

# Group sustainability report

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# 2022

## Sustainable success



### Fundraisers on a roll

230 employees got moving for a good cause and collected donations by running as part of the Endress+Hauser Water Challenge. The company matched the donations and used the proceeds to purchase 60 hippo rollers for South African families. Hippo rollers are barrel-shaped vessels to easily transport up to 90 liters of drinking water at a time, a task often carried out by women and children. The runs were organized by the Endress+Hauser Women's Integrated Network, a global networking initiative that promotes women within the Group.



### Renewable energy

Endress+Hauser places great value on sustainability and energy efficiency in construction projects all over the world. In Burlington, Ontario, the customer experience center opened in 2022 is one of Canada's 'greenest' commercial buildings. Thanks to 800 photovoltaic modules and a geothermal system, the building is energy autonomous and carbon neutral. Also setting standards is a new building in Reinach, Switzerland, where flow measurement technology is manufactured and IIoT solutions are developed. A heat storage vessel utilizes operational waste heat to heat the building. The solar plant extends the site's installed capacity to 1 megawatt peak. A new photovoltaic system in Greenwood, Indiana, in the US can generate more than 1.6 million kilowatt hours of electrical energy a year, covering half of the electricity needs in the production building and saving 1,100 tons of CO<sub>2</sub> annually.



## Managing the energy transition

Operators of gas-fired power plants want to get their facilities ready for energy transition. To reduce the total carbon content of the fuel, and thus cut down on CO<sub>2</sub> emissions, hydrogen is to be blended into the natural gas in ever-greater quantities. This mixture must be precisely controlled, however. To address this issue, Endress+Hauser developed a solution based on two innovative technologies. The Coriolis-based Promass Q flowmeter provides highly precise measurements of mass flow, density and flow rate even under difficult conditions. And an Rxn5 Raman-based analyzer determines the composition and energy content of the gas blend inline. Operators can thus validate the integrity of the fuel blending system almost in real time.

# 100

young people – more than ever before – began an apprenticeship or work-study program during 2022 at six Endress+Hauser locations in Germany, Switzerland and France. This represents an increase of more than 30 compared to 2021. Endress+Hauser is currently training a total of 343 young people and aims to double the number of apprenticeship and internship spots worldwide in the coming years. The company offers virtually all trainees a permanent position once they complete their apprenticeship or studies.



## Young researchers

Endress+Hauser has opened a design and innovation studio on the company's US campus in Greenwood, Indiana. Teachers from two school districts can bring their students, aged 5 to 14, to the lab to try out new technologies as a supplement to classroom instruction. Endress+Hauser employees at the Innovation Studio provide entertaining insights into robotics, 3D printing, programming, electronics and other topics. The youngsters can perform tasks such as programming a robot to throw dice or building their own circuits from snap-together electronic components. A similar educational center has been opened in Maulburg in southwestern Germany.

*“At Endress+Hauser, training and education opens up future opportunities for young people. Our goal is to develop and retain employees.”*

Jörg Stegert, Chief Human Resources Officer at the Endress+Hauser Group

Sustainability is an important issue for our employees. They challenge their own actions and drive improvements in this area.



# Endress+Hauser Group Sustainability Report

**Sustainability was rooted even more firmly in the Endress+Hauser Group during 2022. We paved the way for joining the Science Based Targets initiative and for the first time determined the Group's carbon footprint in accordance with the Greenhouse Gas Protocol.**

## Introduction

### Corporate social responsibility at Endress+Hauser

Climate change poses significant environmental, social and economic challenges to the world and our company. Within a short period of time, it will be determined to what extent global warming will impact humanity and the environment. For those who are in a position to exert influence, the goal must be to minimize the repercussions of this development. As a family-owned company with global operations, we are keenly aware of this responsibility. We have always strived to link economic, ecological and social issues in such a way that our company will last for many generations. Sustainability is one of our four brand values, in addition to commitment, excellence and friendliness.

From a strategic standpoint, the principle of sustainability was rooted even more firmly within the company during 2022. We filled the new position of corporate social responsibility (CSR) officer, who also acts as human rights officer. One member of the Executive Board is now responsible for the topic of sustainability within this body. A newly established CSR steering committee with members from the Executive Board, the Supervisory Board, quality management, and brand management and communication governs this issue across the Group. In addition, Group-wide CSR networks were formed as a way to further harmonize processes and to learn from one another.

### Science-based climate strategy

In order to be able to measure where we stand based on robust criteria, we calculated our 2022 carbon footprint in accordance with the Greenhouse Gas (GHG) Protocol, the international standard for GHG accounting. This effort involved collecting and evaluating key metrics across the entire Group related to various direct and indirect emissions from scope 1 (direct emissions from in-house or company-controlled sources) and scope 2 (indirect emissions from purchased energy) sources. Scope 3 sources (emissions along the value chain) are currently undergoing evaluation. We also participated for the second time in the Carbon Disclosure Project (CDP), the world's largest disclosure system for corporate environmental strategies. We are working vigorously to increase transparency across the Group regarding the drivers of our GHG emissions.

To expand our Group-wide climate strategy, we prepared in the 2022 fiscal year to join the Science Based Target initiative (SBTi), which finally became effective in March 2023. SBTi created one of the most ambitious programs for determining corporate climate protection targets. It helps companies base their reduction targets on scientific findings to reach the 1.5-degree target stipulated in the Paris Climate Agreement. We are currently developing a Group-wide, uniform data basis that allows us to set interim targets on the path to consistent decarbonization of our value chain.

