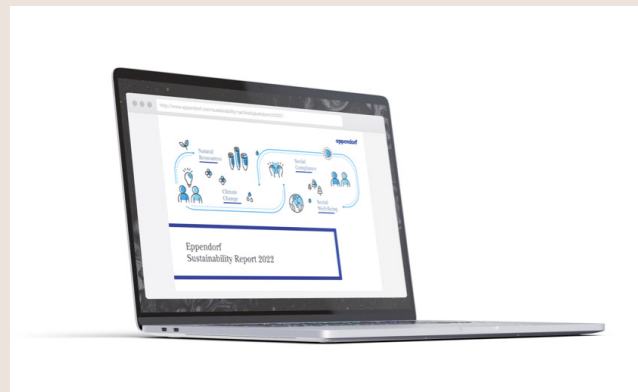


Facts & Figures: Eppendorf Sustainability Report 2022

Executive Summary

The impact of human activities on the environment is well known. This impact is not limited to single individuals but is also caused by commercial organizations and industries which are requested to analyze and to take counter action. Based on science-based data collection, sustainability reports provide reliable insights in what companies do and how they perform. As the sustainability reports are heavy reports, this White Paper summarizes some aspects of the Eppendorf Sustainability Report 2022.



Introduction

Sustainability reports are more than just a legal requirement. They are a tool that companies can use to publicly confirm how corporate strategy and activities contribute to social and environmental conditions – for better or for worse. As part of different international targets and guidelines, the United Nations Sustainable Development Goals (SDGs) are globally well known. The SDGs provide inspiration for areas in which organizations can contribute to a sustainable future and are divided into various sub-targets. Companies tend to focus on selected topics that most closely align with their industry or area of responsibility. Companies shall publish in accordance to strict reporting guidelines like those outlined in the Global Reporting Initiative (GRI) or the European Sustainability Reporting Standards (ESRS). Meanwhile, these standards outline in detail through a litany of standards how organizations must report their economic, environmental and social impact. These standards aim to make it possible to compare entities with each other as well as obtain a full picture of how well individual companies live up to their claims.

Eppendorf takes this opportunity seriously with its own 2022 Sustainability Report and delves deeply into the company's

interpretation of and responses to these global standards, both in detailed anecdotes and carefully cited lists. We see the Sustainability Report as a valuable tool for documenting our progress and providing impetus for exchange with our target groups, while also promoting awareness of key sustainability issues among our employees and partners. The year under review was characterized by instability from a number of sources, chief among which being the war in Ukraine. Furthermore, the ongoing battle against the pandemic still requires a lot of capacities in the biomedical area. The climate change remains as significant topic and is even intensified. In the face of such monumental issues, Eppendorf stays true to its mission to “improve human living conditions” – an ambition that is more relevant than ever. The scientific work to cure serious diseases and to secure food for 8 billion people takes place to a large degree in the laboratory, where Eppendorf products and solutions make a tangible difference in deriving solutions. As such, the work that Eppendorf Group does to promote and ensure sustainability directly relates to its ability to grow – which in 2022 it did, once again. Here are a few highlights from the year's facts and figures:



5,131

Employees

at the Eppendorf Group as of the reporting date December 31, 2022



14%

Reduction in Scope 1 & Scope 2 intensity

based on Scope 1 and 2 emissions per thousand euros of revenue (2022: 0,0071, 2021: 0,0083)



79

"Future People"

were active at Eppendorf in Germany as of the reporting date December 31, 2022

- > 5,131 employees
- > 14% reduction in Scope 1 & Scope 2 intensity
- > 79 "Future People"
- > 66% of waste at our production sites diverted from landfills

- > 12.5% global turnover in people
- > 8 hours average continuing education
- > 33 countries with Eppendorf locations
- > 0 incidents of non-compliance concerning health and safety impacts of products and services

The focus of our contribution to the SDGs is on the following sub-targets which we can influence most effectively in the context of our business activities:



The foundation of our achievements in 2022 and our orientation for the future is our commitment to utilizing our resources where they will be most effective. With this in mind, we conducted a materiality assessment and surveyed a wide range of internal and external stakeholders to identify and prioritize the environmental and social topics on which the Eppendorf Group’s business has an impact and for which the company can assume responsibility within its sphere of influence.

