Environmental Statement of eResearchTechnology GmbH

2024

CLARIO.

ENVIRONMENTAL STATEMENT

CONTENTS

What we do today
determines
what the world will look like tomorrow.

(Marie von Ebner-Eschenbach, Austrian writer, 1830 - 1916)

Ladies and Gentlemen,

As Managing Director of the German subsidiary of Clario, a global service provider for clinical research and manufacturer of medical products, I am pleased to present our latest environmental statement.

Our guiding themes are the reduction of emissions, the responsible use of finite resources and the implementation of common goals. Together with our employees, customers and suppliers, we are working on more environmentally friendly products and services as well as long-term partnerships based on environmental compatibility and social responsibility.

Last year, we successfully implemented the internationally recognized ISO 14001 standards and the EMAS system in order to implement our environmental policy sustainably. These first steps now form the foundation for our ongoing efforts in environmental management, which determine our actions today for the world of tomorrow.

Our role as a corporate role model shows that environmental protection and success are inextricably linked. Despite the challenges of the past year, such as cost volatility due to the war in Ukraine, changes in the labor market due to the post-Covid effects and structural changes due to necessary cost savings, we have achieved our sustainability targets and continuously improved our environmental performance.

My special thanks go to our committed employees who actively participate in improvement measures and contribute suggestions. Their motivation and commitment are crucial to our success on the road to a more sustainable future. And, of course, I would also like to thank our investors, suppliers, customers and all stakeholders, without whose support it would not be possible to take a holistic approach to improving our environmental performance along the entire value chain.

The publication of an annual, audited environmental and social report (ESG report) is an important step for us to ensure transparency and track progress.

Yours faithfully,

Achim Schülke 🌿🌍

1. COMPANY

1.1. GUIDING PRINCIPLE

SHOW EFFECT

Every day, as a company, we are aware of the opportunities we have to make the world a better place.

The promotion of equal health opportunities, diversity in clinical trials while shortening drug development times and environmental protection are the driving forces behind our corporate and social responsibility.

1.2. THE COMPANY HISTORY

Clario is a global data and technology company that is a leader in clinical research with its wide range of services. We help our customers to accelerate clinical research and develop drugs faster. This can have a positive impact on the lives of many people. For more than 50 years, Clario has supported over 26,000 clinical trials in more than 100 countries in over 100 languages. 60 % of all drug approvals by the FDA (Food and Drug Administration) in the USA have been developed with the help of Clario.

| 50+ years of experience | 26,000+ clinical trials | 800+ regulatory approvals | 100+ countries | 60% of all FDA approvals between 2019-2023 | 100+ languages |

Our technologies, expertise and know-how have been involved in the approval of more than 800 drugs. Clario combines world-class medical, technological and scientific expertise to ensure that complex global studies run smoothly, whether they are conducted on-site, decentralized or hybrid.

The Clario success story began in 1972 with the founding of Cardio Data Systems. By merging with innovative companies in the healthcare and medical products sector, we have been able to consistently expand our product portfolio and know-how. Today, the company combines products and services in the field of centralized recording of so-called Health Reported Outcomes with a focus on electrocardiography, pulmonary function, electronic patient diaries, imaging and precise movement analysis. Clario develops, produces and delivers efficient solutions for the global collection, analysis and distribution of clinical data for leading pharmaceutical and biotechnology companies around the world. With the acquisition of ArtiQ and Inofab, we are expanding our portfolio with innovative AI software solutions and healthcare products that underline our role as market leader.
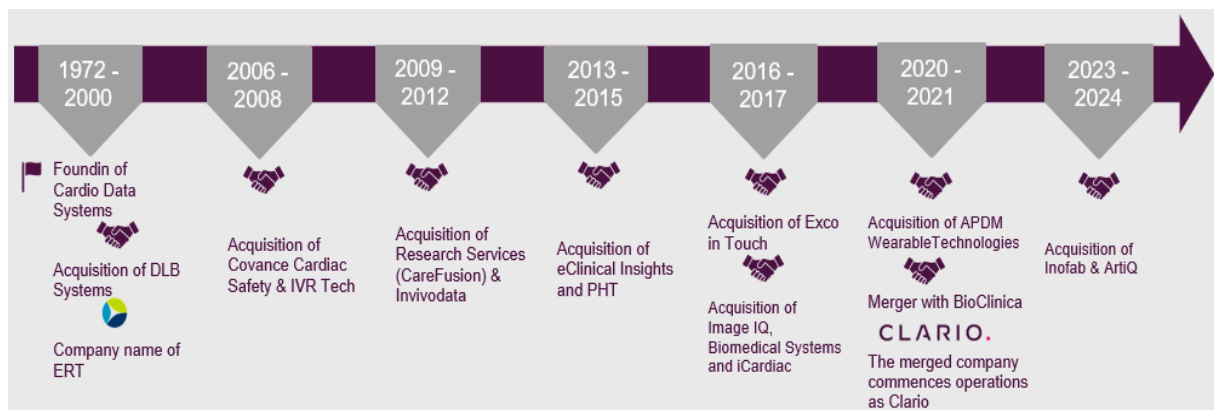
1.3. DESCRIPTION OF THE LOCATION

eResearchTechnology GmbH, based in Estenfeld, Germany, is part of the global Clario company, which is registered as a Delaware Corporation with its registered office at 1818 Market Street, Suite 2600, Philadelphia, PA 19103, USA. The location in Estenfeld was built in 2012 in accordance with the Group's requirements and occupied for rent in 2013. The location is strategically located close to highway A7 in the industrial area in Estenfeld, which shortens goods and transport traffic.

There is a bus stop directly in front of the building and plenty of parking spaces for cars and bicycles. There are designated parking bays for two-wheelers, as well as firmly anchored bicycle stands. Thanks to federal highway B19 and highway A3, the connection to Würzburg city and the nearest airport Frankfurt is very good.

The building was originally constructed as a 2-storey building with a U-shaped office section and a rectangular production area. In 2020, the office space was extended by a rectangular extension, as it became necessary to adjust the operating area to the company's expansion. The building has:

- Production area
- Incoming/outgoing goods
- Office building
- Conference rooms with conference technology/ Think Tanks/ Flex Offices
- Canteen/ kitchenettes
- Shower facilities
- First aid room
- Reading corner with take-one-leave-one-bookshelf
- Snack garden, bee meadow, herb garden
- Seating facilities (indoor&outdoor)
- Parking facilities
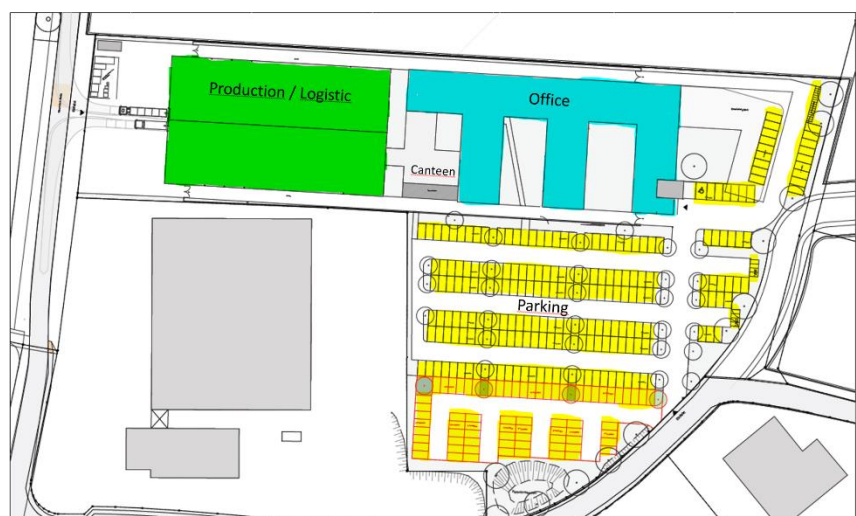
An integrated sustainability management system in accordance with EMAS Regulation (EC) 1221/2009 in conjunction with Regulation (EU) 517/2013, Regulation (EU) 2017/1505 and Regulation (EU) 2018/2026 as well as ISO 14001:2015 was introduced, maintained and continuously improved at the Clario location in Estenfeld.

The company is assigned to the economic sector (NACE code) 32.50.1 "Manufacture of medical equipment and materials n.e.c. (= not elsewhere classified)".

As a global leader in the medical device industry, we are aware of the importance of environmental responsibility and minimizing the environmental impact of our products and services throughout their life cycle.

