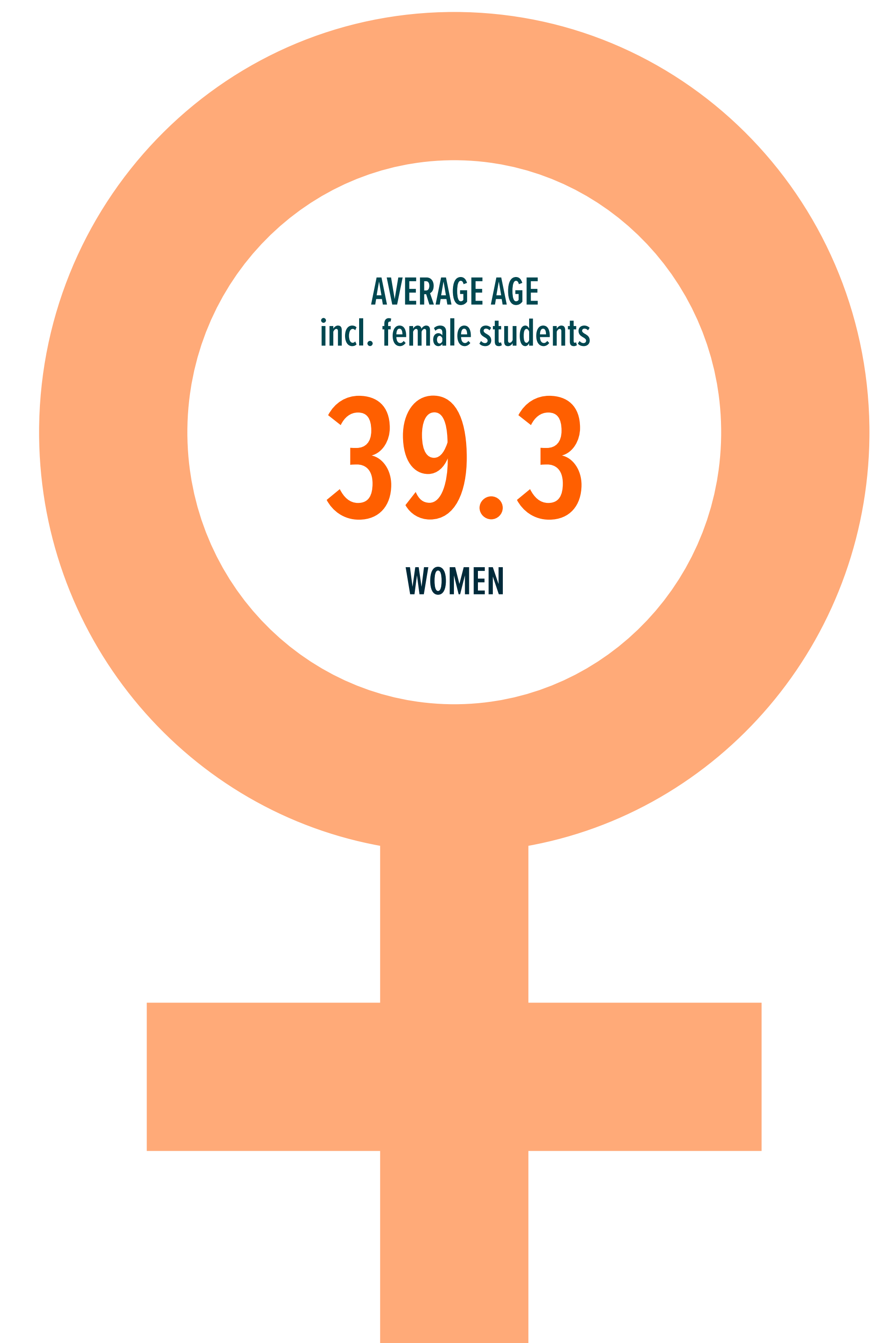
The average age of the workforce is 39.3 years-old at Silver Atena. This is well below the national average age of people in employment, which stands at around 43 years. Germany has the oldest working population in the EU.



AVERAGE AGE
incl. female students

39.3

WOMEN

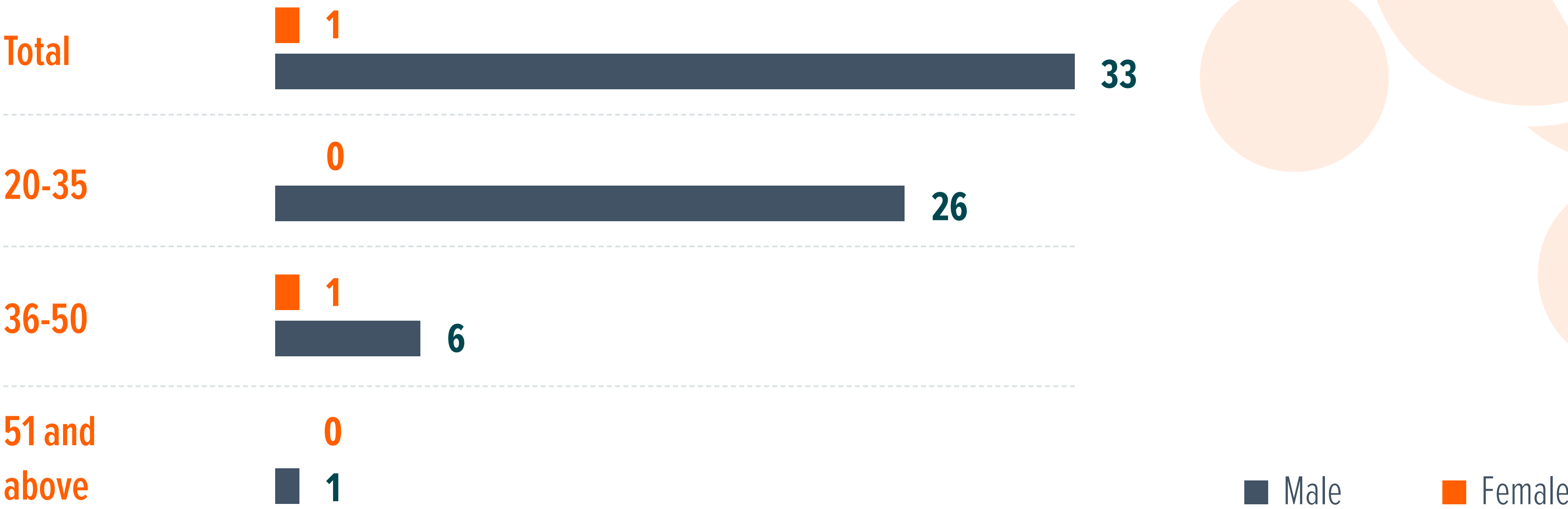


NEW HIRES AND EMPLOYEE TURNOVER

The employee turnover rate at Silver Atena is 10%. This figure is comparatively low. In 2025, 34 new employees were hired, one of whom was a woman. These new hires are distributed across our locations as follows:

- MUNICH INCL. DACHAU AND KARLSFELD: 19 people
- LANDSHUT: 3 people
- STUTTGART: 0 people
- HAMBURG AND BREMEN: 11 people
- AUGSBURG: 2 people

NEWLY HIRED EMPLOYEES AND STUDENTS



COMPANY BENEFITS

Silver Atena offers the same basic benefits to all employees, regardless of whether they are employed full-time, part-time, on a temporary or permanent basis.

PARENTAL LEAVE

Silver Atena's employees took a total of 2,442 days of parental leave in 2025. Of the 28 employees who took parental leave, 16 were men and 12 women. All employees had previously agreed to return to work. All of them did actually return. Nobody resigned after returning from parental leave, making the return rate 100%.

REMUNERATION PARAMETERS

414 %

PAY RATIO MEAN VALUE

Ratio of the annual total remuneration for the highest-paid person to the average annual total remuneration for all employees in % (excl. students, 2025).

418 %

PAY RATIO MEDIAN

Ratio of the annual total remuneration for the highest-paid person to the median annual total remuneration for all employees (excl. the highest-paid person and students, 2025).

16.0% GENDER PAY GAP

Average unadjusted gender pay gap (excl. students, 2025) (Wage comparison independent of job, education, qualifications etc., i.e. pure calculation value).

OUR VALUES

PRINCIPLES

Silver Atena adheres to the principles enshrined in the Universal Declaration of Human Rights of the United Nations as well as the OECD Guidelines for Multinational Enterprises. We also act in accordance with the core labour standards of the International Labor Organization (ILO).

These principles are firmly anchored in our Code of Conduct and form the basis for our entrepreneurial activities.

They include:

- respecting the dignity and rights of all people,
- the prohibition of any form of discrimination,
- freedom of association and the right to collective bargaining,
- freedom of expression,
- the right to fair working conditions and equal pay for equal work.

We condemn child, forced and compulsory labour and respect the rights of indigenous peoples.

WHISTLEBLOWING TOOL

We use the Expleo Group's whistleblowing tool, which regulates the whistleblowing process and the follow-up steps. Whistleblowers remain anonymous and are not put at any disadvantage as a result of their report. Internal and external persons can express concerns about:

- unlawful behaviour,
- suspicion of corruption or bribery,
- violations of human rights,
- violations of animal welfare and
- conduct that contravenes the Code of Conduct, principle of non-discrimination or similar rules.

Such violations are in clear contradiction to our corporate values and will be resolutely punished. The

company management models our values and promotes an open and responsible corporate culture. Employee awareness is raised through regular training. Our aim is to avoid such violations entirely.

IN THE 2025 REPORTING YEAR, NO CASES WERE REPORTED VIA THE WHISTLEBLOWING SYSTEM.

SOCIAL DIALOGUE

We attach great importance to social dialogue. We respect the right of our employees to form or join trade unions or employee organisations. The interests of customers, suppliers, partners and investors are recorded in our management handbook, evaluated and incorporated into our decision-making processes. Silver Atena has a works council with which there is a regular dialogue based on trust.

RESPECTFUL INTERACTION

We treat each other with respect and openness. We support our employees and enjoy our successes in development and production together. The diverse technological requirements motivate our employees to be creative and innovative.

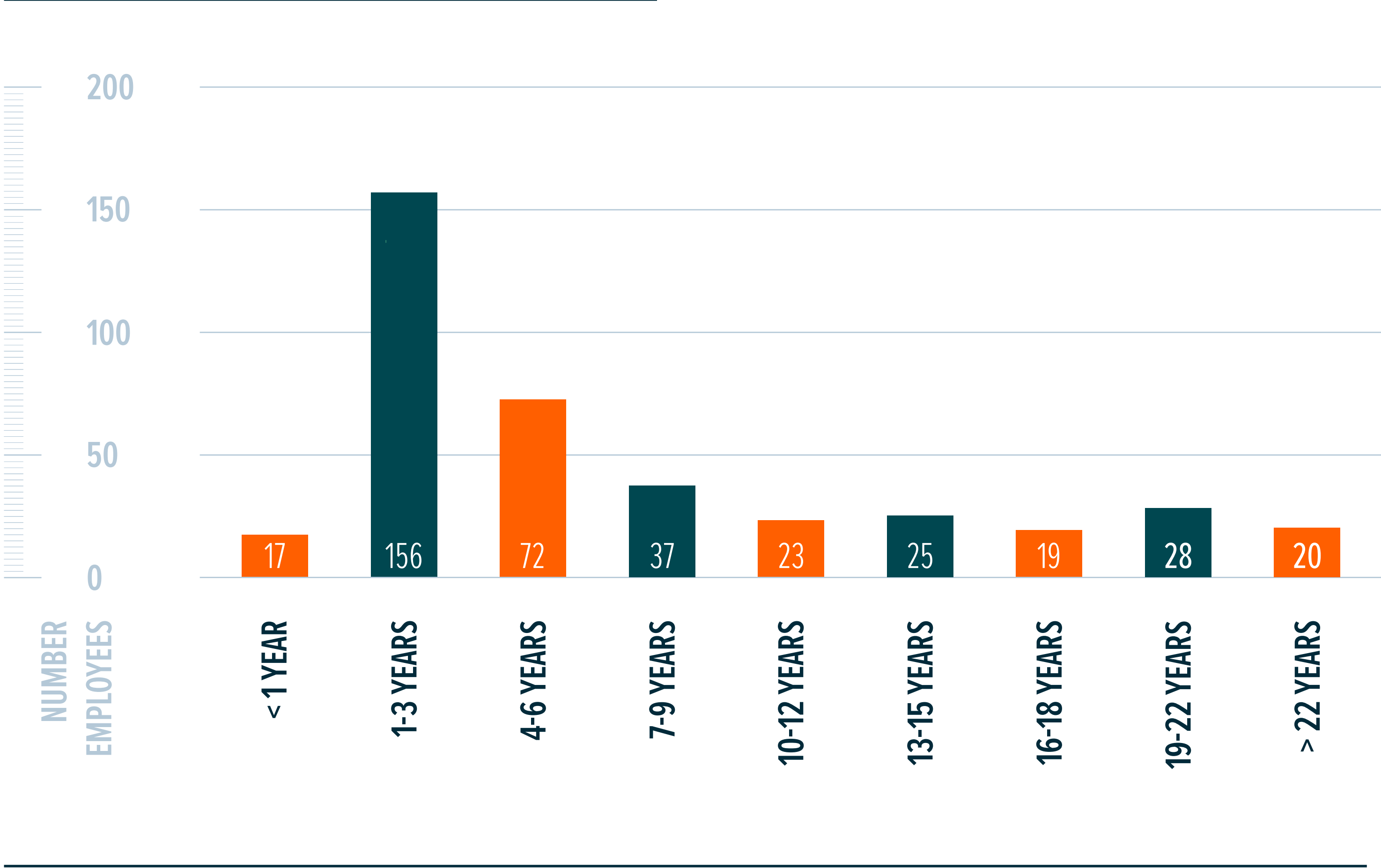
As we favour flat hierarchies and balanced teams, our managers are available to all employees at all times. The annual employee appraisal is about the development goals and interests of each individual. Talking openly with each other encourages employees to develop both professionally and personally. We are thrilled with the high rate of internal appointments to management positions.

25%

OUR EMPLOYEES ARE 10 YEARS OR LONGER IN THE COMPANY.
We celebrate our long-timers. Employees receive a bonus on their 5th, 10th, 15th, 20th or 25th anniversary with the company. We recognise their loyalty with a celebration.



LENGTH OF EMPLOYMENT IN YEARS*



* (excluding students)

7.31

AVERAGE LENGTH OF SERVICE OF OUR PERMANENT EMPLOYEES IN YEARS.
This is a very satisfactory figure in relation to the industry comparison and the average age.

THE PRINCIPLE OF OPEN DOORS AND FLAT HIERARCHIES
We encourage open communication across all hierarchical levels. To reinforce this principle, we ensure our employees can share their thoughts and feelings openly.

We also provide regular updates on current and planned sustainability activities, new and ongoing projects, company figures, personnel information and occupational health management.

INFORMATION CHANNELS INCLUDE OUR INTRANET, E-MAILS AND “KLARTEXT”, THE MANAGEMENT’S TV SHOW WHICH IS BROADCAST REGULARLY.

SECURITY AND STABILITY
We are a healthy, sustainably growing company that offers secure and stable jobs. Our employees can accomplish their tasks in a goal- and results-driven manner. That pays off. The average length of service of our permanent employees is 7.31 years. This is a very satisfactory figure in relation to the industry comparison and the average age.



APPRECIATION AND CORPORATE BENEFITS

We appreciate our employees. That is why we create a safe, fair and supportive working environment that promotes the long-term wellbeing of our employees.

This is based on our binding guidelines for protecting human rights and ensuring fair working conditions. These include:

- Equal opportunities
- Protection against discrimination and harassment
- Fight against child labour, forced labour and modern slavery
- Health and safety
- Fair pay
- Freedom of association
- Right to collective bargaining

We live and work in accordance with these principles.

It is accessible to all employees on the Intranet.

As a company with locations in Germany, we offer our employees the benefits of statutory social security systems for

- Sickness
- Unemployment
- Occupational accidents
- Incapacity to work
- Parental leave
- Pension provision

We also offer perks and corporate benefits. This includes group accident insurance, an allowance for the company pension scheme and capital-forming benefits.

OCCUPATIONAL SAFETY AND TEAM BUILDING

We provide our employees in the warehouse and production with personalised workwear and electrostatic discharge (ESD) protective clothing. Our workspaces, recreation rooms, laboratories and production sites satisfy occupational safety requirements and are ergonomically designed. We also offer our employees free beverages such as water, coffee and tea.

We organise events for employees across all sites, such as summer and Christmas parties, which boost cohesion and encourage interactions beyond the confines of teams and departments. Internal initiatives such as health and fitness schemes are visibly promoted. In this way, we recognise the commitment of our employees.

CHRISTMAS PARTIES WITH SPECIAL ATTRACTIONS AND COMPETITIONS GO FAR BEYOND THE USUAL. WE PLAN A VISIT TO THE OKTOBERFEST IN MUNICH EVERY YEAR. OUR EMPLOYEES SET GREAT STORE BY OUR BENEFITS AND OUR INITIATIVES.

FLEXIBLE WORKING ENVIRONMENT

The world of work is constantly changing. We allow our employees to set their working hours and location flexibly, insofar as their activities allow. Employees discuss and agree on suitable forms of working in their teams. We make sure that due consideration is given to the project at hand and to individual needs.

WORK LOCATIONS

Across all locations, our employees come to work in the office, laboratory or production site on an average of 3.2 days per week. Just under a quarter of the workforce works on site every day, while 3% work exclusively remotely from their home office.

COMPATIBILITY OF FAMILY AND CAREER

We have always encouraged a good work/life balance through flexible working hours and working from home. We support our employees in taking parental leave and use individual part-time working models to accommodate family situations. All employees are entitled to special leave if there is a special occasion in the family or if someone is temporarily unable to work through no fault of their own.

SOCIAL COMMITMENT AND CORPORATE CITIZENSHIP

We are deeply committed to supporting social and community projects through which we can put our company values into practice in society. We provide long-term support for regional projects and give our employees opportunities to get actively involved. We make sure that there are concrete ways to measure our commitment and we prepare a cost-benefit analysis. We report on our activities in our in-house media and online. Some examples:

SPORTS: We participate in charity events wherever possible. For instance, we have sponsored the Munich Kids' Run for many years, while 20 volunteers from our company support the event. In 2025, we took part in several company runs for good causes. Silver Atena FC put up a good fight at the "Munich City Company Championship" charity tournament.

EDUCATION: We promote young talent, support students on dual study courses and work closely with universities, where we collaborate on lectures, projects and excursions. School pupils, for example from vocational high schools, visit Silver Atena to learn about the working environment and especially our technical fields of activity.

DIVERSITY AND INCLUSION: We promote diversity and inclusion in everyday working life and team up with external partners. We therefore consciously award contracts for services such as the DGUV V3 inspection to social organisations such as the Pfennigparade, which employs people with disabilities.

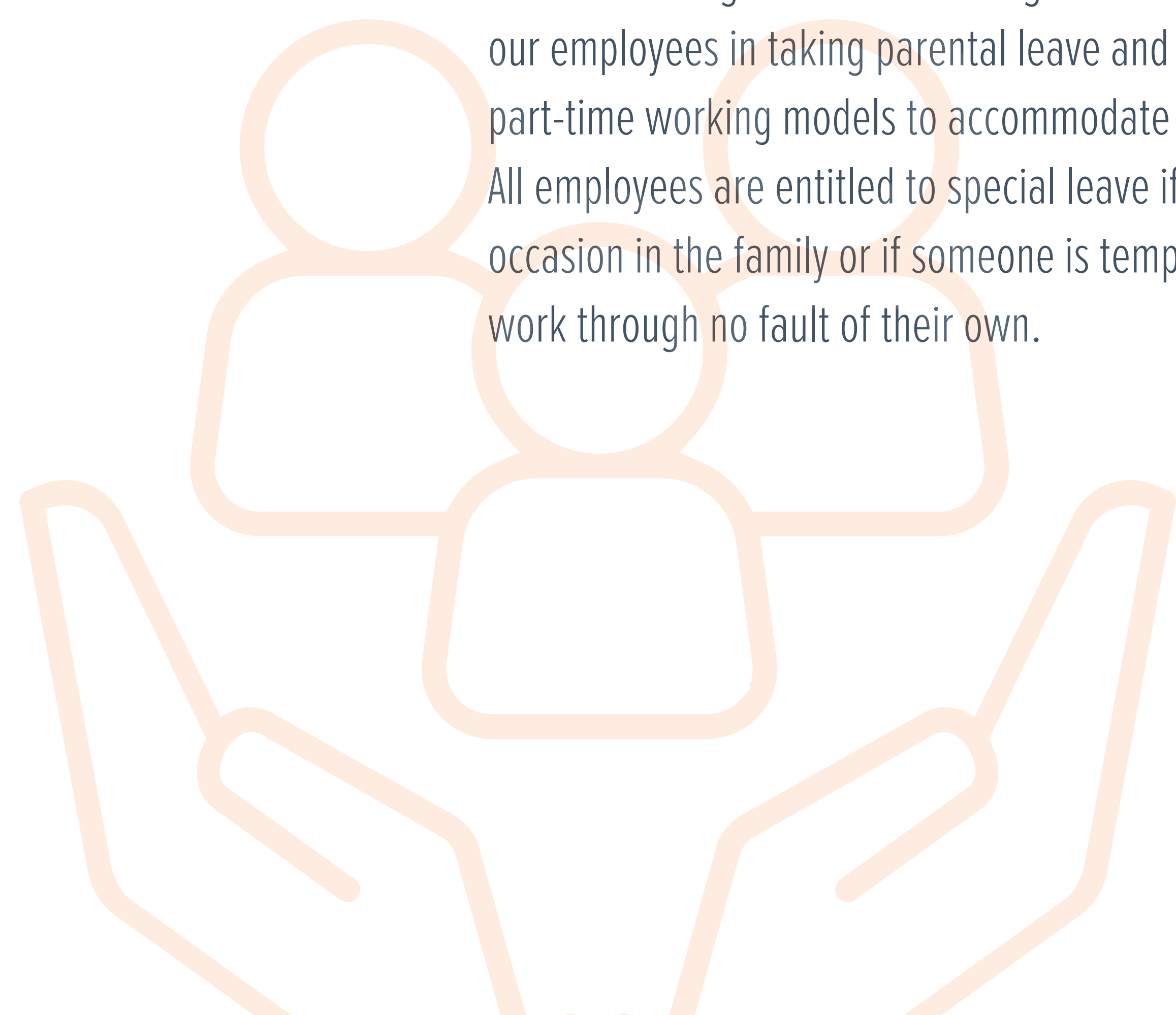


We encourage our workforce to take part in events that promote intercultural exchange.

ENVIRONMENTAL PROTECTION: We are actively involved in regional environmental projects. For instance, we are supporting the tree-planting campaign run by the Landshut University of Applied Sciences and thus making a contribution to protecting the climate.

INDUSTRY INVOLVEMENT AND DIGITALISATION

Silver Atena is involved in the Catena-X initiative, especially the project "Due Diligence Check for SMEs" (see section "Customers and products").



MEMBERSHIP IN ORGANISATIONS AND ASSOCIATIONS

We communicate our values to the outside world and contribute to social issues through various committees. Silver Atena is a member of several associations, partnerships and interest groups at international, national and regional level.

WE ARE A MEMBER OR REPRESENTED IN:

- Federal Economic Senate
- BVMW - Federal Association of Small and Medium-Sized Enterprises
- Automotive Northwest
- BavAIRia
- Corporate Health Alliance
- Landshuter Umweltzentrum e.V.
- ECPE – European Center for Power Electronics e.V.
- ESG Transparency Committee
- IEEE – Institute of Electrical and Electronics Engineers
- Hamburg Aviation
- UAV Dach e.V. – Association for Unmanned Aviation
- VDA – German Association of the Automotive Industry
- ZAL – Centre for Applied Aeronautical Research

Silver Atena is not politically active and is not involved in any lobbying activities.



INTELLECTUAL PROPERTY AND TRANSFER OF EXPERTISE

Our long-standing employees have excellent specialised knowledge that they can pass on to new employees. This transfer of knowledge enables us to achieve high added value through lean processes, as we are able to work in a way that guards resources while also helping our younger employees to flourish. We can constantly increase our productivity.

Our internal experts also pass on their experience in a range of training courses. We also offer courses run by external trainers. We will continue to develop this concept. The aim is to measure and improve the interaction between qualification and productivity.

KNOWLEDGE MANAGEMENT (LESSONS LEARNED) AND THE MIX OF EXPERIENCED AND YOUNG EMPLOYEES ARE STANDARD PRACTICE IN OUR PROJECTS. THEY ENABLE A MAXIMUM TRANSFER OF KNOWLEDGE.

TRAINING AND DEVELOPMENT

Our employee development is based on an integrated, skills-based development model. It illustrates the career opportunities at Silver Atena and supports employees in developing their individual strengths and taking on responsibility.

We use the model to compare the possible paths of progression within the company against the expectations that employees have for their personal development. The annual employee appraisal focusses on performance, development and prospects.

HOLISTIC TRAINING
A key focus for 2025 was the deployment of a company-wide training programme to strengthen leadership and build a common understanding of the core principles of cooperation. The training was based on a holistic approach to management. It consisted of six modules which were spread across approximately six months. The topics were:

- results orientation
- focus on customers
- contribution to the big picture
- positive thinking
- using strengths
- trusting and being trusted.

People with all kinds of different roles in the company took part. The training improved skills and management culture. It fostered a unified strategic focus within the company and helped to ensure good long-term retention of management staff.

AVERAGE NUMBER OF HOURS FOR TRAINING
The average number of hours for training per employee in 2025 was 12.67 hours (Assumption: 397 permanent employees, excluding students)

PERFORMANCE AND HEALTH
Our employee development includes training on time management and self management, as well as resilience training. The company health management organises events such as health information days on sleep hygiene, as well as offering relaxation and meditation sessions for reducing stress. In this way, we help our employees to stay healthy, resilient and able to give their best.

