

**SUSTAINABILITY REPORT**  
**EDAG GROUP 2021**





Holger Merz  
CFO

Cosimo De Carlo  
CEO

# STATEMENT OF THE GROUP EXECUTIVE MANAGEMENT

Ladies and Gentlemen,

This Sustainability Report has been published in order to inform you of our development, values and goals with regard to economic, ecological and social factors.

### Sustainability Policy in the EDAG Group

At EDAG, particular importance is attached to our sustainability policy: this involves both long-term business policy and the integration of environmental and social aspects into our management systems. As a part of our corporate culture, it determines our actions with our business partners as well as our values such as trust, transparency, reliability and fairness. It is therefore a contribution towards safeguarding the future of our company, and also towards economic and social development.

As an internationally active company, EDAG makes a point of ensuring that human rights and accepted standards are complied with at our numerous locations across the globe, and affirms its support of the UN Global Compact principles. Regular certifications by independent auditing organizations in areas such as quality management, information security, environmental management, occupational health and safety, and CSR management are more than just a means of ensuring that common standards are adhered to at EDAG. Over and above this, we see it as our task to employ a continuous improvement process to make the working environment safe for our employees, to minimize negative impacts on the environment, and to establish sustainable management as a key component of our management systems. As one of the world's leading engineering companies in the mobility industry, it is also our intention to set benchmarks in the way we behave towards and deal with business partners and the environment. In order to make this transparent for our partners, too, we have defined our standards of behavior in our [Code of Conduct](#). It is in line with our value system to combine corporate activities with ethical principles, and so, by acting with integrity, ensure compliance with legal regulations at all times. In addition, the Code of Conduct provides our employees with guidelines for lawful and fair conduct in the course of their everyday business, and for the responsible handling of the resources available to them and of our environment.

As an engineering service provider with a workforce of some 8,000 highly qualified employees worldwide, the focus of our sustainability activities is on the social sphere. This is also reflected in the materiality analysis, which is based on GRI standards, and shows that 8 out of the 14 fields classified as being relevant to EDAG are in the "social issues" sphere. Nevertheless, we also aim to make continuous progress in the fields of "economy" and "ecology".

One thing that is particularly pleasing is that, compared to the previous year, we succeeded in reducing our CO2 emissions (scope 1 - 3) by 9.6 % in 2021. One of the key targets in last year's sustainability report was to reduce CO2 emissions per employee by 3 %. Having reduced it by 6.2 %, we have clearly surpassed this target. Even if, to some degree, this reduction is attributable to the corona pandemic, it is still an expression of our successful sustainability policy and an incentive to continue setting ourselves ambitious targets and achieving these by employing equally ambitious measures.

For this reason, we have stepped up our target, and aim to reduce CO2 emissions per employee by 8-10 % in the 2022 financial year. This underlines our ambition to position the EDAG Group as one of the most sustainable engineering service providers on the market.

For us, this also includes pushing more than just our internal sustainability measures. As one of the most innovative development service providers, we see our role as that of an enabler on the road to sustainable mobility. For this reason, we founded our Competence Center for Sustainable Vehicle Development in the 2021 financial year. In this competence center, we have bundled our expertise to provide our customers with the latest concepts and technologies for reducing greenhouse gases, saving materials and improving recyclability, among other things. In this way, we, the EDAG Group, underline our responsibility for sustainable corporate development, and link economic factors with aspects of sustainability.

Arbon, April 2022



Cosimo De Carlo  
CEO



Holger Merz  
CFO





# SUSTAINABILITY REPORT

Non-financial Report and  
Corporate Social Responsibility (CSR) 6

Corporate Governance,  
Business Model and Strategy 9

Sustainability Management 12

Stakeholder Dialogue 12

Materiality Analysis 13

EU Taxonomy 14

Economy 17

Environmental Issues 20

Social 26







# SUSTAINABILITY REPORT

## NON-FINANCIAL REPORT AND CORPORATE SOCIAL RESPONSIBILITY (CSR)

At EDAG Engineering Group AG (EDAG), particular importance is attached to sustainability. This involves both a long-term business policy and the integration of ecological and social aspects in the management system, and is part of our corporate culture which is built upon shared values such as trust, transparency, reliability and fairness in dealings with our business partners. We see sustainability as a contribution towards safeguarding the future of our company and towards long-term economical and social development.



It is our responsibility to ensure that our services are provided within a value chain that is consistent with international standards and principles governing corporate activity. For this reason, we have outlined our requirements with regard to working conditions, health and safety, the environment and business ethics in our [EDAG Supplier Code of Conduct](#).

Any and all companies in our supply chain, and from which we purchase products or services, are expected to observe relevant national laws, the principles set out in the United Nations Global Compact and our EDAG Supplier Code of Conduct when carrying out their activities. We therefore regard adherence to these principles as an essential condition for a lasting business relationship with our suppliers.

By committing to the UN Global Compact, EDAG has undertaken to ensure that human rights and accepted standards are complied with.

EDAG gives an account of its economic, ecological and social responsibility in this Sustainability and Corporate Social Responsibility (CSR) Report. The target groups of the report comprise our employees, our customers and suppliers, as well as investors and analysts, non-governmental organizations, politicians and authorities and interested members of the general public. It is our intention to inform these target groups about the impact of the activities we undertake in terms of corporate responsibility and sustainability.



This report was prepared with reference to the Global Reporting Initiative (GRI) standards, using the "core" option, in order to increase the transparency and comparability of our sustainability reporting for the benefit of our target groups. Within the scope of a materiality analysis as specified by GRI, we have identified the sustainability issues that are important to EDAG.

We also, in the relevant chapters, indicate to which of the 17 UN Sustainable Development Goals (UN SDG) we contribute through the activities of our company.

For the 2021 financial year, we are also for the first time ever reporting on the taxonomy-compliant (aligned) portion of our revenue, operating expenses (OpEx), and capital expenditures (CapEx) as defined in the EU Taxonomy Regulation.

According to amendment §§ 289b et seq. of the CSR Guidelines Implementation Act in the German Commercial Code (HGB), capital market-oriented companies in Germany are obliged to publish a non-financial statement. EDAG meets this obligation within this report. The reporting period is the 2021 financial year (January 1 to December 31). The information relates to all material group companies of EDAG Engineering Group AG that are part of the [EDAG Group's Annual Report](#). Any deviations have been identified as such.

The sustainability report contains future-related statements about anticipated developments. These statements are based on current projections, which by their nature include risks and uncertainties. Actual results may differ from the statements provided here.



# CORPORATE GOVERNANCE, BUSINESS MODEL AND STRATEGY

## Corporate Governance Objectives

EDAG regards Corporate Governance as crucial in order to be able to perform successfully in international business and to promote the company's long-term and sustainable profitability.

Neither the Swiss Code of Best Practice for Corporate Governance (Swiss Code) nor the German Corporate Governance Codex are directly applicable to EDAG Engineering Group AG (EDAG Group AG). Nonetheless, EDAG Group AG decided to essentially comply with the Swiss Code, unless actual circumstances require a deviation from it.

The principles and objectives of Corporate Governance are stated in the Swiss Code of Obligations, the Articles of Association, Organizational Group Regulations, and the EDAG Group Code of Conduct. Articles of Association, Organizational Group Regulations, and the EDAG Group Code of Conduct are regularly reviewed and revised accordingly.

The Articles of Association can be downloaded at <https://ir.edag.com/edag/pdf/satzung.pdf>, and the Code of Conduct at [https://www.edag.com/fileadmin/user\\_upload/Group/Unternehmen/Compliance/EDAG\\_Verhaltenskodex.pdf](https://www.edag.com/fileadmin/user_upload/Group/Unternehmen/Compliance/EDAG_Verhaltenskodex.pdf).

EDAG's corporate governance is described in detail in the chapter "Corporate Governance Report" in the [Group Management Report](#), to which reference is made at this point.

## Business Model

With the parent company, EDAG Engineering Group AG, the EDAG Group is one of the largest independent engineering partners to the mobility industry. Within this industry, particular attention is focused on the development of passenger cars and utility vehicles, motorized and non-motorized two- and three-wheeled vehicles and mobility concepts, and the corresponding production facilities. Our global network ensures our local presence for our customers.

Within the scope of our activities, we develop sustainable mobility and mobility concepts. We work on vehicles with alternative powertrains to facilitate CO<sub>2</sub>-free mobility. Our Production Solutions segment also develops intelligent factory concepts, to enable materials to be put to resource-saving and efficient use. With our CityBot concept and our Smart City Solutions department, we also provide opportunities for an

intelligently networked transport system designed to optimize inner-city mobility and avoid congestion. In this way, we are contributing to the UN's Sustainable Development Goals (SDGs) 9 and 11.



- Goal 9: Infrastructure, industry and innovation



- Goal 11: Sustainable cities and communities

For a detailed description of EDAG's business model, please see the chapter "Business Model" in the [Group Management Report](#).



**Strategy**

In the course of its 50-year history, the EDAG Group has continually developed. Building on our strong roots in vehicle and production plant development, the company has, with our entry into the field of electrics/electronics and our expertise in the development of complete vehicles, established a leading international position as an innovative partner to the global mobility industry. Change is a constant companion and what drives the development of our company. By combining and expanding our cross-segment competencies and capacities in the field of software and digitalization, we are taking the next logical evolutionary step on the road to the mobility of the future.



With some 8,000 employees at almost 60 international sites, the EDAG Group now stands firmly alongside its customers as an innovative partner.

**Corporate Purpose**

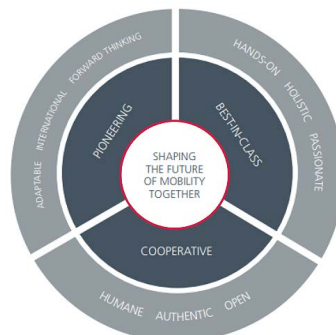
The focus of our activities is always on people and their need for mobility. From this, our corporate purpose **"reinvent mobility - reinvent yourself"** is also derived.

With this, we emphasize our intrinsic motivation to reinvent ourselves every day and so be in a position to reinvent mobility for our customers, our partners and society as a whole, and, through technological solutions, to pave the way for change. The aim is to build on what has already been tried and tested, while at the same time promoting agility, new ideas and further developments. For our employees, "reinvent yourself" creates a balance between stability and change.

**Company Vision and Mission**

Our corporate purpose is the basis from which **the vision** for the EDAG Group is derived:

**"Working together to shape the mobility of the future. Efficiently. Safely. Sustainably."**



**Shaping the future of mobility together.**  
**Efficient. Safe. Sustainable.**





This gives us a clear picture of the future, the compass of our company, **our mission**.

EDAG therefore pursues the following goals:

- Talent factory for all employees
- Competence center for new technologies and solutions
- An agile market and future-shaping company
- Source of inspiration & vision based on clear values
- An economically, ecologically and socially sustainable engineering service provider

Sustainability in its economic, ecological and social aspects is therefore an elementary component of our corporate strategy. The individual characteristics are interlinked and thus form a balanced basis for consistent, sustainable corporate management.