We are committed to:

- the United Nations Global Compact. This means advancing social goals by aligning our strategy and business activities with the ten UN principles on human rights, labor, environment and anti-corruption.
- the UN Sustainable Development Goals (SDGs), the UN's call to action to end poverty, protect the planet and secure peace and prosperity.
- adopt science-based targets as part of a formal carbon management plan by 2024 in line with the Paris Agreement. The action plan contains targets for reducing greenhouse gas (GHG) emissions from scope 1, 2 and 3 sources.
- the Carbon Disclosure Project (CDP). This means disclosing Clario's environmental data to do our part to promote and track global progress in building a truly sustainable economy for people and the planet.
- publish an annual, externally audited environmental and social report (ESG report).
- the principles of the circular economy. We work actively with local partners to reuse waste electronic equipment and maximize the recycling content of our products.
- sustainable procurement management. We work proactively with our suppliers, customers and other stakeholders to understand and improve environmental performance throughout our value chain, including compliance with all applicable environmental legislation

At Clario, we integrate environmental management into our business strategy. We review our environmental performance annually on the basis of the applicable regulations by setting concrete targets and formulating specific measures.

1.5. THE CODE OF ETHICS AND CONDUCT (CODE)

All employees undertake to comply with ethical standards, promote moral behavior and act responsibly. Our Code provides clear guidelines, resources and practical advice to help us do this. All employees are trained in the Code of Ethics and Business Conduct.

We also have a Diversity Council, various Employee Resource Groups (5 ERGs) and the Community Group, which are open to all employees worldwide. Thanks to the global reach of these groups, employees throughout the company have the opportunity to exchange ideas, discuss, inform themselves and cultivate a corporate culture in which everyone feels valued and accepted. Diversity is one of our greatest strengths.

1.6. OUR VALUES

Our values follow the motto **"driven by purpose, inspired by impact".** We are convinced that our success is based on the following three value pillars:

People first, always

We encourage each other: we respect different views, listen, are inclusive and support each other to be successful.

Curageously curious

We learn to accept change, to question the way we work and to find a better way. And when things don't go according to plan, we don't blame each other, we embrace it and grow together.

We are partners: with each other, with customers, patients and locations; we work with them to understand their goals and then deliver the best solutions

Deliver exceptional

We set priorities: We focus on the essentials without neglecting quality.

We are committed to: doing what we promise, working with energy and purpose and sharing what we learn with others.

For this reason, our values are an integral part of regular employee appraisals. In addition to discussing the set project goals, our three guiding values are discussed and actively questioned as to how they are implemented on a daily basis. With the goal in mind that our work can change people's lives for the better, we are inspired to give our best every day.

All of this reflects our company credo:

> **People always come first**
> Trust and respect everyone you work with.
> **Be courageous and curious**,
> share what you learn with everyone.
> Move forward, try new things, strive for better things.
> Sometimes things don't go as planned
> - don't worry, learn from it.
> Focus your energy on what is important,
> set priorities.
> **Achieve the extraordinary!**

2. OUR INTEGRATED MANAGEMENT SYSTEM

Clario operates an integrated management system consisting of an environmental management system (EMS) and a quality management system (QMS). By linking both systems, we ensure that we continuously and sustainably improve the company's performance in terms of the environment and quality while complying with legal and regulatory requirements. We therefore meet all the requirements of the EMAS Regulation (EC) 1221/2009 in conjunction with the amending Regulations (EU) 517/2013, Regulation (EU) 2017/1505 and Regulation (EU) 2018/2026, as well as ISO 14001:2015.
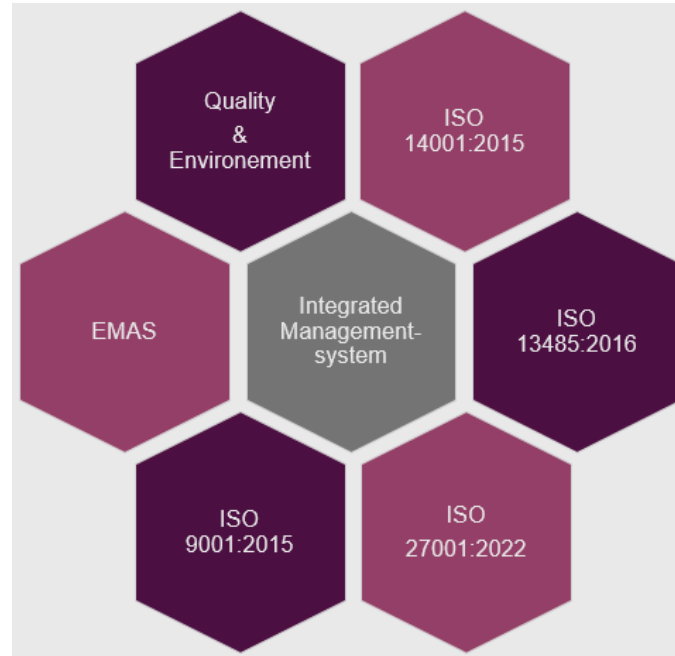

As an internationally operating company, these standards are inextricably linked for Clario. They define national and international guidelines and requirements to minimize environmental impact and promote sustainable behavior. EMAS (Eco-Management and Audit Scheme) and ISO 14001 are the cornerstones of Clario's environmental management. Although ISO 13485, ISO 9001 and ISO 27001 focus on different aspects, the interaction of all standards is necessary for holistic and sustainable corporate management.

INFO BOX: EMAS (Eco-Management and Audit Scheme) is a voluntary environmental management system that organizations can introduce to improve their environmental performance. It is a European Union (EU) regulation that aims to promote sustainable development and reduce the environmental impact of companies. ISO 14001, on the other hand, is an international standard for environmental management systems. It provides organizations with a framework for the introduction, implementation, maintenance and continuous improvement of their environmental management system. While EMAS covers a broader range of environmental aspects, including energy efficiency, waste management and resource use, ISO 14001 focuses primarily on the environmental impact of the organization. ISO 9001 is a standard for quality management systems and is based on 4 basic principles: Orientation towards the context of an organization, as well as the processes, continuous improvement and risk management. ISO 13485 specifies the requirements for a comprehensive quality management system for the design and manufacture of medical devices, and ISO 27001 is an information security management system that helps organizations protect their sensitive information.

This results in environmentally relevant functional areas that interact directly with the management in order to implement the action plans and actively shape sustainable environmental management. We are particularly proud of the fact that our employees volunteer their time. This shows us that the measures are supported by the workforce. At the Estenfeld location, these are made up as follows.

Organizational chart with environmentally relevant functional areas:
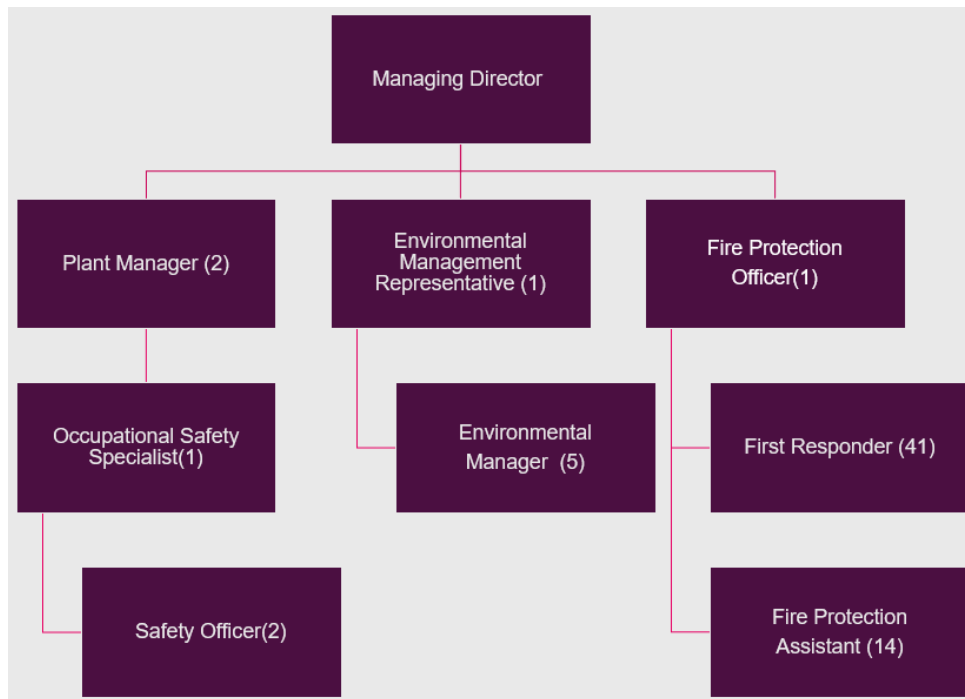
The relevant company officers are trained in their areas, officially appointed and brought to the attention of employees. They ensure the legally compliant implementation of sustainable corporate goals through regular environmental meetings and participation in the OSM (occupational safety meetings) at the location.