TRAINING IN FIGURES

SEMINARS IN HOURS

-  4,418 hours, i.e. 13.35 hours per employee
-  613.5 hours, i.e. 9.30 hours per employee



■ Male ■ Female



PARTICIPATION

All of our employees can lend their voice to the Works Council and contribute to reaching a consensus. In 2025, the Silver Atena Works Council comprised nine employees from all locations, seven men and two women.

ACTIVITIES OF THE WORKS COUNCIL

The Works Council monitors, among other things, whether laws, company agreements and guidelines are observed in the interests of the employees. It represents the labour law and general interests of all employees vis-à-vis the management team. The Works Council has formed various committees that are in regular dialogue with the management on specific topics. These meetings take place weekly to quarterly, depending on the topic. This way, the input of the workforce is integrated into the corporate concept. Numerous company

agreements document the regulations. The Works Council reports on the content of communication with the management at works meetings and in regular newsletters. It also informs employees about aspects of labour law and helps to decide on new appointments to vacant positions. Significant operational changes are coordinated between the employer and employee representatives in compliance with the law. Silver Atena does not have a collective wage agreement.

THE WORKS COUNCIL CONDUCTS AN ANNUAL SURVEY OF EMPLOYEES TO DETERMINE THE IMPACT THAT ITS WORK IS HAVING ON THEIR DAILY WORKING LIVES. THIS MOTIVATES STAFF TO COME FORWARD WITH MORE ISSUES FOR THE WORKS COUNCIL.

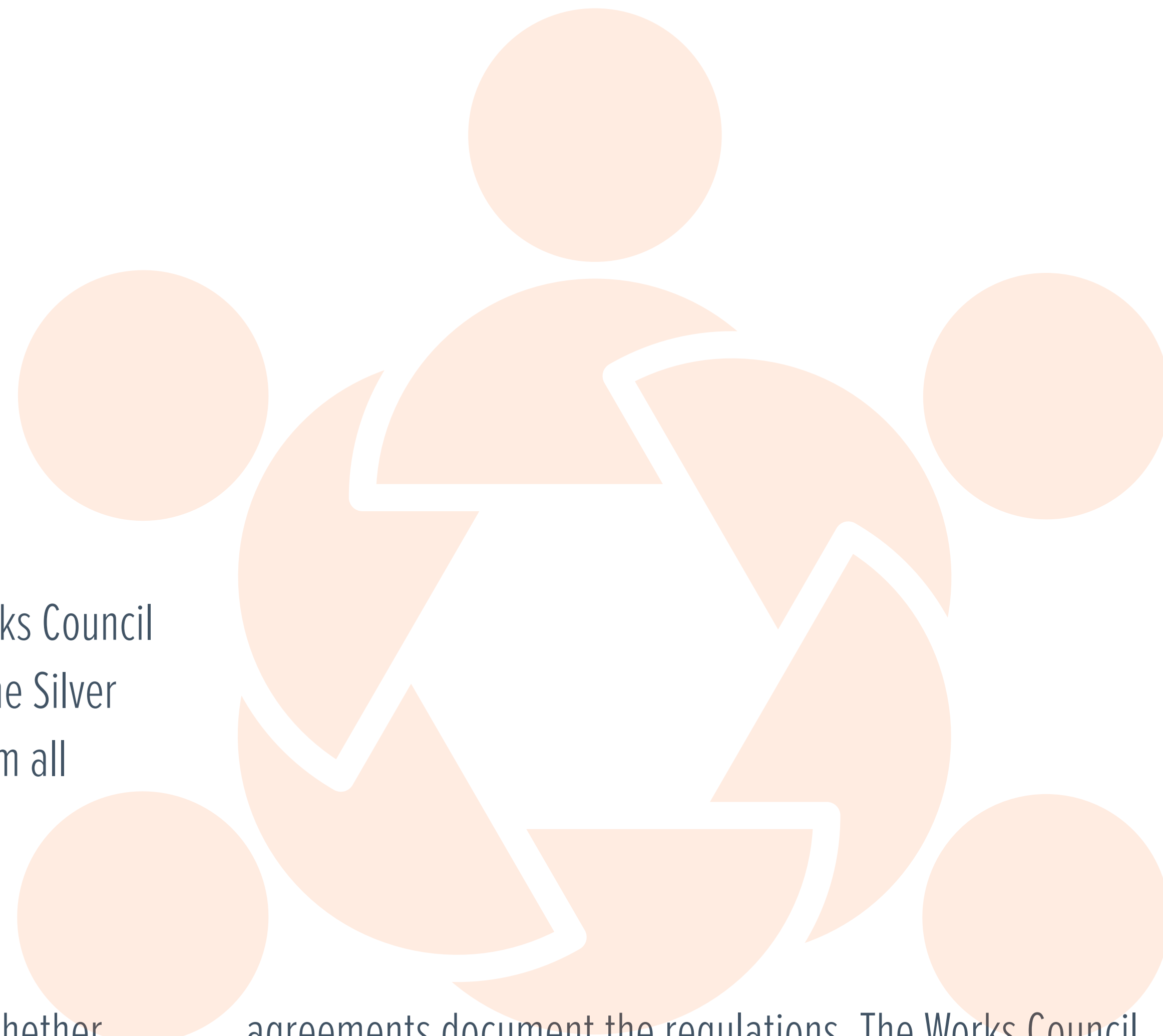
STUDYING WITH SILVER ATENA

We support the younger generation. We invest in our future by offering young people the best possible training and passing on our knowledge. This is our answer to the shortage of skilled labour. In 2025, students accounted for 12.17% of our workforce.

WE ENCOURAGE TALENT THROUGH SIX INITIATIVES: VOLUNTARY INTERNSHIPS, COMPULSORY INTERNSHIPS, WORKING STUDENTS, BACHELOR'S AND MASTER'S DEGREES AND DUAL STUDY PROGRAMMES FOR UNIVERSITY STUDENTS.

THE NOTORIOUS E.N.G. CREW

In October 2020, our students founded the group “Notorious E.N.G. Crew” in order to better share ideas with each other. Newcomers to Silver Atena are immediately informed of the group's activities and can quickly network within the company. The members of the Notorious E.N.G. Crew work together on their own projects and meet regularly. The management supports the activities with its own budget and provides workspaces for the group.



OCCUPATIONAL HEALTH AND SAFETY

We bear responsibility for the health of our employees and for visitors to our premises. Whether production, high-voltage systems or office workstations - occupational health and safety play a central role. Silver Atena protects its employees from accidents at work and from acute and chronic illnesses. The occupational health and safety requirements are certified to ISO 45001.

RISK ASSESSMENTS

During risk assessments, we check whether the health and safety of our employees is adequately guaranteed at the workplace and on the way to work. e.g. through the production halls. We identify and assess potential emergency situations and accidents during inspections at company sites, among other things. For critical deviations such as

- health hazards,
- impact on several areas and
- violation of legal requirements,

we write a deviation report. We act immediately.



We always conduct a new assessment of possible hazards for new areas. We review the risk assessments every two years in order to adapt them if necessary.

All sites where high-voltage equipment is present have defibrillators in order to enable a rapid response to cardiac emergencies.

WHEREVER POSSIBLE, WE AVOID USING DANGEROUS SUBSTANCES WITH HIGH RISKS. CMR SUBSTANCES (CARCINOGENIC, MUTAGENIC, TOXIC TO REPRODUCTION) ARE ONLY USED IN EXCEPTIONAL CASES AT A CUSTOMER'S REQUEST. FOR THE REGULAR INVENTORY OF DANGEROUS SUBSTANCES, WE IDENTIFY WHERE WE CAN REPLACE HAZARDOUS MATERIALS WITH MORE ENVIRONMENTALLY FRIENDLY ALTERNATIVES.



OCCUPATIONAL HEALTH AND SAFETY

As Silver Atena develops a highly diverse range of technical products, the safety and occupational health and safety standards are reviewed individually for each project and adapted if necessary. The requirements of the EHS management system (Environment, Health and Safety) are accessible to employees via the Intranet.



OCCUPATIONAL HEALTH AND SAFETY COMMITTEE

The Occupational Health and Safety Committee meets quarterly to discuss topics relevant to occupational health and safety, including working hours, the authorised representative system and occupational health management. The committee is made up of the management team, works council, safety officer, company physician, occupational safety specialist, health management team and, if required, subject matter experts.

WE ALSO FULFIL OUR RESPONSIBILITY IN OCCUPATIONAL HEALTH AND SAFETY VIS-À-VIS EXTERNAL COMPANIES AND VISITORS. THIS ALSO APPLIES TO EXTERNAL LOCATIONS AT WHICH OUR EMPLOYEES WORK.

PREVENTIVE MEDICAL EXAMINATIONS

Our company physician offers the following preventive medical examinations:

- G25 examination for employees with driving, controlling and monitoring activities to check whether they are physically fit enough for their duties.
- G37 examination for employees at VDU workstations in order to identify or prevent work-related health problems at an early stage.
- G40 examination specifically for employees who work with carcinogenic and mutagenic substances.

All data from the examinations are subject to strict data protection regulations.

OCCUPATIONAL ACCIDENTS

In 2025 there were two reportable accidents; both were commuting accidents. Work-related injuries did not cause any lost days. We also take near-misses very seriously and investigate them thoroughly.

TRAINING COURSES

Silver Atena regularly trains its employees on topics relevant to occupational health and safety, ergonomics, health, handling in the laboratory and production, specific hazardous substances, etc.

OCCUPATIONAL INTEGRATION MANAGEMENT

We offer occupational integration management to every employee who has been ill for a prolonged period of time and then returns to the company. This enables returnees to integrate successfully into the work process.



“TRIMM-DICH-FIT” - OCCUPATIONAL HEALTH MANAGEMENT

In 2025 we won the Corporate Health Award from EUPD Research for the third time. This is powerful motivation for us to progress our occupational health management even further. We want to safeguard the health and capability of our employees over the long term, regardless of their age, gender, location or physical constitution. This is why, through our health initiative “Trimm-Dich-Fit”, we offer activities relating to nutrition, physical activity, resilience and reducing stress.

MOVE & TASTE FITNESS CENTRE

In 2025 we expanded our in-house fitness centre MOVE & TASTE. The 256 m² bistro TASTE hosts culinary activities, training sessions and events such as the tournament for the card game “Schafkopf”. Covering an area of 100 m², the MOVE zone offers space for sports programmes. Gym equipment was also added

in the second quarter of 2026. A relaxation area, a spinning studio and a cloakroom round off the facility. There is also a separate room available for medical examinations, health awareness days and resting.

TEAM SPIRIT

The numerous programmes in which employees can pass on their expertise to others are a unique feature of our company. The idea came about in April 2022, when novice and experienced runners were preparing for a company race in our running group Run4Fun. This sounded the starting gun for even more

programmes that employees are continuing to get up and running to this day. We now have a total of 31 trainers among our workforce. A diverse programme has developed through a rapid momentum of its own and continues to grow. We alternate the courses to suit the season and adapt the programme to the demand. Given the size of our company, the fitness programme is an impressive one.

Our employees rate these courses extremely highly in our evaluations. Sport brings people together. Team spirit creates a better understanding of each other and new friendships develop.

SOME OF THE HIGHLIGHTS OF THE FITNESS PROGRAMME INCLUDE:
FOOTBALL WITH THE IN-HOUSE TEAM FC SILVER ATENA, BOXING, DANCE,
RUN4FUN, SWORD FIGHTING, TENNIS, MEDITATION, GOLF, BOULDERING,
SPORTS BIKING, MAGIC TRICKS, SPINNING AND SAILING.

APPRECIATION

Silver Atena provides financial support for the fitness programme. We make rooms available and provide sports clothing and equipment such as boxing gloves, swords, apparatus, etc. Our fitness and culinary centre MOVE & TASTE demonstrates just how important the wellbeing of our employees is to us.

We finance health awareness days at all locations. The theme for 2025 was sleep hygiene. Competitions and surprise packages are additional incentives to get involved. External partners and health insurance companies round out this programme.

WE ALSO OFFER:

- Fruit basket and snacks at all locations
- Membership offers for selected national gyms
- Mental health counselling in the workplace

AN ATTRACTIVE EMPLOYER

Occupational health management is more than just a benefit. It motivates employees, fosters identification with the company, and makes our people capable, resilient and happy. It supports the growth-led corporate strategy and makes us more attractive as an employer. Our staff turnover rate is stable and well below the industry average. The health rate is very high.

We communicate the programmes offered as part of the “Trimm-Dich-Fit” initiative via the Intranet, e-mails, videos and “Klartext”, the management’s TV show. We offer information events and taster courses with internal trainers on a regular basis through “Spotlight”. Multipliers also reach out to employees.

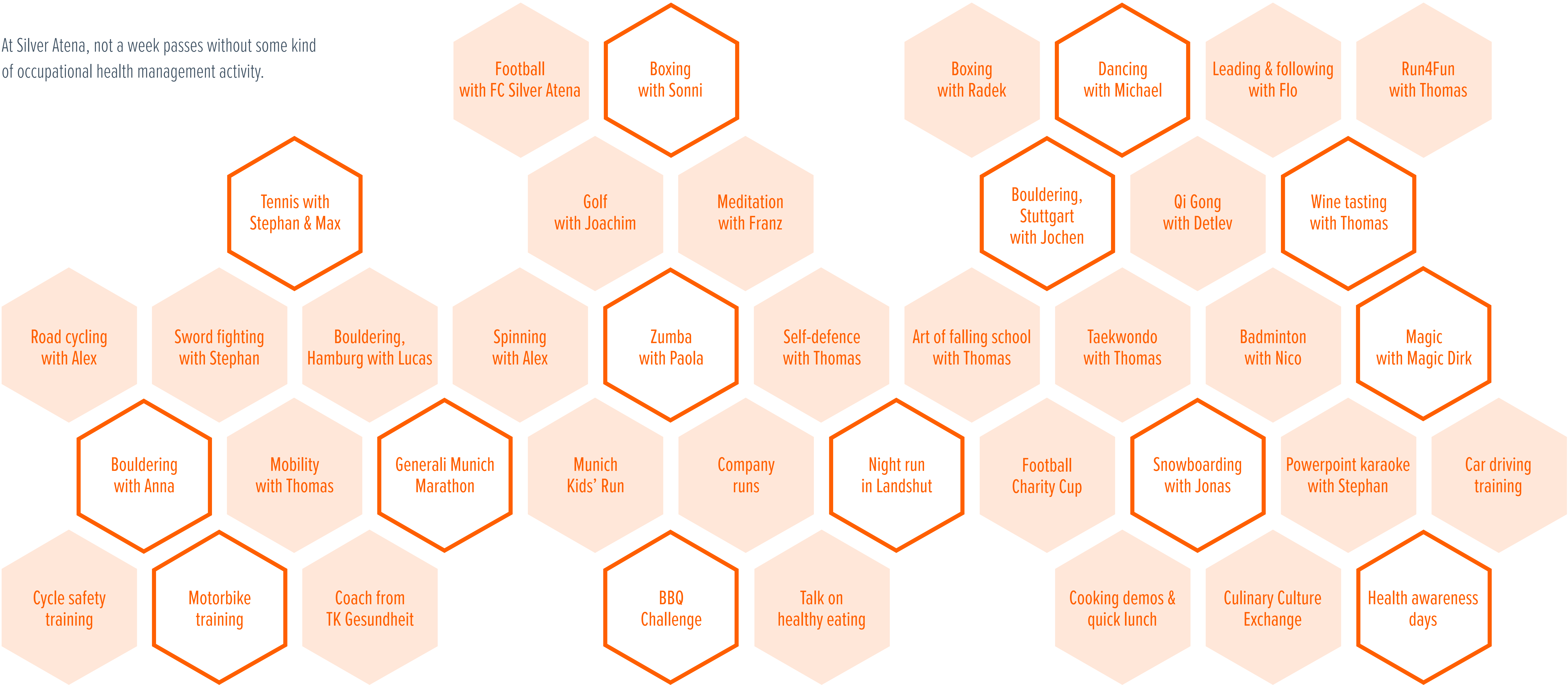
THESE ARE THE RESULTS OF OUR BGM EVALUATION

- 88% of respondents consider occupational health management to be important or very important
- 95% are aware of the “Trimm-Dich-Fit” campaigns (2022: 69%)
- 54% took part in courses
- Each course had an average of 8.5 participants



TRIMM-DICH-FIT ACTIVITIES

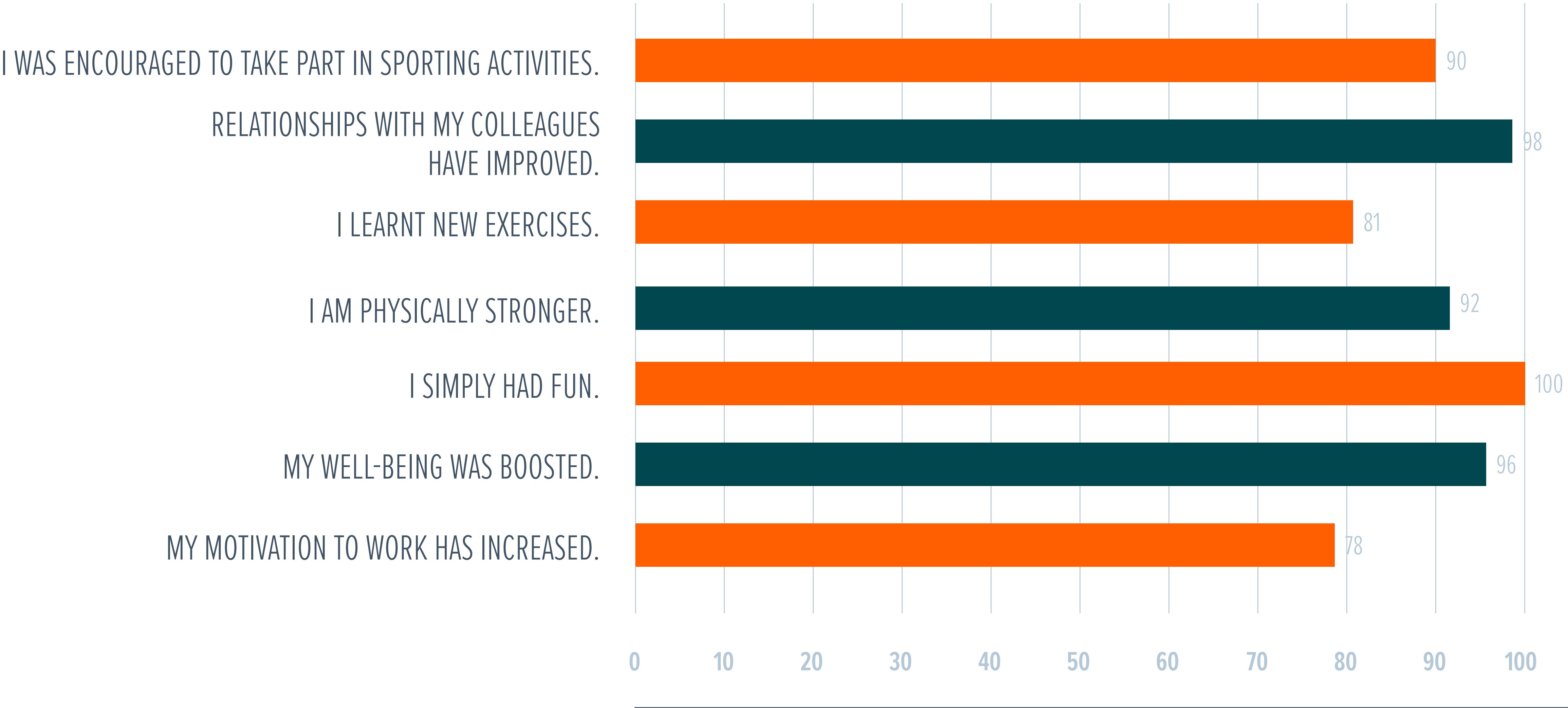
At Silver Atena, not a week passes without some kind of occupational health management activity.



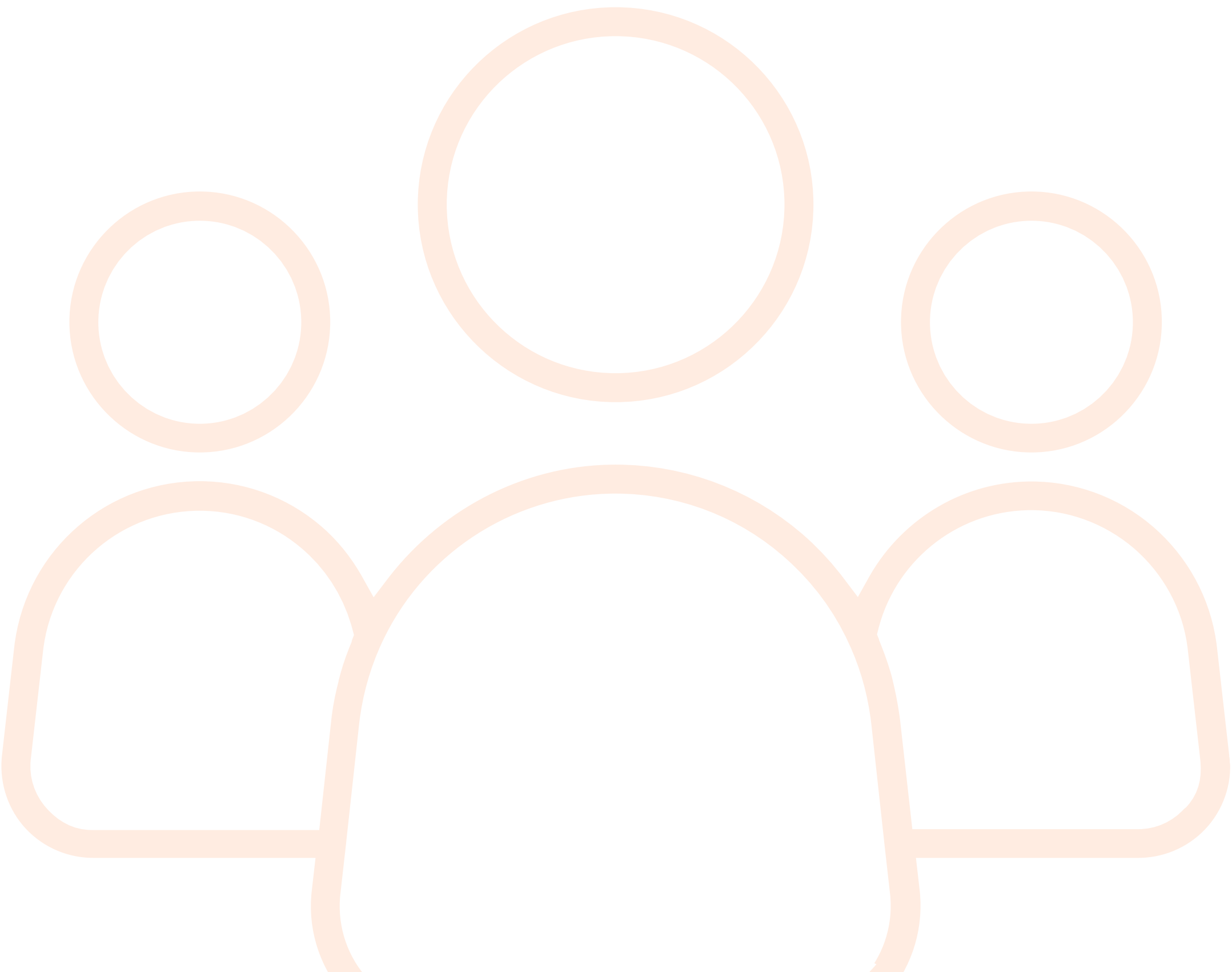
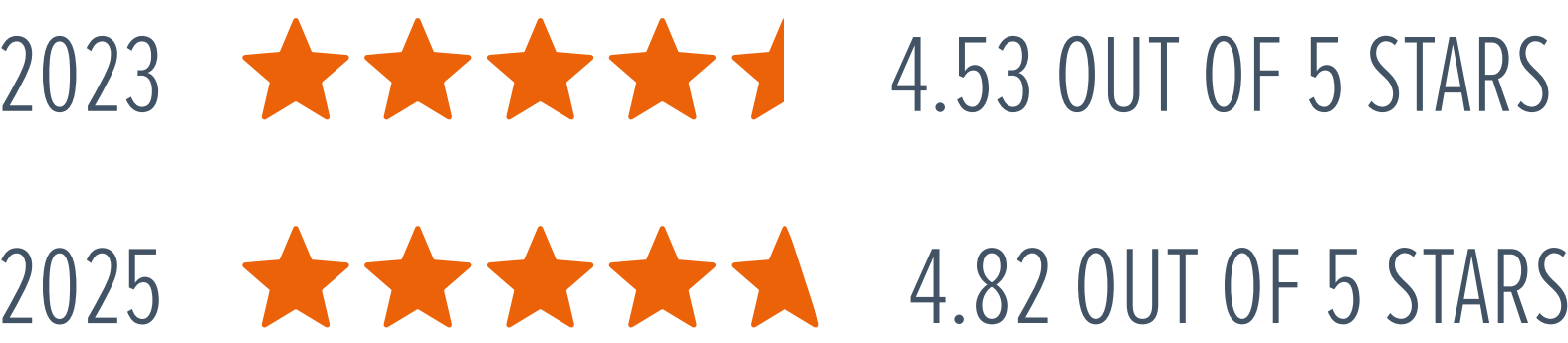


IN 2025 WE ADDED A SAILING COURSE TO THE PROGRAMME. THEORY AND PRACTICAL SESSIONS ARE HELD AT LAKE CONSTANCE. A SEPARATE EVALUATION SHOWED THAT 100% OF THE PARTICIPANTS HAD FUN. 100% OF PARTICIPANTS ALSO AGREED THAT THEY FELT AN INCREASED SENSE OF WELL-BEING AND TEAM SPIRIT.