Operationalization of the targets is guaranteed in all fields and regions by using a process that is both bottom-up and top-down. The goals and the actions derived necessitate regular communication, critical review and evaluation by the EDAG management.

In addition to being based on legal requirements, all goals and measures are always founded on our internal EDAG guidelines, for instance our [Code of Ethics](#), [Code of Conduct](#) and [Employer Value Proposition \(EVP\)](#). This means that the interests of all relevant stakeholders are accommodated, and guarantees sustainable management.

Our strategies and objectives set high standards for our managers, while also representing a great opportunity: Intelligent, future-oriented staff management turns IQ into WeQ. This is completely in line with our mission: shaping the future of mobility together.

In other words: Through their actions, managers, but also all employees, have a special responsibility to bring EDAG's vision, mission and guiding principles to life.

By formulating our corporate policies and guidelines in concrete terms, we provide a common understanding of how to work together in our professional lives. This generates commitment, and therefore stability and orientation for all stakeholders.

## SUSTAINABILITY MANAGEMENT

Mankind is currently facing enormous challenges. Sustainable development is the only way of dealing successfully with problems such as climate change and the scarcity of resources. We are fully aware of this fact at EDAG. This is why sustainability has been an issue for us since the company was founded in 1969, and why EDAG has stood for the development of resource-saving, efficient and future-oriented mobility systems, components and vehicles for over 50 years. As we see it, sustainability also means accepting responsibility for our environment, our employees and our business partners. For us, responsible corporate management means reconciling economic activity with the concerns of ecology and society. EDAG's sustainability management is part of our integrated management system. It is the task of our sustainability management to identify opportunities and risks at an early date, in order to develop and implement appropriate strategies and measures. Sustainability issues are regularly presented to the Group Executive Management in the course of management reviews, enabling us to keep a constant eye on targets and in-

itiate appropriate measures where necessary. The "Sustainability Expert Group" consisting of employees from various EDAG departments including Environmental Management, Quality Management, Investor Relations and Risk Controlling collects data, carries out analyses, and provides the Group Executive Management with recommendations concerning activities. The Sustainability Report is prepared by the Expert Group on behalf of the Group Executive Management.

In addition, EDAG also has its sustainability management reviewed by external and independent experts at regular intervals. The 2021 financial year saw a recertification of our corporate social responsibility by EcoVadis. During the review, EDAG was for the first time ever awarded "silver status". This places EDAG among the top 25 % of the companies assessed by EcoVadis. An overview of all certifications held by the EDAG companies can be found online at <https://www.edag.com/de/edag-group/das-unternehmen/zertifikate>. Further information on our contributions in the fields of social issues, economy and ecology can be found on our Group website at <https://www.edag.com/de/edag-group/das-unternehmen/nachhaltigkeit>.



## STAKEHOLDER DIALOG

EDAG is in regular and open dialogue with its stakeholders. In particular, this involves customers, suppliers, employees, investors and analysts, media representatives, and also associations and clubs.

The regular exchange with our stakeholders forms an important basis for our actions. This dialogue is a means of communicating the various positions, and helps us to constantly align our decisions with the different interest groups. We have regular exchange with our customers in the course of joint projects, and also at conferences and trade fairs. Our purchasing department is the point of contact for our suppliers. Our employees have the support of the personnel department and employees' representatives. We keep our staff informed by means of works meetings, our intranet and regular employee surveys, and also maintain a permanent exchange through an open culture. Our Investor Relations department is responsible for the dialog with the capital market. The press department is in continual contact with media representatives.

In addition, EDAG is a member of a number of associations and organizations, including the following:

- Verband der Automobilindustrie (VDA)  
[Association of the German Automotive Industry]
- Verein Deutscher Ingenieure (VDI)  
[Association of German Engineers]
- Engineering-High-Tech-Cluster Fulda e.V.
- Bundesarbeitgeberverband der Personaldienstleister e.V. (BAP)  
[Federal Employers' Association of Personnel Service Providers]
- Deutsches Institut für Normung e. V. (DIN)  
[German Institute for Standardisation]
- Commercial Vehicle Cluster (CVC)
- Automotive Nord e.V. – ITS mobility
- Forschungsvereinigung Automobiltechnik (FAT)  
[a research association]
- Agent-3D e.V.
- Carbon Components e.V.
- Bayern Innovativ GmbH
- Verband Deutscher Treasurer e.V. (VDT)  
[Association of German Treasurers]
- Bundesverband der Bilanzbuchhalter und Controller e.V. (BVBC)  
[Federal Association of Accountants and Controllers]
- German-American Business and Cultural Association e.V.
- DIRK - Deutscher Investor Relations Verband e. V.  
[German Investor relations Association]



## MATERIALITY ANALYSIS

During the preparation of our 2019 sustainability report, a materiality analysis was carried out in compliance with the GRI requirements. The Sustainability Expert Group carried out each of the steps prescribed by the GRI. Details are set out in the 2019 sustainability report. In the 2021 financial year, the group of experts validated the materiality analysis in feedback loops with various stakeholder groups. The results of the 2019 materiality analysis were confirmed, and the following 14 topics from the fields of economy, ecology and social issues identified as relevant:

### A. Relevant topics according to GRI

#### Economy

Topic	GRI Topic
1. Economic performance	GRI 201
2. Anti-corruption policy	GRI 205
3. Anti-competitive behavior	GRI 206

#### Ecology

Topic	GRI Topic
1. Energy	GRI 302
2. Emissions	GRI 305
3. Environmental compliance	GRI 307

#### Social issues

Topic	GRI Topic
1. Occupation	GRI 401
2. Occupational health and safety	GRI 403
3. Training and education	GRI 404
4. Diversity and equal opportunity	GRI 405
5. Human rights assessment	GRI 412
6. Customer health and safety	GRI 416
7. Customer privacy	GRI 418
8. Socioeconomic compliance	GRI 419

### B. Relevant topics according to UN SDGs

The EDAG Group's business model and our management approach to sustainable corporate governance also have a positive impact on four of the United Nations Sustainable Development Goals (UN SDGs).

#### Specifically these are:



Goal 4: Quality education



Goal 5: Gender equality



Goal 9: Infrastructure, industry and innovation



Goal 11: Sustainable cities and communities

As already outlined in chapter 1.1 under "Business Model", we make a direct contribution to goals 9 and 11 of the UN SDGs through our activities as an innovation-driven engineering service provider.

Our contribution to goals 4 and 5 is described in the relevant chapters of this sustainability report.



## EU TAXONOMY

### Introduction

With the introduction of the EU Taxonomy Regulation, the European Union has defined a standardized classification system for sustainable economic activities. Although this lays down the following six environmental objectives, only the first two objectives are relevant for the reporting year:

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution prevention and control
6. Protection and restoration of biodiversity and ecosystems

According to EU taxonomy guidelines, economic activities are "environmentally sustainable" if they

- Make a significant contribution to achieving one or more of the six environmental goals mentioned
- Do not materially impact achievement of the five other EU environmental targets ("Do No Significant Harm"; DNSH)
- Comply with minimum occupational safety and human rights requirements ("minimum safeguards")

Whether an economic activity makes a significant contribution to one of the objectives and does not materially impact achievement of the five other objectives must be assessed using technical screening criteria. Criteria for assessing only the first two EU environmental objectives (climate change mitigation/ climate change adaptation) is currently available; only for these two objectives is information to be provided for the 2021 financial year.

Against the background of the EU Taxonomy Regulation, we are for the first time ever reporting on the taxonomy-aligned portion of our revenue, capital expenditures (CapEx) and operating expenses (OpEx) as defined in the EU Taxonomy Regulation in the 2021 financial year.

### Procedure

A project team taken from the Accounting & Tax, Controlling, Investor Relations and Sustainability departments was set up in the reporting year, to implement the requirements of the EU Taxonomy Regulation (Taxonomy). In addition, this team had the support of external experts, to ensure proper implementation.

In the first step, and on the basis of the regulatory requirements, the technical assessment criteria potentially relevant to the EDAG Group's business activities were identified. As an engineering service provider for the global mobility industry, our activities cannot in their entirety be aligned to the requirements of the taxonomy.

With regard to EU environmental objective **No. 1 climate change mitigation**, we have identified the following criterion as being potentially relevant:

- 3.3 – Production, repair, maintenance, retrofitting, conversion of zero-emission vehicles

The EDAG Group does not operate any significant production facilities itself. It is, however, part of our business model to manufacture prototypes, test and aggregate bearers, and also low-volume series of vehicles or vehicle parts for our customers, or to carry out corresponding retrofits or conversions. Emission-free technologies such as electric powertrains or fuel cell drives are increasingly being put to local use in these activities.

With regard to EU environmental objective **No. 2 climate change adaptation**, we have identified the following criterion as being potentially relevant:

- 9.2 – Research, innovation and development of products, solutions, technologies, processes and business models

The major part of our business activity is the provision of development services for customers in the global mobility industry. As an innovative service provider, we develop technologies for for emission-free mobility, for instance electric or fuel cell vehicles and their components and accessories, but also highly efficient and resource-saving production processes and plants. In addition, new materials, lightweight design competencies, life cycle analyses and new mobility concepts are also used in our development projects.



The second step was to determine the extent to which our economic activities comply with the relevant Taxonomy technical screening criteria.

As a development service provider, we always work on a project basis. By means of an ABC analysis, we therefore first filtered those projects which cover 2/3 of the total operating revenue volume and which also meet project thresholds of € 70,000 - 500,000, depending on the size of the company, to adequately demonstrate materiality. We then carried out a more detailed examination of the projects resulting from these filters with regard to the technical screening criteria.

The following procedure was used to analyze taxonomy compliance:

**1. Substantial contribution:** Compliance with the technical screening criteria was checked for each of the projects selected. A particular check was carried out to determine the extent to which the specific EDAG activity in each project can be aligned to the taxonomy environmental objectives 1 or 2.

A substantial contribution is regularly assumed if, in the project, EDAG:

- Bears overall development responsibility for an emission-free vehicle
- Carries out integration development of batteries/fuel cells or electric motors (including software development)
- Achieves a substantial saving of resources (demonstrably > 20 % material)
- Develops battery charging technology or hydrogen refueling technology
- Develops an emission-free or climate-neutral production plant
- Develops a production plant for emission-free vehicles or essential components for them (e.g. battery production, electric powertrain production, ...)
- Develops production plants for climate-protecting products (e.g. solar/wind power/heat pumps, ...)
- Develops an especially low-emission production plant (demonstrably > 20%)
- Develops processes that lead to a marked reduction in emissions (demonstrably > 20%)
- Produces emission-free vehicles
- Converts or constructs emission-free test vehicles, prototypes or models
- Produces essential components of emission-free (test) vehicles and prototypes

The principle that they must not be intended for the transport of fossil fuels also applies to all vehicles developed.