This resulted in the creation of our four core topics and the eight accompanying action fields. These are: “Climate change”, which involves reducing our own production and administrative site CO₂ emissions and those emissions of our products at customer sites. “Natural resources”, which focuses on preventing waste on our customers’ side, minimizing their waste from packaging, and reusing and recycling resources from marketing materials and transportation packaging. “Social compliance”, for ensuring suppliers uphold fair labor conditions; and “Social well-being”, with which we promote the safety and health of our customers during the use of our products, and ensure diversity and equality of opportunity at our sites and lifelong learning in the digital age.

We have also established a climate strategy in line with the Paris Agreement. As such, we will focus on reducing and preventing emissions where possible. Offsetting shall be limited to those aspects where reduction and prevention is not possible, e.g. air flights of employees. Our goal as Eppendorf Group is to cut down the carbon emissions from our own operations (Scope 1 + Scope 2) down to zero by 2028.

On our journey to achieving this goal, as well as our corporate mission “to improve human living conditions”, we are closely monitoring our carbon footprint. We began to log, analyze, and evaluate our energy consumption already years before the first report about 2021. In 2019, the base year for our carbon footprint, Eppendorf was responsible for 106,920 t of CO₂ emissions, most of which resulted from electricity used at the sites. Our CO₂ emissions from air travel fell in both 2020 and 2021 due to the pandemic but rose again in 2022. We were able to reduce our CO₂ emissions from transport of our products by 24% mainly by replacing air freight with sea freight.

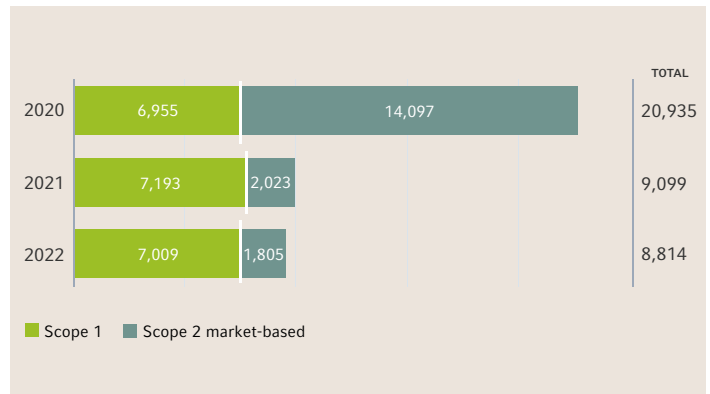


Figure 1: Scope 1 and Scope 2 emissions in t CO₂, GRI 305-1, -2

In line with these topics, we are taking action to protect the climate as well as social standards and lower future risks to our business model. This includes increasing our energy efficiency – which has the added benefit of lowering our dependence on energy prices – and meeting the increasingly stringent requirements set by our stakeholders.

Today, most of our sites are powered entirely by renewable energy. In fact, by purchasing 38.6 million kWh of certified “green” electricity, we have been able to prevent 16,354 tons of CO₂ emissions between 2021 and 2023.

Besides the carbon data collection and related carbon reduction, we also strive to reduce our other environmental impacts and make a positive contribution to protecting the environment. To this end, we set up the Eppendorf Environmental & Safety Mission to act as a framework for our environmental actions as a company. The measures outlined in this framework are based on the ISO14001 standard. Currently, 66% of our production locations hold this environmental management certification. Alongside the ISO14001 standard, we also adhere to the German Circular Economy Act, Commercial Waste Ordinance, Packaging Act and Electrical and Electronic Equipment Act, to name a few. Another aspect of achieving sustainability is ensuring responsibility in the supply chain. One way in which we do so is by identifying and evaluating supply chain risks as early as possible in order to supply our customers with high-quality products. To minimize disruptions and risks, we establish transparent and digitalized processes along the supply chain. To this end, we consider process-related, economic and technical criteria, as well as social and environmental factors, during our procurement process. In our tenders, we also take into account external demands, such as requirements on traceability, and our customers' requirements.

Our aim is to ensure stability in the value chain while encouraging our suppliers to act more sustainably and helping them to implement our requirements. Our framework for managing suppliers, which is defined by a group-wide corporate standard, details the precise specifications on how to identify and select suppliers and ensure that they are qualified. It stipulates that they must confirm our Code of Conduct for Business Partners and provide voluntary disclosures on the topic of sustainability. Suppliers that reject or refuse to sign this Code of Conduct or fail to provide adequate answers in the voluntary disclosure are terminated with immediate effect.

