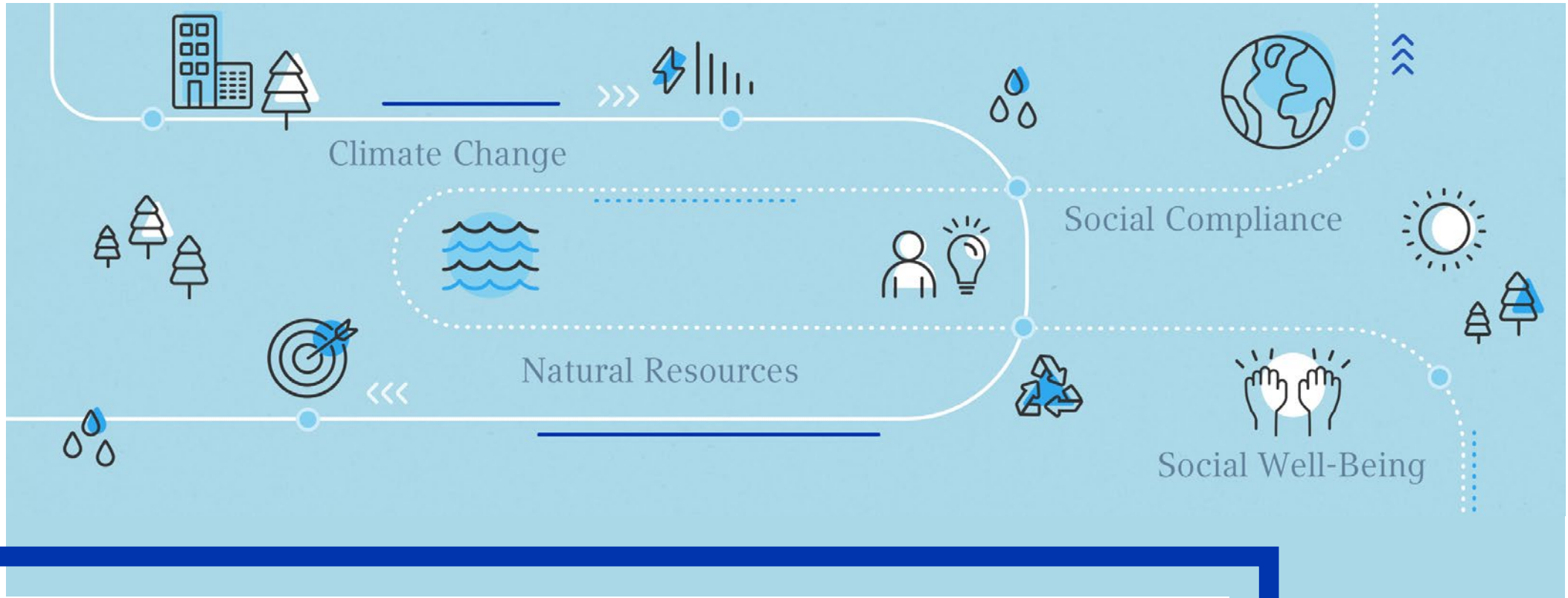
eppendorf



Eppendorf
Sustainability Report 2021

Table of Contents

Highlights by Numbers 3
Foreword by the Management Board 5
About Eppendorf 8
Strategy & Management 10
Energy & Emissions 19
Environment & Resources 26
Customer Safety & Health 35
Responsibility in the Supply Chain 39
Employees 43
Social Engagement 51
Key Sustainability Indicators 55
GRI Index 64
Report Profile 71
Contact & Editorial Information 72

Highlights by Numbers

in 2021

4,627

Employees
at the Eppendorf Group as of the reporting date December 31, 2021

57 %

Reduction in Scope 1 and Scope 2 emissions
by shifting to electricity from renewable sources in Germany and Enfield, USA (2021 compared to 2020)

78

Apprentices & trainees
enrolled in training at the Eppendorf Group in 2021

76 %

Percentage of waste at our production sites diverted from landfills
(recycling, preparation for reuse and recovery, other methods of reuse and recovery)

Highlights by Numbers

in 2021

8.3 %

Global turnover

our people appreciate Eppendorf as an employer, as shown by our turnover rate, which is well below the German average of 16 %

9.7 h

Average continuing education

provided by the Eppendorf Academy and LinkedIn Learning in hours

33

Number of countries

with Eppendorf locations

Foreword by the Management Board

GRI 102-14

Dear Readers,

Back in 1970, when Dr. Heinrich Netheler and Dr. Hans Hinz founded Eppendorf, they laid down a clear purpose for our company: to improve human living conditions. Now, in the first Eppendorf Group Sustainability Report, we will be shedding light on exactly what we are doing to fulfill this purpose some 50 years later.

With consolidated revenues of €1.1 billion, Eppendorf generated by far the best result in its history in fiscal year 2021. Consolidated revenues had already been on the rise consistently in the years prior. The ongoing growth trend comes as demand for Eppendorf's life science products and services which is higher than ever. The pandemic has clearly shown how important our business activities are to the fabric of society.

At the same time, we are aware that our processes also have an impact on the environment and can in some cases exacerbate climate change. As a company, we intend to play our part in protecting the climate and have tasked ourselves with cutting our carbon emissions, which is why we are implementing recognized environmental standards across the board and working hard to improve our carbon footprint. This work involves analyzing and documenting our greenhouse gas emissions – figures that we are publishing for the first time in this report.

Sustainability is an issue that poses many challenges but also offers plenty of opportunities. We are focusing our efforts on where we can make the most effective contribution to the sustainable development of both the economy and society as a whole. As part of an intensive strategic process, we have identified a number of key issues that will guide us in achieving the best possible ecological, social and economic equilibrium in our business. On the basis of these key issues, we have defined our specific sustainability goals, which are as follows:

Eppendorf should become climate-neutral
We are developing a company-wide strategy in line with the Paris Agreement to limit global warming to below 2 degrees Celsius by the year 2100. Our initial focal point is on our own business activities, but we also aim to help our customers become climate-neutral in the future.

Eppendorf should take on an industry-leading role in protecting natural resources
We create solutions that help our customers save on materials. What is more, we concentrate on where we can achieve the greatest impact: with alternative packaging and consumables, as well as innovative recycling and reuse concepts.

Eppendorf should become the best employer in the life science industry by 2025
Satisfied and dedicated employees are the key to long-term success, even in challenging times. To achieve this, we foster a willingness to change and embrace diversity among those who work for us. The strategic focal points of our HR activities are "Lifelong Learning in the Digital Age" and "Diversity and Equality of Opportunities at our Sites."

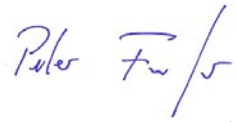
Find out more about our strategic approach and commitments in the main sections of this Sustainability Report.

We signed the UN Global Compact in January 2022 to mark a continued demonstration of our commitment to sustainability. Being a part of this global network also means continuously developing our sustainability activities. As a result, we support the 17 Sustainable Development Goals (SDGs) of the United Nations.

The fact that we here at Eppendorf have the potential to change things for the better is due in no small part to the close to 5,000 employees who work for the Group. We would like to thank them all for their dedication and flexibility, as well as their willingness to learn and to perform at the highest level. Many stakeholders around the world, including those in our social environment, are working toward making our company stronger and better, which is why it is important that we ensure that the way we create value becomes more sustainable. Read on to find out how we plan to do this.

We wish you a stimulating read!

Eva van Pelt
Co-CEO & Chief Commercial Officer



Dr Peter Fruhstorfer
Co-CEO & Chief Business Officer

Axel Jaeger
Chief Financial Officer

Dr Wilhelm Plüster
Chief Technology Officer

About Eppendorf

GRI 102-1, -2, -4, -6, -7, -9

Eppendorf develops, produces and sells premium products, solutions and services, primarily for academic and industrial laboratories around the world. As a premium provider in the life science industry, we play a leading role in the global market, particularly in the public sector. It is our goal to strengthen this leadership by continuously developing the company and concentrating on the innovative and high-growth areas of the life science markets. Eppendorf focuses its business activities on Europe, the Americas, China and the Asia/Pacific/Africa region (APA). The company has ↗ subsidiaries in 33 countries and is represented by distribution partners in many additional markets.

Brands & products

GRI 102-2

Eppendorf products include pipettes, pipetting systems, dispensers, centrifuges and mixers. Beyond that, Eppendorf also offers ultra-low-temperature freezers, fermentors and bioreactors, CO_2 incubators, shakers and cell manipulation systems. Consumables such as pipette tips, reaction tubes, microplates and single-use bioreactor vessels complete the range of top-quality premium products.

For the most part, Eppendorf produces and sells its products under its own name (mono-brand concept). Eppendorf products are generally known by the same name worldwide. Only a few products have different names in different markets. Acquisitions are consistently integrated into the world of the Eppendorf brand, including brand names and colors.

It is part of the Eppendorf strategy to introduce new products and applications to the market on an ongoing basis. At the same time, service to support our products is increasingly gaining in importance; previously limited to repairs, our service activities now involve longer-term contracts.

Ownership, legal form & location of headquarters

GRI 102-3, -5, -10

Eppendorf has always been a progressive company, consistently choosing the name and legal form that best fit the company and its specific stage of development. Eppendorf AG was transformed into a SE (Societas Europaea) in October 2021. As a result, the company now conducts business as a European stock corporation. The new legal form underscores Eppendorf's evolution into a modern, global company with a particular international and European focus.

Another positive effect of the change to an SE is that all employees across Europe, not only those in Germany, now have a body to represent them in the form of the SE works council. This international representation of our employees from European countries opens up opportunities for international dialogue on how we will shape the future of Eppendorf together.

Our people

GRI 102-7, -8

In 2021, as in years past, Eppendorf saw strong growth worldwide. Most notably, the Eppendorf Group expanded its personnel capacity in the area of sales, as well as in research and development. Workforce growth was led by the regions of Europe, which saw headcount increase by 13.8% compared with the previous year, and Asia/Pacific/Africa (APA), where the number of employees grew by 7.8%.

As of December 31, 2021, the Eppendorf Group had 4,627 employees worldwide. To allow for a flexible response to fluctuations in capacity utilization, the plants also use temporary employees in addition to their permanent workforce. In light of the sharp rise in production volumes during the year under review, the number of temporary employees also increased, rising to 181 as of December 31, 2021.

Strategy & Management

"We want Eppendorf to be synonymous with customer-centric processes, innovative technologies, and high-quality products and services to improve human living conditions." This is how our founders, Dr. Heinrich Netheler and Dr. Hans Hinz, described the company's purpose back in 1970. The fundamental principle of sustainability has therefore always played a role at our company. Today, our message is a succinct one: "Eppendorf exists to improve human living conditions!" All this time, the thrust of our purpose has remained the same. Within the Eppendorf Group, our goal is to continue to grow and develop so that we do not exceed the bounds of our planet's resilience now or in the future, and to ensure that our actions are aligned with society's needs.

Four key issues, eight action fields

GRI 102-40, -42, -43, -44, -46, -47

We believe it is important to put our resources to work where they are most effective in bringing about positive change. For this reason, we have established a strategic process and worked in dialogue with internal and external stakeholders to identify and prioritize the issues and action fields that are key to our sustainable business activities.

As part of this process, we joined forces with select stakeholders to study our company's environmental and social impacts, and those of our upstream and downstream value chains, and to further sharpen our awareness of sustainability concerns. To this end, we conducted an online survey of approximately 850 employees worldwide and engaged in discussion with customers, suppliers and owners. We also analyzed various quantitative factors, such as the extent of environmental harm we cause (measured according to external costs in euros), as well as the likelihood of causing human rights violations (measured in risk hours). Beyond that, we also modeled energy consumption across the period of time that the Eppendorf product portfolio is in use.

As part of the process, we identified eight key sustainability topics along our value chain. These topics have since served as the action fields for our sustainability activities and reporting. They are divided across four key strategic issues that guide our actions and activities as a responsible company, as further detailed below.

Climate change

We view climate change as one of the greatest challenges of our time. In our role as a highly specialized industrial company, our aim is to harness our potential to ensure that the goal of the Paris Agreement – keeping global warming below 2°C between now and 2100 – can be met. Specifically, we have pledged to achieve climate neutrality within our own operations, and to use our own influence wherever we can to help our customers achieve climate neutrality.

Our customers have also recognized the challenges posed by climate change, and they expect the Eppendorf Group to commit to climate action and to transparent reporting on its carbon footprint. Demand for energy-efficient products and technologies is also rising across the life science sector. According to an impact analysis, our products generate significant carbon emissions during the production and use phases. Now that we are aware of this, it is our ambition to step up our efforts to consider the energy efficiency of our products as early as possible during product development and when planning our production processes.

Our climate action fields:

1. Reduce CO_2 emissions generated at our own production and administrative sites
2. Reduce CO_2 emissions arising at the customers' end as a result of the use of our products

Natural resources

We firmly believe that the use of natural resources must not exceed the limits of the planet's resilience and ability to regenerate, and all our actions are guided by this belief. Our customers are committed to reducing resource use wherever possible. For example, their requirements are increasingly stringent when it comes to waste reduction and the ability to reuse and recycle products and packaging. We strive to minimize the volume of resources used wherever possible, for maximum benefit to us and our customers. With this in mind, we focus on efficient or alternative solutions for packaging and consumables, and we introduce recycling and reuse programs where possible. Our goals in the area of resources are partly financially motivated. For example, packaging that is more efficient and saves space and weight can do more than just conserve resources. It also lowers costs. This is another reason why we plan to take on a leading role in the conservation of resources in the life science sector in the future.