3. PILLARS OF OUR MANAGEMENT SYSTEM

3.1. ECO MAPPING

Ecomapping is a visual tool that helps organizations identify and analyze their environmental aspects and impacts. We initially used this tool to carry out an initial comprehensive environmental assessment (inventory) using the methodology. This provided us with a good basis for all subsequent analyses that we carried out in the course of establishing an integrated management system (EMS&QMS), taking into account our PDCA (Plan-Do-Check-Act) concept for the continuous improvement of processes (CIP).
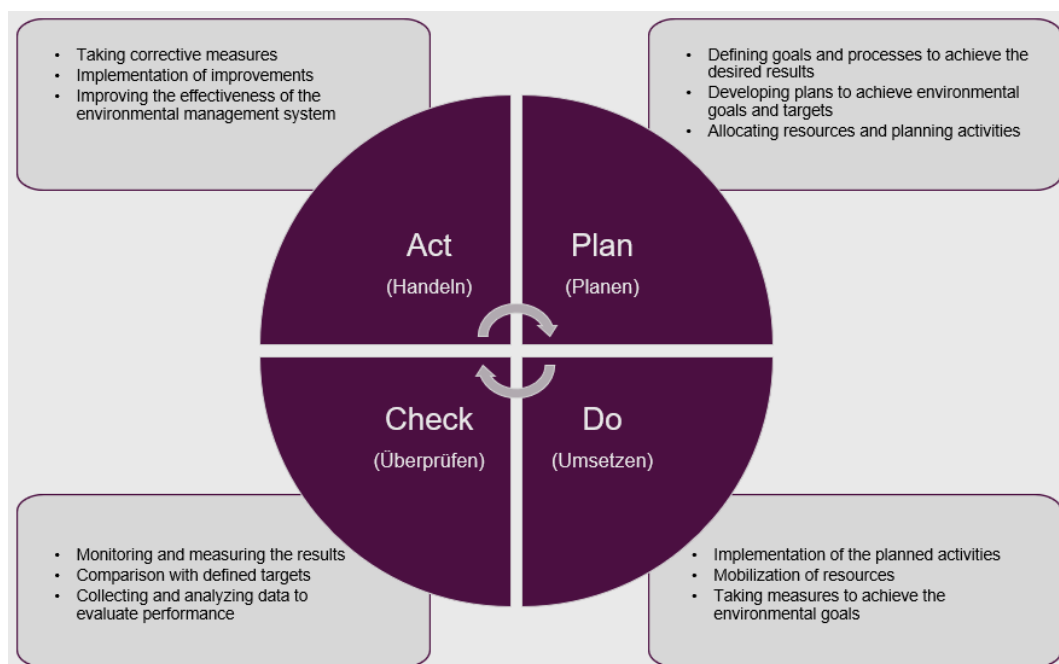
A stakeholder analysis is a method for identifying and evaluating the interests and influences of various parties on a project, an organization or a decision. The analysis enables well-founded decision-making for measures. A distinction is made between internal and external stakeholders in order to clarify the ability of the respective parties to exert influence.

The most important interested parties/stakeholders for our location are explained here in brief:
- **Investors:** Persons or organizations that invest financial resources in the company and are affected by the financial results
- **Employees/ Managers:** People who work for the company and may be affected by the decisions and changes.
- **Customers:** Persons or organizations who use or are affected by the product or service.
- **Suppliers/service providers:** Persons or companies that supply products or services to the company.
- **Supervisory authority/notified bodies:** Government agencies or other organizations that regulate or monitor the company's activities.
- **Landlord/owner:** Persons or companies that need to be consulted for structural issues and maintenance measures for the property in which the company operates.
- **Community:** The local community (=municipality, government district, region) in which the company operates and other stakeholders who may be affected by the company's activities.
- **Interested public/press:** Journalists and media companies that report on the company and can influence public opinion.

Last year, Clario introduced new working time models (Clario 32/36h) in order to remain attractive as an employer in the changing world of work and to realize the interests of stakeholders in being an inclusive, diverse and intergenerationally appealing company.

We offer employees the opportunity to work in modern, ergonomically equipped offices on site or from home, depending on their area of work. Our meeting rooms, agile conference rooms, think tanks and flex offices can also be booked by any employee according to their needs. Increased teleworking activities worldwide have made it possible to overcome geographical and physical barriers and tap into a more diverse talent pool. The new world of work promotes diversity and inclusion, but at the same time demands a high level of intercultural competence and adaptation of standards and office capacities in the branches. We are aware that we are at the beginning of NEW WORK design and look forward to the opportunities that will arise in the coming years. We support our suppliers with our experience in implementing the Act on Corporate Due Diligence Obligations in Supply Chains and are convinced that we too can learn from our suppliers and sponsors on our shared path to an inclusive and sustainable future.

3.3. INPUT-OUTPUT ANALYSIS

The analysis of input-output relationships involves examining the relationship between the input variables and the corresponding output variables in a particular system or process. It aims to understand how changes in inputs affect outputs and vice versa. By analyzing and interpreting the data, cause-and-effect relationships and assessments of effectiveness can be made. Overall, the analysis of input-output relationships is a valuable tool for understanding and optimizing systems and processes. It helps with decision-making, resource allocation, performance evaluation and improving efficiency in various areas.

Political events such as the pandemic and war, as well as serious weather changes worldwide, influence the market, the world of work and therefore business decisions, which are reflected in the input-output matrix.

Although overall energy consumption at the location has been reduced, the resumption of customer visits has increased fuel consumption and the number of business trips. We are seeing an increase in face-to-face events at customers' premises as well as internal company business trips. As a consequence, our CO_2 emissions from greenhouse gases are rising.

Our travel policy encourages us to only take necessary trips and to use the variety of digital options. At the same time, however, we also attach great importance to maintaining a personal exchange in addition to digital communication. We are convinced that this contributes to success, especially in the intercultural field of work.

Our waste volume has fallen in relation to the base year, but increased compared to the previous year. The amount of waste produced correlates directly with the number of studies that are completed. As we lend out most of the study equipment, it will be returned to us at the end of the studies. This increases the amount of outer packaging and the amount of electrical appliances that need to be disposed of or recycled in study-dependent cycles and is beyond our control. As we can only influence the amount of waste to a limited extent, we focus on optimizing our waste separation rate. To this end, we regularly check our stocks for potentially suitable goods to support charitable organizations. These outreach activities enable us to reduce our stocks, reintroduce usable goods into the economic cycle and dispose of unusable goods properly in line with our maxim "refuse - reduce - reuse - recycle - repair".

We have not succeeded in reducing the use of office paper, but we have achieved stability. In 2025, we will tackle this issue in a more targeted manner and take a close look at our paper consumption. Our water consumption increased last year. Our "Return to Office" campaigns, such as happy hour, pizza day, team workshops and numerous events, such as company parties, company meetings and conferences, have increased the use of the washrooms, canteen and tea kitchens. The shower rooms are also being used more frequently again, as employees are commuting to work by bike or doing sports at lunchtime (Clario runners, soccer team, see section 6).

The reference year 2021 was characterized by the Covid-19 pandemic and the following year 2022 by the war in Ukraine. The year 2023 will be characterized by a "new normal" and the resulting lasting changes in the business world. In addition to more flexible working time models, the location also underwent restructuring, as a result of which talent was built up in India, Hungary and Costa Rica and reduced at the Estenfeld location. This increases our diversity, our accessibility (not limited by time zones) and our flexibility in the market. We are delighted to have increased our reach and to be able to discuss and implement our sustainability goals with many nationalities. Overall, we are proud that Clario has managed to either improve (green), worsen (red) or stabilize (orange) its values compared to the base year 2021 despite the volatile environment. The arrow also indicates the trend of the individual component: ⇓ Decrease, ⇑ Increase, ⇔ Stable