The project team also determined that any and all projects in which a significant contribution is either unclear or cannot be clearly categorized are to be considered as "unsustainable" as defined in taxonomy.

**2. Do no significant harm (DNSH):** The DNSH criteria predominantly refer to compliance with legal requirements. Against this background, a routine assessment of DNSH compliance at Group level was appropriate. Deviating from this, we assessed DNSH compliance for the environmental objectives No. 1 "Climate change mitigation" and No. 2 "Climate change adaptation" at project level.

With regard to EU environmental objective **No. 1, climate change mitigation**, there is no evidence that our business activities in the projects reviewed serve the extraction or transport of fossil fuels, nor that they undermine the GHG reduction targets of the Paris Agreement, nor that they hinder the implementation of climate protection solutions.

With regard to EU environmental objective **No. 2, climate change adaptation**, there is no evidence that our business activities in the projects reviewed will increase the adverse effects of the current and expected future climate on the EDAG Group itself or on people, nature or assets.

The criteria for EU environmental objective **No. 3, water quality**, predominantly refer to legal and official requirements with which the EDAG Group is obliged to comply. The same applies in principle to EU environmental objective **No. 5, pollution prevention and control**. There is no evidence that the EDAG Group violates any of the corresponding requirements. Further details are presented in the "Environmental Issues" section of this Sustainability Report.

With regard to environmental objective **No. 4, transition to a circular economy**, our development services are strongly influenced by the particular specifications of our customers. A long service life and high recyclability are regularly part of these customer specifications, and are taken into account accordingly in our projects.

With regard to EU environmental objective **No. 6, protection and restoration of biodiversity and ecosystems**, audits are carried out within the EDAG Group in the course of its own business activities wherever required. In addition, we support projects that promote biodiversity. Further details are presented in the "Environmental Issues" section of this Sustainability Report.

- 3. Minimum Safeguards:** A Group-wide approach was adopted to ensure compliance with the minimum safeguards requirements. As an internationally operating engineering company, we are subject to regular and comprehensive auditing and certification by external institutes with regard to a wide range of criteria. The currently valid certificates are available at <https://www.edag.com/en/edag-group/the-company-edag/certificates>. We report on our social standards, and provide information on occupational health and safety and on the human rights assessment in the "Social issues" section of this Sustainability Report.

#### Definition of sales revenues, CapEx and OpEx

**Sales revenues** as defined in the EU Taxonomy Regulation are defined as net sales revenues in accordance with IFRS,

as reported in the Group profit and loss statement. Further information on sales can be found in the section "Revenue Development" in the [consolidated financial statements](#), starting on page 153.

**CapEx** as defined by the EU Taxonomy Regulation is calculated on a gross basis, i.e. without taking revaluations or scheduled/unscheduled depreciation into account. CapEx comprises investments in non-current intangible or tangible assets as shown in the consolidated statement of financial position.

**OpEx** as defined by the EU Taxonomy Regulation includes non-capitalizable expenses recognized in the Group profit and loss statement. Our business activities mainly consist of providing research and development services for our customers. In this context, personnel costs, building and IT costs all play a key role. In order to determine the proportionate OpEx rate as defined in taxonomy, we therefore defined all internal EDAG costs (excluding materials and services expenses and all adjustments in the earnings before interest and taxes) directly assigned to the respective taxonomy-compliant project as OpEx as defined in taxonomy.

Against the background of the above explanations, the taxonomy-aligned revenues and OpEx and CapEx rates for the reporting year are shown in the table below:

	Sales revenues	OpEx	CapEx
Total in € million	687,6	569,6	18,7
Of which Taxonomy aligned in € million	<b>167,0</b>	<b>156,5</b>	<b>0,4</b>
Proportion as %	<b>24,3%</b>	<b>27,5%</b>	<b>2,0%</b>
Of which non-Taxonomy aligned in € million	520,6	413,1	18,3
Proportion as %	75,7%	72,5%	98,0%

The EDAG Group has the ambition to continually increase its taxonomy aligned revenue, OpEx and CapEx rates. The following major restriction must be mentioned here: As an engineering service provider, the precise nature of the activities in our projects depends entirely on what our customers have commissioned us to do. Insofar, considerable fluctuations may occur in the individual rates from one year to another.

## ECONOMY

### Economic performance (GRI 201)

As a listed company, EDAG regularly reports on its economic performance to all stakeholders at dates published in the financial calendar. The financial calendar is available at: <https://www.edag.com/de/edag-group/investor-relations/finanzkalender>.

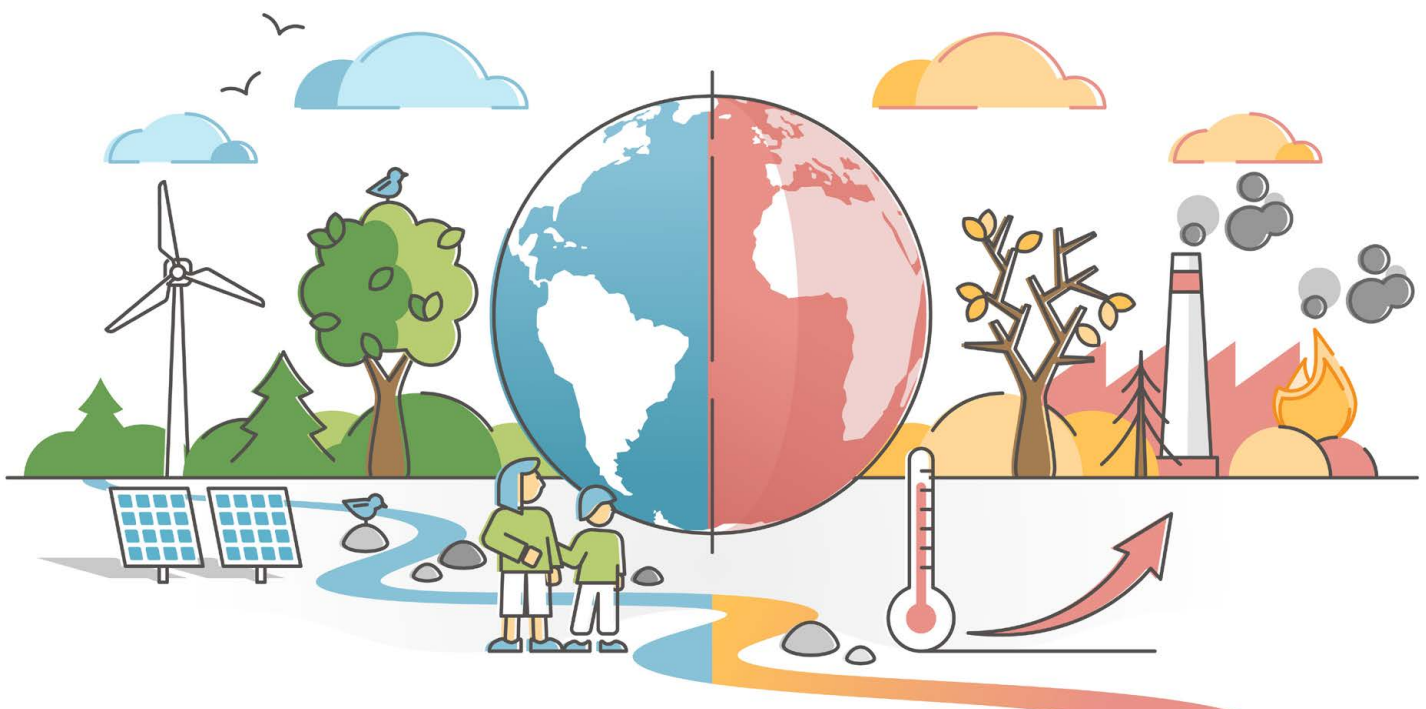
In its Annual Report, EDAG provides a comprehensive report covering all relevant economic performance factors in the reporting year. For the disclosures on economic performance required by GRI 201-1 for the 2021 financial year, please see the audited consolidated financial statements for 2021. These are available at: <https://irpages2.equitystory.com/download/companies/edag/Annual%20Reports/CH0303692047-JA-2021-EQ-E-00.pdf>

Management does not currently foresee any risks and opportunities associated with climate change that would have the potential to cause significant changes in business operations, income or expenses. EDAG's business model consists primarily in the provision of engineering services. Material goods are produced only to a very small extent. Therefore, no significant quantities of raw materials or land are used, nor are the effects of business activities on the environment in the form of emis-

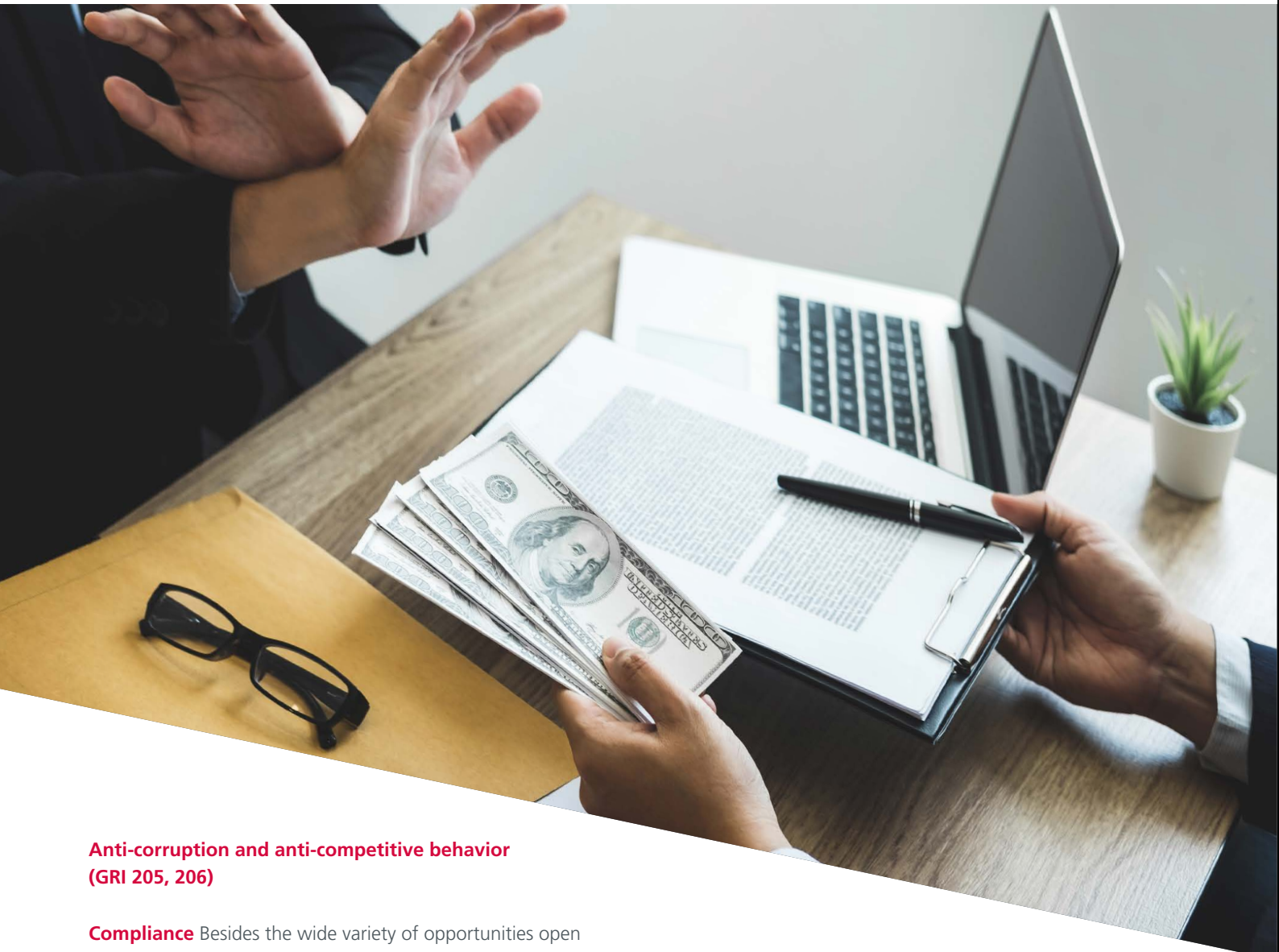
sions, for example, regarded as significant. The shift towards emission-free mobility could at best create opportunities for EDAG, as there may be considerable development costs for alternatively-powered vehicles and new vehicle concepts. With its expertise in fields such as eMobility, lightweight design, new materials, sustainable vehicle development and networked and automated driving, EDAG therefore positioned itself accordingly at an early stage.