Apart from extensively addressing our carbon footprint, we have started to update our materiality analysis. The idea is to track the issue of sustainability from two perspectives (double materiality analysis). The first step involves an impact analysis to examine what effect our business activities have on people and nature (inside-out perspective). In a second step we will analyze how sustainability issues impact the business activities of our company (outside-in perspective). The key issues derived from these analyses will form the basis of our future sustainability strategy.

Our 2022 sustainability report offers a detailed overview of what we are working on and how we want to meet our responsibility. The fact that we are on the right track is illustrated by our ranking in the EcoVadis sustainability audit. With 76 out of a possible 100 points, we achieved the highest

recognition level of platinum for the second time in 2022, placing us once again in the top percentile of companies in our comparison group. The EcoVadis report highlighted our sustainability performance in the areas of the environment, labor standards and human rights as particularly positive.

## Corporate governance

### Corporate strategy

Endress+Hauser enjoys an excellent reputation as a leading global provider of products, solutions and services for process and laboratory automation. In line with our mission, we support customers around the world in improving their products and manufacturing them even more efficiently. In order to further expand this position, our Strategy 2027+ defines seven strategic directions of impact that we want to diligently work on over the next few years, including the future of customer interaction, the future of the people in our company, the further development of our core industries, laboratory and process analysis, the strengthening of the Endress+Hauser brand, digitalization and the targeting of markets beyond Europe.

Sustainability, as one of our four brand values, shapes the implementation of this strategy. We conduct our business responsibly and ethically and with the well-being of individuals, society and the environment in mind. Our customers, employees and shareholders rightly expect us to live up to our values and thus to protect the Endress+Hauser brand.

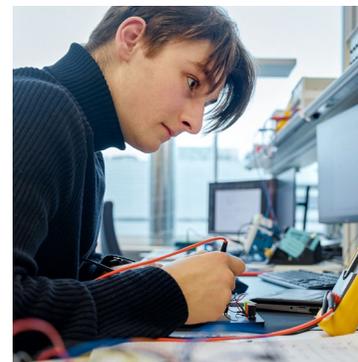
### Shareholder structure

The shareholder family's role in the company is described in the Family Charter. In this charter, the shareholders state that Endress+Hauser should remain a successful family-owned company. The aim of the charter is to strengthen cohesion within the family over the long term and consistently isolate the company from family issues. Various institutions foster the family members' relationships with the company and introduce following generations in particular to the company. The success of these efforts is reflected in the Family Council, which decides on important issues regarding the relationship between the family and the company. Here, the younger generation provides five of the nine members. The Family Council is made up of six women and three men.

In 2022, Sandra Genge, a granddaughter of company founder Georg H Endress, became a member of the Endress+Hauser Supervisory Board and the first representative of the younger generation on this body. She will represent the interests of the family together with Klaus Endress, who will continue to serve as President of the Supervisory Board until the end of 2023. The family shareholders also exert influence on Endress+Hauser AG at the company's Annual General Meeting.



1



2

### Corporate governance

The Endress+Hauser Group comprises a network of 134 legally independent companies managed and coordinated by Endress+Hauser AG. Management is in the hands of the Executive Board of Endress+Hauser AG, chaired by the CEO. Business and organizational regulations define the competencies and responsibilities of the Executive Board and the independent Supervisory Board.

As a supervisory and advisory body, the Supervisory Board oversees the work of the Executive Board by providing constructive feedback. Fundamental and far-reaching decisions are taken with the approval of the Supervisory Board, whose members are appointed by the General Meeting of the shareholders. The Family Charter states that the family should be represented by two members on the Supervisory Board.

### Corporate culture

The Endress+Hauser Group's corporate culture is still heavily influenced by the shareholder family and their representatives in the company. The Spirit of Endress+Hauser puts into words what distinguishes this culture and captures important values

1

One of the ways we attract young people to work at Endress+Hauser is through appealing in-company training programs.

2

For some years now, we have also been offering vocational training programs outside Europe.

3

In the future, Endress+Hauser intends to set aside 5 percent of all positions for interns, apprentices, trainees and students.

3



and principles. Without specifically referring to the principle of sustainability, the Spirit of Endress+Hauser relies on numerous aspects of sustainable corporate management.

Key elements of our corporate culture include comprehensive responsibility of the company, a commitment to ethical behavior and a management principle that de-emphasizes profit maximization. The Spirit of Endress+Hauser furthermore contains statements regarding customer relationships, the employees, quality culture and communications. Our four brand values, which include sustainability, put this corporate culture in a nutshell.

### **Ethical behavior and compliance**

As an internationally successful company, we operate in many different jurisdictions. The Endress+Hauser Code of Conduct provides a binding, Group-wide guideline for dealing with customers, coworkers, partners and suppliers. It encompasses guidance on products and services, personal integrity, corporate integrity, personnel policies, company assets and corporate responsibility. All employees must be accordingly trained and are required to comply with it. They also receive anti-corruption training. Employees with online access within the EU are also trained to comply with the General Data Protection Regulation (GDPR).