INPUT/ OUTPUT			Unit	2021	2022	2023	Trend*	
ENERGY	**Power**	Total power consumption	kWh	723,888	717,894	708,318	⇓	**INPUT**
	Heat	Total heat consumption	kWh	241,360	142,463	148,175	⇓	
		Total heat consumption (weather-adjusted)	kWh	246,187	145,312	151,139	⇓	
	Mobility	Total fuel consumption (vehicle fleet)	kWh	36,689	43,735	41,586	⇑	
		Total energy consumption	kWh	1,001,937	904,092	898,079	⇓	
	Renewable Energy	Total consumption of renewable energies	kWh	500,930	617,389	708,318	⇑	
		Share of renewable energies in energy consumption	%	50	68	79	⇑	
MATERIAL	**Material**	Paper for printers	T	4.33	4.15	4.13	⇓	
WATER	**Water**	Water consumption	m³	1,554	1,067	1,600	⇑	
BIOLGICAL DIVERSITY	**Land usage**	Plot area incl. open space	m²	19,338	19,338	19,338	⇔	
		Sealed surface	m²	16,307	16,307	16,307	⇔	
		Near-natural area	m²	6,257	6,257	6,257	⇔	
WASTE	**Non-hazardous waste**	Paper - files for destruction	t	0.96	1.92	3.84	⇑	**OUTPUT**
		Cardboard and cardboard packaging	t	94.60	36.80	56.50	⇓	
		AZV - Mixed packaging	t	16.31	12.75	12.91	⇓	
		Wooden packaging	t	10.46	4.26	11.42	⇑	
		Plastic packaging	t	52.80	52.80	52.80	⇔	
		Garden and park waste	t	10.50	10.50	10.50	⇔	
		Edible fats and oils	t	0.08	0.08	0.08	⇔	
		Biodegradable kitchen and food waste	t	0.20	1.56	2.40	⇑	
		Grease separator contents	t	2.16	2.55	6.50	⇑	
		Electrical and electronic waste	t	-**	1.93	19.40	⇑	
		Total amount of waste	t	188.07	125.15	176.35	⇓	
EMISSION GHG	**Greenhouse gases (GHG) from energy**	Electricity/ non-renewable energies	tCO2e	88.17***	50.45***	33.40	⇓	
		Heat/ natural gas	tCO2e	48.75	28.78	29.93	⇓	
		Mobility - Vehicle fleet	tCO2e	9.76	11.60	11.03	⇑	
		Total GHG from energy	tCO2e	146.70***	90.84***	74.36	⇓	
	Greenhouse Gases (GHG) from business trips	Airplane	tCO2e	21.92	234.58	316.72	⇑	
		Railway	tCO2e	0.23	1.89	3.36	⇑	
		Total GHG from business trips	tCO2e	22.15	236.48	320.08	⇑	
Air pollutant	**Direct air pollutants from energy**	Total SO$_2$	t	0.00044	0.00032	0.00032	⇓	
		Total NO$_X$	T	0.02279	0.01999	0.01949	⇓	
		Total dust/PM	t	0.00030	0.00020	0.00020	⇓	

Not listed, as not available in the warehouse: Hazardous waste, self-generation of renewable energy. Emissions from rental cars; *comparison with reference year 2021; **not included
***Correction to previous year's report Reason: incorrect reference used in last report

3.4. ENVIRONMENTAL AND SUSTAINABILITY ASPECTS - "FLIPO" FOR SHORT

The environmental aspect matrix, FLIPO (Flow, Legislation, Impact, Practices, Opinion) for short, is used to assess the environmental impact of various activities, products or processes. The result is an overview of the direct and indirect environmental aspects relevant to the company, classified according to their relevance for action (=risk) and control potential (=influenceability). This serves as the basis for the development of environmental targets and measures to minimize environmental impact.
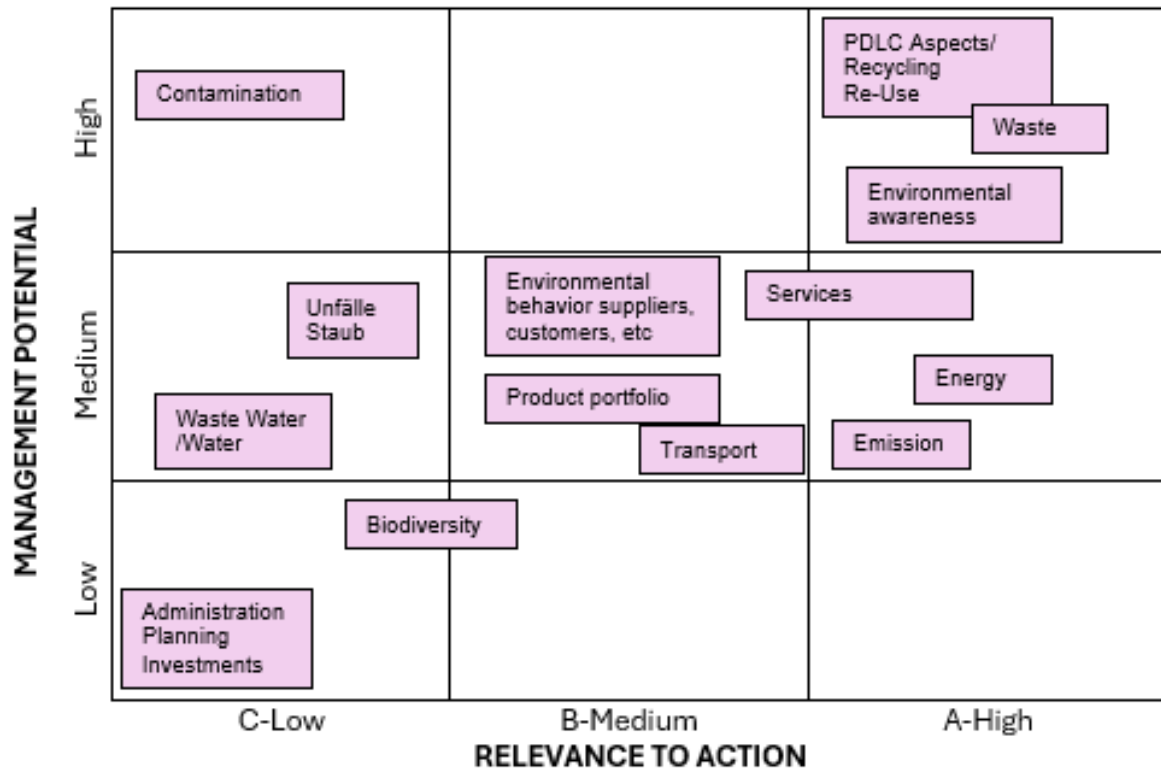
We have based our operational and strategic goals on the environmental aspects that, according to FLIPO, promise the greatest effectiveness. These continue to be awareness-raising, resource conservation, waste management, circular economy, energy and emissions.

3.5. LEGAL OBLIGATIONS

Observing the applicable legal requirements is the basis for a safe working environment. Internal (QMS and EMS team) and external teams (legal advisors, etc.) ensure compliance with all legal and other binding requirements and monitor the availability of the necessary permits for facilities and activities requiring approval. The following areas of law are of particular importance to us:

- Energy, e. g. the German Building Energy Act (GEG)
- Waste, e. g. German Commercial Waste Ordinance (GefAbfV), the German Closed
  Substance Cycle Waste Management Act (KrWG)
- Water/wastewater/water protection, e. g. the German Water Resources Act (WHG)
- Hazardous substances, e. g. the German Chemicals Act (ChemG)
- Occupational health and safety, work equipment and plant safety, e. g. the German
  Occupational Safety Act (ASiG)
- Fire protection, e.g. BbgBO

4. SUSTAINABILITY STRATEGY AND GOALS

As a market leader in medical technology, we believe that profitable growth is only possible with sustainable entrepreneurship. That is why we invest in measures that allow us to use resources more efficiently, develop more environmentally friendly products and solutions and reduce our environmental impact.

We have developed strategic goals that reflect our vision of sustainable entrepreneurship at all levels and operational goals that enable the involvement of each individual employee.

4.1. STRATEGIC GOALS

With our strategic goals, we want to send a clear signal in cooperation with our customers, suppliers and employees. As a successful company known for its innovative potential, we see it as our duty to exemplify and promote sustainable entrepreneurship. An employer of the future should naturally think about the environment, profit and employees in equal measure.

Our sustainability strategy is based on four strategic goals:
GOAL 1: Employee sensitization and motivation
GOAL 2: Efficient use of energy
GOAL 3: Reduction of CO2 emissions
GOAL 4: Resource management - handling resources

The more sensitive employees are to environmental issues and the more awareness can be created that the management supports environmentally relevant projects, the more motivated everyone will be to make their contribution and communicate their ideas for optimization. By gaining a sound understanding of which business process requires how much energy or where emissions are caused, consumption or emissions can be actively avoided. We try to implement the maxim "refuse - reduce - reuse -recycle - repair" sustainably at all levels. We actively scrutinize our use of resources in order to understand their areas of application and avoid new procurement in the future, while at the same time reusing assets already in the economic cycle in a way that conserves resources. These goals form our long-term sustainability strategy, which we communicate and implement with colleagues from all branches, as well as suppliers and customers.

4.2. OPERATIONAL GOALS

Our operational goals support our sustainability strategy. We have divided these into short, medium and long-term projects. We consciously involve all employees in this process. Where possible, we translate the targets achieved into KPIs in order to be able to monitor their effectiveness in the long term.