EDAG has a company pension scheme for its employees, which takes the form of defined benefit and/or defined contribution plans. In this way, care is taken of virtually all employees for the period after their retirement. For the disclosures on defined benefit pension plans required by GRI 201-3, please see chapter "Pensions and Other Post-Employment Benefits [28]" in the notes to the [consolidated financial statements](#) for 2021.

EDAG receives public sector benefits for research and development activities and for the training of employees. For disclosures on financial assistance received during the reporting period by GRI 201-4, please see chapter "Other Income [3]" in the notes to the [consolidated financial statements](#) for 2021.







### Anti-corruption and anti-competitive behavior (GRI 205, 206)

**Compliance** Besides the wide variety of opportunities open to EDAG as one of the world's leading engineering companies in the automotive industry, we also every day face growing challenges and ever-increasing responsibility. More than ever, therefore, one of the most important basic conditions for our success is to combine business activities with ethical principles and act with responsibility in all respects. For our company, unconditional compliance with legal requirements is imperative, and forms an integral part of the EDAG value system. These principles have been incorporated into our [EDAG Code of Conduct](#), which, taking into account current legal requirements, was completely revised in the reporting year, and adapted to the company's new CI. Our Code of Conduct is the binding basis outlining the rules for the proper behavior expected of all EDAG employees.

By committing to the UN Global Compact, EDAG has undertaken to ensure that human rights and accepted standards are complied with.

In order to be able to meet the increased demands, we have, in our EDAG Compliance Management System (EDAG CMS), combined the organizational measures for the company that will guarantee the compliant conduct of EDAG's executive bodies and employees at all times. The objective of the EDAG CMS is to guarantee compliant behavior at all times when carrying out our business activities, therefore avoiding any damage being caused to the company or any of its employees as a result of infringements of applicable law and in-house guidelines. Our main focus here is preventive, with our compliance organization offering employees advice and support with regard to their responsibilities, so as to avoid the occurrence of any such infringement. The EDAG CMS has been integrated into the EDAG risk management system, and is therefore an integral part of our risk-based reporting system. For compliance-specific risks, please see the risk report in section 4.1 "Risk and Reward Report" in the [Group Management Report](#).

In addition, we also have an electronic notification system, giving all company employees and stakeholders the opportunity to use the link <https://edag.integrityline.org> to report possible infringements while preserving the anonymity of those involved. The new Whistleblower Guidelines we introduced in 2021 summarize the various options for submitting messages and information, while also providing information on how to handle such information at EDAG.

These guidelines also ensure that whistleblowers who, in good faith and motivated by a sense of responsibility, wish to draw attention to misconduct or abuse at EDAG will not be disadvantaged in any way. These guidelines therefore serve not only to uncover irregular conduct, but also and in particular to protect whistleblowers. By introducing these guidelines, we have implemented the uniform standards of the EU Whistleblower Directive for the better protection of whistleblowers in EDAG's rules and regulations.

No legal disputes arising from anti-competitive behavior or violations of antitrust and monopoly laws to which EDAG was a party were pending during the reporting period.

**Anti-Corruption** EDAG focuses on performance, customer orientation and the quality of its products and services. EDAG's success is based on the reputation our company has established on its way to becoming one of the world's leading independent engineering service providers. We firmly reject services based on illegal or ethically questionable behavior. For us, influencing business decisions with either attempted or actual bribery constitutes unacceptable practice. EDAG therefore expects all employees and business partners to refrain from corrupt behavior in any form whatsoever. No provision is made in the EDAG CMS for the examination of individual operating sites for corruption risks. We prefer to focus on prevention and education by operating a global training program.

Our anti-corruption policy affirms our commitment to combining entrepreneurial activity with ethical principles. The aim of the policy is to prevent any cases of corruption arising at EDAG. Recommendations for action and concrete rules of conduct for practical application help to permanently establish anti-corruption behavior at EDAG. As well as explaining the various forms that corruption can take and its consequences, the policy draws attention to corruption risks, and defines what steps to take if corruption is suspected. This additional

instrument in the EDAG CMS therefore plays a significant role in preventing and combating corruption at EDAG. Anti-corruption training sessions are held on a regular basis, to effectively communicate the contents of the policy and our guidelines for the prevention of corruption to our employees. On account of the pandemic situation, these compliance training sessions were held online during the reporting year, in the form of webinars.

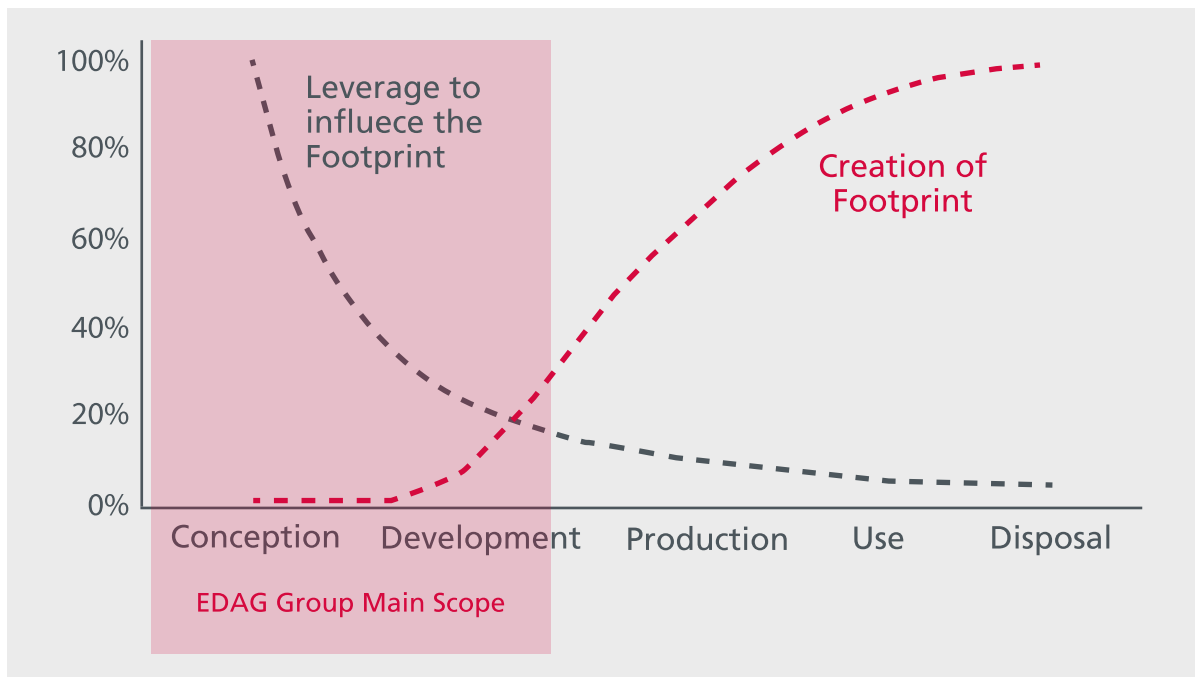
For a compliance management system to be effective, it is essential that the attention of the company's employees should be continually drawn to the subject of compliance, so as to develop an awareness of critical issues in the daily working environment. One effective way of engendering this sensitivity for compliance is to provide appropriate training programs. In the 2021 financial year, therefore, we again expanded the compliance training program, a central element of our CMS, and continued to offer our modular, web-based compliance training as an obligatory training activity for all employees. One module in this training program deals explicitly with gifts, invitations and other benefits. The module includes the examination of practical case studies, to ensure that our employees are always in a position to be able to assess which benefits are appropriate and consistent with standard business practice, and which are not. In order to be able to better monitor the effectiveness of the compliance training obligatory for all employees, a "test module" has been added at the end. With this additional assessment, we are now able to determine the success of our training module more effectively and more directly, and at the same time it offers the employees the opportunity to check the knowledge they have acquired.

There were no confirmed cases of corruption in the EDAG Group in the reporting year.

## ENVIRONMENTAL ISSUES

As an engineering service provider to the global mobility industry, EDAG has neither substantial production facilities nor material flows. Environmental impacts might therefore occur mainly as a result of the management of office space and the IT infrastructure, the vehicle fleet, and travel activities. As part of our materiality analysis in accordance with the GRI standards, we have identified the following environmental issues as being relevant for EDAG: energy (GRI 302), emissions (GRI 305) and environmental compliance (GRI 307). Despite the fact that our emissions are relatively low, we take a wide range of measures to reduce our ecological footprint.

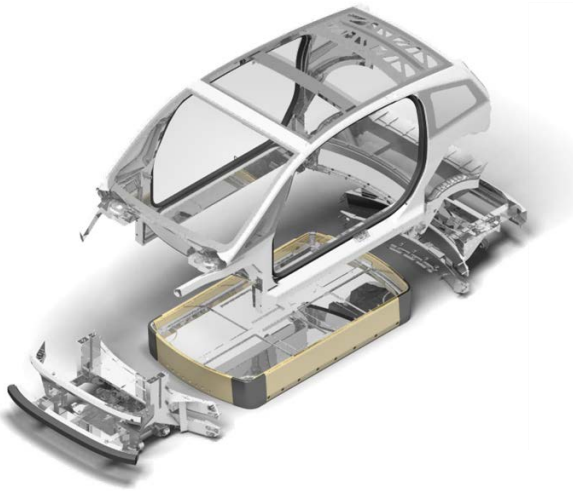
As an engineering service provider, we can, of course, have a major impact on the future carbon footprint of our customers' products during the design and development phases of products, and in this way help our customers to bring sustainable products to market. Even though a product's material footprint is developed during the production, use and disposal phases, the size of the footprint can be largely determined while it is still being created. The diagram below illustrates this point.





