



Sustainability Report for the Financial Year 2022

iinovis GmbH

iinovis

For a sustainable Future

iinovis

It is of utmost importance to us to embed sustainability in all our economic targets, strategies and activities and, thus, meet our ecological and social responsibility. Hence, we take all appropriate measures to minimize the impact of our operating activities on the environment and society.

- We promote sustainable economic growth.
- Our corporate culture is based on sustainability. Taking account of the climate change and the general scarcity of resources, we make all efforts to use natural resources in a responsible and efficient way.
- We make a significant contribution to the environment and society by reducing the social and economic footprint of technological developments.

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ABOUT THIS REPORT

Foreword by the Management Board

By Andreas Groß, Managing Director of iinovis GmbH

Dear friends of iinovis

In 2022 the economic environment continued to be difficult for us, but on the whole we were able to master the associated challenges. Apart from all business and economic concerns, the past year was marked by climate-related events such as floods and extreme heat. We all - as a society - are facing the great challenge of our time - climate and environmental protection. We are all aware of the causes and tangible consequences of climate change. The scarcity of many resources is also already making itself felt in everyday life. As a company, we see ourselves as having responsibility to make our contribution to a more sustainable future.

While making all efforts to reduce the impact of our corporate actions on the environment and, in particular, on the climate, we actively contribute to making tomorrow's world more sustainable. As an engineering service provider, we have the opportunity to redefine mobility and accelerate decarbonisation together with our customers. We are the iinnovation provider for emission-free and sustainable locomotion and - even beyond that - the use of renewable energies such as hydrogen.

Even on a small scale, we want to put the focus on the environment and sustainability. With our "iinovis seed paper", an inventive and also sustainable promotional gift made of biodegradable paper, we attract the attention of customers and other stakeholders and literally create "blooming memories".

In the coming years, we want to put even more emphasis on sustainability and to strengthen our commitment to climate protection.