We also expect our suppliers to act ethically and to adhere to ethical and social standards. This includes the obligation to comply with the Code of Conduct (CoC) of the German Electro and Digital Industry Association, ZVEI. We verify compliance by means of regular on-site audits. In addition, more and more of our key suppliers are participating in the independent EcoVadis sustainability audit, which also reviews sustainability performance.

### **Strategic anchoring of CSR**

With 134 legally independent Group companies in 55 countries, our entities have launched a large number of local sustainability initiatives. For example, many Endress+Hauser sites are already relying on renewable energy, changing their approach to transportation or taking into account high energy efficiency standards in new buildings. We intend on further harmonizing these initiatives through our core processes. To do that we created the new position of CSR officer, a role that is tasked with improving sustainability processes across the Group.

To ensure close integration throughout the company, additional sustainability officers have been appointed and positions created for CSR managers within our sales and product centers as well as within the Group's functions. The topic was also anchored within the Group's top management (see introduction). Around the world, regional CSR networks were established for the purpose of learning from one another about good and best practices.

## Tax strategy

Responsible corporate governance means operating a successful business. This allows Endress+Hauser to contribute to the well-being of society at its worldwide locations through tax payments. We want to follow not only the letter of the law but the spirit of it. For this reason, we reject any business structures designed to evade taxes. We utilize tax advantages and tax relief only to the extent they accrue in the course of normal business operations and only if we are legally entitled to them.

We strive at all locations to maintain a transparent, professional and constructive working relationship with the tax authorities. This includes providing correct and timely information. In 2022 we paid a total of 104.6 million euros in income taxes worldwide. This equates to an effective tax rate of 25.6 percent.

## Economic sustainability

We concentrate only on businesses we understand and which are a good fit for us. We believe profit is not the goal but the result of good management. The vast majority of our earnings remain in the company to develop better products, open up new markets, construct more efficient operating facilities, erect modern buildings, create more future-oriented jobs, promote people in the company, train young people, further develop our employees, collaborate with universities and scientific institutes and support the Group's CSR activities. By doing this, we reinforce the company's future sustainability and resilience in times of crisis.

With an equity ratio of 80.2 percent, a cash flow from operating activities of 414.0 million euros, plus cash, cash equivalents and financial assets totaling 1.285 billion euros (2022 fiscal year figures), we are well positioned to make the investments needed to ensure a solid and successful future, without relying on external sources, and to grow our Group organically. This guarantees the independence and autonomy of our company and our ability to shape it.

We serve customers in various industries and have sales and production centers around the world. Even our largest key accounts represent less than 1.5 percent of our net sales, which minimizes the impact of individual customers, economic cycles, regional or sectoral business developments, currency fluctuations, political crises or natural disasters.

## Innovation

In 2022, we spent 242.4 million euros on research and development. That equates to 7.2 percent of our net sales. We applied for 235 patents for the first time at patent offices around the world, clear evidence of the Group's strong focus on innovation. In 2022 we launched 43 new products, and due to the UKCA labeling requirement, added more than 3,100 product options. The intellectual property portfolio grew compared to last year and now comprises more than 8,700 active patents and patent applications.

More than 1,200 employees who are entrusted with the development of new products, solutions and services ensure the innovation engine continues to run at full speed. Process improvements in production, logistics, IT and administration are also making a key contribution to the Group's success. We honor these efforts through recognition and incentives across all areas of our business operations.

We cooperate closely with universities and scientific institutes, customers and other suppliers. And, complementing our conventional innovation management, we invest in start-ups as well as joint ventures that are capable of accelerating new developments with a great deal of freedom. Endress+Hauser also acquires targeted cutting-edge technologies and expertise through company takeovers on a regular basis.

## Environmental

### Energy

The total energy need of the Endress+Hauser Group in 2022 was just under 165,000 MWh. Energy consumption rose nearly 20 percent compared to the prior year because we now apply the GHG Protocol. This change expanded the basis of our calculations so that we are reporting a greater amount of energy. Added to that is an increase in the number of units produced against the backdrop of strong business performance.