Strategic goal 1: Employee sensitization and motivation			
Project	**Operational goal**	**Activities**	**Status**
Environmentally relevant training courses	Increase in the number of environmentally relevant training courses and introduction of *indirect UMK Pm1*	We have increased the number of internal environmental training courses from 3 to 19. In addition, we provide every employee with free LINKEDIN Learning access (21,000 courses/15 languages). KPI milestone: Extension by 5 mandatory training courses	implemented **NEW KPI introduced** LTG: 12/25
Employees with environmental responsibilities	Introduction of environmentally relevant JD extensions and the introduction of *direct UMK Pm3*	During the evaluation period, we increased the number of employees with environmental responsibilities to 67 (=15 % of the workforce). KPI: Milestone 30 % employees	implemented **NEW KPI introduced** LTG: 12/25

Information & motivation	Inform and motivate employees	The following actions contribute to this goal: - Sustainability topic on Take-your-child-to-work day: Nov23 - Information on sustainability initiatives ≥ 1x per quarter in global all hands meetings, as well as locally through ClarioTV and department information - Clearly advertise collection stations for stamps, bottle caps, ink cartridges, shoes	implemented MTG: 11/23 executed MTG: 12/23 introduced MTG: 04/24 introduced
		- Management meeting with environmentally relevant topics for Managers Start Q2/2024; ≥1x per quarter - EMAS traveling exhibition/ introduction of environmental passport - Participation in World Clean up Day/team clean-up campaigns per department ≥1x per year - Survey from the parent company with environmentally relevant questions: 2. Aug2024 - Introduce sustainability aspects on "Take-your-child-to-work day": on Nov 20th, 2024	Target being implemented LTG 12/25 MTG 10/24 In planning LTG 12/25 In planning STG 08/24 scheduled MTG 11/24 scheduled

Key area	KPI	Unit	2021	2022	2023	Trend
Personnel management	Pm1*	#	n.a.	3	19 (=500 %increase)	⇑
	Pm3**	#	n.a.	4	67 (15 %)	⇑

Definitions:

Pm1: Number of environmentally relevant training courses	Pm3: Employees with environmental responsibilities

Clario is committed to protecting and improving our environment. It is important to us that our employees understand and support the company's sustainability goals. We therefore integrate sustainability aspects into our training materials, make our employees aware of their contribution, mark our recycling and collection campaigns and provide regular information about our activities (meetings, Clario TV). We have also made sustainability the theme of our "Take-your-child-to-work day" campaign. We look forward to raising awareness of sustainability among our employees and the next generation

Strategic goal 2: Efficient use of energy

Project	Operational goal	Activities	Status
Climate protection: Power source	Use of renewable energy	Switch to 100 % green electricity	implemented LTG 01/24
Gas source	Identify energy inefficient heating systems	Examination of the possibility of installing a recirculating air cooling and heating system (UKHA) in high rooms, such as warehouses, production facilities, etc.	Target being implemented LTG 12/25
Energy utilization	Monitoring of annual energy consumption	Establishment of the *core indicator number En1 and En2* Standard KPI introduced	implemented STG 07/23 **KPI**

Power consumption	Reduce electricity consumption	The following actions contribute to this goal: - Replacement of the power supply strips with toggle switches at all restructured workstations - Best practice information regarding correct ventilation, heating, etc.	Goal being implemented LTG: 12/25 STG: 08/24
Energy production	Own production of energy	Examining the possibilities of producing our own green electricity with the help of solar or photovoltaics	In planning LTG 12/30 dep. on landlord.

To calculate the key figure, the individual consumptions are required and set in relation to the usable area:.

Indicator	Unit	2021	2022	2023	Trend
Annual energy consumption	kWh	1,001,937	904,092	898,079	⇓
- Renewable energy (electricity)	kWh	500,930	617,389	708,318	⇑
- Non-renewable energy (gas heating, fuel)	kWh	501,007	286,703	189,761	⇓
Total usable area of building	m²	7863	7863	7863	⇔

We can see the effectiveness of our targets directly from the key figure for the key area of energy:

Key area	KPI	Unit	2021	2022	2023	Trend
Energy	En1	kWh/m²	127	115	114	⇓
	En2	kWh/kWh %	0.5 50	0.68 70	0.79 80	⇑

Definitions: En1: Total direct energy consumption	En2: Total consumption of renewable energy from total energy consumption

En1 = Total direct energy consumption: savings target in %

	2021	2022	2023
Target in %	0,0	5,0	10,0
Actual in %	0,0	9,8	10,4
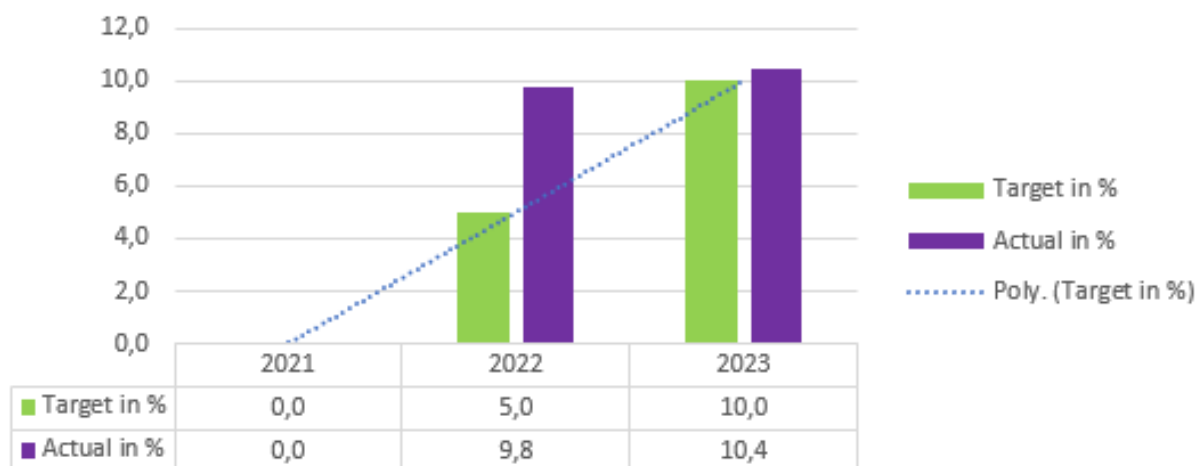
Overall, we have reduced our annual energy consumption by 10 % compared to the reference year 2021 and increased the use of renewable energies to 80 % of our total energy consumption. We still use gas for heating and petrol for our company cars, but we have achieved our goal of switching to 100 % green electricity and we have started using hybrid vehicles as company cars.

En2 = Total consumption of renewable energies: Utilization target in %

	2021	2022	2023
Actual in %	50	68	79
Target in %	50	60	100

Strategic goal 3: Reduction of CO2 emissions

Project	Operational goal	Activities	Status
Commuting	Increasing the attractiveness of low-emission commuting	The following measures contribute to this goal: - Permanently anchored bicycle racks - Check and approve shower facilities - Cycle path connection between Würzburg and Estenfeld	implemented STG 7/23 STG 12/23 LTG 12/23
Commuting	Increasing the attractiveness of low-emission commuting	Milestoone: 25 % of employees commute with low emissions by: - WVV company subscription, cycling, walking, carpooling Support by: - Bicycle Day/ Participation in the Würzburg Cycle Mile Challenge - Info: DBRad+App - Step challenge - global Examination of alternative offers that support low-emission commuting: - Job bike - E-charging station on company premises Generally record the effect of remote workers/flex workers on emission values. Milestone: Develop system for recording	LTG 12/25 In planning STG: 10/24 In planning STG: 09/24 LTG: 12/25 LTG 12/25 In planning

Commuting	Recording the means of commuter transportation	Introduction of *indirect UMK Em8* (= employees' means of transportation to and from work) KPI milestone: Recording of commuter traffic per employee per working day	Target suspended **NEW-KPI**
Sustainable supply chain	Check the forwarding companies for their sustainability goals	Create an overview of the carriers and their sustainability goals.	Goal being implemented LTG 12/24
Sustainable supply chain	CO2 emission freight routes	Establishment of a process for the automated receipt of a CO2 emissions report for at least 90% of our shipping orders. Milestone: CO2 emissions report 1xper year from our 4 top forwarding companies. Preparations have been made for the introduction of the indirect *ULK Em4* (=gCO2 per km). KPI milestone: Understanding the values and identifying possible control variables	Goal being implemented LTG 07/25 **NEW-KPI**
Sustainable supply chain	Signing of the Supplier Code of Conduct	70 % of the top suppliers on our target list sign the Code and comply with it. Global target	Goal being implemented LTG 12/24
Transport routes for archiving	Reduction of transportation routes when retrieving documents from Iron Mountain	Two measures help us to achieve this goal: - Conversion to digital archiving. Avoidance of paper archiving. Currently, 30 % of specialist departments archive in paper form, 70 % have already switched to digital archiving. - Introduction of image on demand (IOD). We are in negotiations to extend our contracts. At the IOD, the file is scanned and made available digitally. The transportation and packaging of the file is eliminated.	Goal being implemented LTG 07/25
Greenhouse gases	Monitoring of annual emissions	Establishment of the *core indicator Em1* (=emission in CO2e) and *Em2* =emission of air pollutants from energy Standard KPIs introduced	Goal achieved STG 07/23 **KPI**
Business trips	CO2 emissions from business trips by air and rail	Data has been collected. Data accuracy has been increased through cooperation with the travel companies. From Jan 2025, we will receive a regular CO2 report including the kilometers traveled by air and rail. Introduction of *indirect ULK Em6* (=gCO2 per km) KPI milestone: Understanding the values and identifying possible control variables	Goal being implemented LTG 12/24 **NEW-KPI**
Business trips	Proportion of business trips by rail and air	Introduction of *indirect UMK Em7* (km rail performance, flight as % of total km) KPI milestone: Understanding the values and identifying possible control variables	Goal being implemented LTG 12/24 **NEW-KPI**