We monitor performance in this area by performing audits of existing suppliers based on human rights, environmental and ethics criteria. In 2022, we marked a milestone in this area by conducting a quantitative risk assessment of direct and indirect suppliers for the first time. Based on these findings, we were able to identify which countries and sectors are affected by which human rights risks, as well as key risk areas, and we have developed a strategy to comply with our due diligence duties related to human rights and the environment.



Our social responsibility naturally extends to our employees. It is our aspiration to become the best employer in the life science industry by 2025. Two key areas of our HR strategy that will set us apart are our commitment to "Lifelong Learning in the Digital Age" and "Diversity and Equality of Opportunities at our Sites". In addition, we have defined six corporate values for our operations at Eppendorf: Taking responsibility, courage to advance, appreciation, empathy, reliability, and a focus on performance.

As one of the five topics of our corporate strategy, lifelong learning receives special mention. Eppendorf offers its employees a wide range of training and continuing education programs. They are able to pursue their learning interests flexibly through the likes of our online e-learning platform Eppendorf Academy, the personnel development program and our LinkedIn Learning portfolio. The average employee spent eight hours training in 2022.

We are also an equal-opportunity employer with a Code of Conduct that rules out discrimination toward employees and applicants based on their age, background, gender, etc. All our employees should feel confident that their individual talent will be recognized, nurtured, and developed. We embrace diversity as an opportunity to exchange ideas across the various departments and foster productive collaboration that increases knowledge while preventing a silo mindset. This approach is the key to innovation, which is why diversity and inclusion are integral parts of our corporate strategy Eppendorf 2025. It is for the same reason that equal opportunities, an open-minded approach and respect are firmly rooted in our standards and policies.

In 2022, 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. These included: the quarterly meetings of the inclusion team to address inclusion for people with disabilities at Eppendorf, such as implementing conversion measures for accessibility at the Hamburg site; a Lunch & Learn on the topic of diversity and variety, focusing on allyship; a 20-day learning challenge to mark the United Nations global Diversity Awareness Month; and an event for female customers in India for International Women's Day. In our ongoing efforts to strengthen women in a targeted manner, women accounted for 35% of all staff members at Eppendorf in 2022 and the gender pay gap at Eppendorf was far below the German average.

Our commitment to looking after our employees' well-being also extends to the HSE Mission we have set, through which we aim to make a significant contribution to promoting the health of our employees. We are consistently applying and implementing recognized concepts for eliminating hazards and minimizing risks and are establishing an occupational safety management system in accordance with DIN EN ISO 45001.



We aim to extend the same level of care to anyone who uses our end products by making them as safe ergonomic as possible.

The Eppendorf PhysioCare Concept®, launched in 2003, aims to cover the entire scope of ergonomics of day-to-day laboratory work and applies to our entire range of laboratory products.

The concept considers the user, the laboratory, and the workflow to make sure that our products are optimized for all three, and that using them causes as little strain as possible. Likewise, we design our products to minimize the risk of injury from misuse. They always comply with specific product group safety standards and internal and external quality specifications.

As users of laboratory equipment prefer independent validation, we cooperate with the NGO My Green Lab since 2017 for different approaches. In 2022, we received further ACT labels for our products, including BioBased Tubes.



Figure 2: Eppendorf Tubes® BioBased with screw caps in volumes of 5.0 to 50 mL



For a more detailed insight into the Eppendorf Sustainability report, please check:

www.eppendorf.com/sustainability-report

About Eppendorf

Since 1945, the Eppendorf brand has been synonymous with customer-oriented processes and innovative products, such as laboratory devices and consumables for liquid handling, cell handling and sample handling. Today, Eppendorf and its approximately 5,000 employees serve as experts and advisors, using their unique knowledge and experience to support laboratories and research institutions around the world. The foundation of the company's expertise is its focus on its customers. Eppendorf's exchange of ideas with its customers results in comprehensive solutions that in turn become industry standards. Eppendorf will continue on this path in the future, true to the standard set by the company's founders: that of sustainably improving people's living conditions.

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