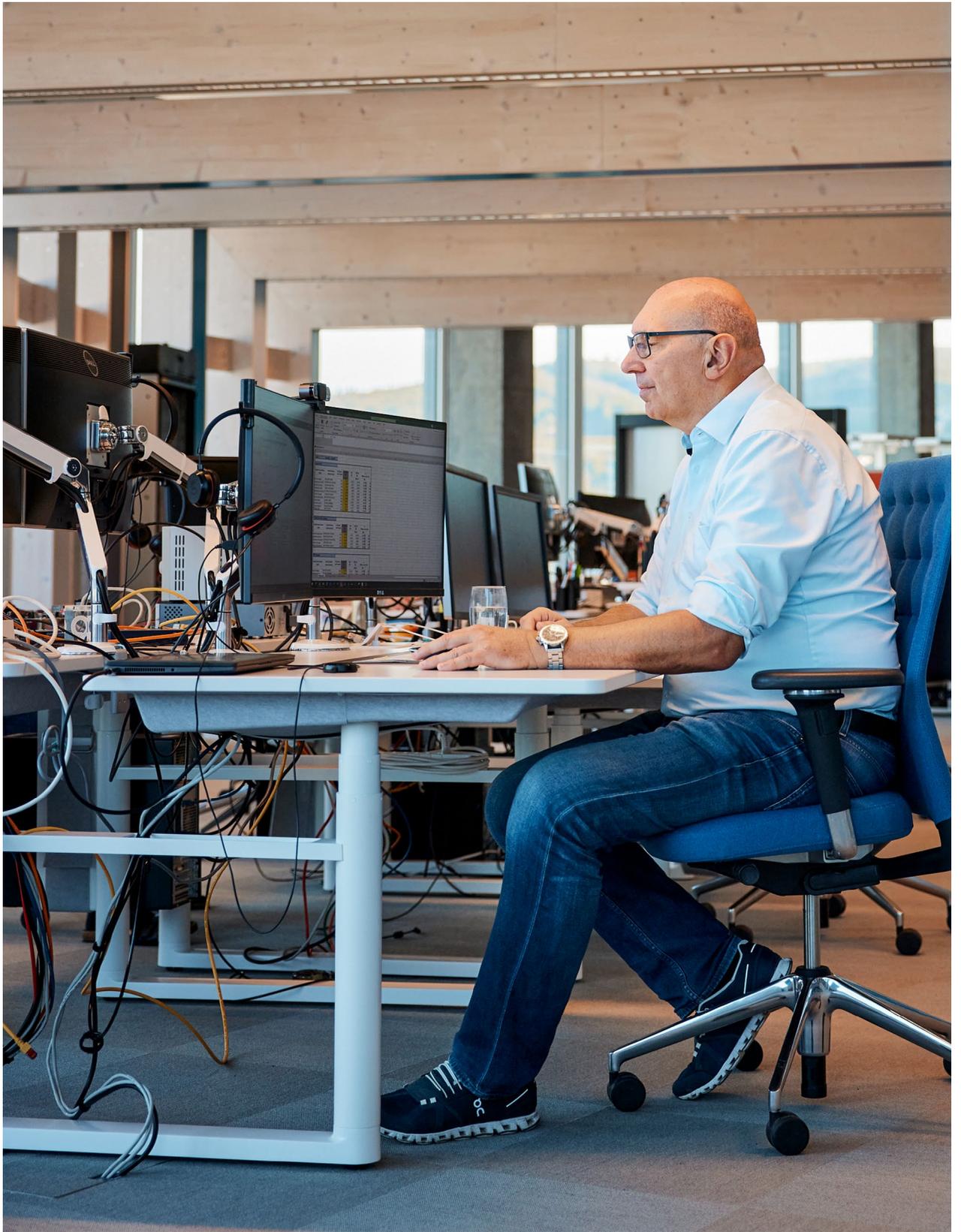
Electricity (98,147 MWh) accounted for 60 percent of the energy consumption in 2022, half of which originated from green sources (50,490 MWh). Nearly a quarter of this green electricity was autonomously generated at our sites, while a good three-quarters was purchased. Our subsidiaries in Germany and Switzerland relied to a large extent on green electricity. In some countries, including Austria, Denmark, Norway and Sweden, we have already converted to 100 percent renewable sources.

28 percent of our global energy requirement was covered by natural gas (45,509 MWh). Diesel and gasoline accounted for just under 12 percent, which is mainly tied to our vehicle fleet (19,377 MWh). Here too we are striving to reduce our GHG emissions, for example by switching to electric vehicles.

As part of the ongoing development of a Group-wide climate strategy, we have set ourselves the target of further increasing the share of renewable energy sources via concrete measures, and thus further reducing carbon emissions.

### Carbon emissions

For better comparison, GHG emissions other than carbon dioxide (CO<sub>2</sub>) are converted into CO<sub>2</sub> equivalents (CO<sub>2</sub>e) according to their global warming potential (CO<sub>2</sub> = 1). In 2022 our Group-wide carbon footprint amounted to just under 45,000 tCO<sub>2</sub>e. 47 percent of this is tied to scope 1 – in other words emissions from stationary combustion (9,494 tCO<sub>2</sub>e) and our



Creating and retaining secure jobs is an integral part of our corporate social responsibility.

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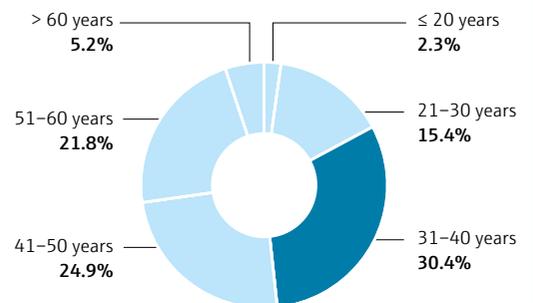
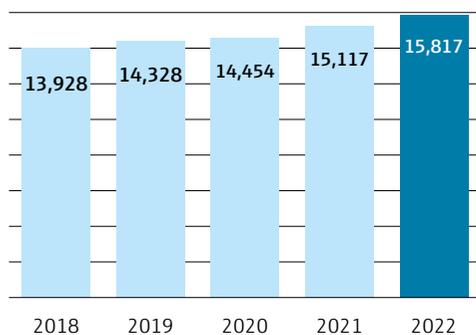


2

1  
Several bee colonies live on the rooftop of our flow measurement engineering plant in Reinach, Switzerland – an idea that came from our employees.