To calculate the key figure, the individual consumptions are required and set in relation to the usable floor space:

Indicator	Unit	2021	2022	2023	Trend*
Annual emission of direct air pollutants (SO2, NOx, PM) from energy use	kg	23.53	20.50	20.01	⇩
Annual greenhouse gas emissions in kgCO2e from energy use	kgCO2e	146.678	90.874	74.357	⇩
- Power	kgCO2e	88.164***	50.496***	33.398	⇩
- Gas	kgCO2e	48.755	28.778	29.931	⇩
- Mobility Fleet	kgCO2e	9.759	11.600	11.028	⇧
Annual greenhouse gas emissions in kgCO2e caused by business trips	kgCO2e	22.149	236.476	320.080	⇧
Total usable area	m²	7863	7863	7863	⇔

We can see the effectiveness of our targets directly from the key figure for the key area of energy:

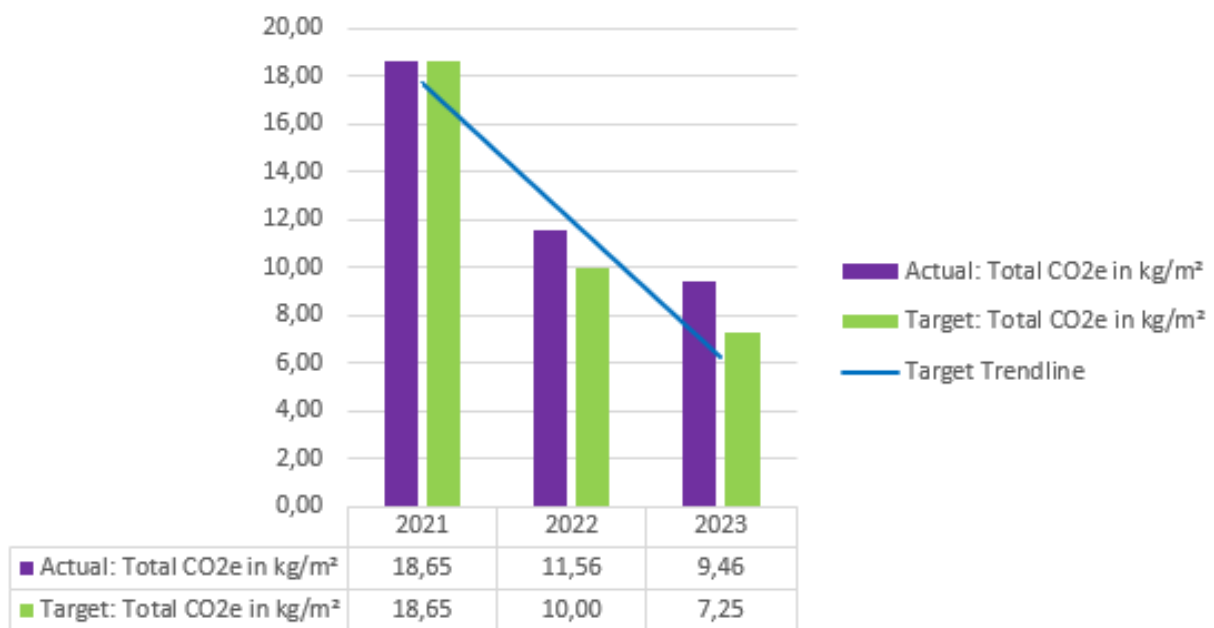| Key area	KPI	Unit	2021	2022	2023	Trend
Emission	Em1	kgCO2e/m²	18.65***	11.56**	9.46	⇩
	Em2	kg/m²	0.0030	0.0026	0.0025	⇩

Definitions:
Em1: Total GHG emissions in CO2e | Em2: Total emissions of air pollutants

**Correction for 2021/22 compared to 2023 report; reason: incorrect reference; *Comparison with reference year 2021

The total annual greenhouse gas emissions are measured in tons of CO2 equivalents. "Carbon dioxide equivalent" or "CO2e" is a term used to describe various greenhouse gases in a common unit. For each quantity and type of greenhouse gas, CO2e means the amount of CO2 that would have the same effect on global warming. The result shows that we have achieved a reduction of 72,320 kg compared to the base year, which corresponds to 51 % or 9.09 CO2 equivalents.

Em1 = Total annual CO2 emission equivalent: Savings target in CO2e kg/m²

	2021	2022	2023
Actual: Total CO2e in kg/m²	18,65	11,56	9,46
Target: Total CO2e in kg/m²	18,65	10,00	7,25

CO2 emissions arise directly from energy consumption and indirectly in the transportation chain. In order to be able to record these in more detail, we will be expanding our KPIs in the coming years to include the indirect environmental indicators EM4, EM6 and EM7. Due to the introduction of the different working time models, we have postponed the UMK Em8 until a constant data situation is available.

Strategic goal 4: Resource management - handling resources			
Project	**Operational goal**	**Activities**	**Status**
Circular economy	Reduction in the purchase of new office supplies	Return of office supplies for re-use A corresponding collection point is in preparation, as is the signage.	Goal being implemented MTG 09/24
Sustainability	Checking office supplies for sustainability	Our supplier is a regional company with a sustainability policy. We are planning to switch to sustainable office supplies. The preparatory work has been completed and implementation will take place in Q3/24.	Goal being implemented MTG 09/24
Circular economy	Overview by type of disposal (reuse, material recycling, disposal, etc.)	From Jan 2025, we will receive a volume flow certificate from our disposal company for electronic waste. We are in talks with other disposal companies. Our aim is to have a volume flow for all main disposers.	Goal being implemented MTG 07/25
Circular economy	Type of disposal (material/energy)	Introduction of *direct ULK A3* (=waste composition); the aim is to identify the percentage share of the waste type in the total waste stream. The figure shows the percentage of recycling and the percentage of disposal. Milestone: Understanding the values and identifying possible control variables	Goal being implemented MTG 07/25 **NEW KPI**
Circular economy	Support organizations and associations with hardware	Checking the stock for functional electronic goods that can no longer be used for current projects. Our goal is to increase our re-use rate through outreach projects and thus reduce our waste volume while minimizing our inventory levels by 10 %.	Goal being implemented LTG 12/25
Circular economy	Optimize separation rate for WFR (=waste for recycling)	Reduction of mixed material flows by converting mixed material flows into separately collected material flows. Our separate collection rate will be 92.7 % in 2023. We want to increase this to 95 % by integrating the data from the volume flow certificates.	Goal being implemented MTG 12/25
Resources:	Use of resources in production	Initial exploratory talks have taken place and products with optimization potential have been identified. Our aim is to successively check our products for the use of packaging material and consumables and to remove unnecessary items from the parts lists. Our aim is to carry out the savings analysis for at least 2 products this year and quantify the savings potential.	Goal being implemented LTG 12/25
Procurement	Leave the click in your city	In the event and catering sector, we work exclusively with local companies. In cooperation with our canteen, we pay attention to regional and seasonal food offerings. We involve local companies 100 %. We have achieved 100 % of our goal of sourcing catering primarily from	Target implemented MTG 05/24

our in-house canteen and preferring to eat lunch in the canteen.

Waste separation and recycling are part of our corporate culture. Every employee contributes to our bottom-up approach to sustainability by separating waste, reusing office supplies and reducing printouts. Although our total waste volume is influenced by the business, we are striving to improve our waste separation rate. Overall, we have increased our collection rate for sorted waste by 1.6 % compared to 2021. We focus not only on recycling, but also on the reuse and return of appliances to the economy. In this way, we are actively helping to avoid the production of new goods. In 2023, we donated 1565 kg of hardware to charities such as Angestöpselt e.V., giving 399 laptops and 267 printers a second life.