Our action fields in the area of natural resources:

3. Prevent waste arising at the customers' end as a result of the use of our consumables
4. Minimize waste arising at the customers' end as a result of the packaging of our products
5. Reuse and recycle resources and waste arising from our marketing materials and transportation packaging

Social compliance

Global value chains are growing more and more complex, resulting in a whole host of challenges. Aspects such as product quality and delivery reliability are traditional hallmarks of our supplier relationships. However, we also believe it is important to keep an eye on the big picture concerning labor conditions and respect for human rights within our supply chain as part of our own responsibilities and to take action where we can, responding appropriately if and when violations occur. Systematic sustainability management for our supply chain is also a necessity if we are to meet the current and future requirements of our customers and regulatory agencies.

Assuming responsibility, particularly for compliance with regulations and standards in the supply chain, also promotes stability. With this in mind, we try to use our specifications and interactions as a way to motivate suppliers to develop responsible solutions for their own processes where possible.

Our action fields in the area of social compliance:

6. Ensuring that our suppliers uphold fair labor conditions

Social well-being

Our customers spend a lot of time performing repetitive activities with one-sided impact on their bodies so that they can drive human progress through their research. With that in mind, we are particularly focused on doing everything we can to facilitate their work by providing the most ergonomically advantageous life science products available on the market. We also believe it goes without saying that our products meet the highest standards of safety in terms of use and transportation.

To be competitive as a global manufacturer of high-quality life science products, we need employees who help us to further develop our business and remain innovative at all times. We have pledged to be the most attractive employer for talent in our industry around the world. At the same time, we are committed to supporting lifelong learning and the growth and development of our existing workforce, harnessing the advantages and possibilities of the shift to new and digital technologies in the process.

We see value in the diversity of our staff. It helps us come up with fresh ideas and reexamine existing patterns and methods. This is why we welcome both the diversity and individuality of our own employees and the wealth of different cultures, worldviews and personal histories they bring with them. Each and every day, they unlock new potential and new opportunities to improve our performance capacity on the market and increase our mutual respect and appreciation.

Our action fields in the area of social well-being:

7. Promote the safety and health of our customers during the use of our products
8. Ensure diversity and equality of opportunity at our sites and lifelong learning in the digital age

Overview of sustainability strategy & sustainability reporting

Action fields	Relevance within the value chain: Upstream	At Eppendorf	Downstream	Key reporting topics & relevant GRI indicators	Report section
Climate change					
Reduce CO_2 emissions generated at our own production and administrative sites		⊗		Emissions: GRI 302-1, 305-1, -2, -3	**Energy & Emissions**
Reduce CO_2 emissions arising at the customers' end as a result of the use of our products			⊗	Emissions: GRI 302-1, 305-1, -2, -3	**Energy & Emissions**
Natural resources					
Prevent waste arising at the customers' end as a result of the use of our consumables		⊗		Resource use & waste GRI 301-1	**Environment & Resources**
Minimize waste arising at the customers' end as a result of the packaging of our products			⊗	Resource use & waste GRI 306-1, -2, -3	**Environment & Resources**
Reuse and recycle resources and waste arising from our marketing materials and transportation packaging			⊗	Resource use & waste GRI 306-1, -2, -3	**Environment & Resources**

Action fields	Relevance within the value chain: Upstream	At Eppendorf	Downstream	Key reporting topics & relevant GRI indicators	Report section
Social compliance					
Ensure that our suppliers uphold fair labor conditions	✕			Labor conditions at suppliers' sites GRI 308-1, GRI 407-1, 408-1, 409-1, 414-1	**Responsibility in the Supply Chain**
Social well-being					
Promote the safety and health of our customers during the use of our products			✕	Customer safety and health GRI 416-1	**Customer Safety & Health**
Ensure diversity and equality of opportunity at our sites and lifelong learning in the digital age		✕		Diversity and equality of opportunity Training and continuing education GRI 405-1, 404-3	**Employees**

Establishing sustainability as an integral part of the organization

GRI 102-18

To ensure that we make progress in our four key strategic issues and eight action fields, we have established an overarching organizational structure based on defined responsibilities and obligations. The structure starts with the top level of management and is then broken down within the organization as needed.

Each member of the Management Board is in charge of one of our four key strategic issues:

Social Well-Being

Eva van Pelt

Co-CEO & Chief Commercial Officer

Natural Resources

Dr. Peter Fruhstorfer

Co-CEO & Chief Business Officer

Climate Change

Axel Jaeger

Chief Financial Officer

Social Compliance

Dr. Wilhelm Plüster

Chief Technology Officer

Co-CEO & Chief Commercial Officer Eva van Pelt bears overall responsibility for the productive implementation of the strategy and for developing appropriate governance structures with an eye to sustainability. Within her corporate unit, a sustainability team within the Sustainability & Health, Safety, Environment department works continuously on strategic and operational implementation.

The Sustainability & Health, Safety, Environment department at Eppendorf provides technical and professional advice and partners with others to generate new ideas. It coordinates the development of targets, measures and sustainability performance indicators along with the establishment of relevant control mechanisms. The department is responsible for ongoing monitoring of all key issues and for reporting to the Management Board. The team also oversees external reporting according to acknowledged standards and frameworks. Experts from the individual departments develop concrete measures relating to our eight action fields.

Guiding principles & standards

GRI 102-11, -12, -16

Everything we do is based on high ethical standards and values. This stance is also reflected in our ↗ Code of Conduct, which applies to all employees of the Eppendorf Group. It sets out fundamentals of how to deal with topics such as safety, health and the environment. The code obligates our employees to respect the rights and diversity of their individual work colleagues and to grant equal opportunities to all staff members and everyone who applies to work at our company. In addition, the code includes rules for topics such as bribery, conflicts of interest and confidentiality. Our efforts send a clear signal that the quality of the transaction, expert advice and fair dealings with each other are always paramount within the relationships between Eppendorf and its business partners. The Code of Conduct also specifies how violations are to be reported so that we can take corrective action immediately if a problem is identified.

In all our activities, we also embrace the precautionary principle, striving to take precautions to prevent or mitigate any and all conceivable adverse impacts on the environment or human health. The same principle also underlies our ↗ Environmental Policy, which sets out our requirements for environmental protection and the protection of health and occupational and process safety. It guides us in various factors, such as careful handling of hazardous materials and water pollutants, and sets rules for safe storage of these substances.

UN GLOBAL COMPACT
WE SUPPORT

To underscore the strength of our commitment to sustainability, we signed the UN Global Compact in January 2022. The Global Compact is viewed as the world's largest and most important initiative for responsible corporate governance. Participating companies voluntarily pledge to observe ten principles across the domains of human rights, labor standards, environmental protection and the fight against corruption, all based on key UN conventions. Participants are obligated to report annually on their progress in their own spheres of action. From now on, this sustainability report will serve as a progress report for the UN Global Compact.

The 17 United Nations Sustainable Development Goals (SDGs) also guide us in our actions geared toward sustainability. We recognize the SDGs in full as a shared blueprint for peace and prosperity for people and the planet. After all, the business world – with its innovative drive and power to invest – will have to play a crucial role if we are to meet these targets.

Energy & Emissions

Climate change is one of the biggest challenges of our times. Our business activities generate greenhouse gases. We see it as our duty to help prevent or mitigate climate change for a world worth living in – today and tomorrow. Our goal is to achieve climate neutrality for the Eppendorf Group. To advance toward that aim, we have pledged our support for the goal of the Paris Agreement of limiting global warming to less than 2 degrees Celsius between now and 2100.

The act of manufacturing our products generates CO_2 emissions along the entire value chain. We aim to reduce these emissions. Our efforts focus chiefly on CO_2 emissions from our own production and administration sites, as well as on CO_2 emissions associated with the use of our products by our customers.

Energy-efficient products and technologies are increasingly in demand among our customers. That is why we take energy efficiency into consideration early on in our development processes. From our perspective, investing in climate action and energy efficiency will pay off in the long term, including financially.

Countering risks, meeting requirements

Climate change can bring uncertainty in terms of planning and investment. With an eye to these factors, we are taking action to protect the climate and lower future risks to our business model. For example, increasing the energy efficiency of our processes has the beneficial side effect of lowering our dependence on energy prices, which fluctuate. We also meet the increasingly stringent requirements set by our stakeholders. Our customers in particular – as well as our employees, the owners' families and legislators – expect us to show strong support for climate action and report transparently on our carbon footprint. Ultimately, our climate action measures will also help implement the principles of the → Global Compact.

Developing our climate strategy

GRI 305-103

Our ambition is clear: to achieve climate neutrality for the Eppendorf Group. This is why we are working on a climate strategy aligned toward the goal set by the Paris Agreement of limiting global warming to less than 2 degrees Celsius between now and 2100. As a first step, we began compiling a carbon footprint for the entire Eppendorf Group in 2021. We are also collecting data on the CO_2 emissions generated by our business activities (Scope 1 and 2), CO_2 emissions from transportation and business travel (Scope 3, categories 4, 6, and 9) and emissions arising from the use of our products by our customers (Scope 3, category 11).

As our next step, this initial carbon footprint will serve as the basis from which we plan to derive a Group-wide climate target, which we aim to reach by way of various interim goals. These interim goals will then be set out in a road map of short- to medium-term actions. The focus will be on measures to prevent and reduce emissions. Unavoidable emissions will be offset by suitable mechanisms. To measure our progress, we will assess our carbon footprint annually going forward. The next sustainability report, to be published in 2023, will include information on the progress of our climate strategy.

Meaningful performance indicators

We already capture various performance indicators as part of our environmental management activities, including total energy consumption and energy efficiency in relation to parameters such as area, production output, material input and employee headcount. These performance indicators are captured, analyzed and evaluated annually at the locations that already hold ISO 14001 certification. We monitor the development of these indicators for insight into the impact of our climate action and efficiency measures.

An overview of the reported key performance indicators appears in the section entitled → Key Sustainability Indicators.

Efficiency gains: energy audits mark the starting point

GRI 302-103

Concrete actions to improve energy efficiency can already be identified based on energy audits, which we perform every four years at our most energy-intensive locations in Germany. Since 2015, we have performed two audits at each of our three largest German sites. The results of the audits are analyzed, and our findings are then incorporated into a plan of action that is implemented in stages by the location managers. Implementation is subsequently monitored as part of our → Environmental Management Efforts.

Roles & responsibilities

Responsibility for climate action rests with our Chief Financial Officer (CFO), who is in charge of this subject within the Management Board as a whole. The entire Management Board makes strategic decisions and approves specific actions. The development of our climate strategy, carbon footprint tracking and the implementation of all climate actions are handled by the Sustainability & HSE unit. Experts from the specialized departments develop concrete measures and implement them once they are approved.

Relevant standards & guidelines

The Eppendorf environmental and safety mission (↗ HSE Mission) serves as the framework for our environmental actions as a company, and it applies throughout the organization. It stipulates that measures to reduce and prevent environmental impact should be identified, implemented and improved on an ongoing basis. We achieve this goal with our certified environmental activities based on the ISO 14001 standard. Our environmental management system allows us to achieve systematic improvements in our environmental performance, and to manage change processes effectively.

All sites that hold ISO 14001 certification undergo regular audits in keeping with applicable laws and internal company guidelines. Energy audits are performed every four years; at this time, all Eppendorf locations with ISO 14001 certification have undergone energy audits.

Improving processes, optimizing products

We take a two-pronged approach to climate action. First, we reduce greenhouse gas emissions from our business processes and transportation and travel activities. For example, we purchase electricity from renewable sources and implement energy efficiency improvements. Second, we aim to reduce CO_2 emissions during our products' use phase by taking actions such as developing products with lower impact on the climate. We plan to ramp up company-wide dialogue around climate action. We are currently reviewing which industry initiatives to join with respect to climate action.

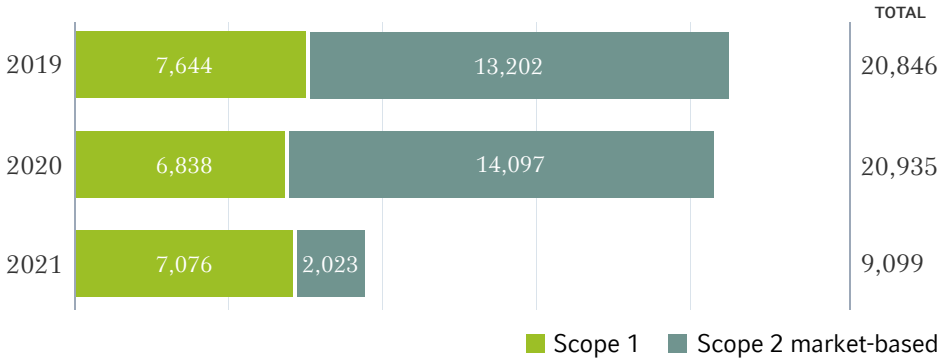
Our carbon footprint

GRI 305-103

In our push to identify our carbon footprint, we began logging, analyzing and evaluating the total energy consumed by our internal business processes

Scope 1 & Scope 2 emissions in t CO_2

GRI 305-1, -2



(electricity, heating/cooling energy, fuel for our vehicle fleet) in 2021. As an additional factor in our carbon footprint analysis, we also collected information on the CO_2 emissions arising from transportation that we commission, as well as business trips taken by plane (Scope 3, categories 4, 6 and 9). We chose 2019 as the base year for our carbon footprint, since the figures for 2020 and 2021 are not representative due to the restrictions brought by the COVID-19 pandemic.