2  
In nature, bees perform an important function by pollinating plants; humans enjoy their honey.

### Endress+Hauser Group employee headcount and demographics



\* Temporary employees not included

vehicle fleet (11,825 tCO<sub>2</sub>e). The remaining 53 percent stems from energy that we purchased, such as electricity, and is thus allocated to scope 2 (23,679 tCO<sub>2</sub>e).

We have also offset our emissions from natural gas by more than half through the use of CO<sub>2</sub> certificates. This reduces our footprint by roughly 10 percent (4,848 tCO<sub>2</sub>e).

### **Substance and materials handling**

Endress+Hauser is committed to complying with all relevant laws and regulations related to the handling of materials and substances. We provide a wide range of declarations of conformity for various materials and substances. These include the European and Chinese RoHS guidelines (restriction of hazardous substances) and the EU regulation REACH (registration, evaluation, authorization and restriction of chemicals), as well as declarations regarding conflict minerals or drinking water. These declarations can be downloaded from our website.

Given that our customers can individually configure the vast majority of the products in the Endress+Hauser portfolio when ordering, device-specific information related to material compliance is highly complex. We are already working on software solutions to provide even more detailed information in the future and fully comply with the respective legal requirements.

### **Water consumption**

Endress+Hauser uses water primarily for sanitary installations and for cleaning buildings. We also require water for certain sensor tests. In 2022 our water consumption amounted to roughly 291,000 cubic meters, a decrease of 11 percent from the prior year.

We are keenly aware that drinking water is not readily available in many countries. Through the Endress+Hauser Water Challenge, a worldwide employee initiative, we enable people in some countries to enjoy access to clean drinking water (see social engagement).

### **Waste**

Waste accumulation within the Endress+Hauser Group is influenced by factors such as growth in units produced, demand-driven changes in the product mix or special effects

such as construction work or inventory adjustments. In the past financial year, we accumulated 3,405 tonnes of municipal waste worldwide, 2 percent less than the prior year. The volume of hazardous waste fell by 9 percent to 642 tonnes, while the amount of scrap metal rose 5 percent to 1,318 tonnes. The volume of electronic scrap increased 20 percent during the reporting period to 50 tonnes.

Individual locations reduce waste and conserve resources through recycling. At Endress+Hauser Liquid Analysis in Gerlingen, Germany, for example, soldering paste and soldering residue from tin, copper and silver oxide are given to a company that recycles the metals.

### **Certification and auditing**

Social and environmental standards are an integral part of many procurement processes. Our product centers are certified in accordance with ISO 9001/14001 (quality and environmental management) and OHSAS 18001/ISO 45001 (occupational health and safety) as well as, in some instances, with ISO 50001 (energy management).

### **Products and solutions for sustainability**

Our products, solutions and services contribute to better processes in terms of quality, safety, efficiency and environmental protection. They can also support our customers in achieving their sustainability targets, thus providing powerful leverage in plants and applications of the process industry. That means our worldwide business activities help increase product quality and production safety, conserve raw materials and energy and protect the environment and climate. In addition, the digital networking of measurement technology makes the data transparent, thus enabling optimized processes and information flows.

In the area of new product development, a guideline for eco-design helps our employees create a design that is as sustainable as possible. This includes special material requirements, designs focused on durability or disposability at the end of the life cycle. We also apply the European and Chinese RoHS guidelines in order to satisfy the requirements for bringing hazardous substances into circulation in electronic devices and modules, in addition to the provisions in the REACH regulation for the registration, evaluation, authorization and restriction of chemicals.

## Social

### Human rights

We firmly believe that integrity and ethical behavior are among the most important pillars of a sustainably successful company. We are therefore committed to respecting and safeguarding human rights as outlined in internationally recognized human rights principles and the United Nations Guiding Principles on Business and Human Rights.

We support our understanding of responsibility for human rights by recognizing various international guidelines and standards, including:

- United Nations Universal Declaration of Human Rights (UDHR)
- United Nations International Covenant on Civil and Political Rights
- United Nations International Covenant on Economic, Social and Cultural Rights
- Conventions and recommendations of the International Labour Organization (ILO) regarding labor and social standards
- International Labour Organization (ILO) declaration of principles concerning multinational enterprises and social policy (MNE Declaration)
- Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- Charter of Fundamental Rights of the European Union (EU)
- Minamata Convention
- Stockholm Convention
- Basel Convention

We are currently developing a declaration of principles in order to more forcefully express our recognition of the importance of human rights and the significance they have for our company.

### Human rights in the supply chain

Our corporate culture requires that we conduct our business responsibly and ethically. In order to adhere to our due diligence obligations in the supply chain, for the 2022 fiscal year we created tools for greater transparency regarding risks in our supply chain. Based on the risk weighting, we are addressing further improvements in the area of prevention and corrective measures.

We also expect our suppliers to adhere to the fundamental rules of our Code of Conduct. Accordingly, we ask for confirmation that they recognize a code of conduct for business partners that is common in the industry. If increased risks or concrete suspicions of human rights violations are uncovered, whether through our own monitoring activities or complaint mechanisms, we carefully investigate the situation and initiate all necessary prevention and/or corrective measures to avert, stop or minimize these violations.

### Whistleblower system

In order to be able to identify and penalize human rights and environmental misconduct at an early stage, we created a whistleblower system during this reporting period. The system went online on 1 January 2023 and is accessible through our website. Employees, business partners and third parties can report potential misconduct and also provide information anonymously. An independent complaints team carefully processes all tips and initiates appropriate measures.