THE HIGH LEVEL OF AGREEMENT WITH THE FOLLOWING STATEMENTS CONFIRMS THAT OCCUPATIONAL HEALTH MANAGEMENT CONTRIBUTES TO EMPLOYEE RETENTION:



COURSE EVALUATION BY PARTICIPANTS



WE HAVE ACHIEVED THIS TOGETHER

- Honoured once again with the Corporate Health Award for our occupational health management
- Low turnover rate of 10% in 2025 (permanent employees)
- In 2025, 25% of our employees had been with the company for ten years or longer
- Above-average health rate of 95% compared to the sector average
- Company events such as Christmas parties and summer parties, Oktoberfest trip
- Contact person for all concerns relating to health, illness, addiction, mental stress etc.
- Management system in accordance with ISO 45001 at all sites, certification at the sites in Munich, Karlsfeld and Dachau
- Broad-based management training

95%
HEALTH RATE

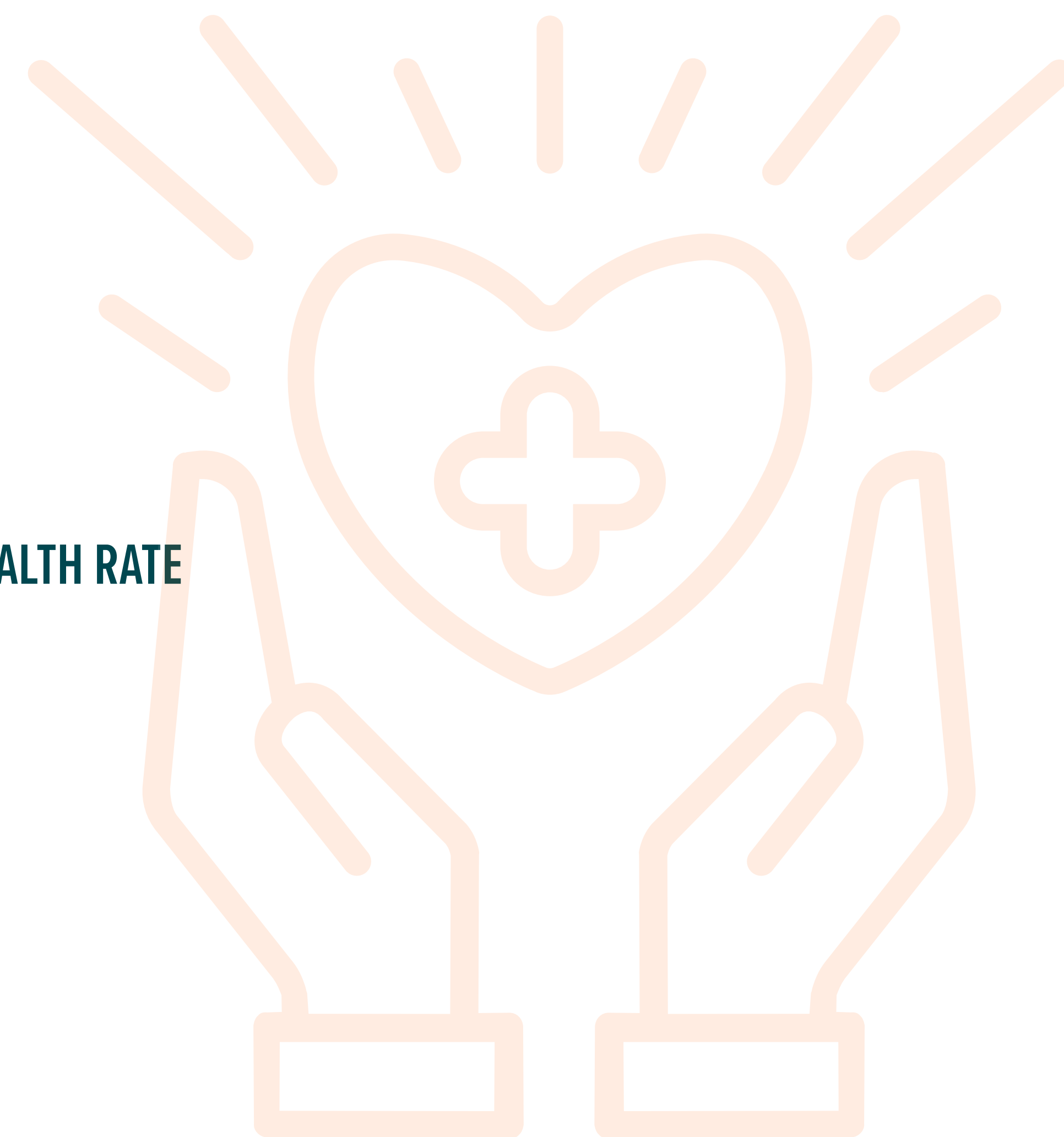


THESE ARE OUR NEXT STEPS

- Corporate Citizenship: We are launching further social and charitable projects to promote the common good and support our employees in their commitment to society
- We are making sure that management training is implemented sustainably
- We are expanding our range of fitness programmes and opening an equipment park in our fitness centre MOVE & TASTE
- We are expanding our training offerings and introducing a new tool for e-learning
- We conduct employee satisfaction surveys. The results help us to come up with new ideas.

HOW WE MEASURE OUR SUCCESS

- All production locations are ISO 45001 certified
- Health rate of over 90% in 2025. ACTUAL value: 95.4%
- Student quota above 10%. ACTUAL value: 12% (2024: 17%, 2023: 18%, 2022: 17%)
- D&I score (Diversity & Inclusion) in GPTW 2024 over 85%. ACTUAL value: 84%
- Whistleblowing reports relating to discrimination or similar: 0 reports. ACTUAL value: 0



ENVIRONMENT

“OUR CORPORATE CARBON
FOOTPRINT PRO CAPITA HAS REDUCED
BETWEEN 2019 AND 2025
BY APPROX. 49%.”



We believe it is our responsibility to contribute actively to protecting the climate. Our overarching goal is to be carbon neutral by 2030. In order to achieve this, we have developed a roadmap which sets out concrete actions for measurably reducing our emissions. We regularly calculate our corporate carbon footprint as a way of managing and guiding our climate protection activities. Here we identify sources of emissions within the company and along the upstream and downstream value chain.

As well as helping to protect the climate, we also take a responsible and careful approach to resources and hazardous materials. We store and dispose of substances in accordance with regulations so as to protect groundwater and wastewater. Where possible, we use less critical alternatives in place of substances with a high hazard potential. We review how we are using resources and energy, for instance in energy audits.

We contribute to SDG 7 (Affordable and clean energy), SDG 11 (Sustainable cities and communities), SDG 12 (Sustainable consumption and production) and SDG 13 (Climate action).

This area of focus encompasses the ESRS requirements relating to climate change (E1), as well as addressing the topics of pollution (E2) and resource use and circular economy (E5). The focus here is on requirements E1-1 to E1-9 (climate change), E2-1 (substances, REACH, RoHS – selective), and E5-1 to E5-3 (resources, circular economy, LCA/PCF, selective).

OUR GOALS

We will be carbon neutral by 2030.

CO₂ REDUCTION

We are implementing the measures to achieve carbon neutrality by 2030 in order of priority.

CHARGING POINTS

We are continuing to expand the charging infrastructure for employees with hybrid/electric vehicles in Munich.

POLICY

We are drawing up a policy on the use of charging points by employees.

ELECTRICITY

We use 100% electricity from renewable energy sources.

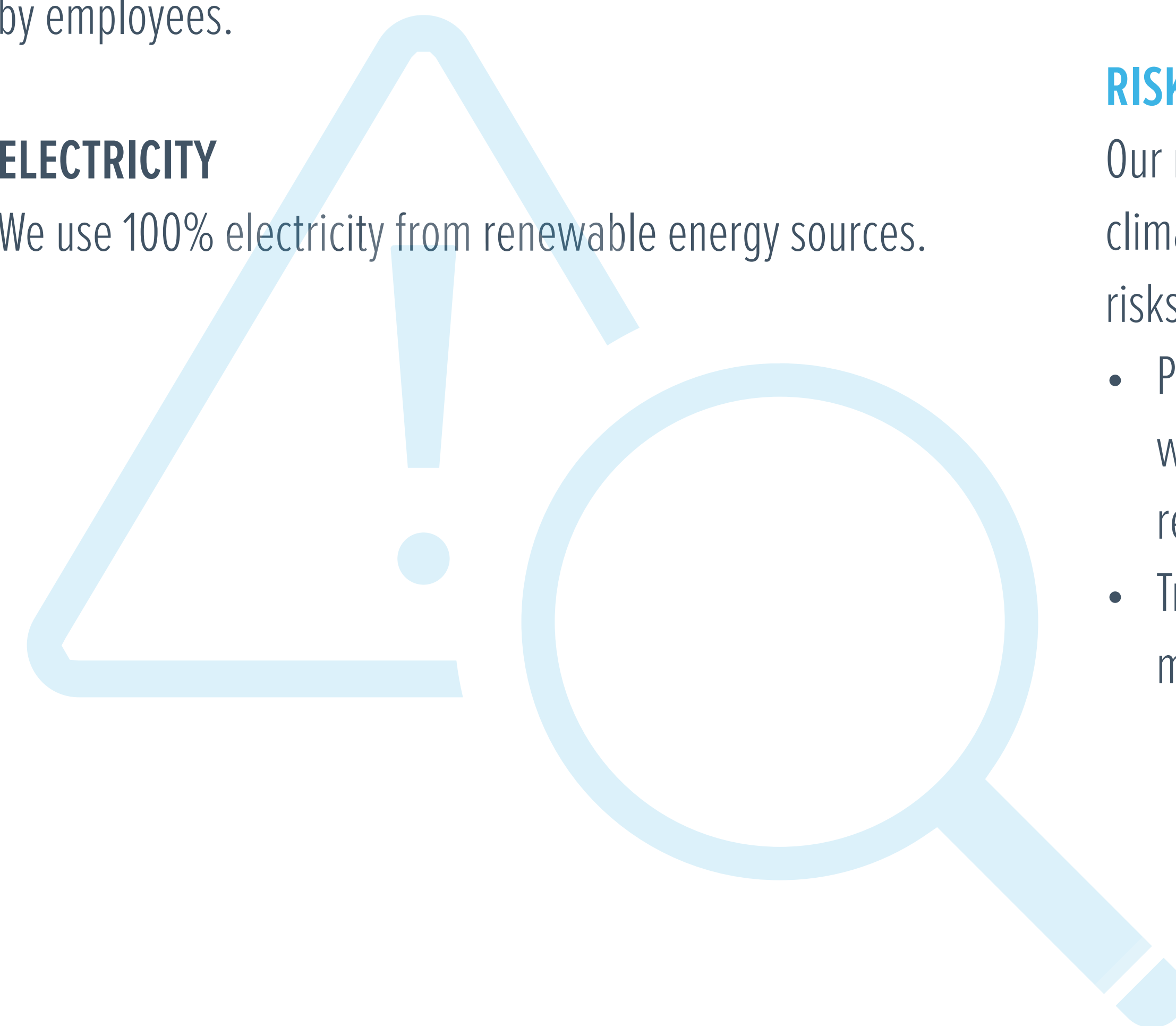
OUR CONTRIBUTION TO CLIMATE PROTECTION

Silver Atena has drawn up a climate protection plan. It describes our strategy for reducing greenhouse gas emissions. The plan sets out specific steps and emission reduction targets across Scopes 1, 2 and 3. Interim targets and key performance indicators have been defined. The starting point is our corporate carbon footprint, which we calculate annually. Our reduction pathway to 2030 encompasses both short-term measures as well as medium- and long-term effects. We review and evaluate our progress on a regular basis. However, we only have limited ability to influence emissions from upstream and downstream value chains (Scope 3). These require close cooperation with our partners and employees.

RISK ANALYSIS AND RISK MATRIX

Our risk management activities include systematically analysing climate-related risks. We draw a distinction between physical risks and transitional risks.

- Physical risks are natural phenomena such as extreme weather conditions and crises that lead to a shortage of resources.
- Transitional risks arise from regulatory, technological or market-related changes that result from the transformation.



→ OUR CONTRIBUTION TO CLIMATE PROTECTION

There is also the risk of the company failing to achieve its own climate targets. Every year, we analyse climate-related risks using a company-wide risk matrix, which results from the double materiality assessment. We prioritise the risks according to their potential financial impacts and take steps to mitigate them in order to avoid, reduce or compensate for negative consequences. As part of our business continuity management, we draw up contingency plans to ensure we can continue to operate at all our sites in the event of extreme weather conditions.

RESILIENCE ANALYSIS

In a resilience analysis, we analyse all of the risks we have identified in our business activities as well as in the upstream and downstream value chains. In order to assess the short, medium and long-term impacts of the risks, we formulate critical assumptions about macroeconomic trends, energy consumption and the energy mix as well as the use of technologies.

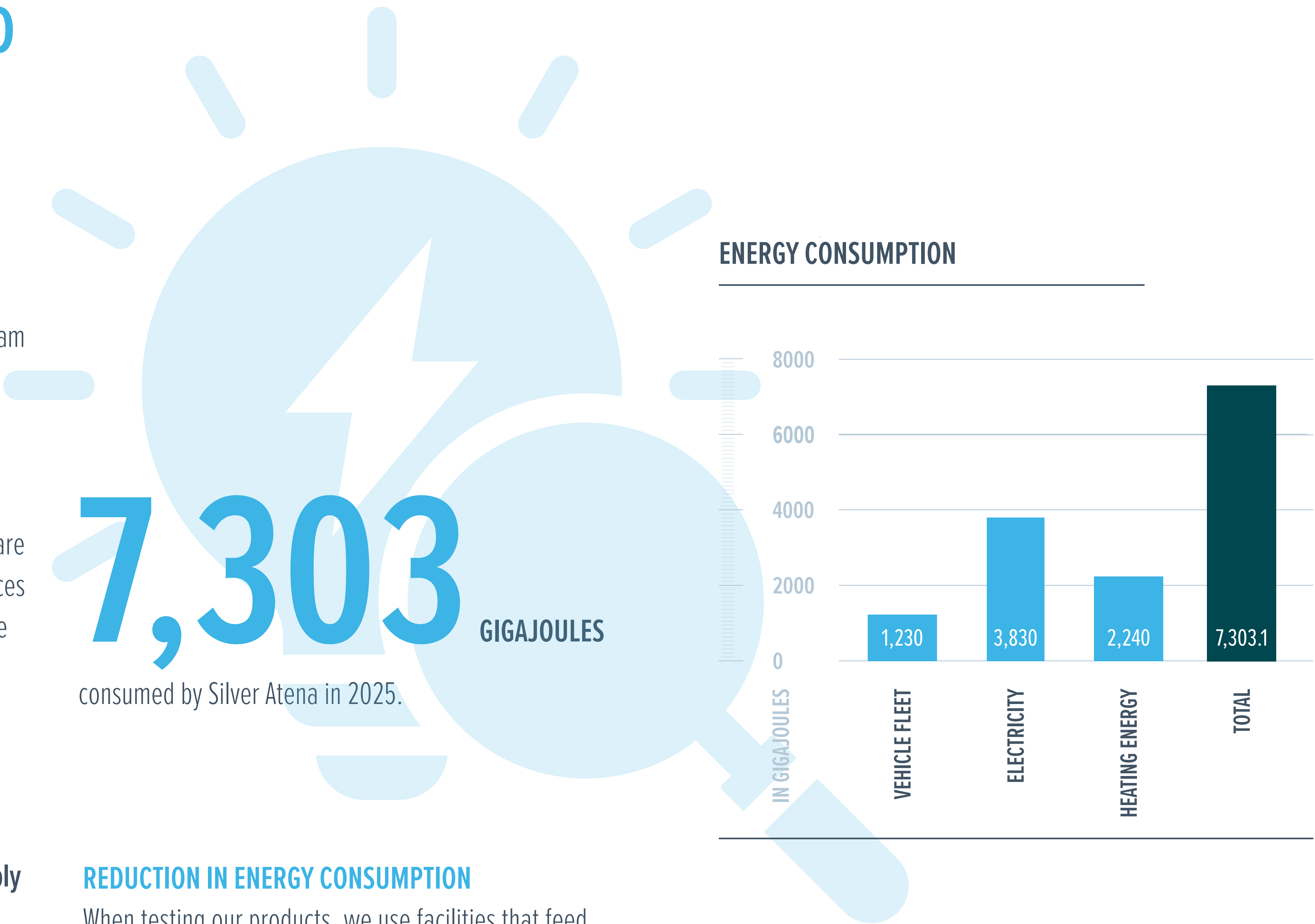
The International Energy Agency's (IEA) net-zero climate scenario by 2050 was used for the resilience analysis. Its key features include the rapid transition to renewable energies, the electrification of various sectors and increased efficiency. Result of our analyses: We must do more to mitigate climate change and to be resilient as a company to its potential consequences.

WASTE MANAGEMENT AND ENERGY CONSUMPTION

Silver Atena is committed to strengthening the circular economy and avoiding waste throughout the value chain. This applies both within the company itself and in the upstream and downstream supply chains. Responsibility lies with the vehicle manufacturers to which we supply our components. These manufacturers have return schemes.

We have been establishing a recycling concept, which we are gradually rolling out across the company. This concept places the focus on the durability, reusability, modularity and ease of dismantling of our series products. When selecting our suppliers, we check whether their waste management concept fulfils our requirements.

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



REDUCTION IN ENERGY CONSUMPTION

When testing our products, we use facilities that feed electricity back into the system. These systems require a one-off input of electricity to start up the system. After that, only 10% of the of the required power (power loss) is newly fed into the circuit. The remaining 90% is generated by feeding electricity back in.

SCOPE 1 DIRECT GHG EMISSIONS

- Vehicle fleet
- Stationary combustion
- Fugitive emissions

SCOPE 2 INDIRECT GHG EMISSIONS

- Purchased electricity
- Purchased district heating

SCOPE 3 OTHER INDIRECT GHG EMISSIONS

- Emissions from waste and disposal
- Business trips
- EMPLOYEES' JOURNEYS TO WORK
- Fuel and energy-related activities
- Paper

Categorisation of Silver Atena's greenhouse gas emissions according to the Greenhouse Gas Protocol

GREENHOUSE GAS EMISSIONS

We use the corporate carbon footprint to record all direct and indirect greenhouse gas (GHG) emissions at Silver Atena. Based on the results of the corporate carbon footprint, we can set emission reduction targets and other targets relating to climate-related impacts, risks and opportunities. The calculation is based on the standards of the Greenhouse Gas Protocol. This divides the emissions into three scopes:

SCOPE 1

comprises all direct greenhouse gas emissions that are within the scope or control of the company, e.g. from the vehicle fleet and heating.

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, for example, supply chains, disposal and transport. Scope 3 emissions are calculated voluntarily. However, the greatest emissions can occur in these categories. It is extremely valuable to include these emissions, as potential savings can often be



realised relatively easily. However, not all Scope 3 categories are taken into account, as there is a lack of valid data in some cases. In the long term, we plan to include all relevant categories in the calculation. For example, we were able to include paper consumption in the calculation for 2025.

We use the unit of measurement CO₂ equivalent, or CO₂e for short. It makes the effect of the various greenhouse gases comparable, as they remain in the earth's atmosphere for different lengths of time.

DEVELOPMENT OF GREENHOUSE GAS EMISSIONS

Since 2019, we have been calculating our corporate carbon footprint, which includes emissions from upstream and downstream activities. The Greenhouse Gas Protocol and the standard ISO 14064 form the basis for the calculation. In 2019, almost half of the emissions were caused by employees travelling to work. Business trips accounted for just over a fifth of greenhouse gas emissions. Around one sixth of emissions were attributable to the vehicle fleet. In 2025, employees’ journeys to work were responsible for 55% of emissions, a higher figure than in 2019. We were able to reduce emissions from business trips. In 2025, they accounted for 7.5%, compared to 23% in 2019.

Emissions from heating energy decreased from 6% to 1.2% because we made the switch to district heating. As we have introduced 100% green electricity tariffs at all sites, there are no longer any greenhouse gas emissions resulting from purchased electricity. In the other categories, there was either no change or emissions increased compared to 2019.

29%
TOTAL REDUCTION IN EMISSIONS FROM 2019 TO 2025

BETWEEN 2019 AND 2025, SILVER ATENA’S GREENHOUSE GAS EMISSIONS FELL BY 29%. IN THE SAME PERIOD, THE WORKFORCE GREW BY 47%. FROM 2024 TO 2025, EMISSIONS WERE PRIMARILY CAUSED BY THE VEHICLE FLEET, BUSINESS TRIPS AND EMPLOYEES’ JOURNEYS TO WORK.

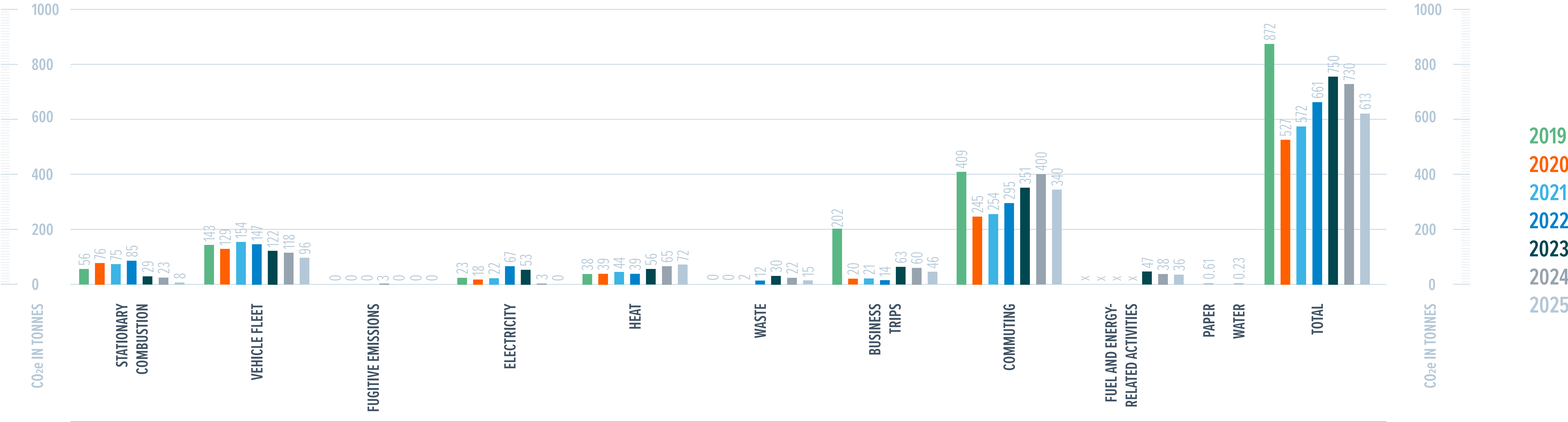
DIFFERENT TRENDS IN ABSOLUTE VALUES THE DEVELOPMENTS BETWEEN 2019 AND 2025 AS A PERCENTAGE:

- Emissions from the vehicle fleet decreased by around 32% as the number of electric and hybrid vehicles increased and the fleet was reduced in size. Electric vehicles currently make up 48% of the fleet.
- We saved some 77% of emissions on business trips, as they were often replaced by online meetings.
- Emissions from employees travelling to work were reduced by around 17%, as there was a slight increase in remote working and fewer people commuting.

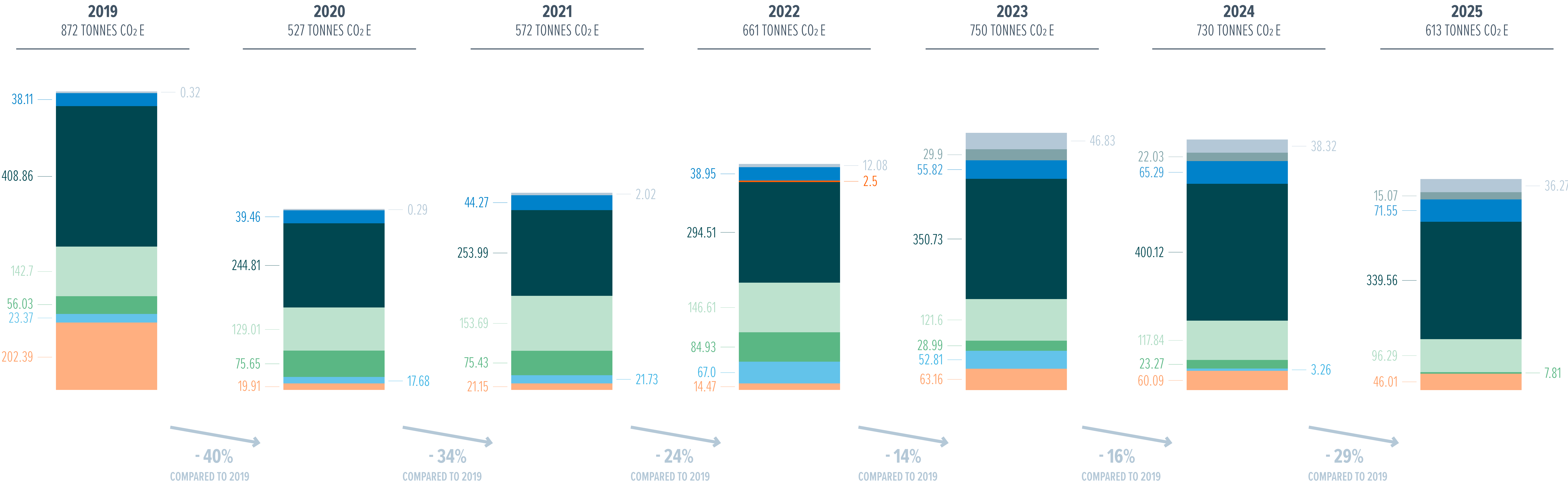
- There was no change in fugitive emissions as no refrigerants were topped up.
- Emissions from stationary combustion decreased by around 70% after they were recalculated based on new findings.
- Emissions from purchased district heating increased by 87% as the area heated in this way grew. Gas and oil heating was replaced by district heating.
- Emissions from waste and disposal rose sharply from 0.32 to 15.07 tonnes of CO₂e, as waste at the Karlsfeld production site increased significantly.