In total, Eppendorf was responsible for 22,731 t of CO_2 emissions in 2019. The electricity used at the sites accounted for most of this figure.

Our CO_2 emissions from air travel fell in both 2020 and 2021 due to the pandemic. On the other hand, CO_2 emissions from air freight rose due to a surge in demand for our products.

CO_2 emissions from shipments sent by air from Germany to China came to 531.95 t in 2020. The figure for 2021 was lower, at 395.48 t of CO_2 emissions. CO_2 emissions from sea freight to Shanghai also declined slightly in 2021. While the figure for CO_2 emissions stood at 105.28 t in 2020, it declined in 2021 to 96.21 t. Increased use of rail transportation in 2021 also allowed for considerable savings on CO_2 emissions, which came in at 19.62 t.

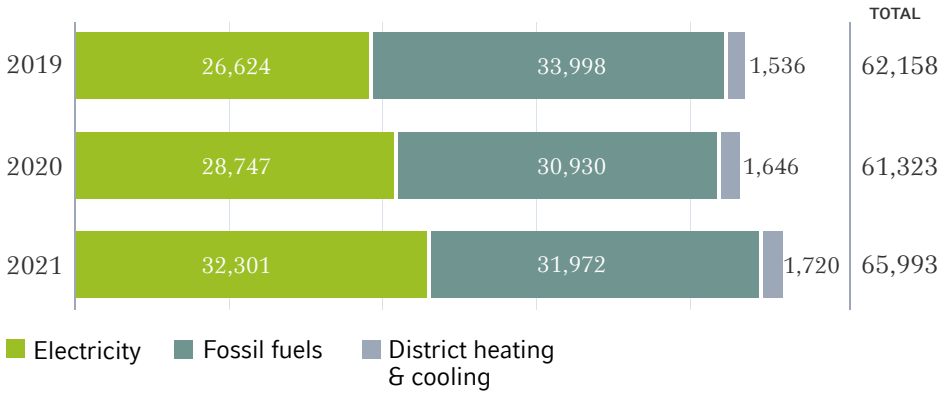
Moving toward climate neutrality

Sourcing energy from renewables is a core element of our push to reduce emissions. Most of the Eppendorf locations in Germany have been powered by "green" electricity since 2020. The only sites in Germany that were still using conventional electricity at the end of 2021 were our German sales company headquartered in Wesseling and the Eppendorf Distribution Center in Hamburg. Together, these two sites accounted for less than 4% of the total electricity consumed by Eppendorf in Germany in 2021.

By purchasing 38,600,000 kWh of certified "green" electricity, Eppendorf has achieved climate neutrality in terms of calculated electricity use at five sites in Germany for the period from January 1, 2021, until December 31, 2021. This translates to 16,354 t less CO_2 emitted to generate this volume of energy compared to emissions expected from common, average power sources in place in Germany at the time that the certificate was issued.

Locations outside Germany are also powered by renewable energies. Our production site in Enfield, USA, has been operated with 100 % wind energy since 2021.

Eppendorf Group energy consumption in MWh



Renewable energies & energy efficiency at our locations

GRI 302-103

In addition to sourcing our electricity from renewables, we are increasingly generating our own power. In Hamburg, for example, solar panels were installed on the roof of one office building in 2014, supplying energy to power the heat pumps in a geothermal power system.

A new building at the Jülich location is currently being constructed to the Platinum standard of the German Sustainable Building Council (DGNB), the highest standard of sustainable building. The new building will also meet KfW efficiency level 40 Plus, the top efficiency level involving in-house generation and use of electricity.

We are also hard at work in various ways to improve energy efficiency in administration and production. At the Oldenburg site, for example, we commissioned an advanced combined heat and power (CHP) plant back in 2014. The plant supplied 29% of the electricity and 80% of the cooling needed at the plant in 2021. We have also modernized the production facilities at the Oldenburg site, switching to exclusively energy efficient, fully electric injection molding systems and replacing packaging equipment. Additional measures have included optimizing compressors and air conditioning systems, insulating window fronts during renovation activities and forging ahead with the shift to LED lighting.

At our site in Maldon, UK, we reuse the waste heat generated in the process of quality checks of our ultra-low-temperature (ULT) freezers.

Employee mobility

GRI 305-103

To lower the CO_2 emissions generated by our business activities, we also focus on our employees' mobility, particularly in Germany. Our goal for our fleet of vehicles is to achieve an average of 40 g CO_2/km by 2025. The average in 2021 was 101 g CO_2/km (2020: 129 g CO_2/km). To further reduce our fleet's CO_2 emissions, plans call for procurement of further hybrid and electric vehicles for all sites in Germany. In May 2021, we began shifting all company vehicles at our locations in North America to hybrid options as soon as the leases expire.

JobRad for employees

We introduced our "JobRad" program for employees at our German locations in 2021. The new program allows employees to lease a bicycle for a 36-month term and make installment payments through deferred compensation. By the end of 2021, 197 company bikes had been purchased under this initiative.

Bikestop

Construction work on a new bike parking building got under way at the Hamburg site in 2021. In all, the building has space for 310 bikes and six bikes with trailers. There is also a sufficient number of charging stations for electric bikes and two service stations equipped with a lift apparatus and air pumps. All this is part of our efforts to support the shift away from cars and make it easier for our employees to choose alternative modes of transportation.

Lowering environmental impact during product development & use

GRI 305-103

Our climate action efforts are geared toward reducing CO_2 emissions during the phase when our products are in use (Scope 3, category 11). Various internal analyses have shown that a considerable portion of our emissions arise during this phase. During the period under review, customers' use of Eppendorf brand products gave rise to approximately 133,510 t of CO_2. We also aim to raise awareness of energy conservation among our customers. The exceptionally high durability of our products is another key factor in reducing their carbon footprint.

ACT® certification

Eppendorf has been working with My Green Lab®, an independent nonprofit organization, within the scope of the ACT® Environmental Impact Factor Label since 2017. ACT® certifications satisfy the growing demand among researchers and procurement market companies for transparent information, verified by third parties, on the environmental impact of laboratory equipment. It also takes into account sustainability-related factors such as production, packaging, energy consumption and recyclability. Eppendorf is proud to have its products certified by My Green Lab® as another way to demonstrate that we are pursuing continuous improvement. Multiple Eppendorf products earned

certification during the year under review. The Research plus pipette became the first pipette in the world to earn ACT® certification. Eppendorf 25 mL conical tubes and a further ultra-low-temperature (ULT) freezer (the CryoCube® F570n) also obtained ACT® certification this year. In 2018, the Eppendorf freezers became the first ULT freezers to earn certification under the ACT® label. Eppendorf plans to continue to expand on its cooperation with My Green Lab® and to obtain further certification for Eppendorf products in the future.

The shift to climate-friendlier refrigerants

Our CryoCube F440n and F570n freezers, launched in 2021, use propane and ethane as natural refrigerants. Both hydrocarbons have very low global warming potential. The previous versions had used substances with much higher potential to contribute to global warming. This is an especially important factor as refrigerants, in the event of improper disposal, can potentially be released into the atmosphere. In the case of the CryoCube F440n, we also increased capacity from 410 L to 440 L even as we lowered the calculated daily energy consumption from 10.8 kWh to 8.3 kWh, resulting in a CO_2 reduction of about 0.25 t per unit per year. We also lowered calculated electricity consumption by about 21% for the CryoCube F570n, achieving an average reduction in CO_2 emissions of about 0.22 t per unit per year. The calculations are based on European values: 230 V and usage of the European electricity mix.

The freezer challenge

Because ultra-low-temperature (ULT) freezers have to maintain ultra-low temperatures of -80 °C 24 hours a day, even energy-efficient units use large amounts of electricity. The International Institute for Sustainable Laboratories and the nonprofit organization My Green Lab® have joined forces to study ways to optimize the use of ULT freezers from an energy standpoint. To that end, they have launched an annual Freezer Challenge, which Eppendorf is sponsoring as a manufacturer of ULT freezers.

Users of ULT freezers are invited to take action to conserve energy and submit their results to the challenge. Measures to achieve this include efforts such as sharing a unit with colleagues or adjusting the target temperature. Awards are granted annually to the participants who have achieved the greatest energy savings through these actions.

Environment & Resources

Humanity's use of natural resources is pushing the planet to its limits. At the same time, our customers increasingly expect more from our products, packaging and processes in terms of their environmental compatibility. For a world worth living in – today and tomorrow – we strive to reduce the environmental impact of our business activities and make a positive contribution to protecting the environment. Our ambition is to take on a leading role in resource conservation in our industry. As we move toward that goal, we are also guided by the environmental principles of the → Global Compact which we have signed.

To live up to our aims, we are careful to conserve the raw materials we need to produce our products. We make certain that environmental requirements are defined for each segment of the product life cycle early on during the development process. We also take care to ensure environmentally responsible sourcing and → efficient energy use, and we are increasingly turning to sustainable sources for our raw materials. Last but not least, the high quality of our products helps guarantee that they enjoy a long lifespan, which also contributes to conserving resources.

Efficient use of resources is also an area of focus for us in our work with packaging and consumables. In line with the concept of the circular economy, we concentrate specifically on ensuring that the materials we use can be reused, thereby preventing unnecessary waste.

Environmental management certification

Our goal is to minimize the potential negative impact of our business activities on the environment. The framework for our environmental actions as a company is the Eppendorf ↗ Environmental & Safety Mission, which applies throughout the company. It stipulates that measures to reduce and prevent environmental impact should be identified, implemented and improved on an ongoing basis. We achieve this goal through our certified environmental activities based on the ISO 14001 standard. Our environmental management system allows us to achieve systematic improvement in our environmental performance and manage change processes effectively.

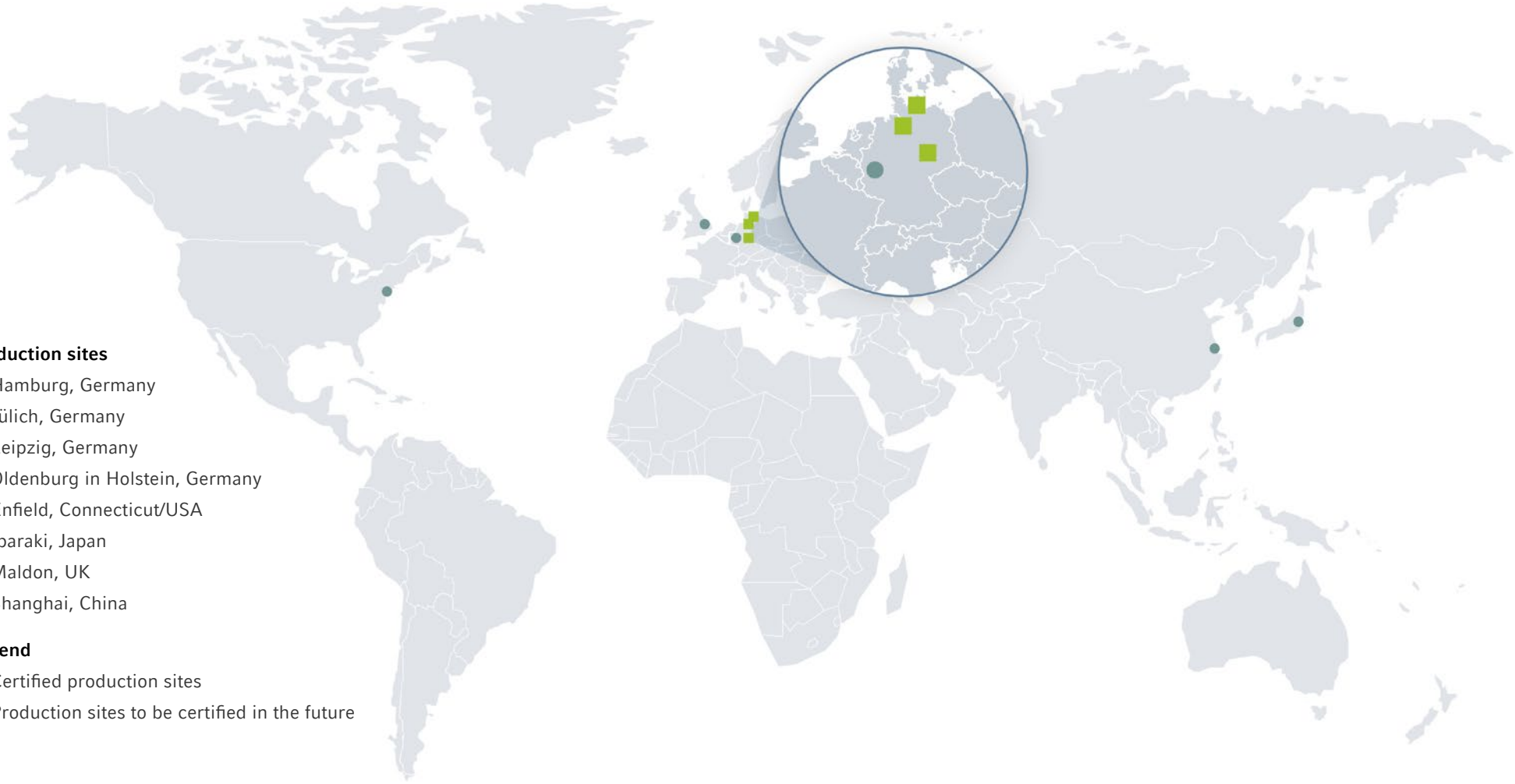
ISO 14001 certification for specific locations

By the end of 2021, 45% of our production locations around the world held the ISO 14001 environmental management certification. Five entities in Germany have had environmental management certification since 2013. Further sites are to be added in the years to come; a certification strategy that maps out these actions was adopted by the Management Board in 2021. Two further entities, one in Germany and one in the USA, are to receive certification in 2022.