5. OUR SUSTAINABILITY PERFORMANCE AND KEY FIGURES

The core indicators defined by the Federal Environment Agency make it possible to measure and compare the sustainability performance of companies. The core or key indicators are divided into 6 areas:

Core indicator	Brief description
ENERGY:	The area of energy efficiency comprises the total annual energy consumption and its energy source (renewable/non-renewable). This is shown in MWh or kWh.
EMISSION:	Presentation of annual greenhouse gas emissions and total emissions to air; tCO2e
MATERIAL:	Flow of input materials required for the company's activities, in tons per year (excluding energy sources and water).
WATER:	Annual water consumption of a company in m³
WASTE:	Annual waste generation of a company broken down by waste type in kilograms or tons
BIOLOGICAL DIVERSITY:	Designation of the total, as well as the sealed/developed/near-natural area of a company in m².

These 6 core areas result in 9 core indicators, which form the basis for a company's environmental management indicators. Each core indicator is made up of the annual input/output value in the relevant area and a reference value such as land area, number of employees or turnover.

Basic data/ reference values	Unit	2021	2022	2023	Trend*
Usable area (heated net floor area)	m²	7,863	7,863	7,863	⇔
Number of employees in FTEs (full-time equivalents)	FTE	463	477	463	⇔
Total operating performance (sales local GAAP)	T€	107,541	122,064	132,574	⇑
Attendance days in the company per year	Days	365	365	365	⇔

*Comparison with reference year 2021

The ratio of these two figures forms the reference figure for the core indicators. We have chosen the plot area as the reference value, as this has the lowest fluctuation.

Core indicator	#	Unit	2021	2022	2023	Trend*
Energy	En1	kWh/m²	127.42	114.98	114	⇩
Energy	En2	kWh/kWh	0.5	0.68	0.79	⇧
Emission	Em1	kg/m²	12.43	7.38	9.46	⇩
Emission	Em2	kg/m²	0.0030	0.0026	0.0025	⇩
Material	M1	kg/m²	0.55	0.53	0.53	⇔
Water	W1	m³/m²	0.20	0.14	0.20	⇔
Waste	A1	kg/m²	23.92	15.92	22.43	⇩
Waste	A2	kg/m²	0	0	0	⇔
Biol. Diversity	B1	m²/m²	2.46	2.46	2.46	⇔

Definitions: *Comparison with reference year 2021
En1: Total direct energy consumption
En2: Total consumption of renewable energy
Em1: Total GreenHouseGas emissions in CO2e
Em2: Total emissions to air

M1: Mass flow of material (printer paper)
W1: Total water consumption
A1: Total volume of waste
A2: Total volume of hazardous waste
B1: Land consumption in m² of built-up area

Additional voluntary environmental indicators that we would like to introduce in the coming years:

Key area	#	Unit	Comment	2023	2024	Trend
Waste	A3	direct ULK	In preparation			
	Em4	indirect ULK	In preparation			
	Em6	indirect ULK	In preparation			
	Em7	indirect ULK	In preparation			
	Em8	indirect ULK	deferred			
Personnel management	Pm1	Indirect UMK	introduced	3	19	⇧
Personnel management	Pm3	direct UMK	introduced	4	67	⇧

Definitions:
A3: Waste composition
Em4: CO2 emissions in the distribution process
Em6: CO2 emissions from business trips

Em7: Share of business trips by mode of transport
Em8: Means of transportation for employees to commute
Pm1: Number of environmentally relevant training courses
Pm3: Employees with environmental responsibilities

We would like to successively expand our KPIs in the area of environmental management. The introduction of voluntary environmental management indicators alongside the core indicators helps us to obtain a more comprehensive picture of our environmental commitment. The better we understand our processes, the better we can actively shape their effectiveness.

The additional key figures help us to identify specific areas where improvements can be made in order to further optimize our environmental performance. This not only helps to reduce our environmental impact, but also makes the company more sustainable and competitive in the long term.

5.1. CORE INDICATOR - ENERGY AND EFFICIENCY

The Estenfeld location uses energy in the form of power for electricity, gas for heat regulation and fuel for the vehicle fleet. The use of power, heat and fuel produces greenhouse gases that cause emissions. CO2 emissions are stated in the text in tCO2equivalent.

Mein Frankenstrom „Öko"
sowie alle weiteren
Ökostrom-Tarife
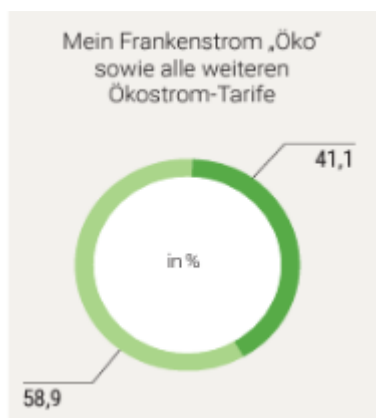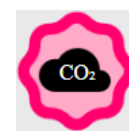
We achieved our primary goal of switching to 100 % "green electricity" (=Mein Frankenstrom Öko) in the reporting period and have been climate-neutral in our electricity supply since January 1, 2024.

My Frankenstrom Öko since January 1, 2024	Share
Renewable energies with guarantees of origin, not financed from the EEG levy	41.10 %
Renewable energies financed from the EEG levy	58.90%
Total	100%

Image source: WVV Homepage

Energy source	Unit	2021	2022	2023	Trend*
Power	kWh	723,888	717,894	708,318	⇓
-> CO2 emissions in CO2e	t	88.18	50.46	33.40	⇓
Fuel - Vehicle fleet	kWh	36,689	43,735	41,586	⇑
-> CO2 emissions in CO2e	t	9.76	11.60	11.02	⇑
Heat - natural gas	kWh	241,360	142,463	148,175	⇓
-> CO2 emissions in CO2e	t	48.75	28.78	29.93	⇓
Total energy	kWh	1,001,937	904,092	898,079	⇓
-> Total CO2 emissions CO2e	t	146.69	90.84	74.36	⇓

*Comparison with reference year 2021

Our emissions from energy sources have fallen consistently compared to the base year 2021. As we see little further potential for optimization in the electricity and heating sectors, we will concentrate on the mobility and transport sectors in the coming years.

Our goal is to analyze the CO2 emissions of our goods transport, to identify the most environmentally friendly freight companies and to handle our core business with them. We also monitor the business travel behavior of our employees and are working on a system to make the emissions caused transparent. When planning, each employee is informed of the CO2 emission value of their transportation options and advised of the more climate-friendly option. As the number of business trips is increasing again, the number of kilometers driven and the resulting CO2 emissions are rising steadily. While we encourage our employees to limit business trips, we are also aware that attending conferences, exhibitions, workshops, customer training and product presentations is not always possible digitally.

Business trips	Unit	2021	2022	2023	Trend
Flight	km	102.913	1,101,310	1,486,923	⇑
-> CO2 emissions in CO2e	t	21.92	234.58	316.72	⇑
Railway	km	7,135	59,280	105,177	⇑
-> CO2 emissions in CO2e	t	0.23	1.90	3.37	⇑
CO2 emission t per 100 km	t/100km	0.02	0.02	0.02	⇔

We have only limited influence on the number of business trips. This is directly related to the order situation and revenue recognition. This is why we will focus on the choice of transportation in the future. A train journey causes only 15 % of the CO2 emissions per passenger kilometer (p.km) of an air passenger kilometer. For this reason, we were able to keep CO2 emissions per 100P.km constant in 2023 despite an increase in the total number of kilometers travelled for business trips.

5.2. WASTE AND MATERIAL EFFICIENCY

The use of materials and the amount of waste produced are interdependent in many ways. We are convinced that a noticeable reduction in the environmental impact in this core area can be achieved by reducing the use of materials, optimizing the waste separation rate and reusing materials.

True to our maxim "refuse - reduce - reuse - recycle - repair", we will focus more strongly on these three approaches in 2024.

We have successfully increased our waste separation rate through initiatives such as employee training and labeling of waste collection and sorting stations. In 2023, we disposed of 93 % of our waste by type.

Separate collection rate	Unit	2021	2022	2023	Trend
Waste and resource utilization	%	91	90	93	⇧

Despite these successes, we see further potential for optimization. We are convinced that volume flow certificates from our regional waste disposal companies allow us to optimize our waste disposal behavior. By gaining a deeper understanding of the subsequent disposal steps and the resulting environmental impact, we can better evaluate the use of different materials and adapt their use. We are currently in the data collection phase.

