



Reporting Framework

We have a long-standing tradition of responsible corporate conduct – towards our employees, partners and society. This commitment is also reflected in our approach to sustainability reporting. The protection of labour and human rights is an integral part of our corporate culture and is firmly anchored in our corporate principles.

We operate in full compliance with applicable German labour and occupational health and safety regulations. In assessing risks within our operations and along the supply chain, we take into account the requirements of the German Supply Chain Due Diligence Act (Lieferkettensorgfaltspflichtengesetz – LkSG). A transparent whistleblower system and short decision-making processes enable us to respond quickly to potential violations.

Our sustainability and workplace safety efforts are systematically documented using a structured process that ensures transparency and traceability.

The purpose of this structure is to:

- consolidate existing content, measures, and processes in a coherent manner
- provide evidence of their implementation through concrete documentation,
- ensure audit readiness for external stakeholders, and
- make future developments measurable.

Structure of the documentation

We maintain an internal CSR register that consolidates all relevant documentation related to ethics and sustainability. Structured in a modular format, the register includes, among other things, the following types of documents:

- Training records related to occupational safety, ethics, equal treatment, and data protection
- Risk assessments and the corresponding action plans derived from them
- Attendance lists and materials from employee onboarding and safety briefings
- Reports from site inspections, safety audits, or incident reviews
- Evidence of compliance with the Supplier Code of Conduct, including feedback

All documents follow a standardized format, are reviewed and updated annually, and -where applicable- are supplemented with key performance indicators (KPIs).



Labour and Human Rights

We foster an inclusive, fair, and safe working environment and are committed to upholding human and labor rights. Transparent structures and a positive workplace culture are key to protecting and promoting the well-being of our employees.

Health & Safety

Our employees are at the heart of our company. We fully comply with all legal requirements related to occupational health and safety, proactively identify potential risks, and take systematic measures to minimize them. Providing ergonomic and human-centered workplaces is a fundamental part of our commitment to a safe and healthy working environment.

Health

We actively promote the health of our employees and support their participation in preventive programs as part of our corporate health management.

We support employees returning after extended absences through tailored reintegration and health programs aimed at restoring work ability and ensuring long-term job retention.

53%

of employees actively used health classes

Safety

To identify and assess work-related hazards, we conduct regular risk assessments. These serve as the foundation for operational procedures and work instructions that guide our employees in their daily tasks.

In addition, annual workplace inspections are carried out jointly by the safety officer and company management to ensure ongoing compliance and continuous improvement in occupational safety.





HUMAN & SOCIETY 2024

All employees receive training in occupational health and safety, including initial onboarding sessions, annual safety briefings, and the provision of personal protective equipment. When issuing safety clothing, we take individual needs into account - for example, by providing custom-made hearing protection where necessary.

100%

of employees received safety instruction

Accidents at work

	2022	2023	2024
Reportable accidents	0	2	3

Diversity and equal opportunities

As a German company, we are subject to the General Equal Treatment Act (AGG). Our corporate culture is based on tolerance. Different religious beliefs, sexual orientations, ideological views, and people with disabilities are treated with respect.

3

different nationalities are employed at EVD

Gender diversity

	2022	2023	2024
Gender diversity of all employees			
Women	29%	26%	24%
Men	71%	74%	76%
Gender diversity in the leadership team			
Women	50%	50%	50%
Men	50%	50%	50%



HUMAN & SOCIETY 2024

We actively promote the exchange of experience between younger and older employees. Our team brings together multiple generations, each contributing diverse perspectives, values, and priorities to the workplace. This generational diversity enriches collaboration and strengthens our organizational culture.

Distribution of employees by age group

Age group	< 30	30 – 50	> 50
Share of employees in 2022	1	3	13
Share of employees in 2023	1	5	13
Share of employees in 2024	1	5	11

Fair Compensation & Working Hours

Employee satisfaction is a key factor in our success. We provide an attractive and fair working environment, supported by fair compensation and voluntary company benefits, including:

- The compensation of our employees is based on the collective agreements applicable in our industry.
- We provide all employees with capital-forming benefits.
- We subsidize computer glasses.
- We provide monthly tax-free benefits in the form of vouchers.
- We offer comprehensive insurance coverage for leisure and work in the form of a group accident insurance.
- We provide monthly tax-free benefits in the form of vouchers.
- We grant special leave, for example, for marriages.
- We grant additional vacation days beyond the legally required minimum.

We enjoy working at EVD!

In the reporting year 2024, there were no staff departures, resulting in a labor turnover rate of 0%. This exceptional stability reflects the high level of employee satisfaction, our appreciative working environment, and the long-standing employment relationships within our company.