Performance indicators

As part of our annual ISO 14001 management review, we identify, analyze and evaluate various performance indicators such as total waste volume and waste volume in relation to production output. In the process, we distinguish between performance indicators that apply company-wide and those that relate to specific sites. Over the course of our successive ISO 14001 location certifications, we develop standardized reporting for these key indicators. We also analyze financial indicators to study the cost-effectiveness of the measures we have put in place.

ISO 14001 Certified Production Sites of the Eppendorf Group



Production sites

- Hamburg, Germany
- Jülich, Germany
- Leipzig, Germany
- Oldenburg in Holstein, Germany
- Enfield, Connecticut/USA
- Ibaraki, Japan
- Maldon, UK
- Shanghai, China

Legend

- Certified production sites
- Production sites to be certified in the future

Organization

The Management Board and the managing directors who are in charge of the operational business are responsible for environmental management. The Management Board makes all strategic decisions and confirms operational projects and objectives within the scope of the ISO 14001 management review. Depending on the project and location, operational implementation is handled by the local health, safety and environment (HSE) managers in cooperation with global specialists, facility managers, operations managers and/or additional specialists.

Raising awareness among employees

Every year, the → Eppendorf Academy offers online training courses on environmental topics and environmental management at Eppendorf, which all employees of the Hamburg and Oldenburg locations are required to complete. There are plans to add yearly training on environmental topics at other locations in the future.

Standards & guidelines

The main rules that apply to us in Germany are the stipulations of the German Circular Economy Act, Commercial Waste Ordinance, Packaging Act and Electrical and Electronic Equipment Act, along with the EU Waste Framework Directive. International waste laws for sites outside Germany have not been documented systematically at this time. In the future, we will observe international waste laws and further areas of law within the scope of our ISO 14001 certification.

Additional guidance is provided by our company-wide ↗ HSE Mission, which is accessible to all employees in German and English on the intranet. It sets out our mission, ambitions and pledges relating to environmental protection and the fields of safety and health.

Ecological commitment & involvement: pitching in to help
2021 marked the fourth time that Eppendorf participated in an initiative called “Wi mook dat!” (We can do it!). The goal is to get companies in Hamburg involved in social and ecological causes. As in years past, participating Eppendorf employees also supported the “Living Alster” project, crafting structures out of wood, gravel and debris to control the flow of water and create valuable habitats for fish, small animals, kingfishers and otters.

Waste & recycling

GRI 301-103, 306-103

At Eppendorf, waste arises at every stage of the value chain. Waste includes not just household waste, wastewater and industrial waste, but also hazardous materials originating in medical and electronic products. Our goal is to prevent waste to the greatest possible extent and reduce it where prevention is not possible. One of our strategic areas of focus is reducing the share of fossil primary plastics used in our overall production operations through measures such as new and more efficient product construction.

Waste prevention & reduction

Waste prevention and reduction are highly important to Eppendorf, due in large part to our customers' increasingly stringent requirements. This is why our materiality analysis has identified related topics as being of high strategic importance. Our activities in this area focus on three aspects. First, we aim to minimize resource consumption and the waste arising from our own marketing materials and transportation packaging. A further goal is to reduce the waste arising at our customers' end through the use of our consumables as well as from the packaging of our products excluding consumables.

We also strive to optimize our process and plant engineering in such a way as to prevent waste and reuse valuable raw materials. For example, we adapt processes to minimize production scrap and use a recycling method at the Leipzig location to separate and reuse cooling lubricants and aluminum shavings.

Data for sustainability controlling under development

Site-specific waste reduction targets are set in each case as part of our ISO 14001 certification. We launched a project to capture waste data across all production sites in 2021. Going forward, the goal is to use these data as part of a resource strategy which will apply worldwide, as well as to further enhance our internal sustainability controlling structures and activities. The key indicators will be disclosed as part of our sustainability reporting in the future.

Structured waste management

At Eppendorf, waste management is a part of our environmental management activities. Local HSE managers or site waste managers are responsible for these aspects at individual locations.

We have defined a company-wide standard for the handling of waste. The standard stipulates that waste must be collected separately by specific categories and provided to waste disposal entities in suitable containers. All waste must be classified and logged in a waste record. Hazardous waste is labeled separately, and records of disposal are kept. The standard also stipulates that only specialized waste disposal companies can be used and commissioned for disposal purposes.

In line with these specifications, disposal is handled at all German sites by specialized partners selected by Eppendorf. The disposal companies provide waste balance sheets. At the Hamburg site, an external service provider also

handles internal collection and rough pre-sorting of waste. The disposal processes are monitored each year under our certified environmental management system.

At 76 %, the reuse and recycling rate of our waste is high. Even with positive site development and increased production volume during the year under review, our waste volumes and energy efficiency have remained relatively stable in 2021.

Reusing aluminum waste

Aluminum is an important material at Eppendorf. Aluminum dust is created during processing. The particles are contained in cooling lubricant used to protect our equipment against high temperatures. To be able to reuse both the aluminum dust and the cooling lubricant as it emerges from the cycle, we introduced an innovative recycling method at the Leipzig site in 2013. The aluminum particles are captured and passed through a hydraulic press, which compacts the material at high pressure into small briquettes that can then be reused. This compacting procedure also releases a large portion of the lubricant that is used for cooling, meaning that it can also be reused. As a result, this method has both ecological and economic benefits.

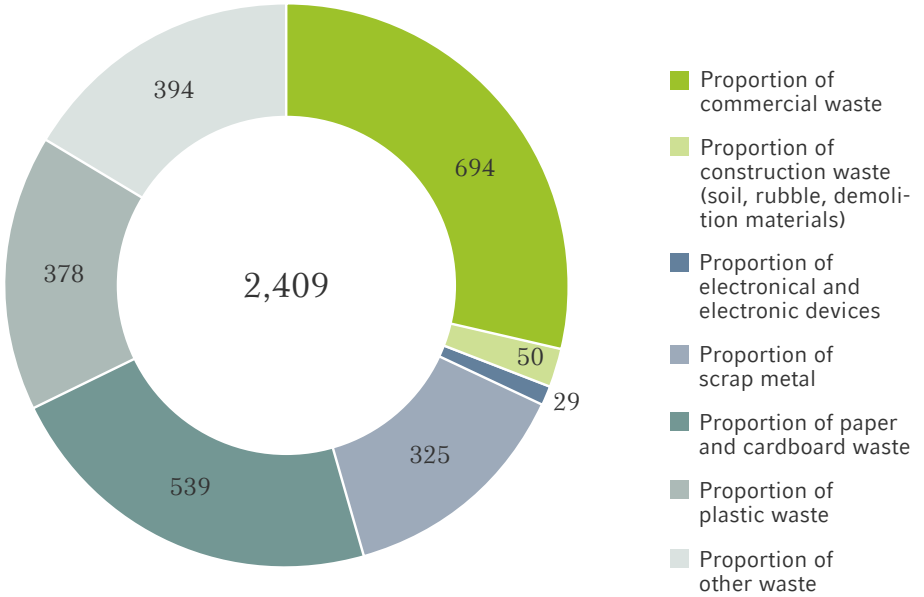
Paper use within the company

In recent years, we have shifted our paper documentation to digital systems across many areas. We also increasingly communicate via digital channels, internally and externally, which has allowed us to significantly reduce our use of paper and toner.

Beyond that, we are careful to prevent unnecessary waste at our offices and logistics centers. All offices at our central location in Hamburg have been equipped with paper recycling bins since 2005.

Total waste by category in t

GRI 306-3



Consumables at our customers' end

GRI 306-103

Whereas in the past, biomedical research laboratories used almost exclusively glass-based vessels, these days, the majority of laboratory vessels is made from single-use plastic. These items have significant advantages over glass in terms of manufacturing costs, ruggedness and purity. In addition, many experiments are now conducted at the microliter or nanoliter scale. This requires vessels and tips with ultra-small dimensions, which either cannot be manufactured out of glass, or which would be prohibitively expensive to produce. Instead, these single-use items are made of polypropylene granulate, which is based on fossil raw materials.

Optimizing consumables & researching alternatives

We aim to reduce the use of materials. One way to achieve this is through the optimization of wall thickness and dimensions of our consumables. However, we are constrained in these efforts by both the necessary mechanical and chemical stability of the products and the production conditions. Another issue is that the dimensions of vessels and plates are often based on international standards for size, with precisely defined inserts. As things currently stand, we have optimized our consumables with regard to wall thickness and dimensions.

Our development departments have also been hard at work researching the use of bio-based raw materials for plastic applications. In addition, we are experimenting with the use of recycled materials for the production of single-use items. However, there are limits to what can be realistically achieved. For example, recycled materials can currently not be used for single-use items that come into direct contact with samples. Standard recycled materials may contain substances which could leach out of the plastic upon contact with liquids. These leachables will then contaminate the sample material inside the pipette tip or sample tube.

Preventing & recycling waste within customers' operations

One key aspect of our efforts to protect and conserve resources is reducing the plastic waste generated in our customers' operations. The challenge is that this plastic is often contaminated with biological or chemical substances or radiation, making it potentially harmful to human health and the environ-

ment. Plastic-based laboratory waste that has come into direct contact with samples is typically incinerated. Recycling is either impossible or prohibitively expensive with the technologies currently available. In some cases, incineration of laboratory waste is also required by law.

However, our single-use items also contain plastic elements that do not come in direct contact with sample materials, including holders for pipette tips, storage boxes for tips inside these holders and external packaging for the consumable items. Eppendorf considers these to be auxiliary products, which enable the correct use of the products themselves. Depending on how these items are used in the laboratory, they may be classified as non-contaminated waste. We urge our customers to separate product packaging and auxiliary products as much as possible prior to moving the items into the laboratory where they may come into contact with sample material or contaminated work surfaces. Sorting at this early stage may allow recycling of certain plastic elements.

Designing packaging efficiently

Wherever possible, we avoid unnecessary use of materials for our packaging and reduce package sizes and material thickness. We are also always looking for sustainable alternative packaging materials.

Common types of packaging at Eppendorf:

- **Primary packaging** such as holder systems or boxes for pipette tips is frequently associated with the product itself, as many product characteristics, such as sterility, apply only in combination with the primary packaging.
- **Product packaging** is the term used for the volume of materials surrounding the product during the phase between the final stage of production and the customer-specific use in the laboratory. Depending on the product type and weight, cardboard packages of varying thickness are used.
- **Transportation packaging** is the name we use for specific outer packages that hold multiple products of the same kind and their product packaging. Transportation packaging is designed for efficient, secure shipping. It consists primarily of cardboard with a high percentage of recycled fiber.
- **Returnable packaging**, also known as reusable packaging, is used at various Eppendorf plants to procure component assemblies or parts from suppliers. We send the packaging back to the supplier after the components inside it have been used. Our use of returnable packaging is limited to regional suppliers, as the cost of returning empty packaging to the supplier would otherwise outweigh the savings on materials.

Over the years, we have developed various systems for designing packaging more efficiently or eliminating it altogether. For example, we introduced refill systems for pipette tips back in 2002. These reusable boxes can be sterilized and refilled up to one hundred times. Innovative disposable filter tip holder systems have also been in use since 2021, allowing us to reduce the amount of polypropylene used in holder systems by up to 35%, depending on the tip size. Beyond that, we are always looking for alternative materials for primary packaging.

When it comes to product packaging made of cardboard, we take care to ensure that an increasing proportion of recycled material is used. Depending on the product category, the current proportion is between 70 and 100%. Some product packages have already been designed to use no plastic at all. Cardboard-based holders provide adequate protection for these products. We plan to ramp up our efforts to use these types of packaging in the future.

In principle, we recommend that our customers collect packaging on site and separate product and transportation packaging from that actual products before they reach the laboratory so that they can be recycled without concern for contamination.

Rethinking marketing materials

At Eppendorf, our marketing materials include paper-based brochures, magazines, catalogs and sample packages containing single-use or promotional items. All of our paper marketing documents can be recycled using standard methods. We reduce our use of paper-based documents wherever possible. The COVID-19 pandemic and the social distancing requirements associated with it have also spurred the further digitalization of our marketing materials.