To reduce the use of materials, we launched a project at the beginning of 2024 to review the regulatory requirements for secondary packaging for medical devices. Our aim over the next few years is to examine our products individually, avoid plastic packaging wherever possible or replace it with ecological alternatives. We can report an initial success in the area of office supplies. We will switch completely to more sustainable alternatives in 2024.
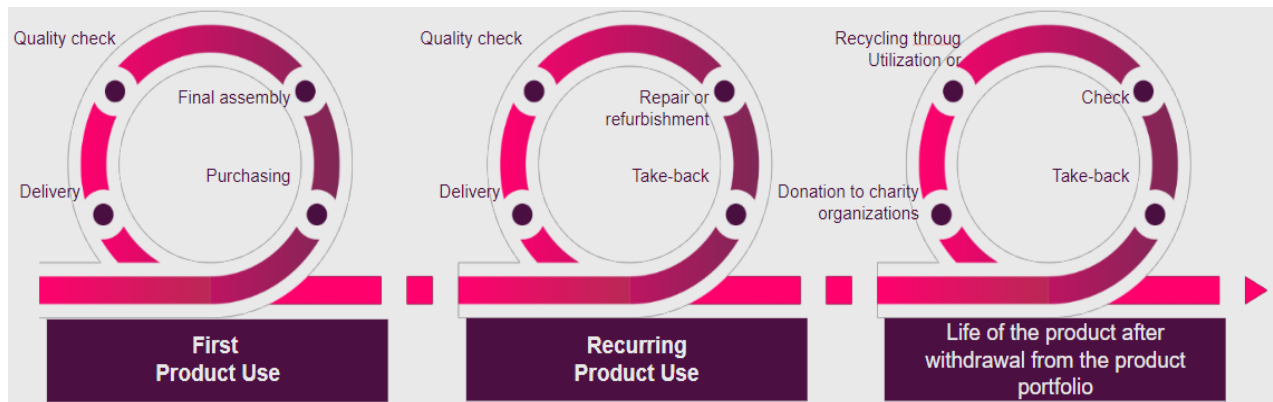
With our recycling and repair programs, we implement the principles of the circular economy, recycling raw materials and increasing resource efficiency. We extend the product life cycle and at the same time reduce the use of newly manufactured materials. In addition, we donate old equipment, discarded office supplies, etc. to charitable organizations in order to keep materials in circulation for as long as possible. (See chapter 6) Over the next few years, we would like to install systems to help us quantify our successes from the repair programs so that we can make these transparent to the public.

Two existing collaborations are particularly worth mentioning in this context:

1.) The canteen food waste is disposed of by RE-FOOD, a company that recycles food waste
2.) The green cuttings from the location are processed by our gardener into chopped mulch to be reused as fertilizer on the company premises.

5.3. FRESH WATER / WASTE WATER

At the Estenfeld location, fresh water consumption is equivalent to wastewater. Water is mainly used in sanitary facilities and showers, canteens and kitchenettes and for cleaning buildings. Water consumption in 2023 has risen to the previous year's level. This can be explained by the desired increased presence of employees in the office, as well as an increase in guests. In addition, we organized numerous face-to-face events such as workshops, happy hours, wellness offers, etc.

5.4. LAND USE WITH REGARD TO BIODIVERSITY
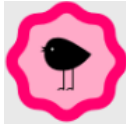
In addition to the sealed surfaces used for the building and the parking lots, the company premises also have open spaces.

The open spaces surrounding the buildings are designed and planted to promote the biodiversity of the location. In addition to a small vine garden, there are shaded seating areas that can be used for both outdoor meetings and breaks. The ripe, unsprayed, organically grown grapes are available to employees as a healthy snack.

Between the parking lots there are green areas with trees for natural shade, as well as landscaped flower islands. The lavender and wild roses are deliberately kept in our branding colors and are used for decorative purposes at events.

The company building in the shape of an E allows us to have greenery between the building sections, so that every employee can rest their eyes from PC work with a view of the greenery. While one open space is laid out as a lawn that can be used for games or relaxing, the other open space is home to our insect and bee-friendly flower meadow. We sow them anew every year and make sure we use a regional seed mix.

Since this year, we have had a raised bed in which we have planted the most common kitchen herbs in cooperation with our kitchen team. We strive to use regional, seasonal and fresh ingredients with short delivery routes in the canteen.

6. SOCIAL COMMITMENT, ENVIRONMENTAL AND SUSTAINABILITY PROJECTS

Social commitment and the ISO 14001 and EMAS environmental management systems are interrelated, as they both aim to address environmental concerns and promote sustainable practices. As a company, we have long pursued a holistic approach that takes both social and environmental aspects into account. Here is an excerpt from our commitment:

CLARIO AS SUPPORTER and SPONSOR

The Angestöpselt e.V. association was founded in Würzburg in 2011 with the aim of giving people in need access to the digital world. Clario is an official cooperation partner and regularly donates used IT equipment to the association.

Ancker e.V. trains patients with chronic illnesses in the areas of asthma, neurodermatitis, obesity, anaphylaxis, ADD/ADHD, type 1 diabetes and epilepsy. Clario has supported the charitable organization with financial and in-kind donations since it was founded.

CLARIO RUN TEAM:

The WÜ2RUN runs for 7.4 kilometers through the old town, along the banks of the Main and at the foot of the Marienberg fortress. The Clario team starts every year with around 30 runners. The proceeds go to charity projects.
One team - one run - one goal and lots of fun!

CLARIO SOCCER TEAM:

Clario has its own soccer team, which trains both indoors and outdoors. Every year in September we take part in the Florian Rosenbaum Tournament. The proceeds go to Station Regenbogen, a parents' initiative for children with leukemia in Würzburg.

CLARIO HELPER TEAM:
Liebe im Karton e.V. (love in a box)

Clario has supported the association with in-kind and financial donations since it was founded. Since 2021, we have also introduced the Clario Day, on which we provide on-site support with sorting and packing the Love Boxes. The employee is given paid time off for this.

7. GLOSSARY

Abbreviation	Explanation
FDA	Food and Drug Administration
ST goal	Short-term goal
MT goal	Medium-term goal
LT goal	Long-term goal
EPI	Environmental performance indicator
EMI	Environmental management indicator
P.km	Passenger kilometers
GHG	Greenhouse gas
WFR	Waste for recycling
SO2	Sulphur dioxide
NOx	Nitrogen oxides
Dust/PM	PM Short for "particulate matter", indicates exactly how large the proportion of particulate matter is

CLOSING WORD

The environment and sustainability are closely linked concepts that deal with the protection and conservation of our natural resources and the promotion of long-term sustainable development. Promoting sustainability requires the joint efforts of governments, companies, civil society and each individual to create a liveable and sustainable future for generations to come.

"Environmental protection is an opportunity

and

not a burden that we carry."

(Helmut Sihler, Austrian manager and honorary professor, *1930)

We see environmental protection as an opportunity to achieve a stronger bond with our customers, suppliers and employees. By engaging in open dialog and sharing our knowledge of environmental issues, we can encourage people to rethink and optimize their own environmental impact. If everyone takes the opportunity to question their own environmental behavior and actively deals with the effects of their actions, then environmental protection becomes a matter of course.

Declaration by the environmental verifier on the verification and validation activities

CORE-Umweltgutachter GmbH (DE-V-0308), represented by the undersigned, Raphael Artischewski, EMAS verifier with registration number DE-V-0005 and accredited according to NACE-Code WZ 2008 for the scope 32.50.1 - Manufacture of medical devices and materials n.e.c. confirms to have verified that the location of the organization

eResearchTechnology GmbH
D-97230 Estenfeld, Sieboldstrasse 3

with the registration number (to be added later) as stated in the environmental statement, meets all requirements of Regulation (EC) No. 1221/2009 of the European Parliament and of the Council of 25 November 2009 on the voluntary participation by organizations in a Community eco-management and audit scheme (EMAS) and the amending Regulation No. 2018-2026.

By signing this declaration, it is confirmed that

- the assessment and validation were carried out in full compliance with the requirements of Regulation (EC) No. 1221/2009 + 2018-2026,
- the result of the assessment and validation did not provide any evidence of non-compliance with the applicable environmental regulations,
- the data and information in the location's environmental statement provide a reliable, credible and true picture of all the organization's/location's activities within the scope specified in the environmental statement.

This declaration cannot be equated with EMAS registration. EMAS registration can only be carried out by a competent body in accordance with Regulation (EC) No. 1221/2009 + 2018-2026. This declaration may not be used as an independent basis for informing the public.

The next consolidated environmental statement will be prepared for July 14, 2026. An updated environmental statement is published annually.

Waiblingen, July 17, 2024

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Raphael Artischewski
Environmental verifier (DE-V- 0005)
GF of CORE Umweltgutachter GmbH (DE-V-0308)

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                                           Environmental verifier DAU Reg. no: DE-V-
                                           0005

As of: 07/2024

Photo: Annalena Wieland/ Clario

Environmental Management Team
From left to right:

Front row:
    Dr. Franziska Rieß, Environmental
    Management Officer

    Christoph Betz
    Environmental manager

Back row:
    Holger Hecht
    Environmental manager

    Anna-Lena Bach
    Environmental manager

    Stefan Zimmermann
    Environmental manager