HUMAN & SOCIETY 2024

Employee Involvement & Communication

Employee Communication

We foster open communication and encourage active employee participation. Decisions and developments are communicated transparently - through conversations, team meetings, or our internal newsletter. Initiative, ideas, and feedback are explicitly welcomed, as co-determination enhances motivation and strengthens a culture of appreciation.

Employee Dialogues

Regular meetings between employees and management provide a structured opportunity to discuss performance, goals, and challenges. These conversations support open communication, personal development, and contribute to a respectful corporate culture. Each meeting is documented, with clear objectives defined and action plans developed for the year ahead.

100 %

of employees participated in a one-on-one meeting with management.

Social Responsibility in the Supply Chain

We ensure that our business partners also comply with social and labour standards. To support this commitment, we have implemented a Supplier Code of Conduct that clearly defines our expectations regarding human rights, fair working conditions, and ethical business practices.

Our Supplier Code of Conduct

Our Supplier Code of Conduct sets out key principles, including:

- Respect for human rights
- Prohibition of child and forced labour
- Fair working conditions and adequate compensation
- Environmentally responsible business practices
- Compliance with laws and integrity

We have shared this Code of Conduct with all our suppliers to clearly communicate our expectations regarding ethical conduct.



HUMAN & SOCIETY 2024

Every three years, we conduct a comprehensive review of our suppliers to ensure compliance with legal, ethical, social, and environmental standards, as well as to assess the quality of their products and services.

Our suppliers are located exclusively in Germany or, in exceptional cases, elsewhere within the European Union. The supplier base is limited and primarily comprises long-standing, trusted business relationships..

100%

of our suppliers are based in countries with high social standards.

Advanced training

The skills and commitment of our employees are key to the continued development of our company. We support continuous learning through regular dialogue with supervisors, team leaders, and training partners. Lifelong learning is a core principle for us -aimed at strengthening individual qualifications and supporting professional development goals.

12

training hours per employee in the year 2024



Social responsibility

Our social commitment

As a sustainable company, we have actively embraced our regional responsibility for many years. We actively support volunteer engagement, promote health and equal opportunities, and employ people with disabilities. Our inclusive work environment fosters individual strengths and enables equal participation for all employees.



HUMAN & SOCIETY 2024

Ethics

Ethical Principles & Compliance Management

As an internationally active company, we place great importance on integrity, transparency, and preventive measures against money laundering and corruption. We act lawfully and responsibly, guided by the following principles:

- Responsible corporate governance with clearly defined responsibilities
- Fair competition without bribery
- Reliable communication and binding commitments to customers and partners

Ethical Risks & Preventive Measures

Prevention of Money Laundering, Terrorist Financing, and Economic Crime

We regularly screen our business partners against current sanctions lists (EU, US, UN, and national registers) to prevent ethical risks and violations of applicable sanctions. In the event of any irregularities, business relationships are immediately suspended, and the relevant authorities are informed. We continuously enhance our internal processes to ensure responsible and compliant conduct.

Year	Sanctioned Business Partners	Corruption Reports	Money Laundering Reports
2022	0	0	0
2023	0	0	0
2024	0	0	0

In the past three years (2022–2024), no incidents of corruption or money laundering were reported. Furthermore, no such cases are known from previous years either. This confirms our strong ethical commitment and a corporate culture founded on trust, transparency, and accountability.

Anti-Corruption and Bribery Prevention

We have established clear guidelines for decision-making processes, representation, and interactions with third parties to prevent corruption. The four-eyes principle, transparent authorization rules, and defined policies on gifts, donations, and sponsorships promote accountability and prevention measures.



HUMAN & SOCIETY 2024

Data Protection & Cybersecurity

We ensure the protection of personal data and privacy in all business processes, in compliance with applicable legal requirements. Data is handled responsibly, kept confidential, and used solely for its intended purposes.

Regular IT security audits enable us to identify and address vulnerabilities at an early stage. All applications and operating systems are continuously updated to close security gaps and maintain a high level of protection.

Our IT/Cybersecurity concept includes:

- Authentication and access control
- Endpoint protection
- Data backup
- Vulnerability and patch management
- Monitoring and logging of security-relevant incidents
- Emergency preparedness and recovery planning

Our IT security policy forms the foundation of all protective measures. It defines how we safeguard personal data, ensure the secure operation of our IT systems, and handle digital information responsibly and appropriately.

Employee Training and Awareness

We regularly conduct practical training sessions on ethical conduct and IT security. New employees receive an onboarding folder containing our Code of Conduct and company policies. They are also introduced to our values, behavioral standards, and internal rules by their supervisors or experienced colleagues. Refresher training is provided annually or as needed - for example, in response to legal changes or specific incidents.