### Employees

We view the creation, development and preservation of secure jobs as an important part of our CSR. To create a good working environment for our employees, we offer performance-based compensation, above-average social benefits, attractive opportunities for career development and a comprehensive program that allows them to strike an effective work-life balance, including access to childcare services and flexible work models. We furthermore invest in the health of our employees and promote their growth through targeted personnel development and training programs.

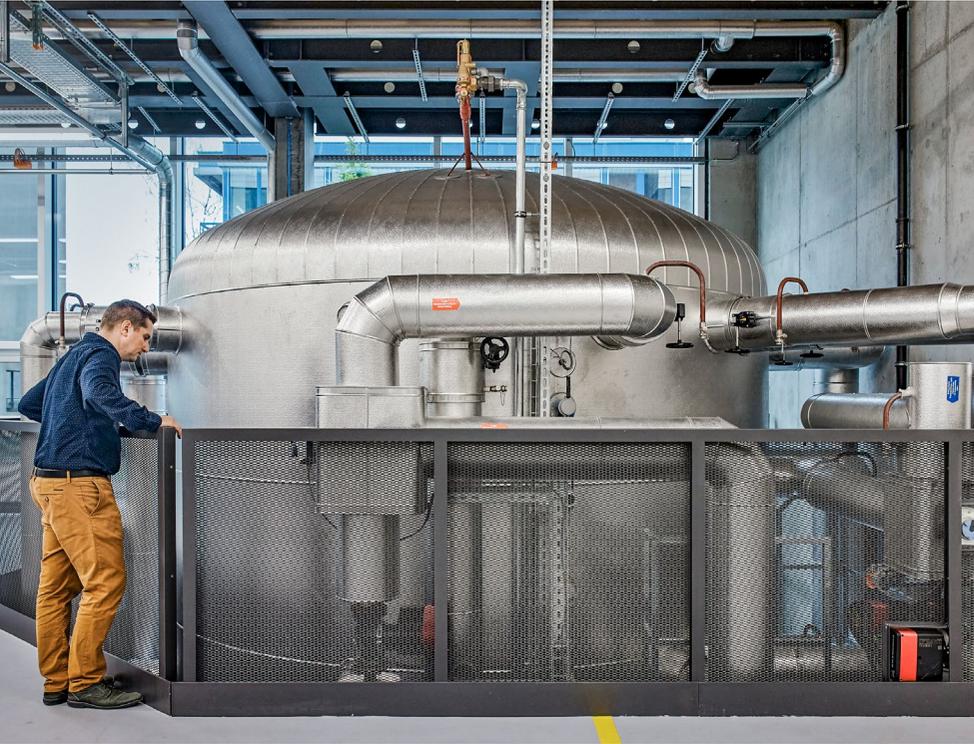


1

1 We have multiplied the number of charging stations at our sites.

2 A storage vessel at our plant for flow measurement engineering in Reinach, Switzerland, allows operational waste heat to be stored for heating the premises.

3 In recent years, we have further increased energy efficiency at our sites.

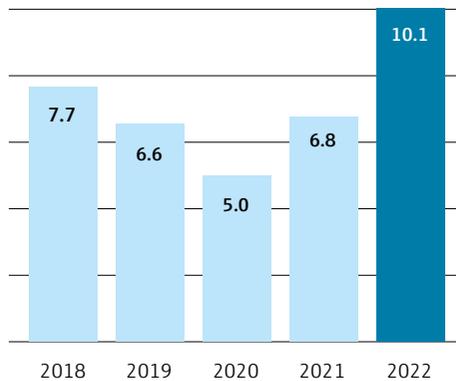


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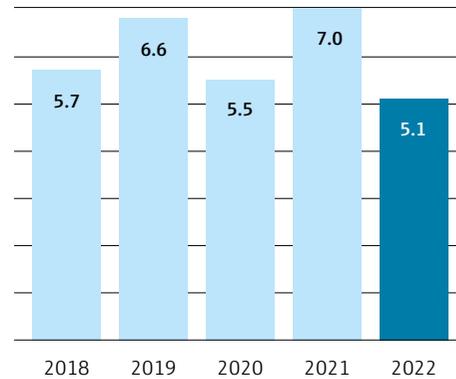


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**Employee turnover**  
(in percent)



**Lost-time accidents at work**  
(per 1,000 employees)



Modern working environments allow our employees to meet and exchange ideas in a pleasant atmosphere.



### Workforce in numbers

On a global basis, the average years of service for Endress+Hauser employees is 10.2. The Group-wide turnover rate is 10.1 percent, and thus higher than in the previous year (2021: 6.8 percent). At the end of 2022, a total of 15,817 people (including temporary contracts) were employed by the Endress+Hauser Group, 700 more than the previous year. To cope with the significant growth in units produced, we have created new jobs across all areas of our business.

Diversity is a key principle with respect to our employees as well, which reduces risks and makes us more resilient in times of crisis. A diverse workforce increases productivity, encourages innovation, creates a sense of solidarity, strengthens customer loyalty and helps us compete for talent.

At the end of 2022, people from 115 nations worked for the Endress+Hauser Group. Women represent 30.2 percent of the workforce, a slight increase over the prior year (30.0 percent) and a high figure compared to other companies in the industrial sector. The age groups are equally distributed across the Group, with little change experienced compared to 2021.