### Applying innovative strength to make sustainable mobility possible

As one of the most innovative development service providers, we see our role as that of an enabler on the road to sustainable mobility. For this reason, we founded our Competence Center for Sustainable Vehicle Development in the 2021 financial year. In this competence center, we have bundled our expertise to provide our customers with the latest concepts and technologies for reducing greenhouse gases, saving materials and improving recyclability, among other things. Our most outstanding developments include "FiberEUse", a reusable vehicle platform which last year reached the finals of the Roland Berger Sustainability Award in Automotive and the JEC Awards.



In addition to the development of innovative concepts, we also offer our customers an extensive range of sustainable vehicle development services. The life cycle assessment, which enables resource efficiency and/or the CO<sub>2</sub> impact to be evaluated during the creation of a product, its use and disposal, constitutes an important basis for the development of sustainable products. EDAG establishes the basis for this by offering the following services:

- Inclusion of emissions during the concept phase,
- Calculation of emissions in complete supplier value-added chains and motor vehicles
- Continual sustainability assessment and optimization through LCA methods integrated in the development process

EDAG is also involved in the integration of new generations of drives and energy storage systems for battery electric cars (BEV), plug-in hybrids (PHEV) and fuel cells (FCEV). The aims are higher power densities and the avoidance of raw materials that are expensive and scarce, and the procurement of which is ethically problematic.

In our Production Solutions segment, we have built up extensive expertise in the development of smart factories. Our activities include the development of a process landscape in which production and IT processes are efficiently aligned. The aim here is to use resources effectively, in order to operate the production system on all channels (buildings, manufacturing, logistics, IT) with optimum added value.

Smart factory means the intelligent linking of individual components, for instance:

- Flexible, modularized production
- Individualized automation
- Proactive production monitoring and control (smart maintenance, big data analytics)
- Intelligent logistics systems
- Smart building (BIM, modular building concepts, energetic optimization)

Apart from the development of the process landscape, EDAG is also involved in the following smart factory-related subjects:

- Use of efficiency-enhancing tools to lighten employees' workload
- Consultancy and realization service for the introduction of IT, PM and service solutions
- Energy management/simulation

As an engineering service provider, we offer comprehensive innovations and services across our segments, to enable our customers to create more sustainable products and production facilities. On the road to sustainable mobility, we see our role as that of an enabler of change. At the same time, we must stress the fact that the extent of our development services in the area of sustainability always depends on what our customers have commissioned us to do.

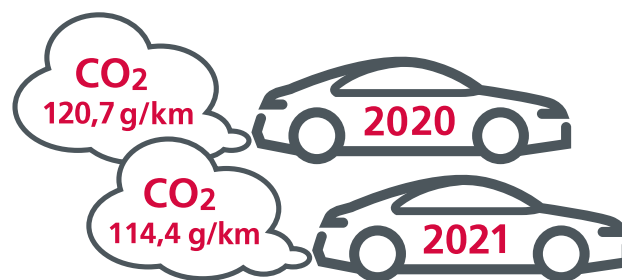
In-house initiatives aimed at reducing our environmental footprint therefore remain a central component of our sustainability management. Details are set out in the following.

**Energy (GRI 302)** One of the key objectives of our efforts to promote ecological sustainability is the efficient use of energy. As we carry out external certification programs, for instance our environmental management system in accordance with the DIN EN ISO 14001 standard, or our corporate social responsibility by EcoVadis and NQC, regular checks are carried out by independent authorities to guarantee our internal improvement process. On the other hand, we look at energy consumption both inside and outside of the organization. The aim is to reduce energy consumption and increase energy efficiency. To identify potential energy savings, energy audits in accordance with the DIN EN 16247-1 standard were carried out at various German locations, on the basis of the Energy Services Act. During these energy audits, specially trained energy auditors assessed potential for improving energy efficiency. The aim of the energy audits was to analyze the company's energy consumption and determine the energy baseline.

The energy sources used by EDAG are electricity, natural gas, district heating and fuels (diesel, gasoline). The most important energy users are heating, cooling units, lighting, machinery and IT technology. These were analyzed more closely during the energy audits. The efficient use of energy cuts costs for the company, and reduces greenhouse gas emissions.

EDAG's energy consumption mainly consists of electricity, gas and heat supplies. Across the Group, the total energy consumption within the company amounted to about 41,625 MWh in the reporting year, which was some 6% down on the same period in the previous year. The total energy consumption in 2020 was 44,274 MWh. The main reason for this reduction was the COVID-19 pandemic, which led to an average of 42.6% of all employees working from home throughout the entire year, as a result of which the EDAG sites consumed less energy.

**Emissions (GRI 305)** The Paris Agreement and "renewable energy" and "climate protection measures" as two of the 17 sustainable development goals (SDG) demonstrate the global relevance of the issue of emissions. EDAG fully supports these aims. The reduction of greenhouse gas (GHG) emissions is one of the strategies pursued by EDAG within the context of the management approach. In this context, we examine direct GHG emissions (scope 1), indirect energy-related GHG emissions (scope 2) and other indirect GHG emissions (scope 3) in accordance with the categories (scopes) into which the Greenhouse Gas Protocol classifies GHG emissions.



Development of average CO<sub>2</sub> Emissions per vehicle in EDAG's German fleet

**Scope 1** Direct greenhouse gas emissions (scope 1) comprise the gas consumed by the heating systems and some technical installations, and the company's vehicle fleet. Across the group, the gas consumption within the company amounted to about 7,796 MWh in the reporting year, which resulted in 1,715 t of CO<sub>2</sub> emissions<sup>1</sup>. At the end of 2021, EDAG's vehicle fleet in Germany included a total of 638 vehicles with average CO<sub>2</sub> emissions of 114.4 g/km per vehicle. In 2021, EDAG's vehicle fleet in the foreign subsidiaries included a total of 118 vehicles with average CO<sub>2</sub> emissions of 132.7 g/km per vehicle. The resulting CO<sub>2</sub> emissions amounted to 1,017 t<sup>2</sup>. This represents a reduction of 27 %. The reduction is primarily due to the high proportion of mobile work. Due to the COVID-19 pandemic, we again made significantly fewer business trips in 2021 than we did before the pandemic. The average mobile working rate for the year was approximately 42.6 %. The reduction in vehicle-specific emissions was brought about by the company car directive featuring a weighting of CO<sub>2</sub> emissions using a bonus-malus system based on CO<sub>2</sub> flat rates, which was introduced in 2020. This gives preferential treatment to vehicles that have particularly low CO<sub>2</sub> emissions. As a result, our employees are encouraged to be more environmentally conscious in their choice of vehicle. The new company car directive also enables plug-in hybrids to be included in the fleet.

Group-wide, therefore, direct CO<sub>2</sub> emissions (scope 1) amounted to about 2,732 tons in the reporting year; a reduction of 16.5 % compared to 2020

**Scope 2** Indirect energy-related GHG emissions (scope 2) consist of electricity purchased for all company sites and district heating purchased for the Wolfsburg and EDAG Poland facilities. Across the group, the electricity consumption within the company amounted to about 31,923 MWh in the reporting year, which resulted in 16,823 t of CO<sub>2</sub> emissions<sup>3</sup>. The purchase of district heating at the locations concerned amounted to approximately 1,906 MWh, resulting in 59 t of CO<sub>2</sub> emissions<sup>4</sup>. The indirect energy-related CO<sub>2</sub> emissions (scope 2) amounted to approximately 16,882 t. An saving of 6.3 % compared to 2020.

**Scope 3** Scope 3 emissions at EDAG mainly consist of emissions caused by employees' commuting and business travel, paper consumption, water consumption, waste water, and the volume of waste generated. GHG emissions are represented in the form of CO<sub>2</sub> emissions. CO<sub>2</sub> emissions caused by employees' commuting and business trips in the reporting year amounted to approximately 2,793 t<sup>5</sup>. CO<sub>2</sub> emissions from paper consumption in the reporting year amounted to approximately 118 t<sup>6</sup>. CO<sub>2</sub> emissions from water consumption in the financial year amounted to approximately 8.5 t<sup>7</sup>. CO<sub>2</sub> emissions due to wastewater generation amounted to approximately 13.1 t<sup>8</sup>. The volume of waste generated group-wide by the company in the reporting year amounted to 922 t, resulting in 19 t of CO<sub>2</sub> emissions<sup>9</sup>. Group-wide, therefore, other indirect CO<sub>2</sub> emissions (scope 3) amounted to about 2,951 t in the reporting year.

Total CO<sub>2</sub> emissions for EDAG (scopes 1, 2 and 3) amounted to 22,565 t in the reporting year.

24,969 t CO<sub>2</sub> were emitted in 2020.

This represents a reduction of approximately 9.6 % in CO<sub>2</sub> emissions compared to the previous year.

An average of 7,849 employees were employed by EDAG in the 2021 financial year. CO<sub>2</sub> emissions per employee amounted to 2.88 t, compared to 3.07 t in 2020. This is equivalent to a reduction of approximately 6.2 %. In our 2020 sustainability report, we set ourselves the target of reducing CO<sub>2</sub> emissions per employee by 3% in 2021. On the basis of the above analysis, we have clearly exceeded this target.

Our declared aim is gradually to further reduce emissions and thus contribute to sustainable development in the economy. Our target for reducing CO<sub>2</sub> emissions per employee in 2022 is 8-10 percent.

<sup>1</sup> Calculated at 0.22 kg of CO<sub>2</sub> emissions per kWh of natural gas.

<sup>2</sup> Calculated on the basis of 638 vehicles in the EDAG vehicle fleet in Germany with average CO<sub>2</sub> emissions of 114.4 g/km per vehicle x an average of 20,000 km per vehicle and year (= 1,460 t CO<sub>2</sub>) + 118 vehicles in the foreign vehicle fleet with average CO<sub>2</sub> emissions of 132.7 g/km per vehicle x an average of 20,000 km per vehicle and year (= 313 t CO<sub>2</sub>) less 42.6% as an average quota for people working from home in 2021 due to the corona pandemic.

<sup>3</sup> Calculated at 0.527 kg of CO<sub>2</sub> emissions per kWh of electricity.

<sup>4</sup> Calculated at 0.031 kg of CO<sub>2</sub> emissions per kWh of district heating.