32%
REDUCTION IN EMISSIONS FROM THE VEHICLE FLEET

DEVELOPMENT OF THE GREENHOUSE GAS EMISSIONS IN CATEGORIES

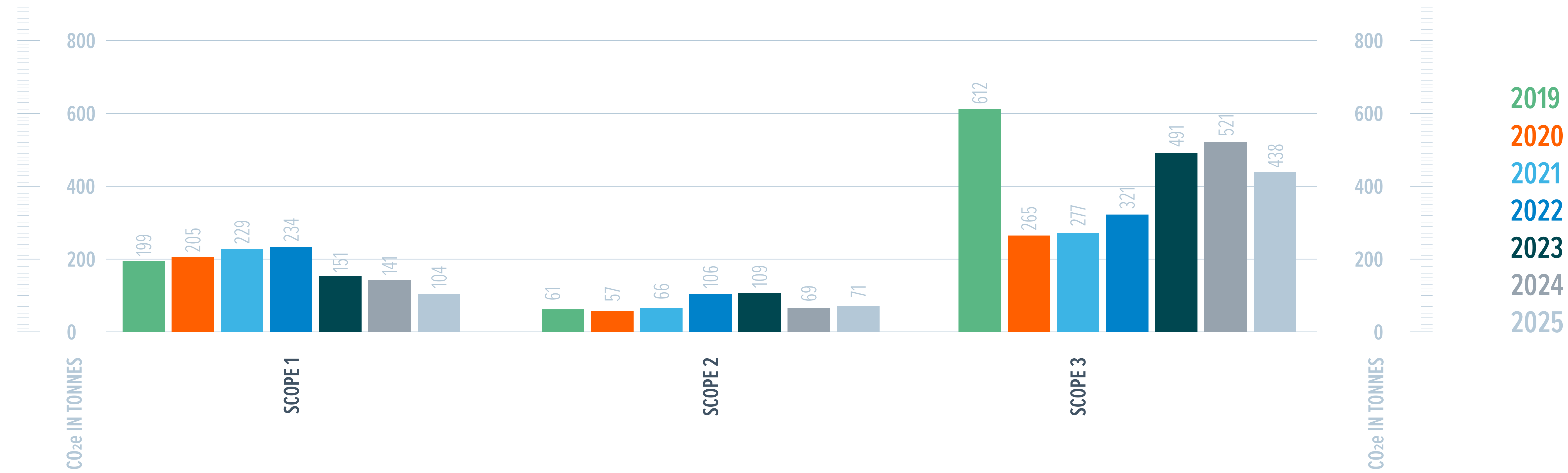


SILVER ATENA CAUSED THE FOLLOWING AMOUNTS
OF GREENHOUSE GAS EMISSIONS FROM 2019 TO 2025



- Business trips
- Purchased electricity
- Stationary combustion
- Vehicle fleet
- Employees' journeys to work
- Fugitive emissions
- Purchased district heating
- Waste and disposal
- Fuel and energy-related activities

GREENHOUSE GAS EMISSIONS CAUSED BY SCOPES



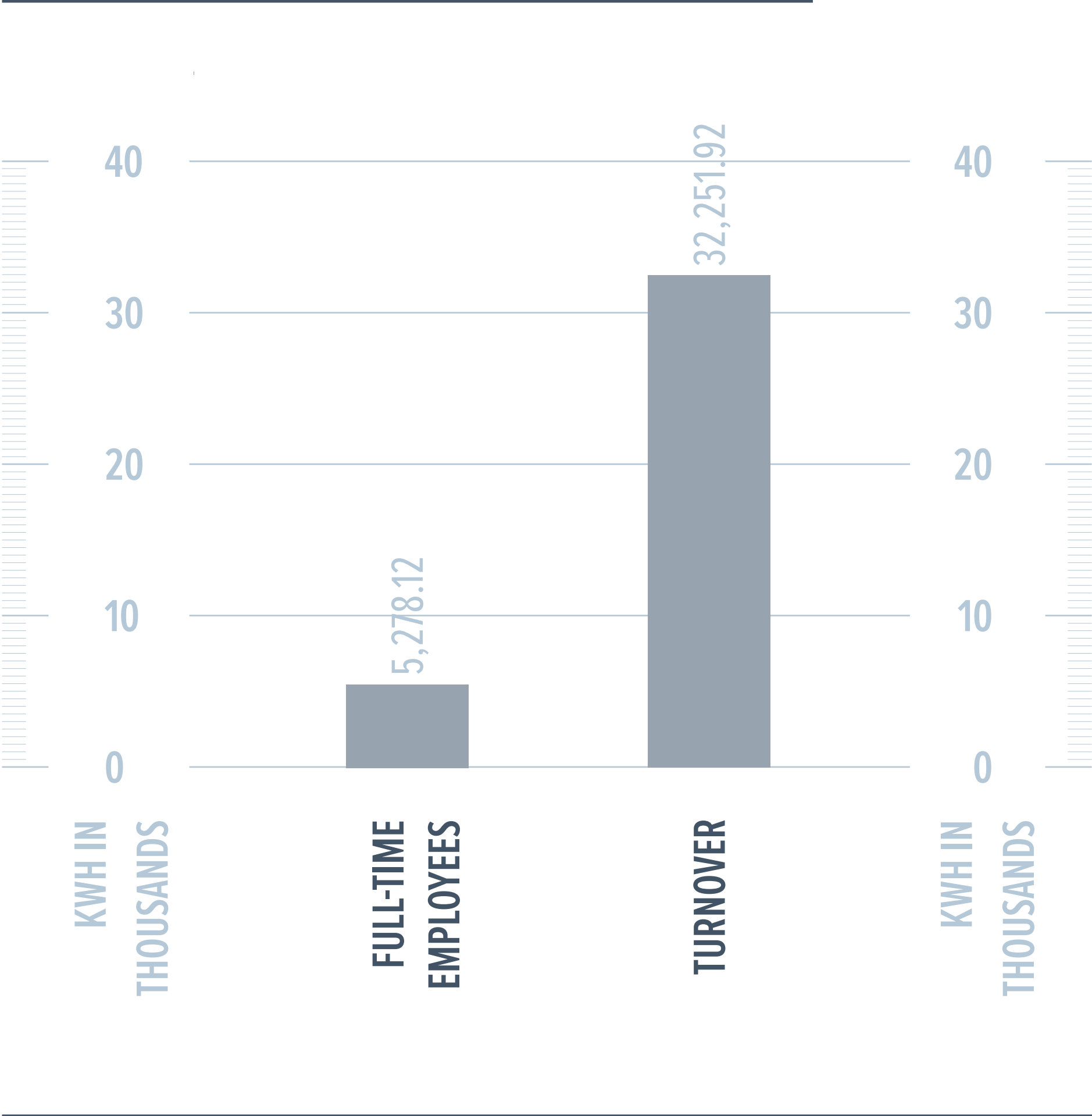
INTENSITY OF THE GREENHOUSE GAS EMISSIONS

Greenhouse gases are harmful to the climate in different ways. Carbon dioxide (CO₂) is the most abundant, but is less harmful than methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFC), perfluorocarbons (PFCs), sulphur hexafluoride (SF₆) and nitrogen trifluoride (NF₃). We include all these gases. In order to compare them with one another, we calculate intensity quotients that encompass the consumption of fuel, electricity and district heating. The parameters full-time employees (FTE) and turnover (€) are used for this purpose.

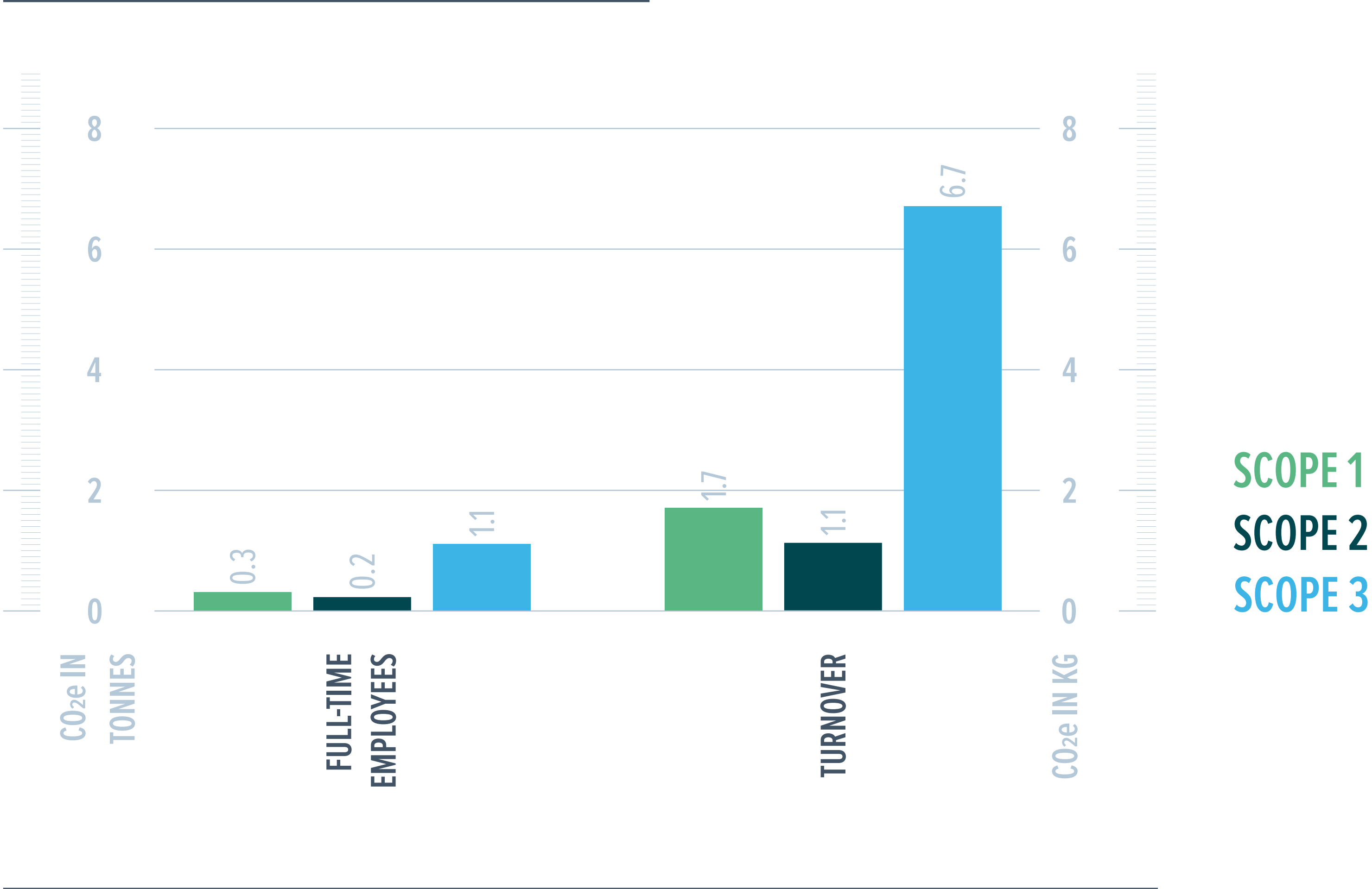
Compared with the industry at large, we achieve solid to good values with respect to emissions intensity per capita and by turnover. However, a direct comparison with average industry figures is only possible to a limited extent, as they depend heavily on the business model, vertical range of manufacture and data availability.



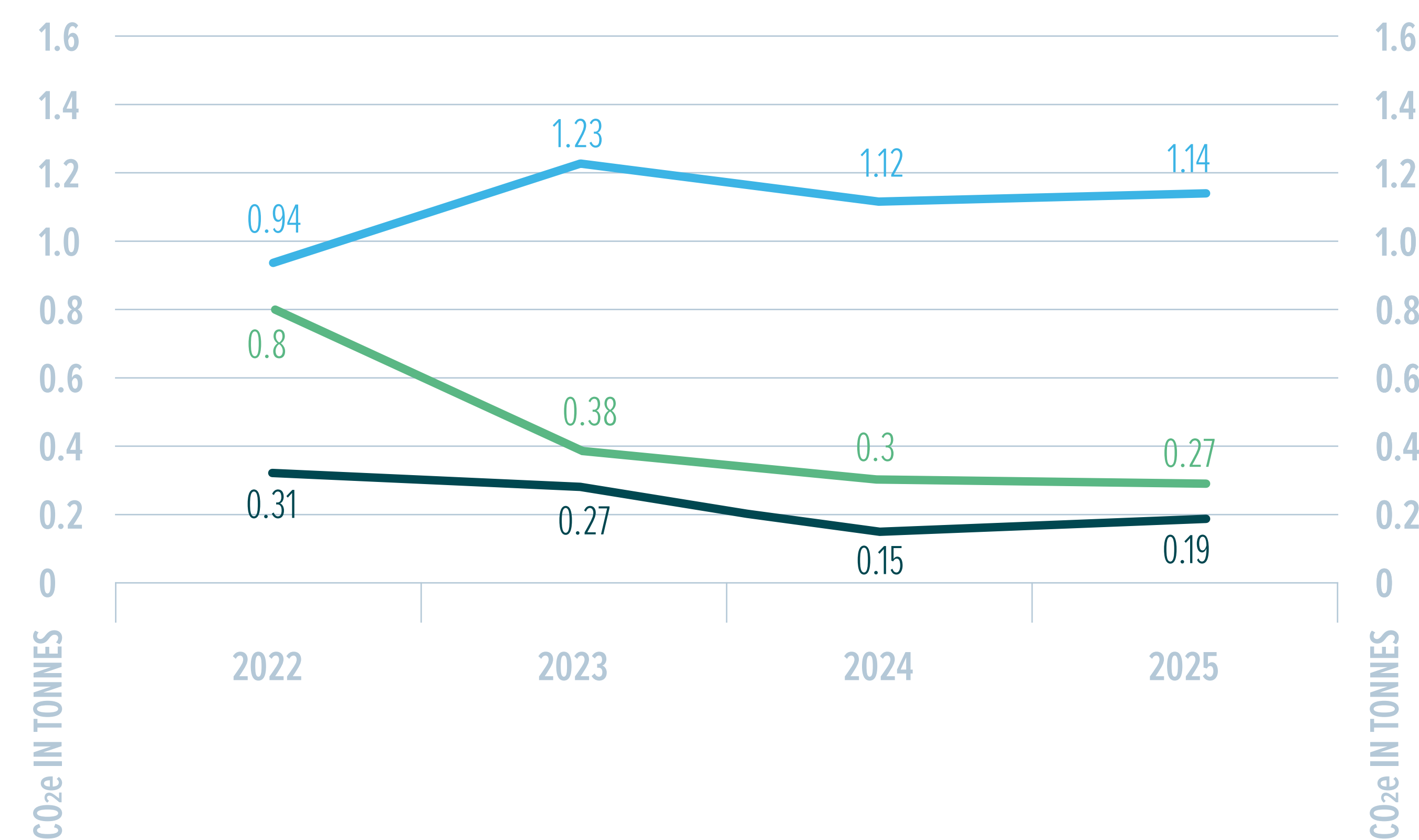
ENERGY INTENSITY



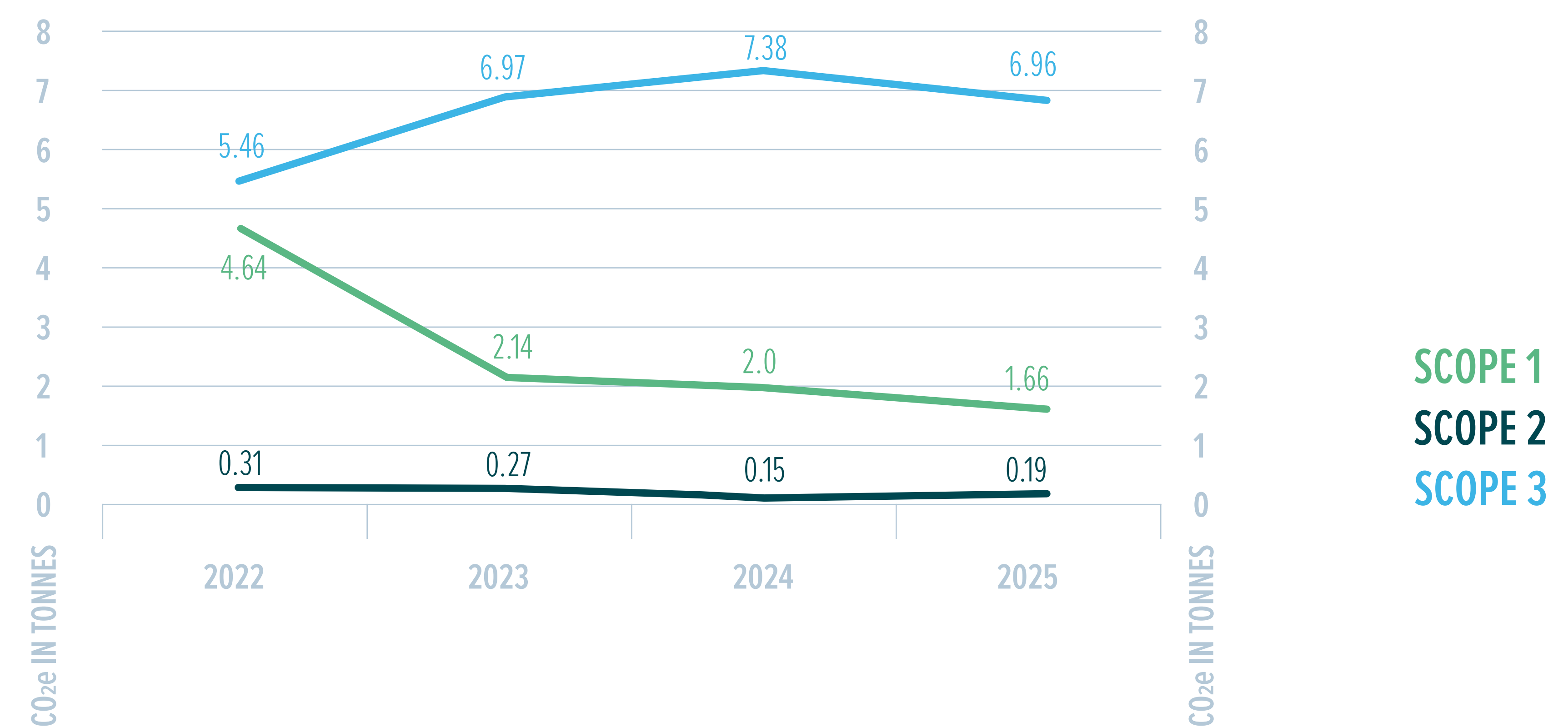
INTENSITY OF GREENHOUSE GAS EMISSIONS



GREENHOUSE GAS INTENSITY PER FTE



GREENHOUSE GAS INTENSITY BY TURNOVER IN MILLION €



SCOPE 1
SCOPE 2
SCOPE 3

SAVING GREENHOUSE GAS EMISSIONS

To significantly reduce greenhouse gas emissions in the future, Silver Atena is focusing on its vehicle fleet, electricity consumption, waste prevention and disposal. There is huge potential in reducing employees' journeys and business trips.

VEHICLE FLEET

Our fleet includes vehicles with conventional drive systems as well as hybrid and electric cars. We are purchasing more vehicles with non-fossil drive systems. We aim for the fleet to comprise 90% electric and hybrid vehicles by 2030.

ELECTRICITY

To reduce energy consumption, we have replaced incandescent bulbs with LEDs in almost all offices and production facilities. All eight Silver Atena sites obtain electricity from renewable energy sources. Due to our business activities, we are only able to save electricity to a limited extent. HVAT tests (High Voltage Acceptance Test) and functional tests are power-intensive and there is no alternative. However, we use systems for testing our products in which power can be fed back into the system. This cycle means that only 10% of the electricity consumed has to be newly fed in.

All the more reason to monitor the energy efficiency of our systems and equipment and increase it wherever possible. At our new production facility in Karlsfeld, we produce our own green electricity with the help of photovoltaics.

DISPOSAL AND CUTTING DOWN ON PAPER

Our waste disposal concept encompasses waste of all kinds and adheres to the rules of the German Commercial Waste Ordinance. Our locations use sustainable, 100% climate-neutral printing paper. In the medium to long term, we aim to completely digitalise the HR and finance departments, thereby reducing paper consumption to a minimum.

EMPLOYEE MOBILITY

We offer a cycle to work scheme. Employees can lease bikes for a low cost through our company. So far, 8% of our workforce has taken up this offer. We also subsidise travel by public transport. Not only is this good for the climate and the environment, it also promotes healthy living.

We regularly survey staff on their mobility habits in order to analyse them. In 2025, 186 employees (39%) took part in the survey (2024: 246 employees, 54%). In 2025, the majority continued to travel to work by car (73%). This was followed by public transport (15%), cycling (8%) and by motorcycle (1%). The average distance one way to work was 26.47 kilometres.

As there have been changes to the calculation method with which we differentiate between the various forms of transport, the results for 2025 deviate from the previous years. However, the distribution in the forms of transport used remained stable, which confirms the informative value of the results.

8%

OF EMPLOYEES MAKE USE
OF THE CYCLE TO WORK SCHEME

→ SAVING GREENHOUSE GAS EMISSIONS

BUSINESS TRIPS

We consciously decide whether each business trip is necessary. We are increasingly using digital meeting formats in order to reduce emissions. Virtual meetings and conferences are now a firm fixture of our business partnerships. They help to cut down on business trips without impairing the quality of our collaboration. Emissions fell by 155.99 tonnes of CO₂e between 2019 and 2025.

IN FUTURE, WE WILL CONTINUE TO KEEP BUSINESS TRIPS TO THE NECESSARY MINIMUM AND MAKE APPROPRIATE USE OF DIGITAL ALTERNATIVES.

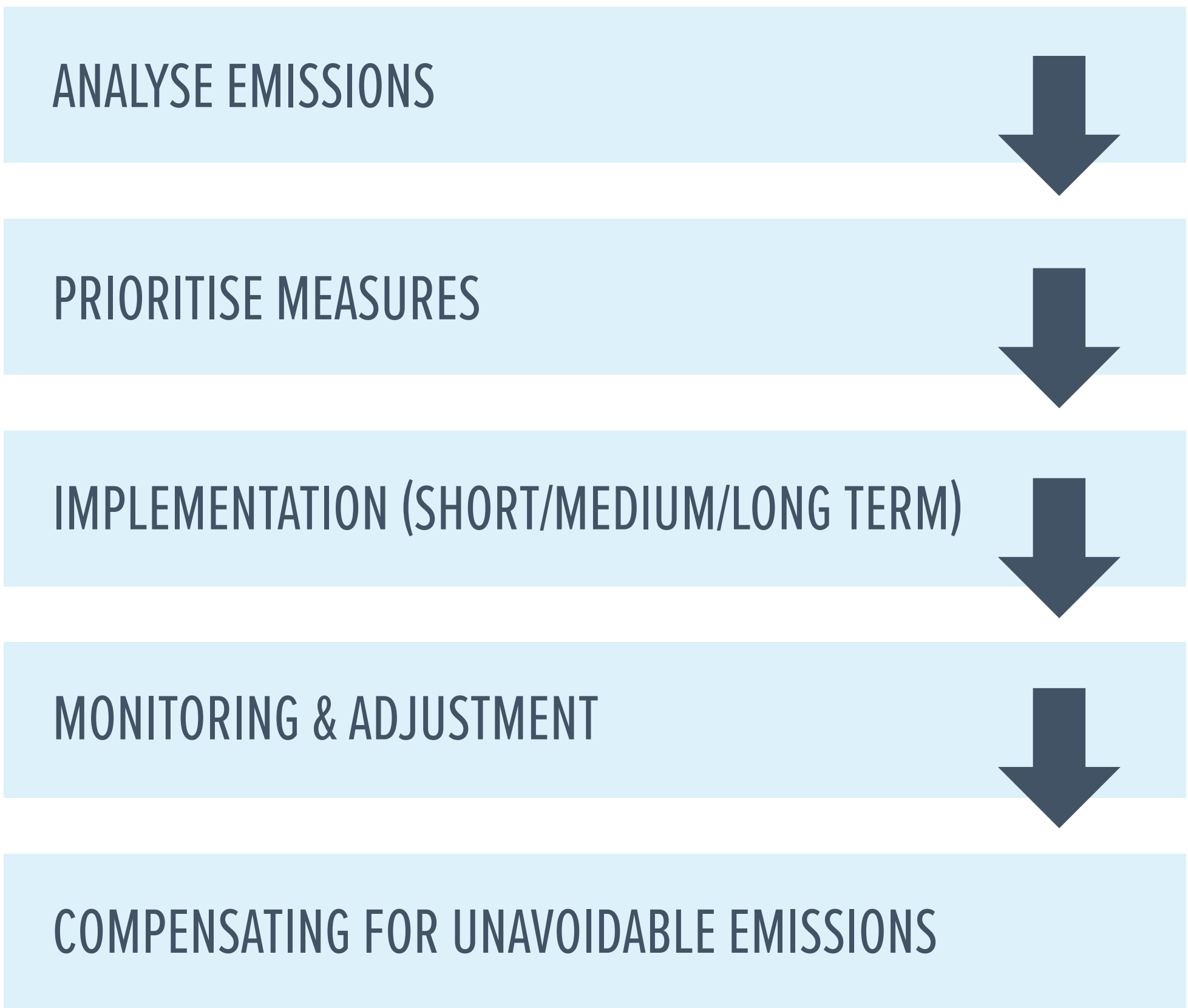
CO₂ CREDITS AND INTERNAL CO₂ PRICING SYSTEMS

Silver Atena has not yet acquired any CO₂credits in order to compensate for the emissions of greenhouse gases. We also did not apply any internal CO₂ pricing systems.