### Employer attractiveness

We strive to continually improve our attractiveness as an employer. We monitor the satisfaction of our employees with regular surveys based on a Group-wide standard to ensure comparability of the results. A current evaluation of the data derived from the employee and customer surveys of recent years illustrates that employee commitment and customer loyalty are directly related. This reflects our belief that only motivated employees deliver outstanding performance for our customers.

### Occupational health and safety

With respect to Group-wide occupational health and safety, we put significant effort into ensuring our employees enjoy a safe, pleasant and productive work environment. In 2022, the rate of occupational accidents with lost time fell to 5.1 per 1,000 employees (previous year: 7.0), thus reverting to pre-pandemic levels.

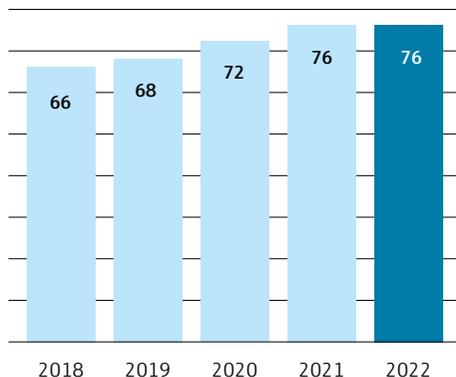
We initiate accident prevention, risk awareness and work safety measures at our locations. Our occupational health and safety specialists are involved in workplace-related decisions at a very early stage. Company restaurants at numerous locations all around the world offer our employees a varied and well-balanced selection of nutritional meals. In the course of the previous year, we conducted several campaigns and activities on health promotion and prevention, both in person and virtually.

### Young talent and personnel development

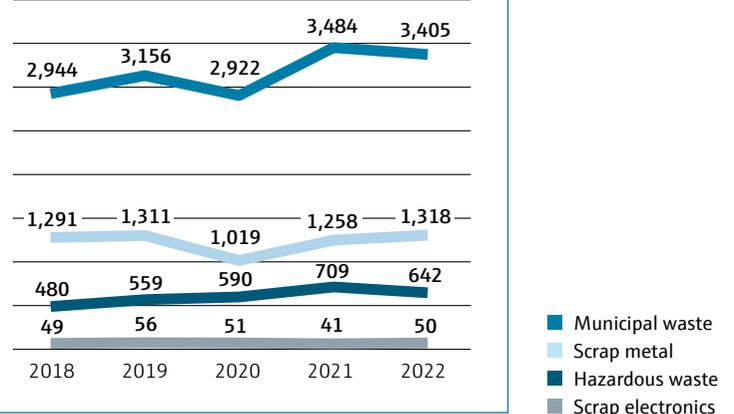
As a technology company, we depend on qualified professionals and committed young talent. To attract new employees who are a good fit, the Endress+Hauser Group strives to continuously improve the working conditions and strengthen its internal and external image with targeted employer branding.

One of our objectives is to achieve more diversity, since diverse teams are better at dealing with unknown challenges. This is why Endress+Hauser makes an effort to attract the best employees, independent of gender, age, ethnic origin, religious or philosophical convictions and sexual orientation. A special focus is on the promotion of women. By 2030, Endress+Hauser wants to increase the share of women in management positions to around 30 percent and on the whole attract more women so that they represent 40 percent of the workforce.

EcoVadis sustainability score



Waste accumulation (in tonnes)



To reach these goals, our global initiative Women’s Integrated Network (WIN) has defined five areas of focus: an employer brand that appeals to women, a career development program geared toward women as well as men, flexible work models, measures to address unconscious bias in recruitment and the use of networks to draw the attention of female professionals to Endress+Hauser. Apart from that, we want to raise the visibility of female role models within the company.

For this initiative, Group companies around the world develop and implement concepts that are adapted to their environments. We have also taken measures to advertise jobs in a way that appeals to a diverse target group. Fair and gender-neutral pay based on understandable criteria such as skills, experience, performance and responsibility is another important aspect for us. A Group-wide job-grading assessment is designed to improve comparability and increase transparency in the future.

Well-trained professionals are key to the success of our company. At the same time, we believe that our commitment to vocational training of young people is a way of demonstrating our social responsibility. Particularly in Germany and Switzerland, we train the vast majority of our specialists internally. 353 young people were undergoing vocational training at Endress+Hauser in 2022; we employed a further 136 as interns, students and trainees. This corresponds to a training ratio of 3.2 percent. In the longer term, we would like to expand this share through a global training initiative and intend to

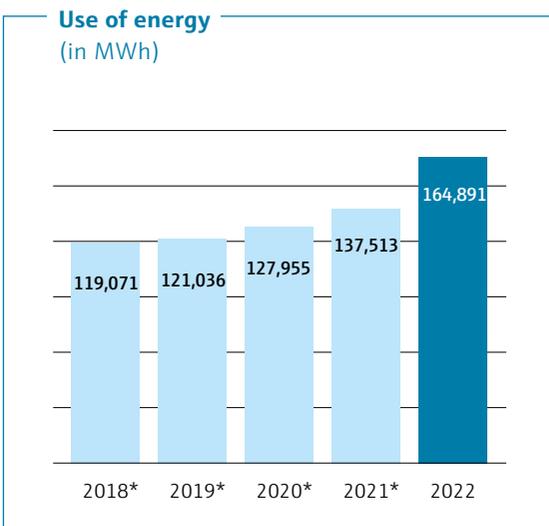
reserve 5 percent of all positions for interns, apprentices, trainees and students.