<sup>5</sup> Calculated on the basis of 7,093 employees (an average of 7,849 employees less company cars from scope 1) x 220 working days x an average commute of 10 km x 2 x 0.128 kg of CO<sub>2</sub> emissions plus an estimated 500 t of CO<sub>2</sub> emissions from business travel (trips/flights and overnight stays) x 0.574 (mobile work due to the COVID-19 pandemic).

<sup>6</sup> Calculated on the basis of 7,849 employees x an average of 28 kg paper a year x 0.939 kg of CO<sub>2</sub> emissions (fresh fiber paper) x 0.574 (mobile work due to the COVID-19 pandemic).

<sup>7</sup> Calculated on the basis of 7,849 employees x 220 working days x an average water consumption of 25 l a day x 0.344 kg CO<sub>2</sub> emissions x 0.574 (mobile work due to the COVID-19 pandemic).

<sup>8</sup> Calculated on the basis of 7,849 employees x 220 working days x an average of 18.75 l of waste water a day (equivalent to 75% of the water consumption) x 0.708 kg CO<sub>2</sub> emissions x 0.574 (mobile work due to the COVID-19 pandemic).

<sup>9</sup> Calculated at 0.021 kg of CO<sub>2</sub> emissions per kg of waste.

<sup>10</sup> The value has been revised compared to the 2020 Sustainability Report.

Summary of Co2 emissions	2020	2021	Difference
Scope 1	3.271 t	2.732 t	-16.5%
Scope 2	18.011 t	16.882 t	-6.3%
Scope 3	3.687 t <sup>10</sup>	2.951 t	-20.0%
<b>Total CO2 emissions</b>	<b>24.969 t</b>	<b>22.565 t</b>	<b>-9.6%</b>





In order to achieve the above-mentioned targets, we plan to implement the following measures in 2022:

- Purchase of 100% of our electricity requirements at our German sites from renewable energies
- Relocation to a testing building in Munich with energy-optimized plant technology, e.g. heat recovery
- Employing an energy manager to verify energy data, and to plan and implement energy-saving measures.
- Purchase of energy management software
- Expansion of the number of sites certified in accordance with the ISO 14001 environmental management system standard

**Environmental compliance (GRI 307)** GRI standard 307 Environmental Compliance represents one of our key environmental aspects. The EDAG Compliance Management System (EDAG CMS) ensures that all organs and employees behave in compliance with the rules at all times. The EDAG CMS has been integrated into the EDAG risk management system. In addition, people in various staff positions and functions ensure environmentally compliant operation by carrying out specific control and supervisory duties. These include the Environmental Management and Sustainability Officer, the Occupational Safety Management Officer, the Health and Safety Officers, the Hazardous Goods Officer, the company's Waste Management Officer, the Hydrogen Officer, the Fire Protection Officers and the Safety Officers. No violations of the rules were identified during the reporting period. On account of our activities and our existing environmental management system, we rate environmental risks as low.



We also include our suppliers in our efforts to promote sustainability and our environmental management system. We formulate our expectations as to the behaviour of our suppliers and business partners with regard to working conditions, health and safety, the environment and business ethics with the help of the EDAG Supplier Code of Conduct (which can be downloaded at [https://www.edag.com/fileadmin/user\\_upload/Group/Rechtliches/AGB/EDAG\\_Suppliers\\_Code\\_of\\_Conduct.pdf](https://www.edag.com/fileadmin/user_upload/Group/Rechtliches/AGB/EDAG_Suppliers_Code_of_Conduct.pdf)). With regard to environmental issues, we expect our suppliers to comply with the national environmental laws, regulations and standards currently in force. We also expect our suppliers to set up and utilize an appropriate environmental management system (e.g. in accordance with ISO 14001), to minimize environmental pollution and hazards, and improve environmental protection in day-to-day business operations. Our suppliers are therefore specifically asked about environmentally relevant certification (e.g. ISO 14001 or ISO 50001) in supplier's self appraisals.

For EDAG, sustainability also means protecting natural resources and improving biodiversity by setting up its own sustainability projects. In 2021, we donated 700 trees through the Plant-for-the-Planet initiative, and in addition also continued our wildflower meadow project in Wolfsburg.

In 2021, our principle ecological/sustainability activities were:

- Installation of a photovoltaic system in our Spanish branch in Barcelona
- Founding the Competence Center for Sustainable Vehicle Development (<https://www.edag.com/de/innovation/nachhaltigkeit>)
- Donation of 700 trees for the Plant-for-the-Planet initiative
- Maintaining existing and setting up further wildflower meadow projects



# SOCIAL ISSUES

**Occupation (GRI 401)** Human Resource Management is a key success factor for the engineering service provider's business model. For this reason, our personnel policy is systematically aimed at ensuring that, in order to be able to handle projects, execute orders and supply temporary staff, the employee qualifications and capacities required by our customers are available at all times.

The observation of shifts in demand on the part of our customers, constant monitoring of the labor markets relevant to EDAG, and anticipation of changes of attitude and expectations in employees, particularly among school leavers and university graduates, are all inducements to us to constantly examine and adapt our personnel policy strategies and activities.

An average of 7,849 employees (including apprentices) were employed by EDAG in the reporting period. Geographically, these are organized as follows:

	2021
<b>Geographical breakdown</b>	
Germany	5.625
Rest of Europe	1.276
North America	261
South America	135
Asia	553
<b>Total</b>	<b>7.849</b>

In the current business year, human resources activities will continue to focus on furthering the company's goals by recruiting and supporting suitably qualified, skilled personnel. Key cornerstones of our strategy will be the constant improvement and automation of HR processes, outstanding commitment to education and training, and the development and maintenance of the employer brand.

## Recruiting, HR Marketing & Employer Branding

In 2021, EDAG offered numerous openings in diverse professions for people looking for apprenticeships, entry-level jobs or the next step in their careers.

Cross-site harmonization, standardization, and digitalization along a uniform recruiting process at our German sites mean that we can guarantee potential candidates a company-wide standard of quality. In the process, we have significantly expanded our team and invested in further training, so as to be able to meet increased manpower requirements.

**ACHIEVE THE IMPOSSIBLE WITH US.**

**HALLO LIEBE LESERIN, LIEBER LESER,**

erfahren Sie was EDAG besonders macht. Lernen Sie unsere Kultur und unsere Mitarbeitenden kennen und lassen Sie sich von unserer Motivation inspirieren. Und wenn Sie dann Teammitglied der EDAG Familie werden möchten, freuen wir uns, Sie kennenzulernen.

**WIR SIND TOP EMPLOYER 2021!**

Das unabhängige Top Employers Institute prüft Unternehmen auf Grundlage ihrer Angaben zu zahlreichen Themen strategischer und operativer Natur. Dabei lag der Fokus in diesem Jahr vor allem auf Themen wie Diversity oder Sustainability. Unsere Angaben wurden während des Assessments von auditführenden Personen des Top Employers Institutes eingängig geprüft. Verglichen wurden wir dabei mit zahlreichen anderen Unternehmen der gleichen Branche. Das erzielte Ergebnis wird an einem internationalen Standard gemessen.

Die Zertifizierung zeigt, dass wir ein sehr gutes Arbeits- und Entwicklungsumfeld bieten und gibt uns gleichzeitig die Möglichkeit, Entwicklungsfelder aufzudecken. Getreu unserem Leitsatz „we are a powerful movement“ ist uns diese Bewertung von großer Bedeutung, da wir uns stets weiterentwickeln und gemeinsam an einem Ziel arbeiten wollen. So stellen wir uns weiterhin den Herausforderungen der sich wandelnden Arbeitswelt und arbeiten daran, unseren Mitarbeitenden auch in Zukunft ein sehr gutes Umfeld zu bieten.

**FORMULA STUDENT AUSTRIA**

**58 Teams, 20 Nationen und 1.500 Studierende – und EDAG als Sponsor**

Formula Student Austria ist das österreichische Event im Rahmen der studentischen Rennserie und findet seit 2008 jährlich statt. Diese Rennserie ermöglicht es jungen, engagierten Studierenden von Universitäten und Fachhochschulen aus aller Welt, in Wien, ihre Konstruktions- und Engineering-Fähigkeiten sowie ihre organisatorischen und kaufmännischen Talente in mehreren unterschiedlichen Disziplinen unter Beweis zu stellen. Der österreichische Wettbewerb findet alljährlich am Red Bull Ring in Spielberg statt und hat aufgrund der hohen Qualität und langjährigen guten Durchführung für die Teams hohe Bedeutung.

Die drei statischen Wettbewerbe umfassen das Engineering Design und damit die Bewertung der Konstruktion des jeweiligen Fahrzeugs durch internationale Juroren. Außerdem geht es um die Bewertung des erstellten Business Plans und der Vermarktungsstrategie, genauso wie um die Gesamtpunkte. Die Teilnahme bei Formula Student Austria ist in der Verbrenner- und Elektro-Klasse möglich.

Formula Student ist für viele Studierende ein wichtiger Teil ihres Studiums. Die gelernte Theorie wird in die Praxis umgesetzt, gleichzeitig ist die Zusammenarbeit in einem Team und die Selbstorganisation gefragt. Auf den Wettbewerben werden internationale Kontakte mit Gleichgesinnten und potenziellen Arbeitgebern wie EDAG – geknüpft. Mit viel Motivation und Zusammenhalt wächst die Formula Student Austria Community Jahr für Jahr und fördert den Austausch von Studierenden, Alumni und Kooperationspartnern aus der Branche. Weitere Infos finden Sie unter anderem auf der Facebook-Seite.

**TECHNIK AUF'S OHR**

In der Podcast-Reihe "Technik auf's Ohr" des Vereins Deutscher Ingenieure e. V. wird regelmäßig über Themen wie die Mobilität der Zukunft, Umwelt- und Nachhaltigkeits oder Künstliche Intelligenz gesprochen und diskutiert. Wir waren für insgesamt drei Folgen zu Gast bei diesem Podcast, der auch für die Rudolf-Diesel-Medaille 2022 in der Kategorie "Beste Medienkommunikation" nominiert ist.

In der ersten Folge berichtet unser Kollege Johannes Bankmann – Head of Global Fairs & Showcars – von neuen Mobilitätskonzepten, dem EDAG CityBot und unserem Realisator zur Erforschung einer vernetzten, floss-modularen Roboterfahrzeuge in Frankfurt am Main. Hören Sie jetzt rein und erfahren Sie, wie unsere Städte in Zukunft lebenswerter, sauberer und smarter werden können. Den Podcast finden Sie hier im [Neoscast](#) in voller Länge.

**SOFTWARE UND DIGITALISIERUNG**

Our Employer Value Proposition (EVP) forms the strategic basis for almost all measures in internal and external HR marketing, by means of which we present EDAG as an attractive employer. It is the basis for all campaigns, which we make available to specific target groups both online and offline, and for the creation of the corresponding contents on our careers page. In order to ensure that this, the basic strategy we are pursuing as an employer, is anchored even more securely in-house, we have begun to design special management training courses. These will be successively rolled out across all management levels in 2022.