Although we continue to use paper products, we strive to design them as efficiently as possible. For example, our product catalog features more and more products each year, but its weight and volume have remained relatively constant thanks to smaller fonts, thinner paper and the inclusion of QR codes for users to read further information online. Climate-neutral printing and certified paper have also reduced the catalog's carbon footprint. In addition, many customers use the Eppendorf product catalog for years as a reference work in their laboratories. The catalog can be recycled with other paper, plus it is also available in digital format.

We switched to sending out newsletters exclusively via e-mail several years ago. Recipients still have the option of requesting printed versions of our product brochures. To conserve resources in the form of energy and materials, we rely on demand-driven printing for our brochures and flyers. Prior to printing, we conduct regional surveys to determine how many copies will be needed. Our brochures are printed in Hamburg. The paper used is 100% certified virgin fiber. Plans call for a shift to 100% recycled paper in 2022; we also plan to reduce the print run significantly.

Eppendorf publishes magazines on overarching laboratory-related topics twice a year. These magazines include our BioNews and Off the Bench titles. Both publications are printed on a climate-neutral basis and are also available online.

Customer Safety & Health

Workflows in today's laboratories are becoming ever more condensed, and the strain of laboratory work is constantly increasing. The associated tasks are often repetitive and may thus expose staff to one-sided strain. For this reason, we strive to make this type of work as easy as possible by providing life science products that are beneficial, especially from an ergonomic point of view. In this context, our understanding of ergonomics extends beyond the products themselves to the laboratory environment as a whole.

Eppendorf began optimizing the ergonomics of its laboratory equipment back in the early 1970s. Since then, our company has been known for the ergonomic properties of its pipettes in particular. In 2003, we launched our **PhysioCare Concept®**. After initially focusing on liquid handling devices, we have now successfully applied this concept to all Eppendorf products.

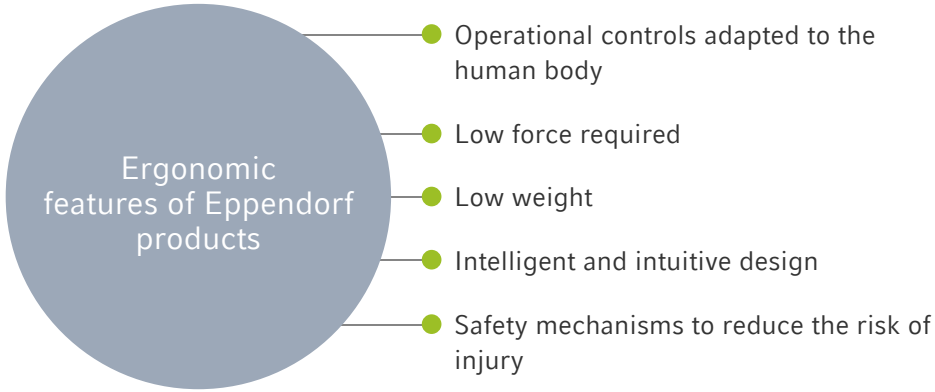
Our PhysioCare Concept®

GRI 416-1

Eppendorf products are considered to be well-designed, high-quality and developed to meet the needs of their users. This reputation is based to a large extent on the Eppendorf PhysioCare Concept®. Since the concept aims to cover the entire scope of ergonomics of day-to-day work in laboratories, it applies to our entire range of laboratory products. In addition, we consider ergonomic aspects in every new product developed. The PhysioCare Concept is based on three spheres:

- **The user:** The concept ensures ergonomic design and the optimization of the product depending on the individual needs of the user.
- **The laboratory:** New devices can be easily integrated to suit the specific conditions of any laboratory.
- **The workflow:** The concept helps improve laboratory processes in general – and the results achieved by the entire company.

Our development teams carry out an intensive usage and test phase to design and implement practice-based improvements to our products. Their motivation is to find ways to make using a product even easier and more enjoyable.



Enhanced product ergonomics: Eppendorf centrifuges

Some types of centrifuges are large, tall and take up a lot of space on laboratory benches. People of shorter stature may find it hard to reach the lids of the centrifuges, thus making it difficult – and dangerous – to fill them. Lower loading heights prevent accidents from occurring. We ensure that the lid of the centrifuge, when open, is within easy reach for people of average height. In addition, only minimal effort should be required to close it. With Eppendorf centrifuges, a gentle push is all it takes to close the lid, reducing strain on the back and wrists.

The lid of a centrifuge must be tightly sealed so that it generates as little noise as possible during operation. Here, too, ease of use plays a pivotal role. The Eppendorf QuickLock® rotor lid can be securely locked by rotating it just one quarter of a turn, reducing strain on the wrists.

Using centrifuge adapters, laboratory staff can place samples safely and securely into the centrifuge. Different adapters should be used depending on the vessel. A small gap between the vessel and adapter, or unevenly shaped bases, can result in a broken vessel and an unusable sample. By using different colored rotor adapters, we make it easier to select the correct size to reduce the risk of unwanted incidents.

Product safety as a hallmark of quality

GRI 416-103

The improper handling of life science products and laboratory samples places users at risk of injury – especially when working with samples containing harmful substances. Our goal when developing Eppendorf products is to reduce this risk. We make sure to keep the duration and proximity of contact with samples to a minimum.

Our products are designed to be extremely safe when operated by professionals. They must always comply with specific product group safety standards and internal and external quality specifications. For example, we always subject centrifuges to a crash test and check whether their casing will hold if the rotor inside the chamber breaks at high speed. No components should escape from the device, and it should barely move.

Identifying & minimizing product risks

Our new methods and products undergo intensive quality and safety testing during the research and development process. We apply a milestone concept and involve our company's internal audit unit in the process. This allows us to identify and remedy potential product development errors at an early stage. Several internal stakeholders carry out quality and safety-related approval processes. More extensive reviews are often performed in line with the principle of dual control.

In addition, we perform regular stress tests on materials and components, which vary in their number and level of detail depending on the type of product. To this end, we typically estimate the average daily use of the product in the laboratory and correlate it to a theoretical operational lifetime. The stress level measured during the laboratory test usually exceeds the real stress level by a significant margin. The objects being tested, such as the hinges of locking mechanisms, are opened and closed up to 100,000 times. Aging tests are also performed, which involve repeatedly exposing a product to light or heat and testing how this affects its resistance to chemicals.

Before we begin manufacturing a product, customers test it for several weeks under real conditions. They record different test parameters, which we subsequently evaluate, and they note any potential critical points. Where required, we also carry out early trials involving customers during the product design and development stage. With an agile project development process in mind, we intend to obtain and integrate feedback from users at additional development stages in the future.

Our Product Service unit employs a central database of potential problem cases reported by customers which help identify and follow up on defects after products have been launched. If a problem occurs frequently or is found to be serious, employees from the Quality, Production, Service and Sales units, as well as the relevant business division, will investigate and assess

the situation and decide on any corrective measures that need to be taken. Once these measures have been implemented, we check to see whether the problem has been successfully resolved. The entire process is documented throughout.

Standards & guidelines

During product development, we comply with all applicable national and international regulatory requirements, many of which define the scope for development options. Such requirements are increasing worldwide, with more and more countries aligning their national regulations with existing European Union and U.S. regulatory frameworks such as the ↗ REACH Directive and the supplementary ↗ EU RoHS Directive 2011/65/EU, restricting the use of certain hazardous substances in electrical and electronic equipment.

The statutory requirements of relevance for compliance with chemicals and materials regulations mainly relate to hazard communication, as well as to local and regional chemical registration activities. Consequently, it is essential for Eppendorf to be able to clearly identify the source materials used in its products.

Product safety information for customers

In principle, all users of Eppendorf products are considered trained professionals. As a result, we assume that our products will be used properly. Our initial consultation, however, is aimed at a broader group – including purchasing departments, distributors and non-technical managers. Generally, these individuals have a limited background knowledge of the life sciences. We have addressed this concern by producing a broadly based portfolio of product information. In keeping with statutory requirements, we provide our customers with instructions for use and, where appropriate, instructions on how to unpack and install products safely. The information is also available online. The relevant material safety data sheets (MSDS) can also be accessed online for products with potentially harmful chemical ingredients such as lubricants, coolants or batteries.

Responsibility in the Supply Chain

As a manufacturer of high-quality life science products, Eppendorf sources raw materials, goods and services from all over the world. Our supply chain encompasses procurement, production, distribution and logistics. As a result, the activities along our supply chain entail a wide variety of risks that can impact the stability of our production capability. Identifying and evaluating these risks as early as possible is crucial to our ability to supply our customers with products featuring the high level of quality they require while successfully running our business. Establishing transparent and digitalized processes along the supply chain can minimize disruptions and risks in this regard. To this end, we take process-related, economic and technical criteria, as well as social and environmental factors, into account in our procurement process.

We continuously address growing external demands with regard to our supply chain management, including new statutory requirements on the traceability of specific materials, and we exercise our due diligence obligations under human rights law. Moreover, we pay very close attention to our customers' requirements and take them into account in our tenders. Our aim is to ensure stability in the value chain while encouraging our suppliers to act more sustainably where required and helping them to implement our requirements.

Our supplier management

GRI 308-103, 407-103, 408-103, 409-103, 414-103

A Group-wide corporate standard defines the framework for Eppendorf's supplier management. It sets out precise specifications on how to identify and select suppliers and ensure that they are qualified. When developing new supplier relationships and screening new suppliers, the purchasing departments overseen by the Chief Technology Officer (CTO) ask candidates to provide them with information pertaining to their social and environmental credentials. For example, each supplier must confirm our ↗ Code of Conduct for Suppliers and provide voluntary disclosures on the topic of sustainability. The screening of suppliers that reject or refuse to sign the ↗ Code of Conduct for Suppliers or fail to provide adequate answers in the voluntary disclosure will be terminated with immediate effect.

Alongside the initial screening of potential suppliers, we perform audits of our existing suppliers using defined corporate standards that apply at all of our production sites. In addition, we expanded the range of functions in our audit tool in 2020 to include sustainability requirements from the screening questionnaire relating to human rights, the environment and ethics, to enable us to verify compliance with these requirements on site.

Organization

The Global Procurement Instruments unit performs all sustainability-related supplier screening activities and is assigned to the new CTO role. In this context, the unit also focuses on the German Supply Chain Act (Lieferkettensorgfaltspflichtengesetz), which will come into effect on January 1, 2023.

Standards & guidelines

In our operating activities, we are committed to complying with generally accepted labor, social and environmental standards and respecting human rights. We also meet the requirements for responsible corporate governance as set out in our ↗ Code of Conduct. Furthermore, we are firmly committed to the Ten Principles of the United Nations Global Compact (UNGC), which we have been supporting since becoming a participant on January 31, 2022. The principles focus on human rights, labor standards, the environment and preventing corruption.

We expect all of our suppliers to comply with internationally accepted environmental and social standards. These are set out in our ↗ Code of Conduct for Suppliers, which is based in particular on the core labor standards of the International Labour Organization (ILO), the UNGC and the UN Universal Declaration of Human Rights. Our suppliers are also expected to ensure that their own suppliers comply with these standards.

Moreover, Eppendorf expects its suppliers to comply with applicable environmental laws, regulations and standards. Accordingly, we expect suppliers to set up and operate an environmental management system based on accepted standards in order to minimize environmental impacts and hazards and improve environmental protection in their day-to-day business operations. We demand appropriate documentation from suppliers that trade, process, export or mine minerals originating from conflict and high-risk areas on behalf of Eppendorf.

In addition, we expect suppliers to comply with fundamental workers' rights as stipulated by applicable national laws. Such laws include regulations prohibiting child labor, forced labor and discrimination, as well as those protecting freedom of association, fair pay, lawful working hours and occupational health and safety.

Eppendorf expects suppliers to not tolerate corruption of any kind. They are obliged to ensure that their companies comply with the conventions of the UN and the Organization for Economic Cooperation and Development (OECD) on combating corruption, as well as relevant anti-corruption laws. Any conflicts of interest with personal and business interests or other activities, including those of relatives or individuals and entities otherwise closely associated with the company, are avoided from the very outset.

Voluntary disclosure as initial indicator

GRI 308-1, 414-1

In January 2021, we added a sustainability questionnaire featuring exclusion criteria to our screening process for new suppliers. This additional voluntary disclosure will allow us to examine all potential suppliers even more closely in terms of their social and environmental credentials. As with a rejection of the Code of Conduct for Suppliers, a negative answer to the elimination questions will now result in the immediate termination of the screening process.

The questions cover, among other things, an outright ban on child and forced labor, the existence of policies and operating agreements to prevent human rights violations, and the prevention of accidents in the workplace. Over the course of the business relationship, we carry out supplier audits and on-site visits to verify that the information we have received is correct. Based on this information, we also complete annual assessments of our strategic suppliers.

Assessment of strategic suppliers

GRI 308-1, 407-1, 408-1, 409-1, 414-1

Once a year, the Global Procurement Instruments unit and the Eppendorf Group's other Technology Centers assess Eppendorf's strategic suppliers. We define as strategic all suppliers that exceed a certain revenue threshold (depending on the Technology Center supplied), pose a procurement risk for Eppendorf or have an impact on product quality or the Material Group Strategy. The assessment includes conventional economic factors such as reliable delivery, product quality, capability and customer focus. Since 2021, we have also included information on sustainability, particularly with regard to human rights, child and forced labor and environmental issues. Based on the outcome, we determine action plans for suppliers' ongoing development. In the event of serious violations, the business relationship may also be terminated with immediate effect.