ROADMAP TO CARBON NEUTRALITY

We will be carbon neutral by 2030. To achieve this goal, the Sustainability Committee launched the carbon neutrality project in 2024. An interdisciplinary project group made up of people from the Sustainability, Purchasing, Production and Quality teams developed measures based on our emissions from the 2023 corporate carbon footprint.

THE PROCESS



The Sustainability Committee analysed emissions from all three scopes. The committee then evaluated possible measures for reducing these emissions. They called in external experts to validate the results. A realistic plan of actions, which the Sustainability Committee has agreed upon with management, will now enable us to reduce CO₂.

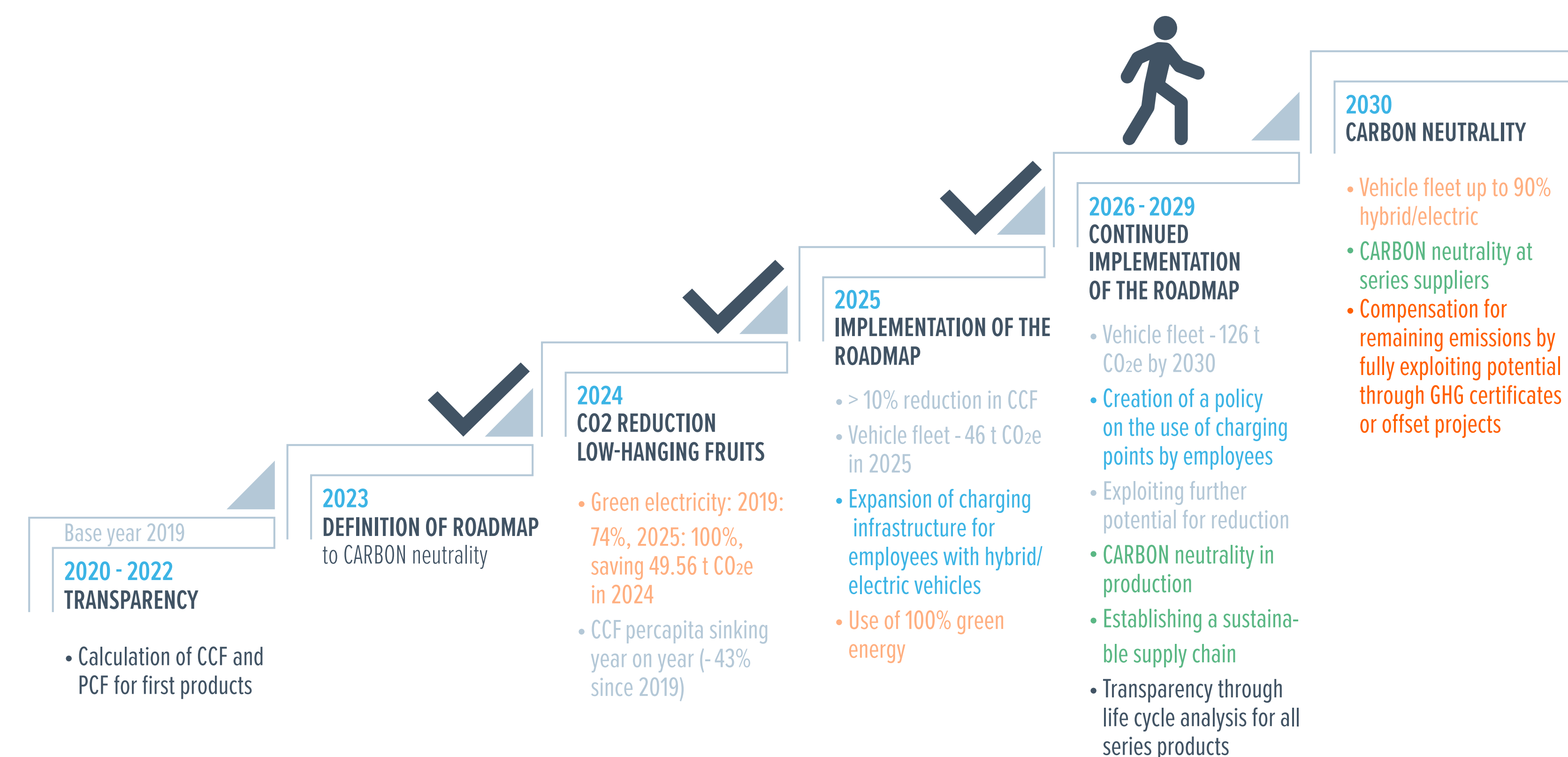
To estimate the impact of the planned measures, we simulated the change in emissions up to 2030.

THIS YIELDED TWO KEY FINDINGS:

1. We have already identified the most significant potential CO₂ savings in past years and are acting accordingly.
2. A large amount of the CO₂ emissions caused, for example due to employees’ journeys to work, is not within our control to reduce. For this reason, we are reviewing possible compensatory measures and developing a suitable strategy.



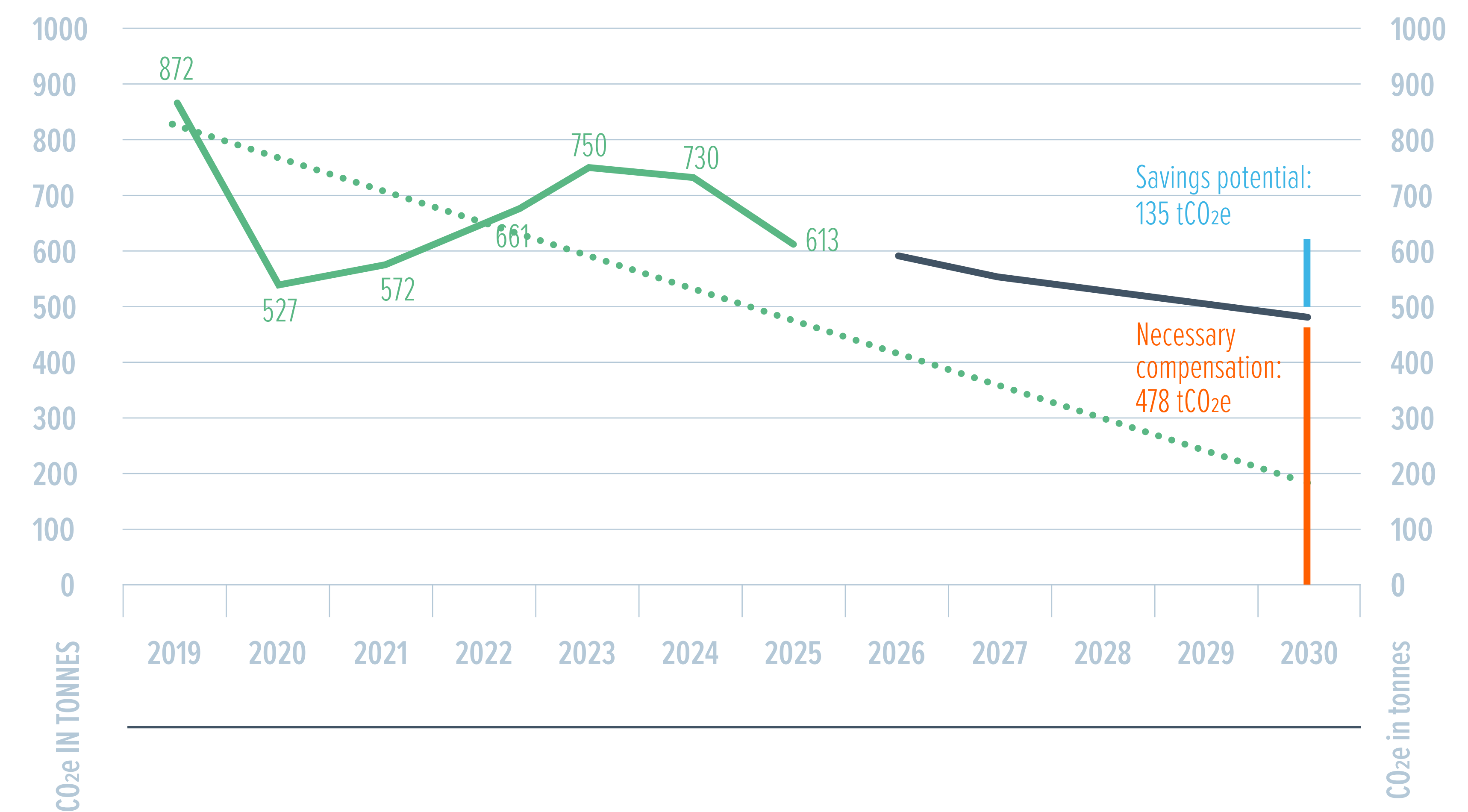
OUR PATHWAY TO CARBON NEUTRALITY



OUR GOAL: CARBON NEUTRALITY BY 2030

- Prevention
- Efficiency
- Compensation
- Reduction
- Substitution
- Analysis

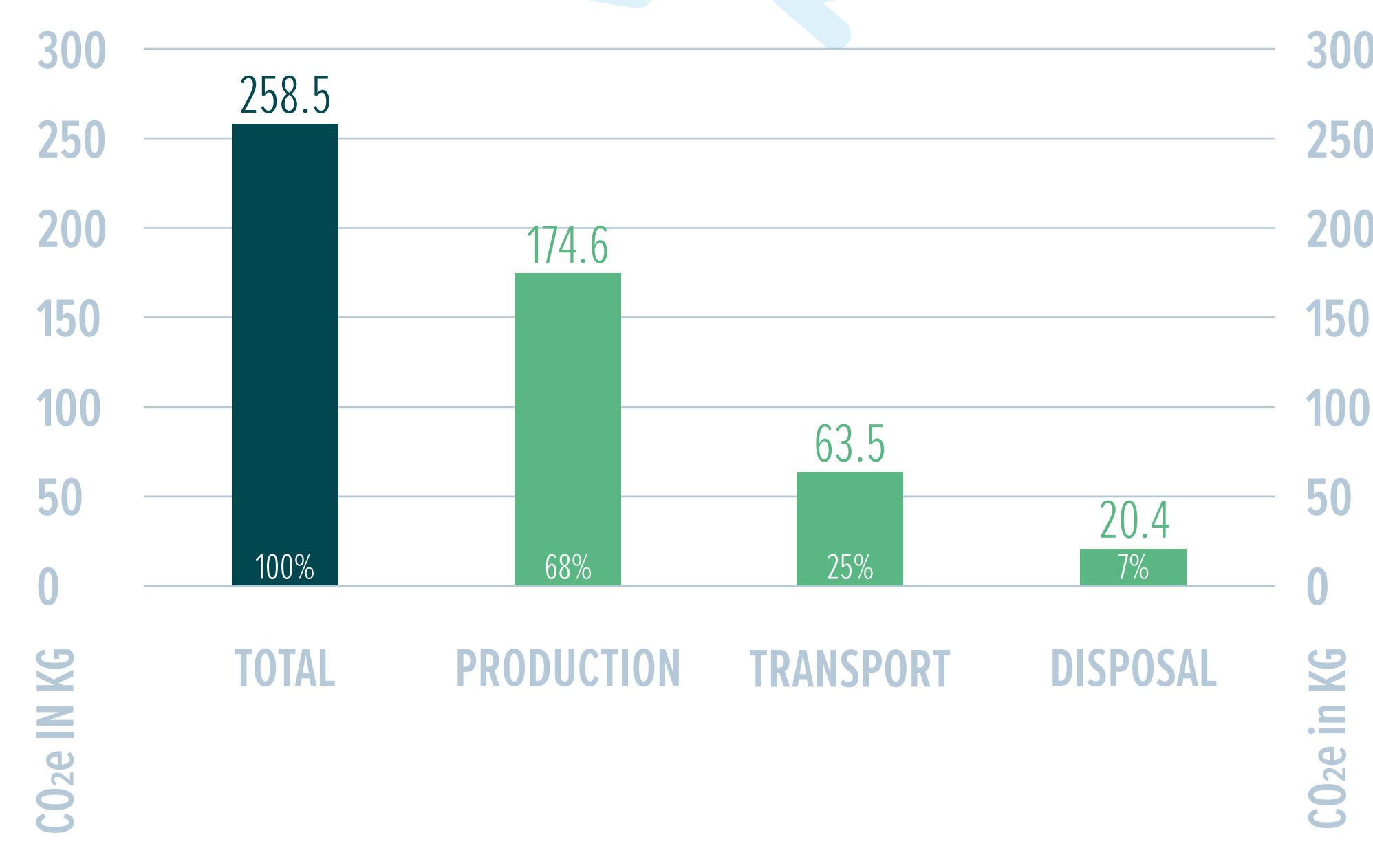
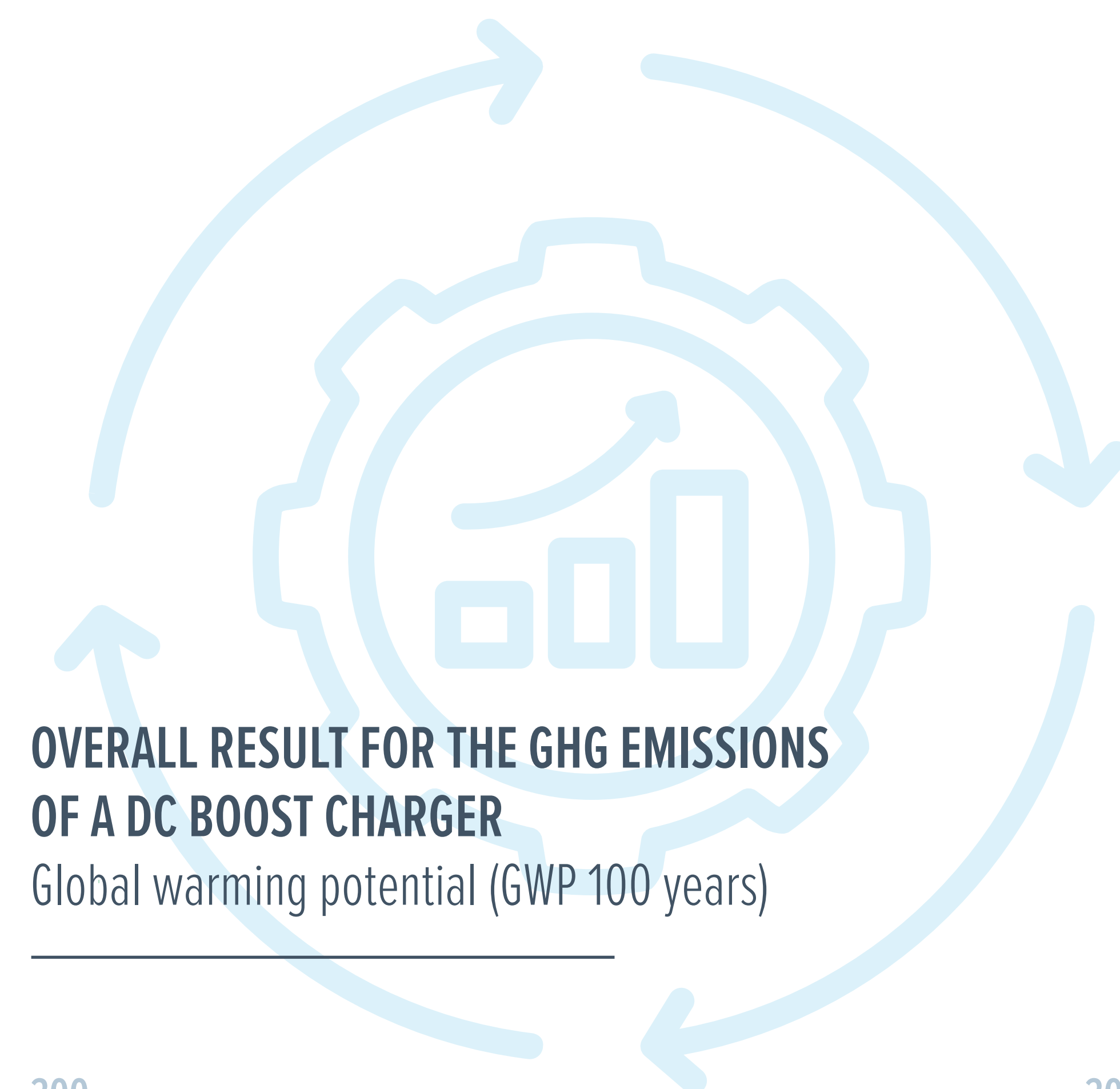
ROADMAP TO CARBON NEUTRALITY BY 2030



LIFE CYCLE ANALYSIS / PRODUCT CARBON FOOTPRINT

We want to make the greenhouse gas emissions of our products throughout their life cycle transparent and identify potential avenues for reducing these emissions. In initial projects, we analysed the volume of emissions from selected products, in particular by taking a cradle-to-gate approach and looking at transport, production and disposal. For instance, we calculated a product carbon footprint (PCF) of 258.5 kg CO₂e for each DC boost charger manufactured.

We are currently working on calculating the PCF more quickly and efficiently and standardising the processes. This is also necessary because customers are asking for the PCFs of the products they are purchasing and because regulations are becoming more strict. For new projects, we start the PCF evaluations in early phases such as the bidding phase. For ongoing projects, we are in the process of preparing the PCF calculation. In the medium term, we want to scale this up further and expand it to include series products. In this way, we can improve the data quality and increase the proportion of real primary data.



WE WANT TO KEEP THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS AS LOW AS POSSIBLE. THIS IS WHY, IN FUTURE, WE WILL BE INTEGRATING THE PRODUCT CARBON FOOTPRINT CALCULATIONS INTO OUR DEVELOPMENT AND PROPOSAL PROCESSES.

COMPLIANCE WITH REACH AND ROHS REGULATIONS

We comply with the 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) regulations. We do not use certain hazardous substances in electrical and electronic devices and avoid conflict minerals such as tin, tungsten, tantalum and gold as far as possible.

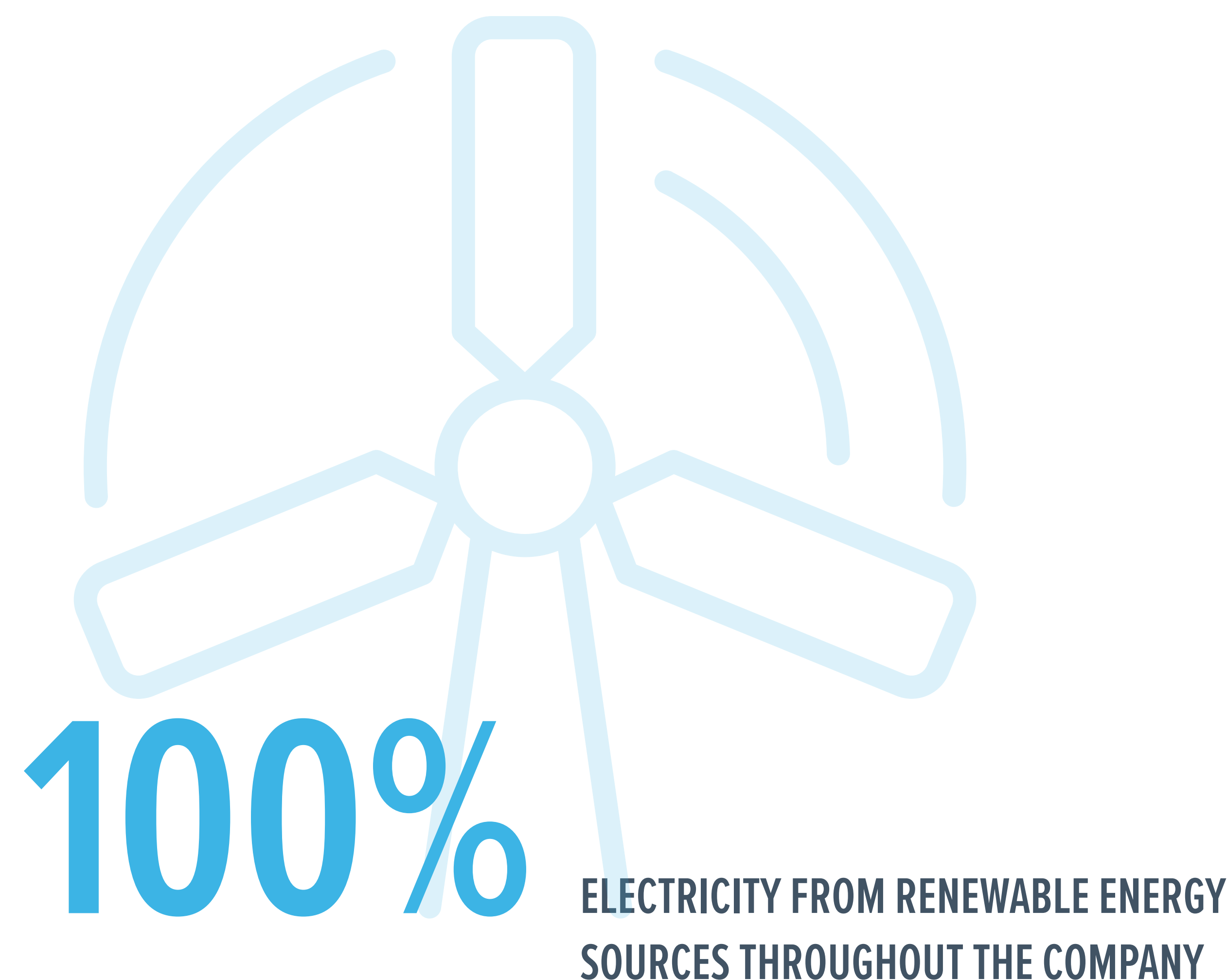
Directive 2000/53/EC is also relevant for certain customer projects. It commits us to a defined reuse and recycling rate. We use recycled materials wherever possible. We respect the applicable substance bans according to the GADSL list.



As early as the development stage, we check whether future products comply with the REACH and RoHS regulations to ensure that no hazardous materials are used. This is how 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 comply with the regulations, or we verify this via IMDS reports (IMDS - International Material Data System). As soon as we place an order, we obligate the supplier to comply with the regulations.

WE HAVE ACHIEVED THIS TOGETHER

- Certification according to DIN EN ISO 14001 and DIN EN 16247
- 48% electric and hybrid vehicles in the fleet, resulting in a sharp decline in greenhouse gas emissions
- 100% of electricity from renewable energy sources throughout the company
- We have reduced fossil fuels to 17% by using district heating instead of gas and oil heating and by increasing the number of electric and hybrid vehicles in the fleet.
- We have reduced greenhouse gas emissions by 29% compared to the base year 2019
- We use sustainable printing paper at all sites
- We offer a cycle to work scheme for employees
- Annual surveys to measure greenhouse gas emissions from journeys to work
- We are prioritising our measures to achieve carbon neutrality by 2030
- We are developing an internal environmental dashboard that makes our emissions values transparent
- We are assessing the demand on the charging infrastructure at the Munich headquarters by calculating the real consumption values of the vehicle fleet and integrating employee mobility



THESE ARE OUR NEXT STEPS

- We will present the internal environmental dashboard to raise awareness among our employees
- We will continue to expand the charging infrastructure at the Munich site with more iONiX charging points
- We will systematically implement the planned measures for carbon neutrality by 2030
- We will create a policy that sets out how our employees can use charging points
- We will examine whether a car sharing app could help reduce CO₂ emissions from employees' journeys to work

HOW WE MEASURE OUR SUCCESS

- Proportion of electric or hybrid vehicles in the fleet. Target in 2030: 90%, ACTUAL: 48%
- Our corporate carbon footprint per capita was reduced by around 49% compared to the base year 2019
- We are pursuing our roadmap to carbon neutrality. From 2024 to 2025 alone, our corporate carbon footprint has decreased by 19%.
- 100% green energy
- Rate of consumption of self-generated electricity from the PV installation at the Karlsfeld site: 67%



SUPPLIERS AND PARTNERS

“INTEGRITY, TRANSPARENCY AND
QUALITY FORM THE BASIS OF OUR
COLLABORATION WITH SUPPLIERS
AND BUSINESS PARTNERS.”





Our suppliers and partners are essential to our success. We select them carefully according to ethical and legal principles. A prerequisite for cooperation is that suppliers are committed to our Supplier Code of Conduct. This sets out the values of our company and forms the basis for a partnership built on responsibility and trust.

In this way, we are contributing to SDG 8 (decent work and economic growth) and SDG 17 (partnerships for the goals).

This area of focus addresses the ESRS requirements relating to working conditions in the value chain (S2) as well as the use of resources (E5), climate protection (E1) and responsible business conduct (G1) in supplier relationships.

It covers the requirements (selective) S2-1 to S2-5 (supply chain, due diligence, working conditions), E5-1 (materials & LCA along the supply chain) and G1-2 (business relationships, code of conduct).

OUR GOALS

We aim to establish a sustainable value chain by 2030.

SUPPLIER CODE OF CONDUCT

We are updating our Supplier Code of Conduct.

SUPPLIER REQUIREMENTS

We are developing a risk-based approach to reviewing sustainability criteria (by 30 September 2026).

SUPPLIER QUALIFICATION

We bring the supplier qualification process in line with existing legal and customer requirements.

OUR SUPPLY CHAIN

Silver Atena produces control units and purchases the necessary components for this from specialised suppliers. These include die-cast housings, injection-moulded parts, turned parts, deep-drawing parts, preassembled cables, throttles, printed circuit board assemblies (PCBAs) and power modules.

SUPPLIERS ARE SELECTED IN THREE STAGES

- Research and check whether the company fulfils our basic requirements regarding certifications, equipment, expertise and location. We evaluate environmental aspects and social factors based on the requirements of the customer who issued the order.
- If the potential supplier meets our requirements, we establish direct contact.
- If the outcome is positive, we audit the company.

SUPPLIER MANAGEMENT

Regulations are becoming stricter and our customers increasingly expect sustainable products. Disruptions in the supply chain also have a negative impact on our output. We consider these factors in our supplier management process. We systematically integrate obligations regarding sustainability and due diligence into the supply chain in order to identify, evaluate and manage risks along the value chain.

Our purchasing team evaluates series suppliers according to defined criteria on a regular basis. Sustainability criteria are playing a growing role in the selection process and are gradually being enshrined in the supplier management framework.