The improvement of our candidate journey was also the target of numerous measures in 2021. We further optimized the careers page for mobile devices, for example, and simplified the application process. The previously obligatory cover letter, for instance, is no longer required, and a one-click application process with connection through the profiles of professional social networks such as LinkedIn is possible.

In order to digitally recreate the entire employment cycle of an employee, we will be adapting our tool in the recruiting process to the software infrastructure already in use in 2022. From the initial contact through the interviews and signing of the contract, to onboarding and then later the HR development processes, the new solution will enable us to apply a concept that is smooth, all-round, and will digitalize and standardize further steps.

As in 2020, all Welcome Day events in Germany and a number of international locations were carried out digitally in 2021. Various process optimizations enabled us, even with the corona protection measures currently in place, to welcome up to 150 participants to a virtual team event on their first day at EDAG.



Our Talent Relationship Management (TRM) system was also extended in 2021. Every year, the EDAG Group comes into contact with several thousand potential technical specialists and executives. For some of these talents, there is no suitable position at EDAG at the time initial contact is made. Our TRM enables us to register the candidates concerned in our TRM pool and then, by employing a variety of measures, maintain the relationship until a suitable vacancy is found and the person can be hired. We sent out specially compiled newsletters on a quarterly basis to invite people to both digital and analog events and report on new entry opportunities, and also sent gifts to surprise people on their birthdays and at Christmas. The measures brought their reward, and a number of people were hired.

The expansion of our in-house recommendation program also proved extremely successful. A campaign carried out in the summer months, in which we doubled the bonus for recruiting new employees, enabled us to generate a number of new appointments, and retain satisfied members of staff.

A variety of different target group-oriented formats were used to address potential applicants. Importance continued to be placed on a goal-oriented presence at students' and specialist job fairs – mainly virtual in 2021. We continued to foster our cooperation with universities in 2021, and extended it with a number of projects with various universities. The applicant training sessions we started to hold at various universities in 2020 also proved very popular in 2021. One university even included the training session as a mandatory course in its curriculum. Close cooperation with the Formula Students' university teams, for example, enabled us to intensify our sustainable and promising exchange of ideas.







The use of new platforms and the expansion of the team enabled us in particular to further intensify and expand our practice of actively approaching interesting candidates not actively looking for a job. Our managers, too, received additional training in the use of social media platforms and were able to use their own network to help successfully fill interesting vacancies for new managerial staff and project leaders.

In the 2022 financial year, we will gradually be transferring the findings and best practices of our new, digital processes to our main international subsidiaries. Already, our worldwide sites have been integrated into our new career website, where their job advertisements are now posted. Our digital onboarding concept has also been successfully adapted.

**Awards** 2021 saw the start of the certification process for the "Top Employer 2022" award, which we have successfully completed. In the externally conducted audit, the key aspects including corporate strategy, HR development, diversity and company health management underwent extensive validation. We are delighted with the positive result, which shows that, in the currently challenging competitive environment; we are doing very well with the employee-centered approach of our HR work. At the same time, we also want to make use of the validation results in 2022 to focus more strongly on further improving processes.

Our apprentices once again achieved good to outstanding results in their final examinations in 2021. This is also the result of the qualified, company-wide support we provide for our junior employees. Particularly noteworthy is the fact that two of our Technical Product Designer apprentices were awarded Regional Champion for Hesse titles, and one of our Body and

Vehicle Construction Mechanic apprentices became a National Champion. These awards are also a visible symbol of the quality of the training offered by the EDAG Group.

**HR Development** Within the context of the beEDAG project, we have already initiated or implemented further future-oriented subjects for our employees in Germany. In this way, we will make development paths transparent for employees, thus creating further elements of our Group Talent and Performance Management. In 2021, this included our "new" staff appraisal in particular. The employee is given an active role, and valid feedback is encouraged. In this context, the EDAG competence model, which is also part of the staff appraisal, was successfully introduced.

The specialist career path was also implemented in 2021. For the first time ever, jobs for technical experts were advertised at EDAG, and filled within the company by qualified employees. The experts' jobs can be found in E/E architecture, simulation data management or vehicle motion, fields of competence which will be of especial relevance in the future.

Throughout 2021, we also introduced future-oriented HR software. This will help us to depict HR processes in a modern and transparent way. We will continue with this in 2022, with the objective of generating strategic HR planning for EDAG.

**HR Consulting** The provision of a comprehensive support system for our colleagues in all HR concerns is an essential element of our HR strategy. This is guaranteed by having HR business partners at all the major sites, and individual contact persons for all employees. The communication of news and changes in the company, offers for employees and other HR-

relevant matters play an important role in modern companies. Particularly in a dynamic company where many changes are happening, communication plays a crucial role. In addition to the above-mentioned contact persons, we contact our colleagues by means of regular mailings and videos, staff meetings, and most of all our new intranet.

We replaced our existing intranet with a new cloud-based platform in the reporting year. This was rolled out globally and, due to the fact that it is multilingual and easy to handle, is accessible to all EDAG employees worldwide. Our aim here is to further improve cross-location and international communication. Also, knowledge and information will be made available globally and efficiently. In this way, a joint, digital home has been created for everyone employed by the EDAG Group.

EDAG offers employees in Germany, in some cases also internationally, a wide range of attractive voluntary benefits. A holistic approach is taken here, in which the areas "workplace and work environment", "working time, family and social matters", "financial benefits" and "insurance and pensions" are intelligently linked.

#### **Some of the individual elements of our voluntary benefits include:**

##### **Workplace and work environment:**

- Height-adjustable desks, ergonomic chairs and state-of-the-art technology
- Team events, after-work meetings and regular company events
- Free water dispensers and coffee for all employees
- Subsidized lunch at our canteens or partner restaurants
- Job tickets

##### **Working hours, family and social issues:**

- Flexible working hours
- Attractive working time models for a good work-life balance.
- 30 days' annual leave
- Working time accounts to enable sabbaticals to be taken
- Preventive counseling in difficult situations
- Special leave for family events
- Company health management (reintegration management, screening tests, preventive health care courses, etc.)
- Regular sports courses, online fitness, subsidies for running events and further fitness and health tips
- Bonus for those celebrating a wedding or the birth of a child
- Bonus for employees celebrating company jubilees







#### Financial benefits:

- 13th salary equal to 85% of a monthly salary (payable in one or more installments)
- Compensation for overtime in accordance with company agreement and employment contract
- Profit sharing if predefined Group targets are achieved
- Project and function bonuses, individual performance-related bonus payments
- Additional (tax-free) cash deposits into the "Ticket Plus City Card" every month
- Capital-forming payments
- Premium for recommending a new member of staff
- Emergency loan through the employer
- Financial support for education and training measures
- Increase in short-time compensation
- Numerous online and local purchasing benefits (travel, furniture, clothing and much more) initiated by our Works Council

#### Insurance and pensions:

- Group accident insurance
- Attractive group contracts for life assurance and occupational disability insurance
- Comprehensive insurance for private cars used for business trips
- Company pension scheme in the form of direct insurance policies with employer contributions of up to 15%
- Working time accounts to enable early retirement

In addition to fair compensation commensurate with performance, EDAG therefore also offers voluntary benefits in line with the principle of sustainable personnel recruitment and development.

#### Working Conditions & Corporate Culture

We very carefully monitor the segments of the labor market relevant to EDAG, and focus very closely on the changing expectations, particularly of career entrants and university graduates, with regard to company and management culture, work organization and non-monetary conditions of employment. From this market information, EDAG derives strategies and activities with the aim of remaining an attractive employer for qualified employees and university graduates.

With the early transfer of responsibility in small projects, we meet the expectations of our younger managers, and systematically promote their development.



Tomorrow's working environment at EDAG is going to be more modern, digital, intuitive, deeply integrated and efficient. We are pursuing this target within the context of our fully integrated project "weEDAG" which we have been implementing in the company since 2020.

On the one hand, weEDAG comprises software solutions for efficient and digital communication. In addition, the project also goes hand in hand with the physical workplace of tomorrow. In one of the key components of the project, a cross-functional team with members from HR, IT, the Works Council and Facility Management developed a concept for modern work environments. The project team worked with employees to find solutions for improving cooperation that will best meet the individual and functional requirements of the working environment. This involves not only mobile work, but also the provision of multi-purpose areas. The overall benefits here are optimized space utilization and an increase in work efficiency. The concept of modern working environments was initially implemented at two sites in the reporting year. Other sites will follow, e.g., when new sites are built, or existing ones converted.

Any measures that help to improve working conditions pay dividends when it comes to our corporate culture, which is characterized by transparent communication and honest and fair cooperation. Our employees are open to change, whether of a technological or organizational nature. We are shaping this change together with the aim of playing a determining role in the development of the mobility of the future.

On our way, we fully involve our employees. With this in mind, we plan to carry out another staff satisfaction survey in 2022, in order to identify potential for improvement and further develop our corporate culture.

**Social Issues** Taking social issues into account is an essential aspect of our appreciation of our employees, but also of society as a whole. In concrete terms, what this means for us is creating flexible working conditions with opportunities for mobile working, flexible working hours and working time accounts, to promote a balance between work and family life, and enable employees to care for family members. Our company health management promotes the physical and mental fitness of our workforce.

Bearing in mind the great importance accorded to having well qualified employees at EDAG, we are also, in addition to the education and training offered in-house, actively involved in diverse educational projects for young people. One key element here is EDAG's cooperation with various universities. In addition, we also support a large number of charitable organizations. In the financial year just ended, donations totaling € 41,183 were made to charitable associations and organizations worldwide.

#### **Occupational Health and Safety (GRI 403)**

**Occupational Health** Our aim is to operate equipment and processes in such a way that neither our employees nor the environment are endangered. Occupational health and safety has top priority at EDAG, and the aim is to protect our employees from work-related dangers and implement preventive measures to ensure their good health. To this end, we have implemented an occupational health and safety management system certified in accordance with ISO 45001 at key locations in Germany.







Within the framework of our company health management, we offer a wide range of activities aimed at improving fitness. These include running meetings and employee participation in company runs or other sporting events. Health days held in cooperation with health insurance companies, physiotherapy treatments, relaxation courses, health checks, and talks on a wide range of subjects are among the preventive and health promoting measures we continue to offer. More details can be found in the following section, "Company Health Management".

The Corona pandemic continued to have a major impact on our health protection activities in 2021. The Corona crisis team, for example, which had already been established in 2020, continued as a central organizational unit to coordinate measures to protect the workforce and implement official requirements. In collaboration with local authorities, we were also able at individual sites to offer vaccinations to our workforce directly on our premises. Our numerous protective measures and the extensive range of options for mobile work ensured that

employees were protected throughout, and that our business operations were able to continue safely.

### **Company Health Management**

Protecting and safeguarding the health of our employees is of the utmost importance for EDAG. Our working world is in a state of constant change. A multitude of developments (including Corona) have resulted in shifts in the job-related expectations being made on employees, leading to new stresses and strains in the work environment.