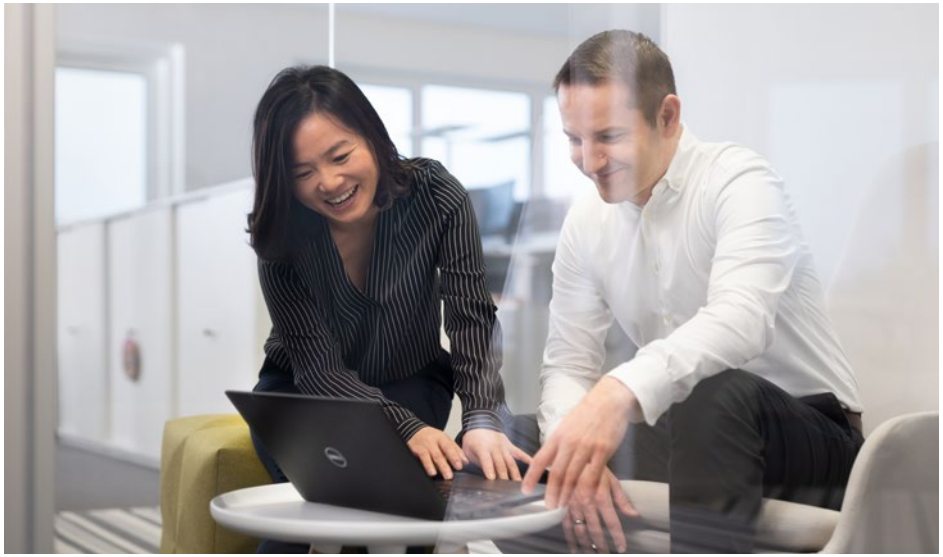
We assessed 238 suppliers in 2020. One supplier drew our attention. After discussions focusing on mediation and improvements, Eppendorf made the decision to limit its business relations with the supplier. The decision may be reviewed if the supplier makes transparent and comprehensive improvements.

Due to the ongoing COVID-19 pandemic and related travel restrictions, no on-site audits were performed during the reporting period. To enable audits to be performed nonetheless – albeit in a limited form – we added the option of a remote audit to the corporate standard on performing supplier audits.

Employees

As a global manufacturer of high-quality life science products, Eppendorf needs skilled and motivated employees to successfully run and develop our business. We are firmly convinced that long-term success can only be achieved with employees who are satisfied and committed. That is why we believe it is important for Eppendorf to be considered a particularly attractive employer. We aspire to become the best employer in the life science industry by 2025 based on indicators such as the speed at which advertised vacancies are filled (“time to hire”), employee retention rates and feedback from our staff surveys.

Above all, it is our employees' individual talent and experience, as well as how they apply and develop their skills, that are of great importance at Eppendorf. For this reason, we have identified "Lifelong Learning in the Digital Age" and "Diversity and Equality of Opportunities at our Sites" as two key areas to focus on as part of our HR strategy. Essentially, we intend to promote innovation by means of diversity and lifelong learning. All Eppendorf employees should feel confident that their individual talent will be recognized, nurtured and developed – regardless of unrelated factors such as their gender or background. The key messages comprise driving change together and questioning old habits. Such aims are of crucial importance for our future corporate success, since the spirit of innovation and applying existing knowledge to generate new ideas are the key principles that guide our HR activities.



Our employees already regard cooperation among colleagues as a defining feature of their day-to-day work. An internal staff survey showed that they view collaboration worldwide as one of Eppendorf's credible strengths as an employer. Nevertheless, we see potential for development in this area. That is why we intend to continue expanding cooperation across departments and regions in the future. The COVID-19 pandemic and a greater shift toward working from home and collaborating online has also shown the potential for more efficient teamwork, which we intend to leverage in the future. In addition, we intend to prioritize our core topic "building on strength to create something new" even stronger. The effectiveness of our engagement for our employees is reflected in a low turnover rate; in 2021, the turnover rate was 8.26 %.

Clear values, a strong corporate culture

We have defined six corporate values for our operations at Eppendorf. They apply to all employees and must be adhered to at all times when working for our company.

The values form the basis for every decision and are intended to enable our employees to embrace our corporate culture and put it into practice. These values are supported by a set of guiding principles that provide our employees with a point of reference for their day-to-day work.

We support "culture teams" within our company. Four of these culture teams, composed of a total of around 60 employees who play an active role in their regions worldwide, have been established globally since 2017. Together, they are committed to making our corporate culture visible and tangible within the Eppendorf Group and to establishing a uniform understanding of it around

the world. Part of this task includes developing and using formats that promote a mutual exchange of ideas. As corporate culture multipliers and role models, their role is to showcase the wealth of knowledge, experience and points of view within the Eppendorf Group, highlight the benefits of the corporate culture and strengthen the feeling of community.

In addition to their role as multipliers, the culture teams support various charitable causes, including blood donation drives, sponsored runs for cancer research and regional support services for high school students. Moreover, in-house workshops on cultural topics are held and awards are conferred in recognition of exceptional dedication and teamwork.

Our Values

Taking Responsibility

Empathy

Reliability

Courage to Advance

Appreciation

Focus on Performance

Our HSE Mission

The health and safety of our employees are a top priority at Eppendorf. That is why we have put people at the forefront of our ↗ HSE Mission. By providing secure and healthy places to work and taking preventive measures such as occupational health management, we aim to make an important contribution to promoting the health of our employees. It is every supervisor's responsibility to raise awareness of the value of health within the individual departments and to firmly embed it in our everyday activities at work. Recognized concepts for eliminating hazards and minimizing risks are consistently applied and implemented. In addition, we are currently in the process of establishing an occupational safety management system in accordance with DIN ISO 45001.

Training & continuing education

GRI 404-103

Making sure that our employees are successful in their areas of responsibility and enjoy applying their various skills is the key to maintaining our high quality standards in the long term and to safeguarding our company's competitiveness and capacity for development.

Because we have full confidence in the expertise and enthusiasm of our employees, we prefer to fill vacancies from within our own ranks. For this reason, we offer our employees attractive opportunities to continue their professional development within our company. Our aim is to avoid losing highly

trained, motivated staff. New employees hired from outside the company are treated with a great level of appreciation. Their individual experience and views are a great asset to our teams.

Promoting HR development

Focus on performance is one of the six values mentioned above that we identify with as a company. As a result, our corporate culture is performance-based. At Eppendorf, we strive to provide an optimal environment in which employees can develop and foster their skills and talent. For this reason, we usually carry out an appraisal meeting with all employees at least once a year, which involves discussing performance assessment data for each employee, providing feedback and defining objectives for the future.

The challenges facing our company and the workplace are changing all the time. By means of comprehensive skills development programs, we aim to ensure that our employees' existing skills and abilities are advanced accordingly. To this end, we work with employees to define the personal and professional skills development programs they need. We regard "learnability" – the motivation and ability of employees to develop and adapt their skills over the course of their professional careers – as an important criterion for success. Since the need for certain new qualifications is arising quickly, while others are declining in importance in today's workplace, we encourage our employees to take initiative, identify their own training needs and formulate their own development goals.

Comprehensive training & education programs

GRI 404-1

Eppendorf's decentralized organizational structure stipulates that continuing education opportunities are also managed on a largely decentralized basis, allowing the various locations to tailor their programs to meet specific needs. Eppendorf has a wide range of training and continuing education programs on offer.

All employees have access to the online e-learning platform Eppendorf Academy, allowing them to acquire new knowledge and skills, on a regular basis and at their own pace. Our personnel development program features a range of courses, as defined in the Group Operating Agreement for employees in Germany, which they can attend through the Eppendorf Academy. The courses include personal development seminars and presentations on current business topics. In addition, our employees can access the LinkedIn Learning portfolio of 13,000 training courses. In 2021, approximately 1,700 employees at our company regularly used LinkedIn Learning for further training purposes. As a result, 27,672 videos were viewed and 6,092 courses were completed. In 2021, Eppendorf employees dedicated an average of 4.5 hours to LinkedIn Learning and 5.2 hours to the Eppendorf Academy.

Digitalization of work & training

The realities of work and education are changing at an increasingly rapid pace. At the forefront of this development is the ongoing digitalization of the workplace. To safeguard Eppendorf's ability to efficiently and expediently

leverage the benefits of digitalization, we are working to connect technology, organization and people at Eppendorf and to coordinate how they are employed within our digitalization strategy.

This is where our People Journey Community plays a key role. Around 20 people from a wide range of different departments at Eppendorf have teamed up to utilize digitalization as the driving force behind a future-oriented approach to work and training. In this context, the emphasis is on four main development areas.

- **Digital culture & mindset:** Developing our mindset in a digital and inclusive direction that increases our employees' commitment.
- **Learning environment & tools:** Expanding and using the Eppendorf learning community in order to develop targeted learning systems and learning environments.
- **Knowledge transfer:** Enhancing the global transfer of knowledge at Eppendorf by creating an ecosystem for diverse communities and internal and external networks.
- **New ways of working & collaboration:** Developing tools for fully flexible collaboration and agile teamwork.

Talent management

Our talent management system is designed to help identify, develop and retain potential young talent within the company. To this end, we also cooperate with universities and other educational institutions.

We refer to high school and university students, as well as entry-level professionals looking to gain professional experience at Eppendorf and start their career with us, as "Future People". During their apprenticeship, internship, cooperative education program or traineeship at Eppendorf, they learn from us – and we learn from them. Around 70 Future People were employed at Eppendorf in 2021.

In August of every year, new trainees and students in cooperative education programs begin their careers in industrial and commercial professions across all Eppendorf sites in Germany. At present, Eppendorf offers 22 apprenticeships and five cooperative education programs. We incorporate the latest developments in research and teaching within our company by employing student trainees and interns and providing them with the opportunity to write their final theses. In return, students acquire work experience and have the opportunity to structure their studies around real-life applications by working

on projects. In addition, we intend to promote a close exchange with research institutes via university partnerships, thus enabling us to identify trends at an early stage and apply them profitably at Eppendorf.

At Eppendorf, we invite talented young individuals to complete a two-year specialist trainee program after graduating from university. Participants know what they will focus on right from the beginning and are assigned to one or two interface departments for the duration of their traineeship. The program also includes a period of several months at an international Eppendorf location. The structured program trains university graduates in accordance with our requirements and expectations and provides them with company-specific skills and knowledge that will prepare them for future employment at Eppendorf. Five trainees have been taking part in the program in Hamburg since April 2021. Plans are in place to roll out the concept in all Eppendorf market regions in the years ahead.

International exchange program
Since 2012, Eppendorf has been offering an international vacation exchange program for children of its employees. The Eppendorf FamilyNetwork gives them the opportunity to get to know other countries and cultures. They can experience cross-cultural interaction that goes beyond what they are accustomed to at home and deepen their understanding of the fascinating diversity of different cultures, worldviews and new everyday situations.

Diversity & equal opportunities

GRI 405-103

At Eppendorf, we embrace diversity and bring people together who have intercultural skills and have learned to be tolerant, supportive, appreciative, collaborative and responsible. Our #WeAreEppendorf campaign focuses on both inclusion and diversity, thereby generating a sense of belonging, even if each person experiences and expresses it in a different way. We believe that the diversity of our workforce fosters the exchange of ideas across the various departments, as well as productive collaboration that supports a steady increase in knowledge while at the same time preventing a silo mindset. We consider this approach to be the key to innovation; therefore, diversity and inclusion are integral parts of our corporate strategy for 2025. It is for the same reason that equal opportunities, an open-minded approach and respect are firmly rooted in our standards and policies.

Standards & guidelines
Our ↗ Code of Conduct defines fundamental rules that are binding for all Eppendorf employees around the world. The code stipulates that all employees and anyone applying for a position at our company must be afforded equal opportunities, and it rules out any discrimination on the basis of criteria such as skin color, national origin, religion, political opinions, gender, sexual orientation, age or disability. This commitment is also consistent with our corporate philosophy, which attaches great importance to diversity and equal opportunities.

Our employees have access to a number of reporting channels to report violations of our Code of Conduct to the relevant department or to their supervisors. In addition, inclusion agreements and a representative body for disabled employees are in place throughout Germany. The representative body for disabled employees works closely with the Global Real Estate Management unit. During the reporting period, the unit was involved in drafting a policy establishing global accessibility standards for the entire Eppendorf Group.

Initiatives during the year under review

In 2021, we held various workshops with the involvement of the Supervisory Board, the Management Board and senior executives that identified diversity and equal opportunities as key strategic priorities going forward. On this basis, we plan to launch a number of projects and programs within the scope of the Eppendorf 2025 strategy initiative.