→ OUR SUPPLY CHAIN

In addition to self-declarations from suppliers, we also examine external data sources and conduct on-site audits. We are expanding the key performance indicators and assessment mechanisms in order to make progress measurable and increase transparency along the supply chain.

OUR RESPONSIBILITY TOWARDS SUPPLIERS AND PARTNERS

We want to treat our suppliers and partners fairly. Only then is long-term successful cooperation possible.

We select our suppliers carefully on the basis of quality and regional presence, while ensuring that they take their social and environmental responsibilities seriously. In our partnerships we place great value on transparency, which we are improving with the aid of digital tools.

We are in close contact with our direct suppliers and ensure that they comply with our standards. We review this through spot checks in internal audits and have our findings confirmed in meetings.

Our influence is concentrated on our direct business partners. In turn, we expect that they pass on our requirements throughout their own supply chains.

We are aware that full transparency and control over the entire value chain remains a challenge.

PAYMENT PRACTICES

Our payment practices are independent of the supplier groups. We treat suppliers of all sizes equally. We exceed the payment term of 30 days by 10 days. This includes all invoices and is therefore 100%. We regularly analyse the key figures in comprehensive reports using the ESKER tool. Our conditions of purchase are available to all suppliers on our homepage. We make reference to this on every purchase order.

TRANSPORT ROUTES

Our direct suppliers are located in Europe. Depending on the industry, these suppliers in turn obtain materials and preliminary products from global supply chains, in particular from Asia. Where possible, we give preference to regional procurement in order to reduce transport distances. However, this is not always possible for technological and market-related reasons.

In order to nonetheless make transport routes as efficient as possible, we optimise our supply chain processes and avoid unnecessary transport. For instance, we facilitate our partners delivering to one another within the value chain.



CARBON NEUTRALITY OF SERIES SUPPLIERS

We aim to be carbon neutral by 2030. To achieve this goal, we are working more closely with our supply chain than ever, starting with the series suppliers.

To this end, we established a project group in 2024. The group defines the requirements that we impose and how we act in order to integrate climate protection issues into our partnerships with our suppliers. We are working on making emissions in the supply chain transparent, identifying potential for reducing emissions, and developing climate protection measures.

The first step involves examining how we can systematically integrate sustainability and climate criteria into supplier selection, evaluation and requests for quotation (RFQs). Here we evaluate information relating to emissions, certifications and the sustainability activities of suppliers.

**WE AIM TO BE
CARBON NEUTRAL
BY 2030**

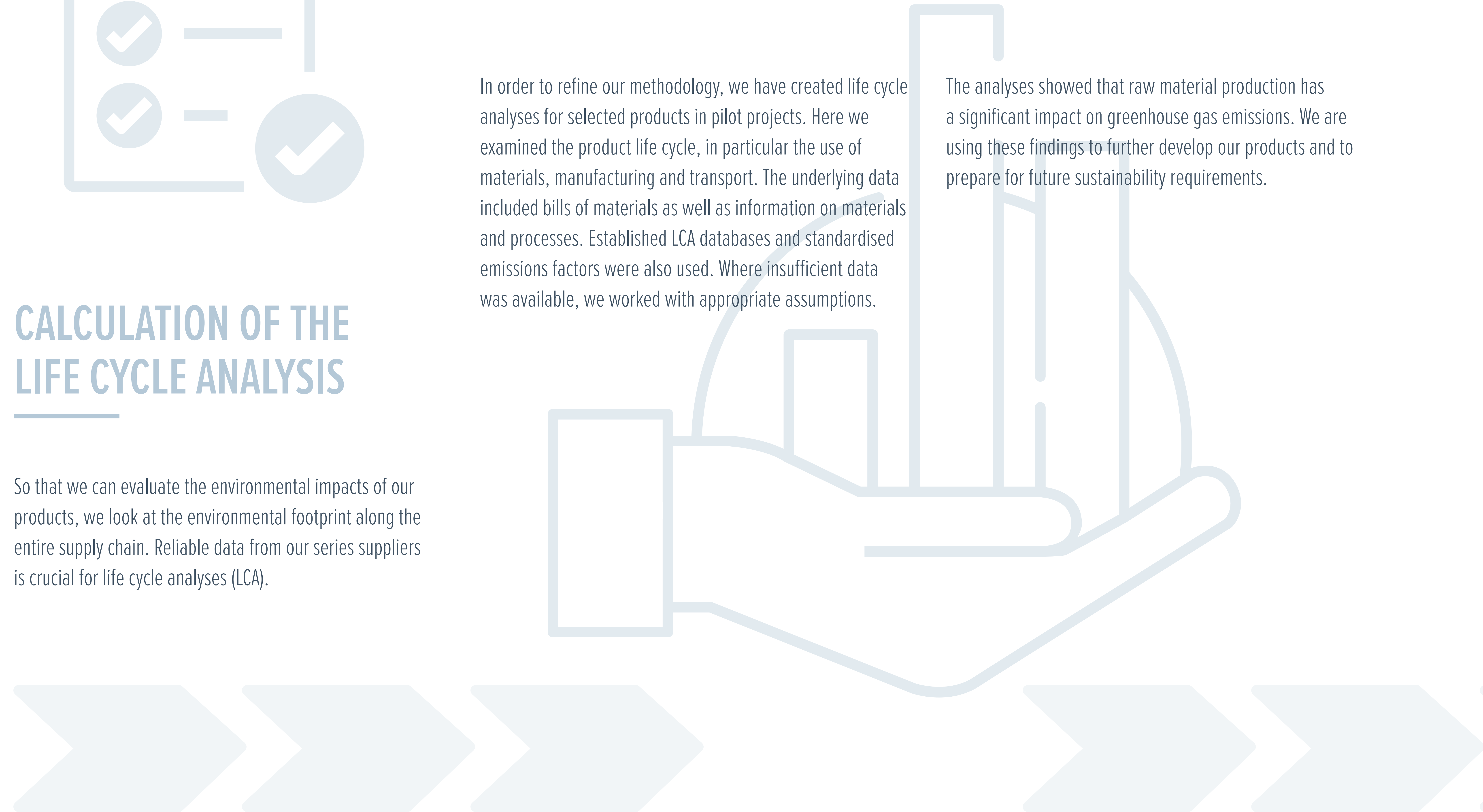


CALCULATION OF THE LIFE CYCLE ANALYSIS

So that we can evaluate the environmental impacts of our products, we look at the environmental footprint along the entire supply chain. Reliable data from our series suppliers is crucial for life cycle analyses (LCA).

In order to refine our methodology, we have created life cycle analyses for selected products in pilot projects. Here we examined the product life cycle, in particular the use of materials, manufacturing and transport. The underlying data included bills of materials as well as information on materials and processes. Established LCA databases and standardised emissions factors were also used. Where insufficient data was available, we worked with appropriate assumptions.

The analyses showed that raw material production has a significant impact on greenhouse gas emissions. We are using these findings to further develop our products and to prepare for future sustainability requirements.



OUR SUPPLIER CODE OF CONDUCT

Responsible conduct is the foundation of our economic success. Our values are the standards by which we make decisions, shape innovations and collaborate with our business partners. We act according to the principles of

- integrity
- respect for human rights
- sustainable business and
- optimum standards in quality, safety and technology.

Silver Atena's Supplier Code of Conduct is based on internationally recognised frameworks, including the principles of the UN Global Compact, the Universal Declaration of Human Rights, the core conventions of the ILO, the OECD guidelines and

relevant European legal acts. We expect our suppliers to share these values.

Our Code of Conduct applies to all business partners who supply goods or services to Silver Atena, including subcontractors and subsidiaries.



THE PRINCIPLES OF THE SUPPLIER CODE OF CONDUCT OF SILVER ATENA



BASIC PRINCIPLES AND ETHICAL BUSINESS CONDUCT

- Combating bribery and corruption
- Gifts and invitations
- Conflict of interest
- Fair competition
- Conflict minerals
- Good trading practices
- Finances
- Intellectual property and counterfeit products

INFORMATION SECURITY AND DATA PROTECTION

- Information security and the protection of personal data
- Cloud usage and data processing by third parties
- Sensitive, confidential and protected information

DIGITAL ETHICS AND ARTIFICIAL INTELLIGENCE

- Algorithmic responsibility and digital fairness
- Use of artificial intelligence
- Compliance with the requirements of the EU AI Act
- Use of generative AI
- Training and awareness for new technologies

SOCIAL RESPONSIBILITY

- Human rights
- Employment practices
- Health and safety

ENVIRONMENT

- Compliance with all applicable environmental laws
- Animal welfare
- Conservation of resources
- Ban on harmful soil changes
- Protection of land rights
- Reduction of greenhouse gas emissions

SUPPLY CHAIN

- Sustainable procurement

GOVERNANCE AND FINAL DECLARATION

- Obligations of the supplier
- Whistleblowing
- Inspection and audit rights
- Corrective measures

BASIC PRINCIPLES AND ETHICAL BUSINESS CONDUCT

COMBATING BRIBERY AND CORRUPTION

Our suppliers must comply with anti-corruption laws and regulations and must be honest, fair and transparent at all times. It is forbidden to give or accept bribes and inappropriate gifts. Corruption must be prevented.

GIFTS AND INVITATIONS

Any acceptance of gifts must be legally and contractually permissible, as well as appropriate and standard for the industry. Attempts to gain influence are forbidden. Monetary gifts are generally not permitted.

CONFLICT OF INTEREST

Our suppliers avoid conflicts of interest. Should one occur nonetheless, our employees are obligated to report it immediately.

FAIR COMPETITION

Antitrust and competition law must be respected. Unfair commercial practices such as agreements on prices, offers and terms of business are strictly prohibited.



CONFLICT MINERALS

Our suppliers must ensure that they do not supply any conflict minerals to Silver Atena. We refuse to finance armed groups, either directly or indirectly, or to contribute to human rights violations. Internationally recognised human rights must be respected. Responsible supply chain management is mandatory for all minerals and raw materials used, especially those from conflict and high-risk areas.

GOOD TRADING PRACTICES

Our suppliers must comply with the EU Dual-Use Regulation, the guidelines of the German Federal Office for Economic Affairs and Export Control, and all relevant export control regulations. This also includes laws relating to sanctions and embargoes.

FINANCES

No benefits may be derived from fraud, embezzlement, theft, forgery or misappropriation of assets. Our suppliers must comply with the requirements of the German Money Laundering Act and the EU Money Laundering Directives, and must prevent money laundering. We expect fair payment practices, compliance with applicable tax laws and the prevention of tax evasion.

Intellectual property and counterfeit products: Our suppliers must comply with all regulations in order to protect intellectual property. This also applies to protection against disclosure, patents, copyright, design rights and trade marks. Software must be legally purchased or licensed. Counterfeit parts and/or materials must not enter the supply chain. Suppliers may only disclose information from Silver Atena with our written permission.

INFORMATION SECURITY AND DATA PROTECTION

INFORMATION SECURITY AND THE PROTECTION OF PERSONAL DATA

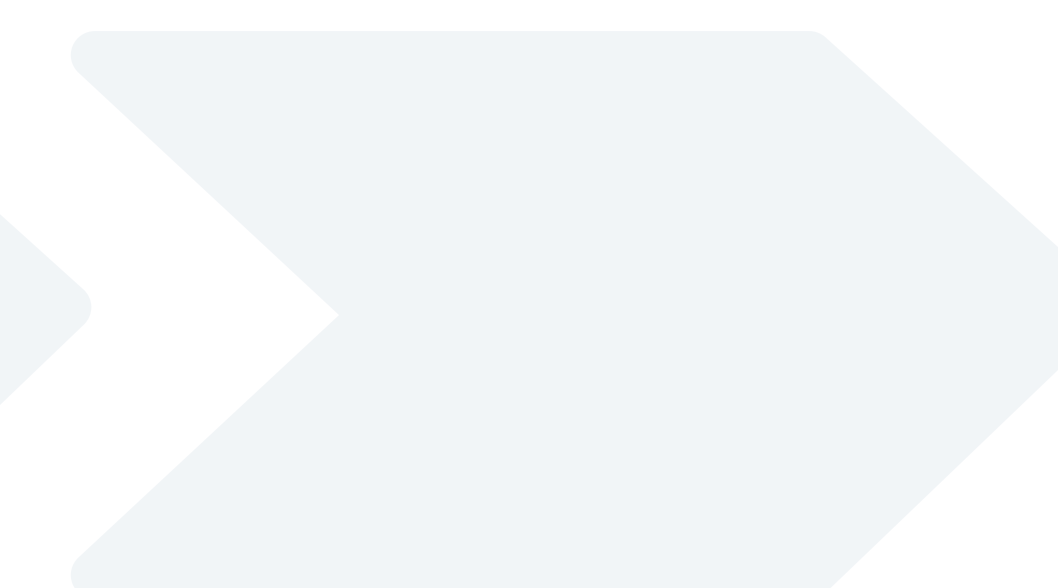
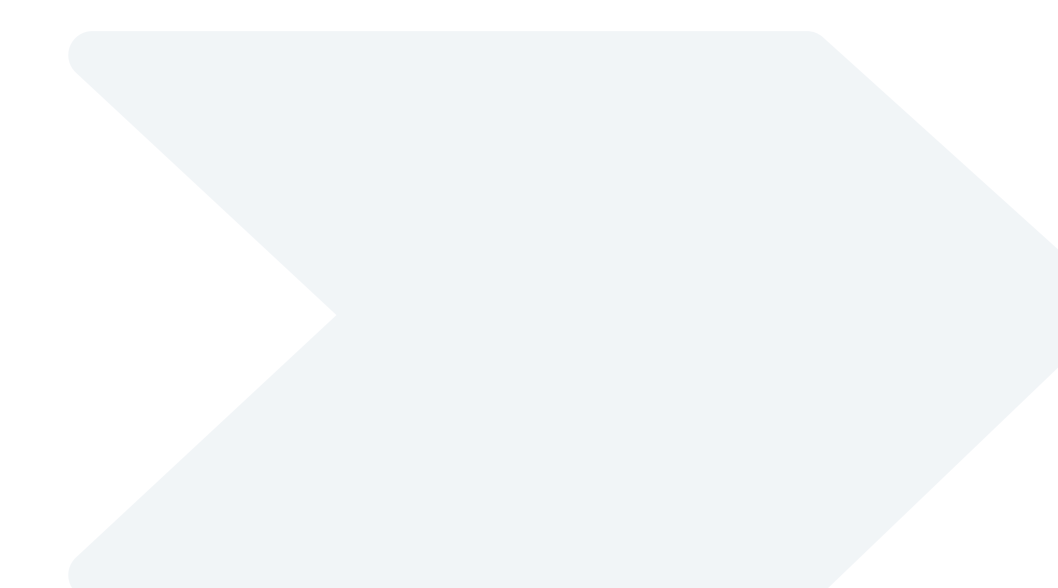
Our suppliers must organise their digital platforms, IT systems and networked applications such that the confidentiality, integrity, availability, transparency and traceability of all information and data carriers is guaranteed. Cybersecurity must be guaranteed.

CLOUD USAGE AND DATA PROCESSING BY THIRD PARTIES

Only trustworthy providers may be used. The data centres must be located in Europe.

SENSITIVE, CONFIDENTIAL AND PROTECTED INFORMATION

This refers to information relating to technology, finances, individuals, operational projects and trade secrets that has been designated as confidential in writing, orally or electronically.



DIGITAL ETHICS AND ARTIFICIAL INTELLIGENCE

ALGORITHMIC RESPONSIBILITY AND DIGITAL FAIRNESS

Automated decisions must be transparent and manipulative interface designs (“dark patterns”) are forbidden.

USE OF ARTIFICIAL INTELLIGENCE

Data subjects must be informed about automated processes. AI models must be examined for accuracy and fairness. They must not violate confidentiality obligations or infringe copyright.

COMPLIANCE WITH THE REQUIREMENTS OF THE EU AI ACT

AI systems may only be used, developed or provided in accordance with the requirements of the EU AI Act.

USE OF GENERATIVE AI

Confidential information may only be processed in generative AI systems if explicit permission has been given. Using generative AI systems for the purposes of manipulation, disinformation or deception is strictly forbidden.

TRAINING AND AWARENESS FOR NEW TECHNOLOGIES

Suppliers must give their employees regular training on AI, automation and big data. This training must cover ethics, data protection requirements and compliance.

SOCIAL RESPONSIBILITY

HUMAN RIGHTS

These must be respected in accordance with the UN Charter. Human trafficking, modern slavery, child labour, forced labour, debt bondage and compulsory labour are prohibited.

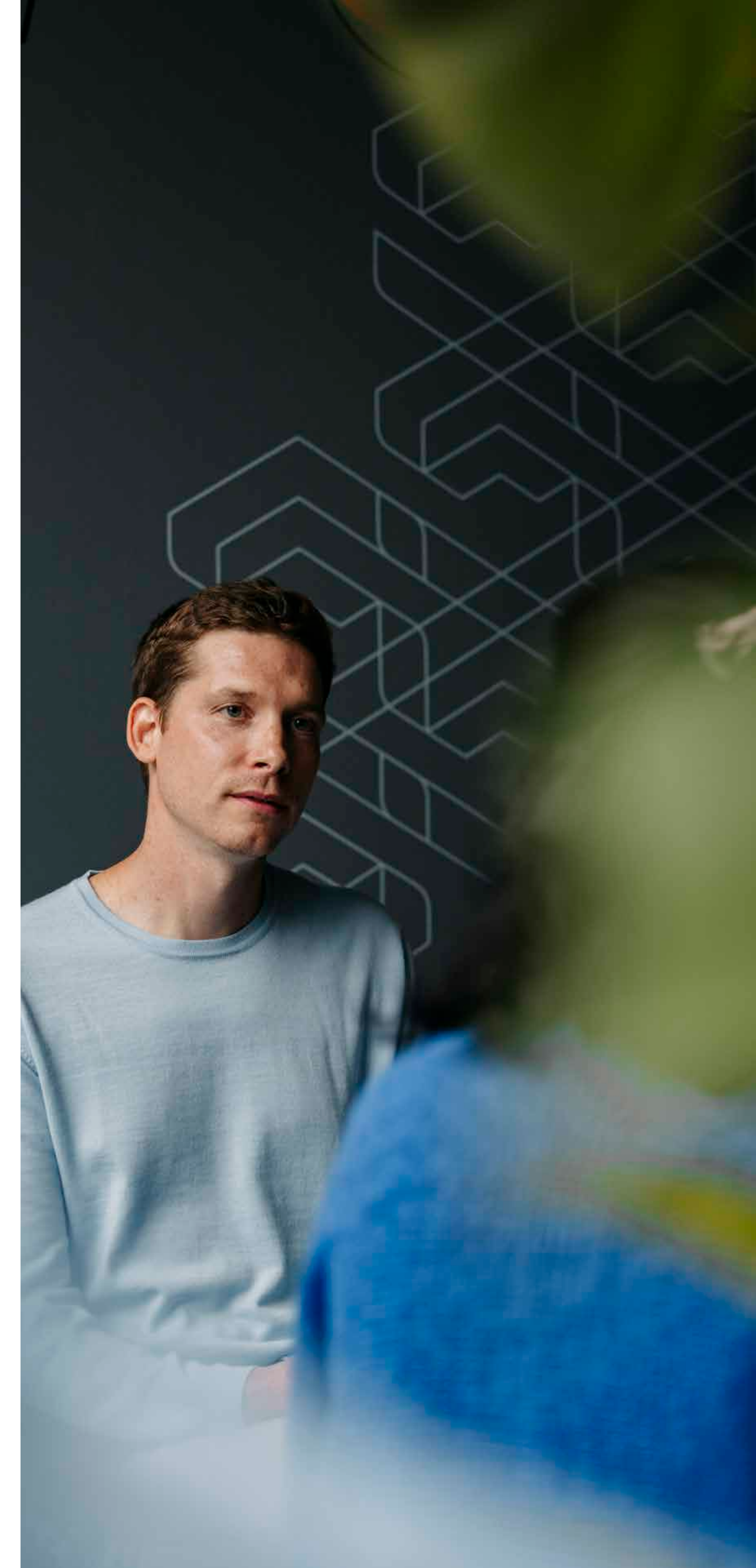
EMPLOYMENT PRACTICES

Our suppliers must comply with the fundamental principles of the International Labor Organization. This concerns legal provisions and collective bargaining agreements relating to working hours and rest periods, overtime, holidays, parental leave and illness. Employees’ physical and mental health must be protected. At least the legal minimum wage plus the legally required social benefits must be paid. The principle of freedom of association must be upheld; constructive dialogue must be facilitated between employees and management. Employees must be treated equally regardless of their skin colour, religion, sex, age, background, disability status, sexual orientation, gender identity, marital status, nationality or political leaning. The rights of minorities and indigenous communities must be protected. Harassment, intimidation, physical or psychological abuse, threatening behaviour, bullying and violence must be strictly forbidden. The use of security forces that could violate human rights is forbidden.



HEALTH AND SAFETY

Our suppliers must protect employees, contractors and visitors and must prevent work-related accidents, illnesses and fatalities. All production processes must meet the applicable safety standards. Quality and product safety requirements must be adhered to.



ENVIRONMENT

COMPLIANCE WITH ALL APPLICABLE ENVIRONMENTAL LAWS

All local, national, regional and international environmental regulations on the disposal of chemicals and waste, industrial wastewater and air emissions must be complied with.

ANIMAL WELFARE

Animal testing is only permitted where required by law or where strictly necessary for the protection of human health.

CONSERVATION OF RESOURCES

The consumption of water, energy and raw materials must be monitored and systematically reduced. Resources must be used efficiently and economically. This also applies to procurement. A waste management system must be implemented.

BAN ON HARMFUL SOIL CHANGES

The natural basis for food production and human health must be protected.

PROTECTION OF LAND RIGHTS

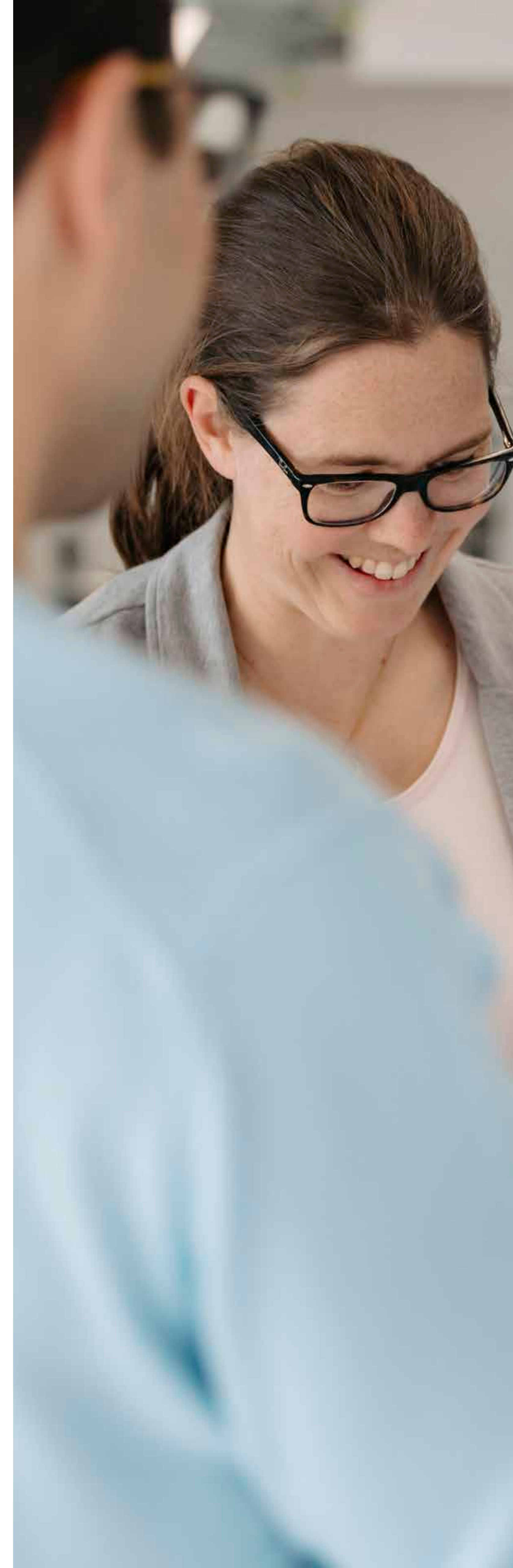
Illegal forced eviction or expropriation of land, forest or bodies of water is forbidden.

REDUCTION OF GREENHOUSE GAS EMISSIONS

Our suppliers must monitor their emissions into the air, water and soil as well as their wastewater and waste products, and must make use of any potential to reduce emissions. Energy efficiency is mandatory. Their businesses should be powered by renewable energy. The packaging materials used must be compatible with the circular economy.

SUSTAINABLE PROCUREMENT

Our suppliers must report on the origin and traceability of raw materials, social and environmental risks, documented Scope 3 greenhouse gas emissions, risk assessments and due diligence processes, as well as material impacts on the environment, human rights and society in accordance with the CSRD. These standards must be upheld along their entire supply chain.



GOVERNANCE AND FINAL DECLARATION

OBLIGATIONS OF THE SUPPLIER

When a supplier accepts an order from Silver Atena, it undertakes to comply with this Code of Conduct.

WHISTLEBLOWING

Our suppliers implement a system that is confidential and free from retaliation via which employees can report violations.