**Social engagement**

Endress+Hauser is engaged in volunteer activities wherever the company has a local presence. We sponsor select projects involving social, cultural, educational, scientific and sports activities, as well as the promotion of young talent. In the area of charitable contributions, we focus our assistance mainly on non-profit initiatives and social institutions.

Our employees are also willing to be active for a good cause. In the Endress+Hauser Water Challenge, employees raise funds through charity runs to give people worldwide access to clean drinking water, with the company doubling the amount of the donations. The proceeds go to select aid projects in Asia, South America or Africa. We have thus taken our business commitment to a safe, efficient and eco-friendly water supply and transferred it to the non-profit sector.

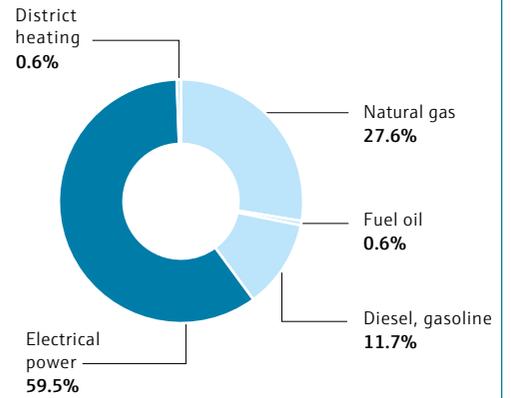
Endress+Hauser also maintains research and educational partnerships with scientific institutions and training centers around the globe. Our contributions for our donation and sponsorship activities as well as for research and education partnerships in the form of monetary contributions, contributions in kind or personnel deployment are not recorded centrally. The respective activities are the responsibility of the Group companies.



\* Limited comparability; change in methodology

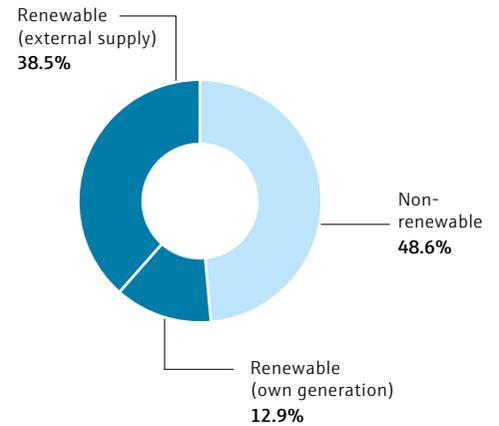
### Energy demand

in MWh	2022
Natural gas	45,509
Fuel oil	948
Diesel, gasoline	19,377
Electrical power	98,147
District heating	911
<b>Energy demand</b>	<b>164,891</b>



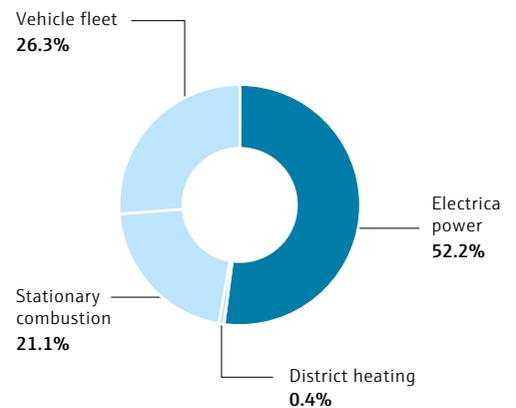
### Electrical power demand

in MWh	2022
Non-renewable	47,657
Renewable	50,490
– Renewable (own generation)	12,709
– Renewable (external supply)	37,782
<b>Electrical power demand</b>	<b>98,147</b>



### Greenhouse gas emissions

in tonnes CO <sub>2</sub> e	2022
Scope 1	21,319
– Stationary combustion	9,494
– Vehicle fleet	11,825
Scope 2	23,679
– Electrical power	23,478
– District heating	201
<b>Greenhouse gas emissions</b>	<b>44,998</b>
Compensation	-4,848
<b>Greenhouse gas emissions including compensation</b>	<b>40,150</b>



### Customer, partner and supplier relationships

Long-term success is possible only by sharing ideas and maintaining a constant dialogue. We are convinced that combined strengths make us more successful. This philosophy is reflected in the way we manage our customer and partner relationships. Loyal relationships illustrate that an open exchange, trust-based collaboration and mutual learning bring benefits to all parties involved.

Customers around the world place their trust in us. We try to earn this trust by regularly measuring their level of satisfaction. We systematically analyze those aspects that can be optimized and address them with individual measures to continually improve. Regular survey cycles reveal long-term developments and make the success of the various actions visible and measurable.

We maintain an open and constructive dialogue with our customers, partners and other stakeholders. In view of the forthcoming challenges created by global warming, this is one of the most important prerequisites of all. Tackling climate change decisively and wisely is a task for humanity – and progress will be possible only by joining forces.



1

1  
Many steps in our manufacturing processes require a high degree of attention and precision.

2  
Our production teams organize their work themselves to a large extent.

2



# Imprint

## Annual report 2022

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# People for Process Automation

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