Supporting women in science

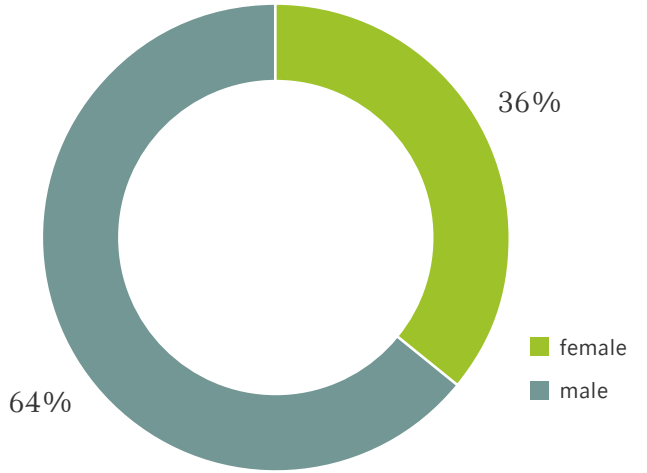
GRI 405-1

The Act on the Equal Participation of Women and Men in Management Positions in the Private and Public Sectors (Gesetz für die gleichberechtigte Teilhabe von Frauen und Männern an Führungspositionen) has been in force in Germany since 2015. We support this initiative to increase the proportion of women in management positions.

At Eppendorf, women accounted for 36% of all staff members in 2021. Women make up 50% of the workforce at a number of larger Eppendorf companies, such as Eppendorf SE, USA Scientific and Eppendorf Vertriebsgesellschaft.

Employees by gender in 2021 in %

4,627 in total



In 2021, Eppendorf donated €20,000 to the Advancement of Women in Science project spearheaded by the European Molecular Biology Laboratory (EMBL) in Heidelberg. The project is part of a program aimed at supporting female post-doctoral researchers as they embark on leadership careers in academia. Our company's commitment is rooted in our need and aspiration to recruit and develop the most highly qualified young people, irrespective of their gender. Eppendorf's financial support enabled 20 young female professionals to qualify for a leadership career.

In addition, Eppendorf regularly marks International Women's Day in a variety of ways. For example, as in previous years, Eppendorf India hosted a Women's Day event for female customers in 2021. Guided by the theme "Choose to challenge", participants were invited to gather in their hometowns and take part in a virtual event linked to our Indian headquarters. The hybrid program was a success despite the challenges posed by the pandemic and was well received and appreciated by all participants.

Embracing diversity, learning inclusion

To date, the activities aimed at inclusion for people with disabilities at Eppendorf have focused heavily on the Hamburg site. However, an inclusion team will now meet every quarter to exchange information on current initiatives and developments related to this topic at Eppendorf.

In 2021, the team focused on devising an online training program on the topic of inclusive leadership that is mandatory for all managers and supervisors. The program was set up and launched as an e-learning module via the Eppendorf Academy in 2021. Initial feedback from participating executives has been very positive. Given the high level of demand, similar training courses will be made available to non-management staff in the future. The inclusion team also discussed necessary structural modifications and alterations at the Hamburg site as well as the appointment of inclusion officers for all locations in Germany starting in 2021 and for all Eppendorf market regions starting in 2022.

Employees have had the option of taking part in a "learning journey" on diversity and inclusion since 2021. The format consists of a combination of self-reflection and learning in small groups of five people. Participants meet within a set time frame of every twelve weeks to participate in organized sprints. At the start of the learning journey, a personal objective is defined which will function as a common thread throughout the following weeks. While on their journey, participants explore the different forms of diversity and inclusion in their own environments. They can then build on their understanding by sharing their experiences in depth. The last step involves reflecting on what they have experienced and learned.

Social Engagement

As a family-owned company, Eppendorf can look back on an impressive history of social engagement practiced at every level. Eppendorf's activities as a corporate citizen are motivated by our purpose of helping to improve human living conditions. Our commitment to society focuses primarily on supporting community activities in the areas surrounding the locations where we operate. In this context, we concentrate our resources on carefully chosen initiatives and projects with which we can use our commitment to make the biggest impact. The main areas we focus on are education and science, humanitarian and social projects, as well as community and environmental projects.

Commitment rooted in the company

We established the Corporate Citizenship & Governmental Affairs department at Eppendorf in April 2021. Its role is to engage in open and purposeful communication with stakeholders, including institutions such as industry associations, NGOs and non-profit organizations, as well as with political decision-makers. It is also tasked with managing Eppendorf's donations and sponsoring activities as well as monitoring their impact. The department coordinates all global and local activities in this regard based on a set of clear strategic objectives that are consistent with Eppendorf's corporate vision and communicates them in collaboration with the Corporate Communications department. As a general rule, all sponsorship activities and donations must comply with the applicable statutory requirements, with strict ethical standards, and with our ↗ Code of Conduct.

Projects supported by Eppendorf – a few examples

Eppendorf Improving Life Program

The Eppendorf Improving Life Program is an international project that helps people who are unable to help themselves due to circumstances beyond their control. The program, which we launched to mark Eppendorf's 75th anniversary in 2020, is endowed with an annual sum of €75,000 that is donated to a global aid organization every year to provide substantial support for their work. Eppendorf is currently partnering with Plan International Deutschland, a children's aid organization working to improve the living conditions of children and adolescents in over 70 countries around the world. One of the focal points of Plan International Deutschland's work is the education and empowerment of girls.

We selected the Clean Water for Ghana project for 2021 and 2022. The project, which serves 36 communities in Ghana's Volta, Eastern and Central regions, aims to improve the supply of drinking water, sanitation and hygiene, especially for girls. In total, around 32,000 people benefit from the measures.

The final report will be published in summer 2022, thereby bringing the project to a conclusion. From 2023 on, Eppendorf plans to sponsor a new project organized by Plan International Deutschland.

Although Ghana has experienced economic growth in recent years, living conditions in many places continue to lag behind the progress achieved. In rural areas, only 66% of the population has access to clean drinking water, and only 9% has sanitary facilities. The availability of water and sanitary facilities in schools is also inadequate. Women and girls have traditionally been responsible for managing the supply of water for their families. Due to the long distances they have to cover to reach sources of drinking water, girls are often unable to go to school. Fresh water wells drilled by Plan International in Ghanaian villages now give them more time and energy to focus on their education. Plan International's construction of sanitary facilities also provides the girls with a safe space to maintain their hygiene.

Donating epPoints® to support forest protection

Eppendorf launched the epPoints bonus scheme in 2005. Our customers can use the points to acquire a variety of rewards from the Lifestyle, Office and Laboratory categories, as well as selected Eppendorf products. At the same time, the epPoints scheme also gives them the chance to make a donation to a good cause. Since 2014, our customers have been able to donate their accumulated epPoints to a project chosen by Eppendorf on behalf of the association GEO schützt den Regenwald (GEO protects the rainforest). For every 75 epPoints, €1 is contributed to the project budget. In the period between December 2020 and November 2021, our customers donated epPoints with a total value of €2,458. Thanks to the donation we made in 2021, GEO will plant 1,640 trees in Nepal this year.

Eppendorf Award for Young European Investigators

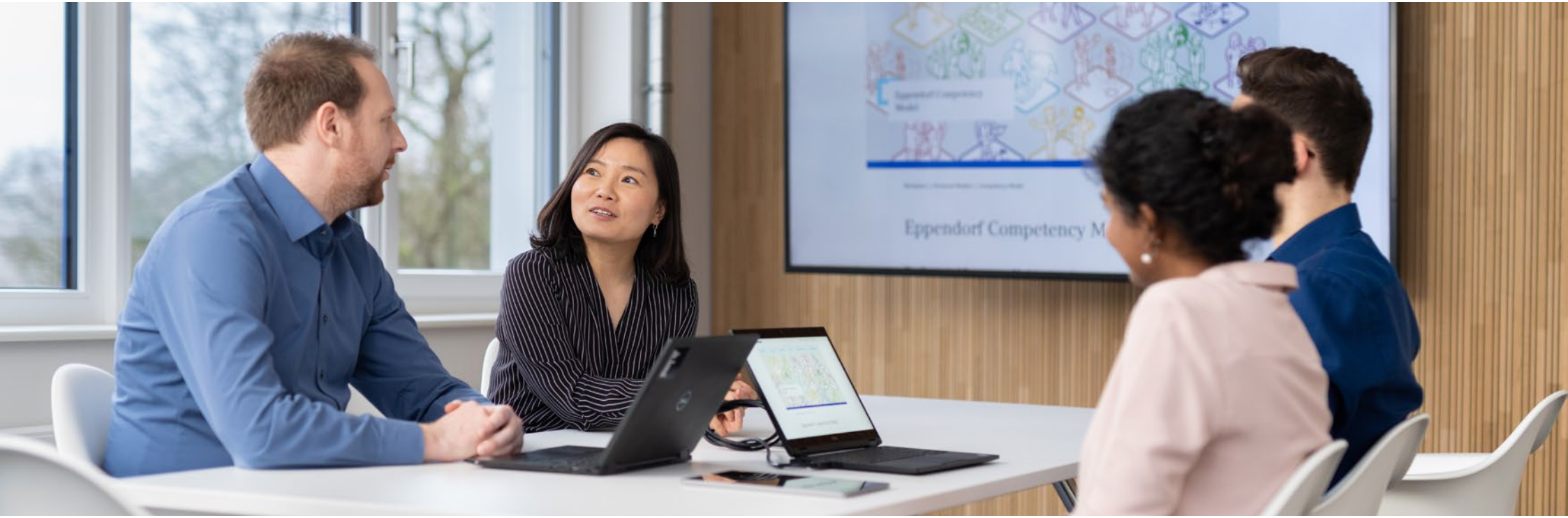
Eppendorf established the Eppendorf Award for Young Investigators on the occasion of its 50th anniversary in 1995. The award, organized in partnership with the science journal Nature, acknowledges outstanding contributions to biomedical research in Europe based on methods of molecular biology, including novel analytical concepts. Its purpose is to provide support specifically for young, talented researchers.

The prestigious research award was conferred for the 26th time in 2021. The €20,000 award was received by Dr. Tanmay Bharat. The researcher, born in 1985, is a group leader at Sir William Dunn School of Pathology, a research department of Oxford University in the United Kingdom. The independent panel, chaired by Professor Reinhard Jahn, recognized Bharat's pioneering work on the structure and function of extracellular surface layers that surround and protect prokaryotic cells.

Eppendorf & Science Prize for Neurobiology

The international Eppendorf & Science Prize for Neurobiology is also aimed at young scientists. Since 2002, the award has been granted annually to researchers under 35 years of age. The prize was established by Eppendorf in partnership with the international non-profit organization American Association for the Advancement of Science (AAAS), which publishes the journal Science. The initiative is our way of acknowledging the increasing importance of neurobiological research in advancing our understanding of how the brain and nervous system function. Both of the prizes sponsored by Eppendorf are recognized as prestigious awards within the scientific research community.

The winner of the 2021 Eppendorf & Science Prize for Neurobiology is Amber L. Alhadeff, Ph.D. The award recognizes her outstanding research on gut-brain control of hunger circuits. Alhadeff's work investigates the link between hunger circuits in the brain and inputs and outputs from the rest of the body. The goal is to discover how hunger-sensitive neurons are modulated by what we eat and how their activity can alter our behavior. Her research helps to answer such questions as why we behave differently when we have not eaten, and why we perceive the world differently, depending on whether we are hungry or full.



Key Sustainability Indicators

Unless otherwise indicated, the key indicators presented in this report are based on the following principles: all key indicators include the material German and foreign subsidiaries that are directly or indirectly controlled by Eppendorf SE. Key environmental indicators refer to all production locations, with the exception of Eppendorf Himac Technologies Co., Ltd. in Japan. As a result, the environmental data relate to a total of eight production sites. The key indicators for emissions and energy include all locations employing 20 or more FTEs that are under the operational control of the Eppendorf Group. Smaller locations are extrapolated. As a rule, the key indicators for employees are reported as of December 31, 2021.

Economics

Organizational profile GRI 102-4, -7	**2021**	**2020**
Number of countries	33	29
Total active companies	51	77
Net sales in € thousand	1,100,489	967,165
Debt in € thousand	591,019	523,748
Equity in € thousand	1,017,898	808,958
EBIT in € million	272,000	217,666
EBIT margin in € thousand	24.7 %	22.5 %
Expenditure on research & development in € thousand	64,500	55,797
Investments in € million	73,400	86,500
Number of product categories	25	22
Number of services	7	7

Environment

Greenhouse gas emissions in tCO_2 [1)] GRI 305-1, -2, -3	2021	2020	2019
Total emissions Scope 1 + 2	9,099	20,935	20,846
Scope 1 [2)]	7,076	6,838	7,644
Scope 2 market-based [3)]	2,023	14,097	13,202
Scope 2 location-based [3,4)]	2,364	14,425	13,525
Scope 3			
Category 4 + 9: Up- & downstream transportation [4)]	7,588	6,618	4,290
Category 6: Business travel (flights)	885	828	3,476
Category 11: Use of sold products [5,6)]	133,510	74,853	78,308

[1)] Eppendorf calculates greenhouse gas emissions in accordance with the GHG Protocol, operational control approach. Carbon accounting includes all Eppendorf locations, with the exception of Eppendorf Himac. Emissions were modeled and extrapolated for units with fewer than 20 FTEs.

[2)] BAFA emission factors from the Informationsblatt CO_2-Faktoren (CO_2 factors fact sheet) and the German Federal Environment Agency's Kohlendioxid-Emissionsfaktoren für die deutsche Berichterstattung atmosphärischer Emissionen (carbon dioxide emission factors for German reporting of atmospheric emissions) were used to calculate the sites' Scope 1 emissions. Emission factors from the GHG Protocol (Emission Factors from Cross Sector Tools) were applied for the vehicle fleet.