INSPECTION AND AUDIT RIGHTS

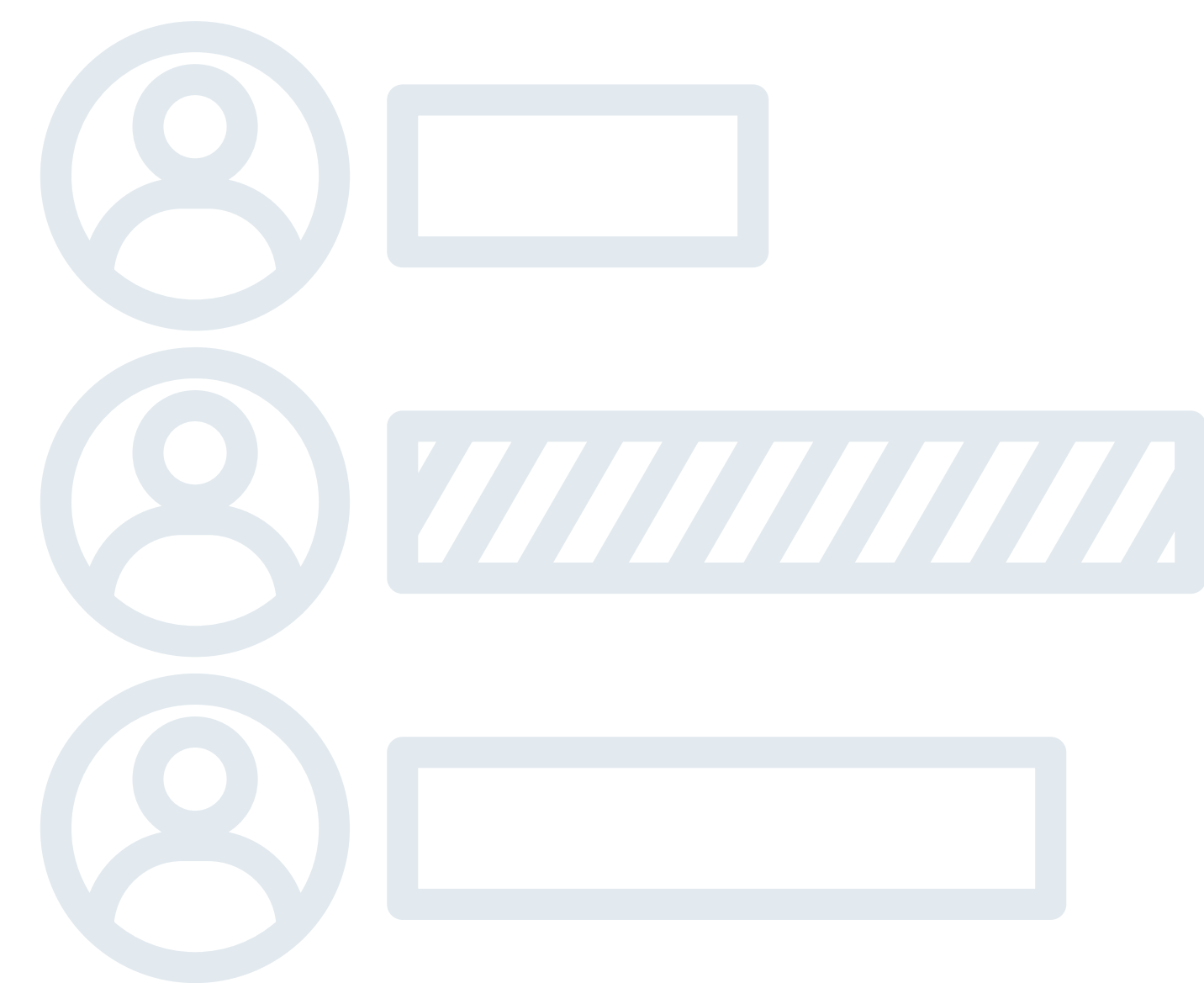
Silver Atena is entitled to check compliance with this Code of Conduct through audits or requests for information.

CORRECTIVE MEASURES

Identified contraventions of the Code of Conduct must be corrected within 30 days. Depending on the severity of the contravention, possible consequences include suspension of the supply relationship, reporting to the relevant authorities and termination of the contract.

WE HAVE ACHIEVED THIS TOGETHER

- We seek out regional suppliers
- We review potential suppliers and select them carefully
- We have become more competitive thanks to innovative products that we have introduced at new suppliers
- We have updated the Supplier Code of Conduct



THESE ARE OUR NEXT STEPS

- We will calculate the life cycle analysis for more series products, using real data in future
- We will draw up roadmaps to climate neutrality with our suppliers
- We will review the self-declarations of our suppliers
- We will review prices and credit enquiries
- We will strengthen sustainability along the entire supply chain, from supplier selection to procurement



HOW WE MEASURE OUR SUCCESS

- Our suppliers are committed to climate neutrality
- Proportion of our suppliers who are certified to ISO 14001: 72%
- Number of pending court proceedings due to late payment to suppliers: 0
- Proportion of direct suppliers based in Europe: 100%

72%

OF OUR SERIES SUPPLIERS
ARE ISO 14001 CERTIFIED



CONCLUSION

Silver Atena has published a sustainability report annually since 2021, thereby creating transparency with respect to the economical, environmental and social impacts of its business activities. Although we are not currently subject to the ESRS reporting obligations, we consciously align ourselves to these standards in order to demonstrate our commitment to transparency and structure.

In 2025, we advanced and further developed our sustainability activities. One important milestone was the revision of the double materiality assessment. We used this to derive clear areas of focus and actions.

Our roadmap to carbon neutrality by 2030 is a tool for reducing our emissions in a structured way. At the same time, we are aware that the transition to climate neutrality is a long-term process that involves the entire value chain and will only succeed if we work together with our partners.

In the reporting year, there was a particular focus on strengthening our organisation. Through a wide-ranging training programme for staff at all levels of the hierarchy, we have fostered a shared understanding of collaboration, responsibility

and leadership, and strengthened the company's strategic direction.

Our employees are at the heart of everything we do. That is why we have expanded our occupational health management programme. Initiatives such as our internal "Trimm-Dich-Fit" fitness programme promote the health, performance and cohesion of our workforce. This is borne out by the positive feedback and further accolades we have received for our commitment to sustainability and occupational health management.

In addition, we are integrating sustainability issues more closely into the supply chain, driving forward digitalisation and making increasing use of artificial intelligence.

Particularly in these challenging economic times, we place great importance on stability, an attractive working environment and retaining our skilled employees for the long term.

We see sustainability as an integral part of our actions. We will continue to pursue our chosen path steadfastly and step up our activities across the entire value chain.

The reporting period covers the entire year 2025. It includes the performance of key figures since 2019. All Silver Atena locations are included.

THE REPORT IS BASED ON THE FOLLOWING REGULATORY STANDARDS

- Corporate Sustainability Reporting Directive (CSRD)
- European Sustainability Reporting Standards (ESRS)
- Global Reporting Initiative (GRI Standard)
- German Sustainability Code (DNK)
- The Universal Declaration of Human Rights
- United Nations Sustainable Development Goals (SDG)
- UN Global Compact
- GHG Protocol
- ISO 14064



EU TAXONOMY

The EU Taxonomy and the Corporate Sustainability Reporting Directive (CSRD) establish a standardised framework for assessing companies’ sustainability performance. The European Sustainability Reporting Standards (ESRS) set out these requirements in detail and define the content that needs to be included in sustainability reporting.

Although we are not currently directly subject to the reporting obligations of the CSRD or ESRS, we consciously align ourselves with these standards. This enables us to further develop our sustainability performance in a structured manner and to be well prepared for future regulatory requirements.

In line with the EU taxonomy, we assess our activities against the relevant criteria and use the insights gained to further

develop our strategy. The key performance indicators in this context are turnover, capital expenditure (CapEx) and operating expenditure (OpEx).

We use the findings of our sustainability reporting to measure progress, identify areas for improvement and strengthen the trust of our stakeholders.

We are continuing to develop our reporting step by step, focussing on the regulatory requirements and on the expectations of our customers and partners.

CORE ELEMENTS OF DUE DILIGENCE

Integration of due diligence into governance, strategy and business model

Involvement of affected stakeholders in all key due diligence steps

Identification and assessment of negative impacts

Measures to counter these negative impacts

Tracking the effectiveness of these efforts and communication

SECTIONS IN THE SUSTAINABILITY REPORT

- Foreword
- Sustainability strategy
- Silver Atena

- Sustainability Committee
- Employees and social responsibility / Works Council

- Double materiality assessment and risk management

- Double materiality assessment and risk management
- Company and governance

- Double materiality assessment and risk management
- Employees and social responsibility / Our values
- Company and governance

KEY FIGURES ACCORDING TO ESRs AND GRI

ESRS NO.	DISCLO- SURE	KEY FIGURE	2025	2024	2023	2022	2021	REFERENCE TO SECTION IN SUSTAINABILITY REPORT	GRI	COMMENT
ESRS 2 GOV-1	21a	Number of executive members	2	2	2	2	2	Sustainability organisation	2-9	
ESRS 2 GOV-1	21a	Number of non-executive members	0	0	0	0	0	-	2-9	
ESRS 2 GOV-1	21d	Percentage share by gender and other aspects of diversity	100% male	100% male	100% male	100% male	100% male	-	2-9	
ESRS 2 GOV-1	21d	Gender diversity in management	1	1	1	1	1	-	2-9	
ESRS 2 GOV-1	21e	Percentage of independent board members	1	1	1	1	1	-	2-9	
ESRS 2 GOV-3	29d	Proportion of variable remuneration that depends on sustainability-related targets and/or impacts	n.a.	n.a.	n.a.	n.a.	n.a.	-	2-19	Variable remuneration is concluded at individual level
ESRS 2 SBM-1	40 a iii	Number of employees	452	505	484	433	388		2-7	see ESRS 1-6
ESRS 2 SBM-1	40 b	Total revenue	71,360,633 €	70,503,000 €	70,426,000 €	58,855,000 €	50,111,000 €	Appendix / key figures at a glance	201-1	
ESRS 2 SBM-1	40 d i	Revenues from fossil fuels, coal, oil, gas, chemical production, arms supplies, tobacco	0 €	0 €	0 €	0 €	0 €	-	2-7	
ESRS G1-4	24a	Number of convictions for offences against corruption and bribery regulations	0	0	0	0	0	Customers and products / summary page	2-27	
ESRS G1-4	24a	Amount of fines for offences against corruption and bribery regulations	0 €	0 €	0 €	0 €	0 €	Customers and products / summary page	2-27	
ESRS G1-4	22, 25a	Number of cases of corruption or bribery	0	0	0	0	0	Customers and products / summary page	205-3	
ESRS G1-4	25b	Number of confirmed cases in which own employees were dismissed or disciplined for corruption or bribery	0	0	0	0	0	Customers and products / summary page	205-3	
ESRS G1-4	25c	Number of confirmed cases of contracts with business partners that were terminated or not renewed due to violations related to corruption or bribery	0	0	0	0	0	Customers and products / summary page	205-3	
ESRS G1-5	29b	Amount of political contributions made in cash or in kind	0 €	0 €	0 €	0 €	0 €	-	415-1	
ESRS G1-6	33a	Average time (in days) taken by the company to settle an invoice from the start of the contractual or statutory payment period	30 days	40 days	27 days			Suppliers and partners / summary page	-	
ESRS G1-6	33b	Standard payment terms of the company in days	30 days	30 days	30 days			Suppliers and partners / summary page	-	
ESRS G1-6	33b	Percentage of its payments for which these standard terms are applied	100%	100%	100%			Suppliers and partners / summary page	-	
ESRS G1-6	33c	Number of court proceedings currently pending due to late payment	0	0	0			Suppliers and partners / summary page	-	
		Share of ISO 14001 certification of our suppliers	72%	68%	68%	68%		Appendix / key figures at a glance	-	
ESRS S1-6	50a	Total number of employees	452	505	484	433	388		405-1	Employees of Silver Atena: Permanent staff, casual workers, external employees and students

ESRS NO.	DISCLO- SURE	KEY FIGURE	2025	2024	2023	2022	2021	REFERENCE TO SECTION IN SUSTAINABILITY REPORT	GRI	COMMENT
ESRS S1-6		of which women	71	83	78	70	59			
ESRS S1-6		of which men	381	422	406	363	329			
ESRS S1-6		of which working in Germany	452	505	484	433	388			
ESRS S1-6		of which not working in Germany	0	0	0	0	0			
ESRS S1-6	50b	Total number of permanent employees	397	419	398	359	333		2-7	
ESRS S1-6		of which women	66	73	70	64	282			
ESRS S1-6		of which men	331	346	328	295	51			
ESRS S1-6	50b	Total number of temporary employees	57	86	86	74	55		2-7	incl. students
ESRS S1-6		of which women	5	10	8	68	8			
ESRS S1-6		of which men	52	76	78	6	47			
ESRS S1-6	50b	Total number of employees without guaranteed working hours	2	1	2	1	1		2-7	
ESRS S1-6		of which women	0	0	0	0	0			
ESRS S1-6		of which men	2	1	2	1	1			
ESRS S1-6	50c	Total number of employees who have left the company	92	96	84	93	109		401-1	incl. students
		Total number of employees who have left the company (core workforce)	40	38	43					
ESRS S1-6	50c	Employee turnover rate	19%	19%	20%	23%	26%		401-1	incl. students
		Employee turnover rate in core workforce	10%	9%	9%					excluding students
ESRS S1-7	55a	Total number of non-salaried employees	3	19	45				2-8	
ESRS S1-8	60a	Percentage of all employees covered by collective agreements	0%	0%	0%	0%	0%		2-30	Silver Atena does not have a collective wage agreement
ESRS S1-8		of which in the European Economic Area	0%	0%	0%	0%	0%			
ESRS S1-8	63a	Total percentage of employees, covered by employee representatives	100%	100%	100%	100%	100%			
ESRS S1-9	66a	Gender distribution at top management level							405-1	
ESRS S1-9		of which women (number)	2	3	3	3	2			
ESRS S1-9		of which women (percentage)	25%	33%	33%	30%	20%			
ESRS S1-9		of which men (number)	6	6	6	7	8			
ESRS S1-9		of which men (percentage)	75%	67%	67%	70%	80%			
ESRS S1-9	66b	Age distribution							405-1	All employees
ESRS S1-9		Employees under 30 years of age	114	164	155	131	104			

ESRS NO.	DISCLO- SURE	KEY FIGURE	2025	2024	2023	2022	2021	REFERENCE TO SECTION IN SUSTAINABILITY REPORT	GRI	COMMENT
ESRS S1-9		Employees 30 - 50 years	239	242	240	229	222			
ESRS S1-9		Employees over 50 years of age	99	72	89	73	62			
ESRS S1-10		Fair remuneration: Narrative								
ESRS S1-11		Social protection: Narrative								
ESRS S1-12	77	Employees with disabilities (percentage)	1.33%	0.79%	0.04%	1%	1%			
ESRS S1-13	83a	Percentage of employees who have participated in regular performance and career development reviews	100%	100%	100%	100%	100%		404-3	
ESRS S1-13		of which men	100%	100%	100%	100%	100%			
ESRS S1-13		of which women	100%	100%	100%	100%	100%			
ESRS S1-13	83b	Average number of training hours/employees	12.67	10.15	18.32	13.2			404-1	Key figure from 2022
ESRS S1-13		of which men	13.35	10.6	18.91	13.3				
ESRS S1-13		of which women	9.3	7.89	15.56	12.7				
ESRS S1-14	88a	Percentage of own workforce covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines	100%	100%	100%	100%	100%		403-8	
ESRS S1-14		of which salaried employees	100%	100%	100%	100%	100%			
ESRS S1-14		of which non-salaried employees	100%	100%	100%	100%	100%			
ESRS S1-14	88b	Number of deaths due to work-related injuries and illnesses	0	0	0	0	0		403-9	
ESRS S1-14		of which other employees working at company locations	0	0	0	0	0			
ESRS S1-14	88c	Number of reportable occupational accidents	2	4	3	2	7		403-9	
ESRS S1-14	88c	Rate of reportable occupational accidents	3.44	6.3	10.5				403-9	
ESRS S1-14	88d	Number of cases of reportable work-related illnesses	0	0	0	0	0		403-10	
ESRS S1-14	88e	Number of days lost due to work-related injuries and deaths as a result of occupational accidents, work-related illnesses and deaths due to illnesses	4	0	6				403-9	
ESRS S1-15	93a	Percentage of employees entitled to leave for family reasons	100%	100%	100%	100%	100%		401-3	
ESRS S1-15	93b	Percentage of eligible employees who have taken leave for family reasons							401-3	Reason for special leave is not recorded
ESRS S1-15		of which women								
ESRS S1-15		of which men								
ESRS S1-16	97a	Gender pay gap	16%	20%	13%	24%	22%		405-2	
ESRS S1-16	97b	Ratio of the annual total remuneration of the highest-paid individual to the median annual total remuneration of all employees (excluding the highest-paid individual)	414%	452%	370%	385%	391%		2-21	Wage comparison independent of task, training, qualification, etc., pure calculation value

ESRS NO.	DISCLO- SURE	KEY FIGURE	2025	2024	2023	2022	2021	REFERENCE TO SECTION IN SUSTAINABILITY REPORT	GRI	COMMENT
ESRS S1-17	103a	Total number of reported cases of discrimination, including harassment	0	0	0	0	0		406-1	
ESRS S1-17	103b	Number of complaints reported through channels through which individuals within the company's own workforce can raise concerns	0	0	0	0	0		2-25	
ESRS S1-17	103c	Total amount of significant fines, penalties and damages in connection with the incidents and complaints described above	0	0	0	0	0		2-27	
ESRS S1-17	104a	Number of serious human rights incidents involving the organisation's workforce	0	0	0	0	0		3-3	
ESRS S1-17	104a	of which violations of the United Nations Guiding Principles on Business and Human Rights	0	0	0	0	0			
ESRS S1-17	104a	of which violations of the ILO Declaration on Fundamental Principles and Rights at Work	0	0	0	0	0			
ESRS S1-17	104a	of which violations of OECD Guidelines for Multinational Enterprises	0	0	0	0	0			
ESRS S1-17	104b	Total amount of fines, penalties and compensation payments in connection with 104a	0 €	0 €	0 €	0 €	0 €		2-27	
ESRS E1-GOV-3	13	Percentage of recognised allowances linked to climate-related considerations	-	-	-		-		-	Not collected, individual target agreements included in bonus system per employee
ESRS E1-1	16c	Financial resources for the action plan (OpEx)	71,345.00 €	71,479.00 €	99,920.00 €			“Our contribution to climate protection”	-	
ESRS E1-1		Financial resources for the action plan (CapEx)	2,279,149.00 €	375,035.00 €	10,000,000.00 €			“Our contribution to climate protection”	-	
ESRS E1-1	16f	Significant capital expenditure for coal- / oil- / gas-related economic activities	-	-	- €			-	-	No investments in economic activities in the coal, oil and gas industries
ESRS E1-3	4b	Achieved and expected reduction in GHG emissions	- 29%	- 16%	- 14%	- 24%	- 3%	“Greenhouse gas emissions”	-	Reduction compared to base year 2019
ESRS E1-4	9a / b	GHG emission reduction targets	0 tCO ₂ e until 2030	0 tCO ₂ e until 2030	-			-	305-5	Planning in the project to achieve carbon neutrality
ESRS E1-5	12	the total fuel consumption within the organisation from non-renewable sources in joules or multiples of joules, including the types of fuel used	347,872 kWh*	127,206 kWh 511,838 kWh*	158,477 kWh 617,457 kWh*	365,840 kWh			302-1	
ESRS E1-5	12	Power consumption	1,064,821 kWh	815,544 kWh	751,581 kWh	583,225 kWh		Waste management and energy consumption	302-1	
ESRS E1-5	12	Thermal energy consumption	621,214 kWh	534,253 kWh	481,521 kWh	193,766 kWh			302-1	
ESRS E1-5	12	Total energy consumption within the organisation in joules or multiples of joules	1,991,212 kWh	1,477,003 kWh 1,734,429 kWh*	1,391,579 kWh 1,692,082 kWh*	1,142,831 kWh			302-1	
ESRS E1-5	13	Total energy consumption for companies in the climate-intense sector	-	-	-			-	302	Not operating in the climate-intense sector
ESRS E1-5	15	Total energy consumption per net revenue related to activities in climate-intensive sectors	-	-	-			-	302	Not operating in the climate-intense sector
ESRS E1-5	16	Total energy consumption by activities in sectors with high climate impact	-	-	-			-	-	Not operating in the sector with a high climate impact
-	-	Energy intensity ratio of the organisation	147.84 kWh / m ²	117.20 kWh / m ²	124.29 kWh / m ²	120.97 kWh / m ²		-	302-3	
-	-		5,278.12 kWh / FTE	3,525.07 kWh / FTE	3,496.43 kWh / FTE	3,351.41 kWh / FTE		-	302-3	

ESRS NO.	DISCLO- SURE	KEY FIGURE	2025	2024	2023	2022	2021	REFERENCE TO SECTION IN SUSTAINABILITY REPORT	GRI	COMMENT
-	-		32,251.92 kWh / million EUR	20,949.50 kWh / million EUR	19,759.45 kWh / million EUR	19417.74 kWh / million EUR	-	-	302-3	
-	-	Size of office & laboratory space	13,722 m²	12,602 m²	11,196 m²	9,447 m²	-	-	302-3	
-	-		0.00759 tonnes CO2e / m²	0.01 tonnes CO2e/ m²	0.01 tonnes CO2e/ m²	0.03 tonnes CO2e/ m²	-	-	305-4	
-	-	Intensity of greenhouse gas emissions - Scope 1	0.27 tonnes CO2e/ FTE	0.30 tonnes CO2e/ FTE	0.38 tonnes CO2e/ FTE	0.80 tonnes CO2e/ FTE	-	“Greenhouse gas emissions”	305-4	
-	-		1.66 tonnes CO2e / EUR m	2.00 tonnes CO2e / EUR m	2.14 tonnes CO2e / EUR m	4.64 tonnes CO2e / EUR m	-	“Greenhouse gas emissions”	305-4	
-	-		0.00521 tonnes CO2e / m²	0.005 tonnes CO2e/ m²	0.01 tonnes CO2e/ m²	0.01 tonnes CO2e/ m²	-	-	305-4	
-	-	Intensity of greenhouse gas emissions - Scope 2	0.19 tonnes CO2e/ FTE	0.15 tonnes CO2e/ FTE	0.27 tonnes CO2e/ FTE	0.31 tonnes CO2e/ FTE	-	“Greenhouse gas emissions”	305-4	
-	-		1.14 tonnes CO2e / EUR m	0.97 tonnes CO2e / EUR m	1.54 tonnes CO2e / EUR m	1.80 tonnes CO2e / EUR m	-	“Greenhouse gas emissions”	305-4	
-	-		0.03190 tonnes CO2e / m²	0.04 tonnes CO2e/ m²	0.04 tonnes CO2e/ m²	0.03 tonnes CO2e/ m²	-	-	305-4	
-	-	Intensity of greenhouse gas emissions - Scope 3	1.14 tonnes CO2e/ FTE	1.12 tonnes CO2e/ FTE	1.23 tonnes CO2e/ FTE	0.94 tonnes CO2e/ FTE	-	“Greenhouse gas emissions”	305-4	
-	-		6.96 tonnes CO2e / EUR m	7.38 tonnes CO2e / EUR m	6.97 tonnes CO2e / EUR m	5.46 tonnes CO2e / EUR m	-	“Greenhouse gas emissions”	305-4	
-	-	Size of office & laboratory space	13,722 m²	12,602 m²	11,196 m²	9,447 m²	-	-	305-4	
-	-	Average number of office days	3.26 days	3.4 days	3.4 days	3.2 days	-	“Principles”	-	
-	-	Stationary combustion Co2eze (tonnes)	7.81	23.27	28.99	84.93	75.43	“Greenhouse gas emissions”	305-1	
-	-	Vehicle fleet CO2e (tonnes)	96.29	117.84	121.60	146.61	153.69	“Greenhouse gas emissions”	305-1	
-	-	Fugitive emissions (refrigerant leaks)	0.00	0.00	0.00	2.50	0.00	“Greenhouse gas emissions”	305-1	
ESRS E1-6	19a	Scope 1 - Total	104.1	141.11	150.59	234.04	229.11	“Greenhouse gas emissions”	305-1	
-	-	Purchased electricity Co2eze (tonnes) - grey electricity	0.00	3.26	52.87	67.00	21.73	“Greenhouse gas emissions”	305-2	
-	-	Purchased electricity (tonnes) - green electricity	0.00	0.00	0.00	0.00	0.00	“Greenhouse gas emissions”	305-2	
-	-	Purchased heat (district heating) CO2e (tonnes)	71.55	65.29	55.82	38.95	44.27	“Greenhouse gas emissions”	305-2	
ESRS E1-6	19b	Scope 2 - Total	71.55	68.55	108.69	105.94	66.00	“Greenhouse gas emissions”	305-2	
ESRS E1-6	26	Waste and disposal CO2e (tonnes)	15.07	22.03	29.90	12.08	2.02	“Greenhouse gas emissions”	305-3	
ESRS E1-6	26	Business trips CO2e (tonnes)	46.01	60.09	63.16	14.47	21.15	“Greenhouse gas emissions”	305-3	
ESRS E1-6	26	Employee journeys CO2e (tonnes)	339.56	400.12	350.73	294.51	253.99	“Greenhouse gas emissions”	305-3	
ESRS E1-6	26	Fuel and energy-related activities	36.27	38.32	46.83			“Greenhouse gas emissions”	305-3	
ESRS E1-6	19c	Scope 3- Total	437.75	520.57	490.63	321.06	277.16	“Greenhouse gas emissions”	305-3	
ESRS E1-6	19d	TOTAL	613.4	730.23	749.91	661.04	572.28	“Greenhouse gas emissions”	305	
ESRS E1-6	23b	Percentage share of Scope 1 greenhouse gas emissions from regulated emissions trading systems	-	-	-			-	-	No participation in emissions trading system
ESRS E1-6	24a	Location-based Scope 2 GHG gross emissions	417.409 t CO2e	412.41 t CO2e	418.70 t CO2e			-	305-2	

ESRS NO.	DISCLO- SURE	KEY FIGURE	2025	2024	2023	2022	2021	REFERENCE TO SECTION IN SUSTAINABILITY REPORT	GRI	COMMENT
ESRS E1-6	24b	Market-related Scope 2 GHG gross emissions	71.55 t CO2e	68.55 t CO2e	108.69 t CO2e			-		305-2
ESRS E1-6	25a	Breakdown of Scope 1 and Scope 2 emissions, parent company	-	-	-			-	-	Separate consideration of emissions of Silver Atena and the parent company
ESRS E1-6	27a	Scope 1-2 and 3 GHG emissions by location	417.409 t CO2e	412.41 t CO2e	418.70 t CO2e			-	-	Consideration of Scope 2 only, as Scope 1 and 3 are not relevant for market-related
ESRS E1-6	27b	Scope 1-2 and 3 GHG emissions market-related	71.55 t CO2e	68.55 t CO2e	108.69 t CO2e			-	-	Consideration of Scope 2 only, as Scope 1 and 3 are not relevant for market-related
ESRS E1-6	28	Net revenue	-	-	-			-	305-4	Confidential data, no reporting
ESRS E1-6	28	Intensity of GHG emissions per net revenue	-	-	-			-	305-4	Confidential data, no reporting
ESRS E1-6	AR 43c	Biogenic CO2 emissions from the combustion or biodegradation of biomasses that are not included in Scope 1 GHG emissions	-	-	-			-	305-1	are not recognised
ESRS E1-6	AR 45d	Percentage of contractual instruments	-	-	-			-	-	are not recognised
ESRS E1-6	AR 45e	Biogenic CO2 emissions from the combustion or biodegradation of biomasses that are not included in Scope 2 GHG emissions	-	-	-			-	-	are not recognised
ESRS E1-6	AR 46g	Percentage of GHG Scope 3 calculated from primary data	50.22%**	25%	25%			-	-	Of four categories, only business trips primary data
ESRS E1-6	AR 46j	Biogenic CO2 emissions from the combustion or biodegradation of biomasses that occur in the value chain and are not included in Scope 3 GHG emissions	-	-	-			-	305-3	are not recognised
ESRS E1-6	AR 55	Net revenues Net revenues used for the calculation of greenhouse gas intensity that are not used for the calculation of greenhouse gas intensity	-	-	-			-	-	All net revenues were considered
ESRS E1-7	all							-	305	not relevant, as no GHG abatement and GHG reduction projects financed via CO2 credits
ESRS E1-8	all							-	-	not relevant, as no internal CO2 pricing takes place
ESRS E1-9	all							-	201	no specific values, evaluation takes place in the risk analysis
		Proportion of electric and hybrid vehicles in the fleet	48%	47%	44%	30%				
		Share of electricity from renewable energies	100%	99%	84%	71%	77%			
		Percentage of employees who use a job bike	8%	6%	5%	4%				

* ESRS E1-5 12: total fuel consumption within the organisation from non-renewable sources in joules or multiples of joules, including the types of fuel used

• Change to the calculation basis and retroactive correction to 2023. No correction was performed for 2022 as the correspond data was only recorded starting in 2023.