The aim of our company health management is to create basic conditions to promote and safeguard the health and motivation of our employees. Apart from the fact that it goes without saying that our employees are provided with an ergonomic and safe workplace, in Germany, we also offer numerous opportunities to increase fitness and health. These include, for example, both digital and live activities dealing with key areas such as resilience and stress management, strength and exercise, and healthy eating.



In order to provide our employees with protection in times of Corona and also a high degree of flexibility in terms of time and location when making use of our health-promoting activities, we focused mainly on online events in 2021.

**These included:**

- HIIT training
- Back classes
- Office aerobics – short breaks for exercise
- Business yoga
- Talks on motivation, healthy sleep, vitamin D and immune boosters, heart health, quality of life, etc.
- Resilience workshops and actions on mental strategies
- Germany-wide steps challenge
- Online cooking workshops

Following a survey in 2021, we will be focusing primarily on eye health and ergonomics in 2022. Furthermore, resilience and mindfulness will also be strengthened in world that is turning faster and faster.

In order to take our company health management to the next level, we have, since the middle of 2021, been working with an external health insurance company on a holistic project designed to connect both our managers and employees in a healthy interaction.

To complete our company health management services, we also introduced an Employee Assistance Program (EAP) for our employees in Germany back in 2020. An EAP, also called external employee counseling, is holistic and preventive short-term counseling for health, professional and personal issues according to the concept of "helping people to help themselves".



This service is free of charge, and available to all EDAG Group employees in Germany.

At the end of 2021, EDAG in Fulda again qualified for the "Healthy Work in Fulda" award. All corporate activities promoting health and values were awarded gold rating.

Company reintegration management for employees on long-term sick leave has been professionally organized and monitored by our Company Health Management team since mid-2020. The employees concerned are actively approached by our HR business partners who, with the assistance of our reintegration process, help them regain their ability to work.

**Occupational Safety** Annual safety briefings, inspections by the health and safety officers, and internal audits are held to ensure that employees are consistently advised and encouraged to use the work materials and equipment provided in a responsible and safe manner, and instructions are issued to ensure the correct handling of the hazardous substances that need to be processed and used in our day-to-day business.

In addition to the actual inspection of the business processes in connection with external standards, the general working conditions are also monitored in detail by carrying out internal

audits and holding occupational health and safety committee meetings in cooperation with the safety officers and medical services. A certification program in accordance with ISO 45001 (occupational health and safety management) was carried out for the central functions (Fulda and Wiesbaden) and for the Munich offices. Furthermore, major locations in Germany such as Ingolstadt, Mönshheim, Recklinghausen and Wolfsburg are in preparation for 2022. The aim is for certification to be successfully completed in the 2nd quarter of 2022.

In Germany, risk assessments are carried out at all sites, taking into account everybody potentially present at the site. The departments responsible have competence of the health and safety officers to support them during these assessments. The health and safety officers are also neutral contacts for employees with regard to hazards in their own work environment. During work committee meetings for the EDAG sites in Germany, the relevant managers and workers' representatives are informed on a quarterly basis of the 1,000-man quota (lost working time due to downtimes in excess of 3 days due to industrial accidents, per 1,000 employees). The accidents, their causes and the measures taken to prevent their recurrence are also reported in this committee.



The 1,000-man quota in the reporting year was 4.11 in Germany (previous year: 4.29), and below 2.7 outside of Germany (previous year: 1).

### Training and education (GRI 404)

**Training** Vocational training, which supports the future development of the company, is afforded high priority at EDAG. For over 50 years, EDAG has demonstrated particular responsibility in this area. Group-wide, our trainee quota in 2021 was 3.5 percent (2020: 4.2 percent).

In the reporting year, the EDAG Group continued its high-level commitment to occupational training, and group-wide hired 71 young people as apprentices or work-study students. In 2021, school leavers were able to choose from a wide range of occupations requiring formal vocational training and dual study programs, to find their personal professional entry into the world of engineering. EDAG continually adjusts its training and study program to meet not only the industry's current technological requirements but also labor market requirements.

A point of particular note is the company's commitment to encouraging girls to consider STEM professions. This also includes Girls' Day events at various EDAG locations, which unfortunately had to be cancelled in 2021, on account of the pandemic. However, we have already started planning for 2022.

On the other hand, in spite of the difficult conditions caused by the Corona situation, we were able to hold the STEM Girls Camp again in 2021. In cooperation with various educational institutions, the focus is on familiarizing young girls with STEM professions, i.e. in the fields of mathematics, computer science, natural science and technology.

**Training** With the continuation of the "beEDAG" project, we have taken a fresh look at our HR development instruments and measures, and started to gear them to future requirements. This included in particular the introduction of new HR software for employee development and communication. Our training program is regularly reviewed and adapted to ensure that it remains up-to-date and future-oriented. In this way, we align it to the specific needs of our technical departments. The digitalization of training sessions was accelerated in 2021, and this will remain our focus.

Development of the 1,000-man quota	2019	2020	2021
<b>Germany</b>	4,42	4,29	4,11
<b>International</b>	1,6	<1	2,7



# beEDAG



In the reporting year, we trained a total of 2,617 employees in 489 training programs in Germany (previous year: 2,194 employees in 535 training programs). This accounted for 7,180 training days. Group-wide, investments in training amounted to € 2,028 thousand (2020: € 2,030 thousand).

Our commitment to the training and further education of our employees, as outlined above, and the special focus on promoting women in STEM professions both contribute directly to Goals 4 (Quality Education) and 5 (Gender Equality) of the UN SDGs.

### Diversity and equal opportunity (GRI 405)

#### Age Structure and Continuous Employment

Besides pursuing the target of employee qualification, EDAG also strives to maintain a diversified workforce. Having a mix of experienced and young employees is an integral part of our personnel strategy. The average age of the employees at our key German companies is 37.8 years (previous year: 37.5 years), which is representative of a young, dynamic team. 26.3 percent of the workforce are younger than 30. The high level of the average length of service of employees (7.7 years [previous year: 7.5 years]) is an indication of employee satisfaction and identification with the company.

The voluntary fluctuation rate in 2021 was 9.2 percent in Germany (2020: 6.8 percent), and 16.9 percent in the rest of the world (2020: 10.3 percent).

The proportion of female employees throughout the Group was 19.9 percent (previous year: 20.1 percent).

One of the goals of our recruiting activities is the targeted recruitment and promotion of female technical specialists and managers. To increase the diversity of our applications, we also focused on ensuring that our targeting became more diverse in the 2021 financial year. In order to increase the proportion of women applying for jobs, we changed our German company-wide communication to gender-neutral language on our careers site and in job advertisements, and focused more specifically on women in campaigns. Within a few months, the proportion of part-time positions offered was increased from 4 % to 54 % of all positions advertised. By increasing the number of job advertisements in English, we succeeded in significantly increasing diversity in terms of nationality. We will be intensifying our efforts towards achieving this goal at all levels in the current financial year, here too, contributing directly to Goal 5 (Gender Equality) of the UN SDGs.

In the reporting year, we trained a total of 2,617 employees in 489 training programs in Germany.



### Employees@EDAG

Average age: 37.8 years  
Average length of service: 7.7 years

The proportion of female employees throughout the Group was about 19.9 percent.



### **Human rights assessment (GRI 412)**

As an internationally active company, ensuring that human rights are complied with and that accepted standards are observed at our many facilities worldwide is an essential element of EDAG's value system.

With the EDAG Code of Ethics, EDAG commits to the long-term support of the ten UN Global Compact principles and to continual improvement in their implementation. The EDAG Code of Ethics can be downloaded at <https://www.edag.com/de/edag-group/das-unternehmen/corporate-governance>. One of the principles established by the code is that EDAG supports and respects the protection of internationally proclaimed human rights within its sphere of influence, and ensures that EDAG is not complicit in human rights abuses.

Apart from this, EDAG does not currently pursue any concrete concepts for the prevention of human rights abuses. The reason for this is that, on the strength of a risk analysis which has been carried out, we are at present unable to identify any direct effects on or abuse of human rights in relation to our business activities, so there is currently no need to take concrete steps to prevent any negative impact.

**Customer health and safety (GRI 416)** As an engineering service provider, EDAG has an influence on the health and safety of customers through its activities insofar as the interests of functional safety and compliance with the relevant rules for machine safety must be observed.

To this end, EDAG has built up the relevant expertise, and supports its customers in the development of safe products and the operation of production plants in which any risks to the health of the plant operators have been analyzed and constructively minimized.

There were no incidents in this connection in the reporting year, nor were any violations identified.





**Customer privacy (GRI 418)** As an engineering service provider, EDAG handles particularly confidential and sensitive customer data. Both personal data and order-relevant data is processed. The loss of confidentiality of customer data has the potential to cause enormous damage to the customer's business, and would also undermine our customers' trust in EDAG. For this reason, great importance is attached to information security and data protection at EDAG.

A systematic information security management system was implemented at EDAG over 20 years ago. EDAG today maintains high standards in this area, a fact which is borne out by certification in accordance with ISO/IEC 27001 and the VDA information security standard, the TISAX standard.

In accordance with the classification of the data to be processed and any customer requirements over and above this, an IT and object infrastructure corresponding to the protection class is provided. Due to the fact that they receive regular training in relevant subjects, EDAG employees know how to act, and are aware of information security risks. The training sessions concerned are subjected to constant monitoring, for instance in the form of audits.

EDAG is constantly working to improve this system. In 2021, the information security management system was upgraded to the requirements of the new TISAX version 5. In the 4th quarter of 2021, work began on confirming the high level of information security at more than 60 EDAG sites in Germany and worldwide, as part of a TISAX group audit. The group audit will be completed in the 1st quarter of 2022.

Information security-related incidents are also recorded and processed as part of this information security management system. In 2021, there was one information security incident to report. In the first quarter of 2021, EDAG was the victim of a systematic cyber attack. In cooperation with external experts who were called in, EDAG was able to handle the consequences of this incident and reestablish working capacity within a very short time. As a result of our intensive and open communication with our customers, confidence in EDAG was not damaged.

Two data protection incidents involving personal data were reported to the Hessian supervisory authority in the reporting year. One of these was the cyber attack. This was also reported to all relevant authorities in the countries where EDAG has sites. Both incidents were examined by the supervisory authority, and the measures recommended to avoid a repetition were accepted.

The cyber attack also resulted in relevant breaches of confidentiality of some data. All known cases were examined and the data subjects informed. Damage containment measures were agreed and implemented.

The experience gained from the cyber attack was collected, and a structured evaluation carried out. On the basis of the results, a package of information security measures was decided upon, the implementation of which will extend beyond 2021. All audits carried out by external, neutral certification authorities in 2021 were successfully completed

**Socioeconomic compliance (GRI 419)** No substantial fines or non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic field were imposed on EDAG during the reporting period.





**YOUR GLOBAL  
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