[3)] The methods used to account for Scope 2 emissions applied different emission factors: market-based emissions relate to the emission factors of the individual electricity supplier. If such factors were not available, the AIB's European Residual Mixes 2020 were applied for locations in Europe, with the EPA eGRID being used for locations in the U.S. The remaining sites were evaluated using the Emissionsfaktoren für Strom, Fernwärme und Kraftstoffe (emission factors for electricity, district heating and fuels) of the German Association of the Automotive Industry (VDA). Location-based emissions relate to the average emission factors of the power grid in which electricity is consumed.

[4)] Exclusively including transportation commissioned independently by Eppendorf SE.

[5)] Typical utilization and a life cycle of 10 years per product have been assumed for Eppendorf electronic products. Of the products analyzed, there is currently no useful information available for 16%; therefore, they have been omitted from the analysis.

[6)] Emissions increased in 2021 as a result of the launch of a new product with a high energy consumption that accounted for 55% of total emissions in 2021.

Total energy consumption in MWh GRI 302-1	**2021**	**2020**	**2019**
Total energy consumption	65,993	61,323	62,158
Electrical power	32,301	28,747	26,624
sourced from renewable energies	29,155	0	0
Fossil fuels	31,972	30,930	33,998
District heating and cooling	1,720	1,646	1,536

Total waste in t[1)] GRI 306-3, -4, -5	**2021**	**2020**	**2019**
Total waste	2,409	2,430	2,157
Commercial waste	694	635	541
Construction waste (soil, rubble and demolition material)	50	239	119
Electrical & electronic devices	29	22	39
Scrap metal	325	378	356
Paper and cardboard	539	506	489
Plastic	378	328	304
Other	394	321	310

Total waste in t[1] 306-3, -4, -5	2021	2020	2019
Waste diverted from disposal			
Hazardous waste	22	41	46
Recycling	12	26	23
Other processes for the recovery of materials [2]	1	15	24
Non-hazardous waste	1,798	1,675	1,607
Treatment for reuse	325	238	206
Recycling	1,062	1,010	919
Other processes for the recovery of materials [2]	484	428	483
Waste directed to disposal			
Hazardous waste	111	68	99
Incinerated (with recovery of energy)	96	65	54
Landfill	1	0	7
Other disposal methods [2]	13	2	38
Non-hazardous waste	479	645	404
Incinerated (with recovery of energy)	472	609	401
Landfill	3	33	1
Other disposal methods [2]	4	3	3

[1] The volume of waste generated relates to Eppendorf production sites, with the exception of Eppendorf Himac. The figures have been extrapolated.

[2] Including waste that cannot be allocated to a specific option.

Total water consumption in m³ [1] GRI 303-3	**2021**	**2020**	**2019**
Total water consumption	41,385	41,548	34,933
Water consumption from areas affected by water stress [2]	0	0	0
Total waste water	26,857	27,373	24,973

[1] *Water consumption relates to Eppendorf production sites, with the exception of Eppendorf Himac.*

[2] *According to the Aqueduct Water Risk Atlas, no production site is currently affected by very high levels of water stress. The sites in Jülich, Leipzig and Shanghai are assessed at between 40 and 80%.*

Employees

Employees GRI 102-8, -7, 405-1, 401-1	**2021**
Total employees [1]	4,627
Female	1,666
Male	2,961

Employees by contract	
Permanent contract	4,118
Temporary contract	509

Employees GRI 102-7, -8, 405-1, 401-1	**2021**
Employees by age	
Under 30	958
Between 30 and 50	2,640
Over 50	1,029
Employees by function	
Manufacturing and Production	1,876
Sales and Marketing	1,664
Research and Development	394
Management and Administration	445
Business Portfolio	248
Employees by location	
Germany	2,246
Europe excluding Germany	642
Americas	814
Asia	925
Voluntary employee turnover rate	**8.26%**

[1] *Employees include full-time and part-time employees with permanent and temporary employment contracts who receive salary payments from the Eppendorf Group. Student employees, interns and apprentices have been omitted.*

Apprentices	2021
Total apprentices	**78**
Manufacturing and Production	32
Management and Administration	42
Sales and Marketing	4

Continued education GRI 404-1	2021
Average number of hours spent on training with LinkedIn Learning	4.5
Average number of hours spent on training with the Eppendorf Academy	5.2

Materials

Material consumption by category in t GRI 301-1	2021	2020
Packaging		
Packaging, non-consumables [1]	727	721
Total marketing materials [2]	**3,557**	**838**
Non-renewable	3,108	798
Renewable	449	40
Materials by type [2]		
Paper	2,689	710
Promotional gifts (gummy bears, note pads, pens, etc.)	4.6	4.8
Other	863	123

[1] *Exclusively including production locations that produce non-consumables.*

[2] *Including all locations that produce marketing materials, with the exception of the Asia-Pacific Business Unit, where only a negligible amount of marketing materials is generated.*

Supply chain

Screening of suppliers according to social criteria [1] GRI 414-1	2021	2020
Share of suppliers	75	70
Share of new suppliers	90	80

[1] *Including Instruments Technical Division units in Hamburg, Leipzig, Maldon and Shanghai. All strategic suppliers are required to adhere to our Code of Conduct. Moreover, new suppliers are required to complete a sustainability questionnaire and are screened on that basis.*

GRI Index

GRI 102-55

The Eppendorf Group Sustainability Report 2021 complies with the guidelines of the Global Reporting Initiative (GRI) and has been prepared in accordance with the "Core" option. We provide the relevant indicators, and information on how they have been fulfilled, directly in the body of the report. Furthermore, all indicators are listed in the GRI index and supplemented by additional information.

GRI 102 General Disclosures 2016

GRI Standard and information		Remarks	Reference
Organizational profile			
102-1	Name of the organization		About Eppendorf
102-2	Activities, brands, products, and services		About Eppendorf
102-3	Location of headquarters		About Eppendorf
102-4	Location of operations		About Eppendorf
102-5	Ownership and legal form		About Eppendorf
102-6	Markets served		About Eppendorf
102-7	Scale of the organization		About Eppendorf
102-8	Information on employees and other workers		Key Sustainability Indicators: Employees
102-9	Supply chain	The Eppendorf supply chain is diversified and comprises national as well as international suppliers. Geographically, they are primarily located in Europe, Asia and North America.	

GRI 102 General Disclosures 2016

GRI Standard and information		Remarks	Reference
102-10	Significant changes to the organization and its supply chain	There were no significant changes to the supply chain during the reporting period.	About Eppendorf
102-11	Precautionary principle or approach		Strategy & Management
102-12	External initiatives		Strategy & Management
102-13	Membership of associations	Eppendorf is a member of the following associations: Laboratory Products Association (↗ LPA) Verband der Chemischen Industrie (↗ VCI)	
Strategy			
102-14	Statement from senior decision-maker		Foreword by the Management Board
Ethics and integrity			
102-16	Values, principles, standards, and norms of behavior		Strategy & Management
Governance			
102-18	Governance structure		↗ Management Board and Supervisory Board
102-20	Executive level responsibility for economic, environmental, and social topics		Strategy & Management
Stakeholder engagement			
102-40	List of stakeholder groups		Strategy & Management

GRI 102 General Disclosures 2016

GRI Standard and information		Remarks	Reference
Stakeholder engagement			
102-41	Collective bargaining agreements	Eppendorf SE is not bound by collective bargaining agreements; accordingly, no employees are covered by collective bargaining agreements.	
102-42	Identifying and selecting stakeholders		Strategy & Management
102-43	Approach to stakeholder engagement		Strategy & Management
102-44	Key topics and concerns raised		Strategy & Management
Reporting practices			
102-45	Entities included in the consolidated financial statements		↗ Locations – Eppendorf SE
102-46	Defining report content and topic boundaries		Strategy & Management
102-47	List of material topics		Strategy & Management
102-50	Reporting period		Report Profile
102-51	Date of most recent report		Report Profile
102-52	Reporting cycle		Report Profile
102-53	Contact point for questions regarding the report		Contact & Editorial Information
102-54	Claims of reporting in accordance with the GRI Standards		Report Profile
102-55	GRI content index		GRI Index
102-56	External assurance	No external assurance has been commissioned.	

Specific Standard Information: Environment

GRI Standard and information		Remarks	Reference
GRI 301: Materials 2016			
103	Management Approach		Environment & Resources
301-1	Materials used by weight or volume	As the Group-wide reporting of materials used is currently being developed, only specific material data are available at present	Key Sustainability Indicators: Materials
GRI 302: Energy 2016			
103	Management Approach		Energy & Emissions
302-1	Energy consumption within the organization		Key Sustainability Indicators: Environment
GRI 303: Water and effluents 2018			
303-3	Water withdrawal		Key Sustainability Indicators: Environment
GRI 305: Emissions 2016			
103	Management Approach		Energy & Emissions
305-1	Direct (Scope 1) GHG emissions		Energy & Emissions Indicators: Environment
305-2	Indirect energy-related (Scope 2) GHG emissions		Energy & Emissions Indicators: Environment
305-3	Other indirect (Scope 3) GHG emissions		Energy & Emissions Indicators: Environment

Specific Standard Information: Environment

GRI Standard and information		Remarks	Reference
GRI 306: Waste 2020			
103	Management Approach		Environment & Resources
306-1	Waste generation and significant waste-related impacts		Key Sustainability Indicators: Environment
306-2	Management of significant waste-related impacts		Environment and resources
306-3	Waste generated		Environment & Resources Key Sustainability Indicators: Environment
306-4	Waste diverted from disposal		Key Sustainability Indicators: Environment
306-5	Waste directed to disposal		Key Sustainability Indicators: Environment
GRI 308: Supplier Environmental Assessment 2016			
103	Management Approach		Responsibility in the Supply Chain
308-1	New suppliers that were screened using environmental criteria		Responsibility in the Supply Chain
GRI 401: Employment 2016			
401-1	New employee hires and employee turnover		Key Sustainability Indicators: Employees

Specific Standard Information: Social

GRI Standard and information		Remarks	Reference
GRI 404: Training and Education 2016			
103	Management Approach		Employees
404-1	Average hours of training per year per employee		Employees
404-3	Percentage of employees receiving regular performance and career development reviews		Employees
GRI 405: Diversity and Equal Opportunity 2016			
103	Management Approach		Employees
405-1	Diversity of governance bodies and employees		Employees Key Sustainability Indicators: Employees
GRI 407: Freedom of Association and Collective Bargaining 2016			
103	Management Approach		Responsibility in the Supply Chain
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Responsibility in the Supply Chain
GRI 408: Child Labor 2016			
103	Management Approach		Responsibility in the Supply Chain
408-1	Operations and suppliers at significant risk for incidents of child labor		Responsibility in the Supply Chain

Specific Standard Information: Social

GRI Standard and information		Remarks	Reference
GRI 409: Forced or Compulsory Labor 2016			
103	Management Approach		Responsibility in the Supply Chain
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		Responsibility in the Supply Chain
GRI 414: Supplier Social Assessment 2016			
103	Management Approach		Responsibility in the Supply Chain
414-1	New suppliers that were screened using social criteria		Responsibility in the Supply Chain
GRI 416: Customer Health and Safety 2016			
103	Management Approach		Customer Health & Safety
416-1	Assessment of the health and safety impacts of product and service categories		Customer Health & Safety

Report Profile

This is the first sustainability report prepared by the Eppendorf Group. The reporting period is the fiscal year, which, for the purposes of this report, is January 1, 2021, to December 31, 2021. The cut-off date was March 12, 2022. The sustainability report was commissioned by the Management Board of the Eppendorf Group and prepared in accordance with the Sustainability Reporting Standards of the Global Reporting Initiative (GRI) under the "Core" option. The content of the report has been reviewed and released for publication by the Management Board. Sustainability reporting will follow an annual cycle going forward.

Principles for compiling and presenting data

Information and descriptions of concepts relate to the Eppendorf Group as a whole. Any references to other units are stated accordingly. Unless otherwise indicated, the following principles apply to the key indicators and data points throughout this report: the report includes all material German and foreign subsidiaries that are directly or indirectly controlled by Eppendorf SE.

The key environmental indicators include all production sites, with the exception of Eppendorf Himac in Japan. Eppendorf Himac will be included in the data compiled from 2022 onwards. As a result, the environmental data relate to eight production locations in total. The key indicators for emissions and energy also include all locations employing 20 or more FTEs that are under the operational control of the Eppendorf Group. Smaller locations are extrapolated. As a rule, the key indicators for employees are current as of the cutoff date of December 31, 2021.

In some cases, proper estimates or extrapolations, which are documented internally, must be made when preparing the report so as to ensure a full presentation of the period. The actual figures may differ from these estimates and will be corrected in next year's report. Methodological and structural changes are corrected as a matter of principle.

Contact & Editorial Information

GRI 102-53

Contact:
Enrico Jakobi
Head of Global Sustainability & HSEE

Publisher:
Eppendorf SE
Barkhausenweg 1
22339 Hamburg
Germany

global-sustainability@eppendorf.de

↗ Sustainability at Eppendorf

Design & consultation:
Stakeholder Reporting GmbH, Hamburg

Throughout this report, personal terms apply to all genders.

This report is also available in German.