• In addition to fuels for heating energy, the fuels petrol and diesel for the vehicle fleet (mobile combustion) were also included in the calculation for 2025 onwards and retroactively to 2023. This is based on a heating value of 9.8 kWh for diesel and 8.5 kWh for petrol.

** ESRS E1-6 AR46g: Percentage of GHG Scope 3 calculated from primary data

• Calculation basis changed: Previously, complete primary categories were used as the basis for reporting. This has been switched to primary calculation based on the CO2e portion of the primary data.

Sectors beyond the scope of the ESRS do not apply to Silver Atena.

ESRS INDEX

ESRS NO.	DISCLO-SURE	TITLE	LOCATION IN CSR
ESRS 2	BP-1	General principles for the preparation of the sustainability statement	Foreword; Conclusion; Imprint/contact person; Reporting scope and reporting period in the conclusion
ESRS 2	BP-2	Information in connection with specific circumstances	Double materiality assessment; Deriving areas of focus; Integration of the value chain; Conclusion; GRI/ESRS index in the annex
ESRS 2	GOV-1	Role of the administrative, management and supervisory bodies	Company and governance; Sustainability Committee
ESRS 2	GOV-2	Information and sustainability aspects handled by the administrative, management and supervisory bodies of the company	Company and governance; Sustainability Committee; Opportunity and risk management
ESRS 2	GOV-3	Inclusion of sustainability-related performance in incentive systems	Company and governance; “Incentives” section
ESRS 2	GOV-4	Declaration on due diligence	EU taxonomy; Declaration on due diligence
ESRS 2	GOV-5	Risk management and internal controls for sustainability reporting	Double materiality assessment; Opportunity and risk management
ESRS 2	SBM-1	Strategy, business model and value chain	Silver Atena; Company and governance; Our areas of focus’ Customers and products; Suppliers and partners
ESRS 2	SBM-2	Stakeholders' interests and positions	Double materiality assessment; External stakeholders; Participation
ESRS 2	SBM-3	Significant impacts, risks and opportunities and their interaction with strategy and business model	Double materiality assessment; Opportunity and risk management
ESRS 2	IRO-1	Description of the procedure for determining and evaluating the material impacts, risks and opportunities	Double materiality assessment; Opportunity and risk management
ESRS 2	IRO-2	Disclosure obligations covered by the company's sustainability statement and included in ESRS	ESRS index; GRI index; KPIs according to ESRS and GRI
ESRS 2	MDR-P	Strategies for dealing with material sustainability aspects	Our areas of focus; Targets per area of focus; Code of Conduct; Supplier Code of Conduct; Environmental/occupational and health management
ESRS 2	MDR-A	Measures and resources in relation to material sustainability aspects	Final pages of the areas of focus (“These are our next steps”); Climate protection measures; Supplier management; Employee development
ESRS 2	MDR-M	Parameters in relation to material sustainability aspects	KPIs according to ESRS and GRI; Key figures at a glance; How we measure our success
ESRS 2	MDR-T	Tracking the effectiveness of strategies and measures through targets	Targets per area of focus; How we measure our success; Display of progress on the final pages
ESRS G1	GOV-1	Role of the administrative, management and supervisory bodies	Company and governance; Sustainability Committee
ESRS G1	IRO-1	Process for identifying and assessing the material impacts, risks and opportunities	Double materiality assessment; Environment / Risk analysis and risk matrix; Resilience analysis
ESRS G1	G1-1	Corporate policy and corporate culture	Employees and social responsibility / Our values; Customers and products / Integrity; Processes and compliance
ESRS G1	G1-2	Management of relationships with suppliers	Suppliers and partners / Our supply chain; Our responsibility towards suppliers and partners; Supplier Code of Conduct
ESRS G1	G1-3	Prevention and detection of corruption and bribery	Customers and products / Integrity; Processes and compliance; Employees and social responsibility / Our values
ESRS G1	G1-4	Incidents of corruption or bribery	Customers and products / We have achieved this together; How we measure our success
ESRS G1	G1-5	Political influence and lobbying activities	Employees and social responsibility / Membership in organisations and associations

ESRS NO.	DISCLO-SURE	TITLE	LOCATION IN CSR
ESRS G1	G1-6	Payment practices	Suppliers and partners / Payment practices; How we measure our success
ESRS E1	GOV-3	Inclusion of sustainability-related performance in incentive systems	Company and governance / Incentives
ESRS E1	E1-1	Transition plan for climate protection	Environment / Our contribution to climate protection; Roadmap to carbon neutrality
ESRS E1	SBM-3	Significant impacts, risks and opportunities and their interaction with strategy and business model	Double materiality assessment; Environment / Our contribution to climate protection
ESRS E1	IRO-1	Process for identifying and assessing the material impacts, risks and opportunities	Double materiality assessment; Environment / Risk analysis and risk matrix; Resilience analysis
ESRS E1	E1-2	Strategies in connection with climate protection and adaptation to climate change	Environment / Our contribution to climate protection
ESRS E1	E1-3	Measures and resources in connection with the climate strategies	Environment / Saving greenhouse gas emissions; Roadmap to carbon neutrality; Environment final page
ESRS E1	E1-4	Objectives in connection with climate protection and adaptation to climate change	Environment; Our goals; Roadmap to carbon neutrality; Environment final page
ESRS E1	E1-5	Energy consumption and energy mix	Environment / Waste management and energy consumption; Our production
ESRS E1	E1-6	Gross GHG emissions in Scope 1, 2 and 3 and total GHG emissions	Environment / Greenhouse gas emissions; Development of greenhouse gas emissions
ESRS E1	E1-7	GHG reduction and climate protection projects based on CO2 credits	Environment / CO2 credits and internal CO2 pricing systems – no CO2 credits used
ESRS E1	E1-8	Internal CO2 pricing	Environment / CO2 credits and internal CO2 pricing systems – no internal CO2 pricing system used
ESRS E1	E1-9	Expected financial impacts of material physical risks and transition risks as well as climate-related opportunities	Environment / Risk analysis and risk matrix; Resilience analysis; Opportunity and risk management
ESRS E2	all	Pollution	Selectively material as per DMA. Relevant content in: Double materiality assessment; Environment / Compliance with REACH and RoHS regulations; Suppliers and partners / Supplier Code of Conduct. No fully detailed coverage of ESRS E2, rather selective reporting based on materiality and business model.
ESRS E3	all	Water and marine resources	Not material as per DMA. Justification in the double materiality assessment: no water-intensive processes, no relevant discharges, no independent material risks or opportunities identified.
ESRS E4	all	Biodiversity and ecosystems	Not material as per DMA. Justification in the double materiality assessment: no direct encroachments on ecosystems or space-intensive activities; indirect effects are monitored, but do not currently give cause for a material issue.
ESRS E5	all	Resource use and circular economy	Selectively material as per DMA. Relevant content in: Double materiality assessment; Customers and products / Life cycle analysis; Environment / Waste management and energy consumption; Environment / Life cycle analysis / Product carbon footprint; Suppliers and partners / Calculation of the life cycle analysis No full coverage of E5, rather selective reporting based on business model.
ESRS S1	SBM-1	Strategy, business model and value chain	Double materiality assessment; Employees and social responsibility
ESRS S1	SBM-2	Stakeholders' interests and positions	Double materiality assessment; Participation; Works Council
ESRS S1	SBM-3	Significant impacts, risks and opportunities and their interaction with strategy and business model	Double materiality assessment; Employees and social responsibility; Employment relationships and working time models
ESRS S1	S1-1	Strategies in connection with own workforce	

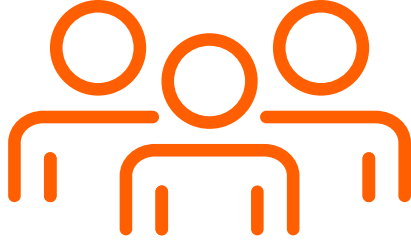
ESRS NO.	DISCLO-SURE	TITLE	LOCATION IN CSR
ESRS S1	S1-2	Procedure for involving the company's own management and employee representatives	Participation; Social dialogue; Works Council
ESRS S1	S1-3	Processes for eliminating negative impacts and channels for raising concerns	Our values; Whistleblowing tool; Speak Up; Participation
ESRS S1	S1-4	Measures relating to material impacts and management of material risks and opportunities	Employees and social responsibility; Occupational health and safety; Training and development; Trimm-Dich-Fit
ESRS S1	S1-5	Goals relating to material impacts, risks and opportunities	Our goals; Employees and social responsibility final page; How we measure our success
ESRS S1	S1-6	Characteristics of the company's employees	Employment relationships and working time models; Demographic management
ESRS S1	S1-7	Characteristics of non-salaried employees in the company's own workforce	Employment relationships and working time models; Information on freelancers
ESRS S1	S1-8	Collective wage agreement coverage and social dialogue	Participation; Social dialogue; Note: no collective bargaining agreement
ESRS S1	S1-9	Diversity parameters	Diversity within the company; Employee structure
ESRS S1	S1-10	Fair remuneration	Appreciation and corporate benefits; note on living wages
ESRS S1	S1-11	Social protection	APPRECIATION AND CORPORATE BENEFITS
ESRS S1	S1-12	People with disabilities	DIVERSITY WITHIN THE COMPANY
ESRS S1	S1-13	Parameters for training and skills development	TRAINING AND DEVELOPMENT
ESRS S1	S1-14	Parameters for health and safety	Occupational health and safety; Occupational accidents; Occupational health management
ESRS S1	S1-15	Parameters for work/life balance	Flexible working environment; Parental leave
ESRS S1	S1-16	Remuneration parameters	Remuneration parameters
ESRS S1	S1-17	Incidents, complaints and serious impacts in connection with human rights	Our values; Whistleblowing tool; Occupational accidents; How we measure our success
ESRS S2	all	Labour in the value chain	Selectively material as per DMA. Partial reporting; not yet reported in full detail conforming to ESRS. Relevant content in: Double materiality assessment; Suppliers and partners; Supplier Code of Conduct; Catena-X / Due Diligence Check for SMEs. Note: Data base still being established.
ESRS S2	S2-1	Strategies relating to labour in the value chain	Suppliers and partners; Supplier Code of Conduct; Our responsibility towards suppliers and partners
ESRS S2	S2-2	Procedures for involving the workforce in the value chain	Suppliers and partners / Our responsibility towards suppliers and partners; Double materiality assessment
ESRS S2	S2-3	Processes for eliminating negative impacts and channels for raising concerns	Supplier Code of Conduct; Whistleblowing / Speak Up; Our responsibility towards suppliers and partners
ESRS S2	S2-4	Measures relating to material impacts and management of risks and opportunities	Double materiality assessment; Suppliers and partners; Supplier Code of Conduct; Catena-X
ESRS S1	S2-5	Goals relating to material impacts, risks and opportunities	Suppliers and partners / Our goals; Carbon neutrality of series suppliers; Supplier Code of Conduct¹
ESRS S3	all	Communities concerned	Not material as per DMA. Justification in the double materiality assessment: the nature of the business model is such that there are no direct material impacts on local communities, for instance due to major projects or encroachments on infrastructure or the environment. No independent material risks or opportunities identified.
ESRS S4	all	Consumers & end users	Selectively material as per DMA. Relevant content in: Double materiality assessment; Customers and products; Our products; Integrity; Handling information and data; Vehicle cybersecurity. No fully detailed coverage of S4, rather selective reporting based on materiality and business model.

GRI INDEX

GRI NO.	GRI STANDARD	DISCLOSURE	AVAILABILITY, LOCATION	RELEVANT?	REQUEST OMITTED?	REASON	EXPLANATION
GRI 1	GRI 1: Fundamentals 2021	3-1 to 3-9	CSR Report	yes			
GRI 1	GRI 1: Fundamentals 2021	3-4	CSR Report	yes			
GRI 2	GRI 2: General disclosures 2021	2-1	CSR Report sec. Silver Atena, Imprint	yes			
GRI 2	GRI 2: General disclosures 2021	2-2	CSR Report sec. Silver Atena	yes			
GRI 2	GRI 2: General disclosures 2021	2-3	Imprint / CSR Report	yes			
GRI 2	GRI 2: General disclosures 2021	2-4	CSR Report total	yes			
GRI 2	GRI 2: General disclosures 2021	2-5	-	yes	yes	No external audit	The report was not subject to an external audit
GRI 2	GRI 2: General disclosures 2021	2-6	CSR Report sec. Silver Atena	yes			
GRI 2	GRI 2: General disclosures 2021	2-7	CSR Report sec. Employees and social responsibility / ESRS S1-6	yes			
GRI 2	GRI 2: General disclosures 2021	2-8	CSR Report sec. Employees and social responsibility / ESRS S1-7				
GRI 2	GRI 2: General disclosures 2021	2-9	Organisation chart, CSR Report sec. Company and governance / ESRS GOV-1	yes			
GRI 2	GRI 2: General disclosures 2021	2-10	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-11	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-12	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-13	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-14	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-15	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-16	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-17	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-18	EHS Manual sec. 5	yes			
GRI 2	GRI 2: General disclosures 2021	2-19	Internal processes	yes	yes	Restrictions due to an obligation to maintain confidentiality	Remuneration policy is not disclosed
GRI 2	GRI 2: General disclosures 2021	2-20	Internal processes	yes	yes	Restrictions due to an obligation to maintain confidentiality	Remuneration policy is not disclosed
GRI 2	GRI 2: General disclosures 2021	2-21	Internal processes / ESRS S1-16	yes	no	-	Remuneration ratio is reported
GRI 2	GRI 2: General disclosures 2021	2-22	CSR Report Foreword	yes			
GRI 2	GRI 2: General disclosures 2021	2-23	CSR report, reference to ethics and compliance charter Expleo Group	yes			
GRI 2	GRI 2: General disclosures 2021	2-24	CSR Report sec. Customers and products	yes			
GRI 2	GRI 2: General disclosures 2021	2-25	CSR Report sec. Customers and products / ESRS S1-17	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 sec. Customers and products / ESRS G1-4	yes			
GRI 2	GRI 2: General disclosures 2021	2-28	CSR Report sec. Employees and social responsibility	yes			
GRI 2	GRI 2: General disclosures 2021	2-29	CSR Report sec. Company and governance, materiality assessment	yes			
GRI 2	GRI 2: General disclosures 2021	2-30	ESRS S1-8	yes	no	-	No collective agreement
GRI 3	GRI 3: Material topics 2021	3-1	Double materiality assessment	yes			
GRI 3	GRI 3: Material topics 2021	3-2	CSR Report sec. Materiality assessment	yes			
GRI 3	GRI 3: Material topics 2021	3-3	CSR Report various sections	yes			
GRI 11	GRI 11: Oil and gas sector 2021	-	-	no			
GRI 201	GRI 201: Economic performance 2016	201-1	2025 Annual Financial Statement / ESRS SBM-1	yes			
GRI 201	GRI 201: Economic performance 2016	201-2	2025 Annual Financial Statement “	yes			
GRI 201	GRI 201: Economic performance 2016	201-3	2025 Annual Financial Statement	yes			
GRI 201	GRI 201: Economic performance 2016	201-4	2025 Annual Financial Statement	yes			
GRI 202	GRI 202: Market presence 2016	202-1	-	yes	yes	Confidentiality	Remuneration structure is not disclosed
GRI 202	GRI 202: Market presence 2016	202-2	CSR Report sec. Employees and social responsibility	yes			
GRI 203	GRI 203: Indirect economic impacts 2016	-	-	no			
GRI 204	GRI 204: Procurement practices 2016	204-1	CSR Report sec. Suppliers and partners	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-1	CSR Report sec. Customers and products	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-2	CSR Report sec. Customers and products	yes			
GRI 205	GRI 205: Anti-corruption 2016	205-3	CSR Report sec. Customers and products / ESRS G1-4	yes			
GRI 206	GRI 206: Anti-competitive behaviour 2016	206-1	CSR Report sec. Customers and products	yes			
GRI 207	GRI 207: Taxes 2019	-	-	no			
GRI 301	GRI 301: Materials 2016	301-1	-	no	-	Not material	No relevant material flows
GRI 301	GRI 301: Materials 2016	301-2	-	no	-	Not material	
GRI 301	GRI 301: Materials 2016	301-3	-	no	-	Not material	
GRI 302	GRI 302: Energy 2016	302-1	CSR Report sec. Environment / ESRS E1-5	yes			
GRI 302	GRI 302: Energy 2016	302-2	CSR Report sec. Environment	yes	yes	Not recorded	
GRI 302	GRI 302: Energy 2016	302-3	CSR Report sec. Environment / ESRS key figures	yes			
GRI 302	GRI 302: Energy 2016	302-4	CSR Report sec. Environment	yes			
GRI 302	GRI 302: Energy 2016	302-5	CSR Report sec. Environment	yes			
GRI 303	GRI 303: Water and wastewater 2018	303-1	-	no	-	Not material	
GRI 303	GRI 303: Water and wastewater 2018	303-2	-	no	-	Not material	
GRI 303	GRI 303: Water and wastewater 2018	303-3	-	no	-	Not material	
GRI 303	GRI 303: Water and wastewater 2018	303-4	-	no	-	Not material	
GRI 303	GRI 303: Water and wastewater 2018	303-5	-	no	-	Not material	
GRI 304	GRI 304: Biodiversity	304-1	-	no	-	Not material	No direct impacts
GRI 304	GRI 304: Biodiversity	304-2	-	no	-	Not material	

GRI NO.	GRI STANDARD	DISCLOSURE	AVAILABILITY, LOCATION	RELEVANT?	REQUEST OMITTED?	REASON	EXPLANATION
GRI 304	GRI 304: Biodiversity	304-3	-	no	-	Not material	
GRI 304	GRI 304: Biodiversity	304-4	-	no	-	Not material	
GRI 305	GRI 305: Emissions 2016	305-1	CSR Report sec. Environment / ESRS E1-6	yes			
GRI 305	GRI 305: Emissions 2016	305-2	CSR Report sec. Environment / ESRS E1-6	yes			
GRI 305	GRI 305: Emissions 2016	305-3	CSR Report sec. Environment / ESRS E1-6	yes			
GRI 305	GRI 305: Emissions 2016	305-4	CSR Report sec. Environment / ESRS key figures	yes			
GRI 305	GRI 305: Emissions 2016	305-5	CSR Report sec. Environment / ESRS E1-4	yes			
GRI 305	GRI 305: Emissions 2016	305-6	-	yes	yes	Information incomplete	
GRI 305	GRI 305: Emissions 2016	305-7	-	yes	yes	Information incomplete	
GRI 306	GRI 306: Waste 2020	306-1	-	yes	yes	Information incomplete	
GRI 306	GRI 306: Waste 2020	306-2	CSR Report sec. Environment	yes			
GRI 306	GRI 306: Waste 2020	306-3	CSR Report sec. Environment	yes			
GRI 306	GRI 306: Waste 2020	306-4	CSR Report sec. Environment	yes	partially	Information incomplete	
GRI 306	GRI 306: Waste 2020	306-5	CSR Report sec. Environment	yes	partially	Information incomplete	
GRI 308	GRI 308: Environmental assessment of suppliers 2016	308-1	CSR Report sec. Suppliers	yes			
GRI 308	GRI 308: Environmental assessment of suppliers 2016	308-2	-	yes	yes	Information incomplete	
GRI 401	GRI 401: Employment 2016	401-1	CSR Report / ESRS S1-6	yes			
GRI 401	GRI 401: Employment 2016	401-02	CSR Report	yes			
GRI 401	GRI 401: Employment 2016	401-03	CSR Report / ESRS S1-6	yes			
GRI 402	GRI 402: Employer-employee relationship 2016	402-1	-	no			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-1	CSR Report / EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-2	CSR Report / EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-3	EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-4	EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-5	EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-6	CSR Report / EHS Manual	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-7	-	no			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-8	CSR Report / ESRS S1-14	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-9	CSR Report / ESRS S1-14	yes			
GRI 403	GRI 403: Health and safety in the workplace 2018	403-10	CSR Report / ESRS S1-14	yes	yes	Confidentiality	Personal health data is not disclosed
GRI 404	GRI 404: Training and development 2016	404-1	CSR Report / ESRS S1-13	yes			
GRI 404	GRI 404: Training and development 2016	404-2	-	no			
GRI 404	GRI 404: Training and development 2016	404-3	CSR Report / ESRS S1-13	yes			
GRI 405	GRI 405: Diversity and equal opportunities 2016	405-1	CSR Report / ESRS S1-9	yes			
GRI 405	GRI 405: Diversity and equal opportunities 2016	405-2	CSR Report / ESRS S1-16	yes	yes	Information not available	
GRI 406	GRI 406: Non-discrimination 2016	406-1	CSR Report / ESRS S1-17	yes			
GRI 407	GRI 407: Freedom of association and collective bargaining 2016	407-1	Supplier Code of Conduct	yes			
GRI 408	GRI 408: Child labour 2016	408-1	Supplier Code of Conduct	yes			
GRI 409	GRI 409: Forced or compulsory labour 2016	409-1	Supplier Code of Conduct yes				
GRI 410	GRI 410: Safety 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 or potential negative impacts on local communities	413-2	-	no			
GRI 414	GRI 414: Social assessment of suppliers 2016	414-1	-	no			
GRI 414	GRI 414: Social assessment of suppliers 2016	414-2	-	no			
GRI 415	GRI 415: Political influence 2016	415-1	CSR Report / ESRS S1-5	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 labelling	417-1	-	no			
GRI 418	GRI 418 Protection of customer data	418-1	CSR Report Sec. Customers and products	yes			

KEY FIGURES AT A GLANCE

 CUSTOMERS AND PRODUCTS	Revenue performance: 2019: 38,314 thousand EUR 2020: 41,336 thousand EUR 2021: 50,111 thousand EUR 2022: 58,855 thousand EUR 2023: 70,426 thousand EUR 2024: 70,501 thousand EUR 2025: 63,492 THOUSAND EUR	Result SAQ 5.0 (Sustainability Assessment Questionnaire): Munich: 91% Dachau: 91% EcoVadis: GOLD	Coverage rate of companies with a quality management system (9001/9100): 100%
 EMPLOYEES AND SOCIAL RESPONSIBILITY	Number of employees: 397 PERMANENT EMPLOYEES 55 students	Number of different nationalities: 31	Coverage rate of production sites with ISO 45001: 100%
 ENVIRONMENT	Corporate carbon footprint - GHG emissions: 2019: 871.77 t CO₂ e 2020: 526.82 t CO₂ e 2021: 572.28 t CO₂ e 2022: 661.04 t CO₂ e 2023: 749.91 t CO₂ e 2024: 730.23 t CO₂ e 2025: 616.97 t CO₂ e	Share of green electricity in total electricity consumption: 2019: 74% 2020: 80% 2021: 77% 2022: 71% 2023: 84% 2024: 99% 2025: 100%	Coverage rate of production locations with ISO 45001: 100%
 SUPPLIERS AND PARTNERS	ISO 14001 coverage of our series suppliers: 2021: 47% 2022: 68% 2023: 68% 2024: 68% 2025: 72%	Approval rate of our suppliers on the Supplier Code of Conduct and the avoidance of conflict minerals: 100%	Proportion of audited series suppliers (in relation to A components): 100%



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