Andreas Groß

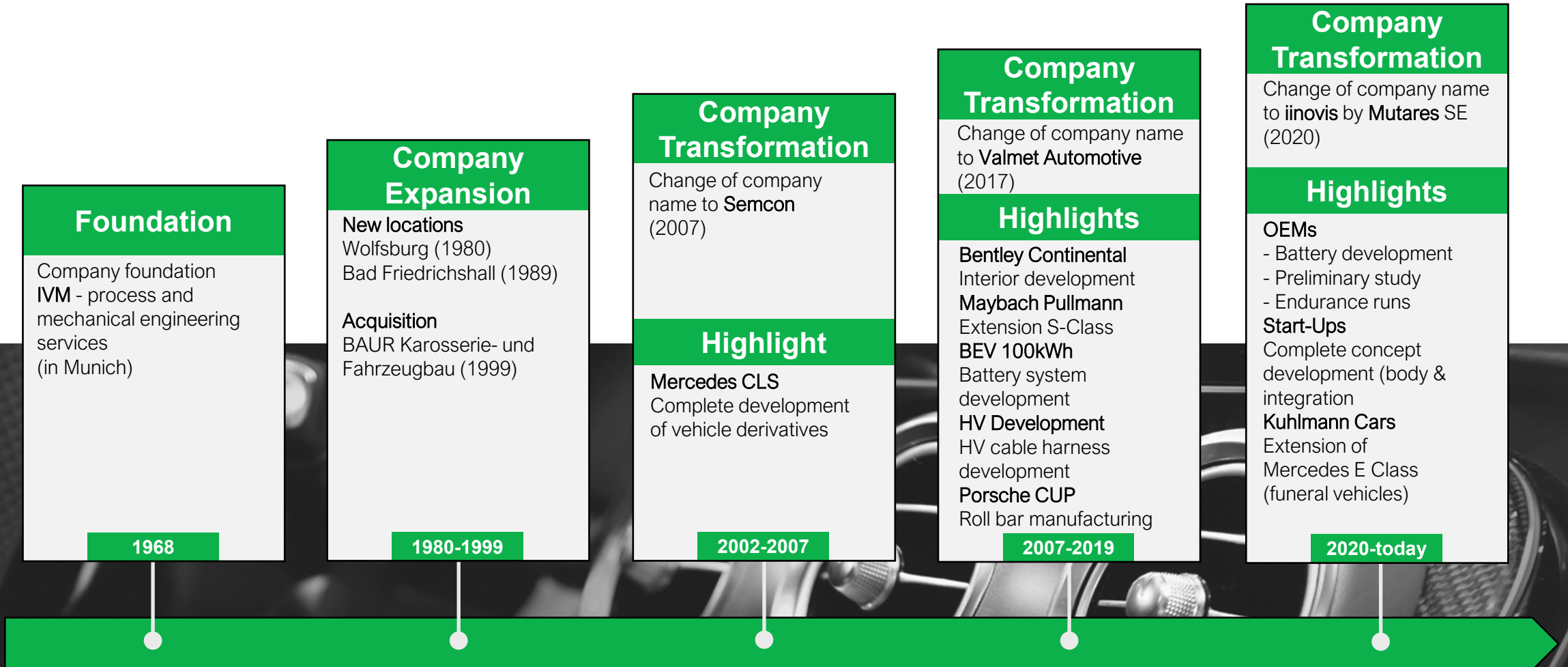
Managing Director



Company Profile

iinovis

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Company Profile

Overview

What customers can expect from us:

- Comprehensive service portfolio (incl. tests, prototypes, small series)
- Cost efficiency due to BCC support (India)
- Full project responsibility and scalable resources
- Know-how of new technologies

Vehicle development

- Vehicle body derivatives and body-in-white development
- Storage system integration
- Complete vehicle integration and process management
- Complete system engineering and concept development
- Seat development

Motorcycle development

- Concept and series development
- Project management
- Body development
- Mechatronics & Light
- Powertrain & Chassis
- Electrics & Electronics
- Release & Procurement
- Test and test bench support

Simulation

- Fuel cells
- Battery systems
- HV Wiring harness / Power electronics
- Powertrain
- Complete Vehicle / Motorcycle
- Interior / Seat systems
- Lighting
- Aerodynamics
- Material modelling

Electrics / Electronics & eDrive

- Battery system development
- Advanced E/E architecture
- eDrive integration
- Wiring harness LV / HV
- Hydrogen technology for fuel cells and combustion engines
- Electronics development

Testing

- Airbag testing
- Environmental testing
- Endurance and strength testing
- Test bench for fuel cell humidifiers
- Road testing (complete vehicle and brakes) in Antas/Spain

Prototyping / Small series production

- Prototype and test vehicles
- Vehicle assembly
- Body construction
- Motor sports and safety
- Small series production of vehicles and components
- Modelling
- Motorcycle

Wiring & Vehicle systems

- Wiring harness production
- Test bench and HIL setup
- Software testing and applications
- Early and dynamic commissioning
- Automated testing of wiring systems
- Complete vehicle assembly and commissioning


Local: proximity to customer sites / prototype construction / small series expertise

Responsibility towards our stakeholders

Innovation and Sustainability

At iinovis, we offer our customers **innovative technical services** and thereby support you in developing tomorrow's solutions for a more sustainable society. **Together we reduce the social and ecological footprint** of technical developments and thus make an important contribution to environmental protection and the well-being of society.

In our actions, we always follow our **Code of Conduct**, which describes the ethical and legal behavioural requirements that are binding for all employees. The Supplier Code of Conduct, which is based on this Code, is an inseparable part of all agreements with our suppliers and subcontractors and defines the requirements we place on them. This way, we ensure **compliance with applicable laws and regulations as well as internal guidelines and requirements throughout the entire value chain of iinovis.**

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- Code of Conduct
 - Supplier Code of Conduct

Responsibility towards our stakeholders

Compliance

The iinovis value system is of elementary importance when it comes to fulfilling our responsibility towards our stakeholders and managing the company responsibly from a sustainability perspective. Our employees must be familiar with these values and all corresponding internal guidelines and policies and live up to them in their day-to-day work. They are also required to comply with all applicable laws and regulations. In order to minimise compliance violations and avert any damage to our company, such as fines, claims for damages or even criminal prosecution, it is important to continuously train employees accordingly.

Hence, training courses relating to fundamental compliance topics such as **Data Protection, Information Security, Code of Conduct, Whistleblowing, Anti-Corruption, Conflicts of Interests and Competition Law** were conducted from 2019 until 2021

Compliance Trainings 2022

Continuing the training scheme of the previous years, additional important training courses were provided or repeated in 2022.

Responsibility towards our stakeholders

Compliance

The EU Whistleblower Protection Directive 2019/1937, which entered into force in 2019, was to be transposed into national law (Whistleblower Protection Act) by 17 December 2021. At the end of 2022, the German Whistleblower Protection Act was finally about to be passed. This directive prescribes the establishment of a **reporting channel for whistleblowing**. Against this background, iinovis already took suitable measures in 2021 to implement a whistleblower portal through which employees and other stakeholders of iinovis can report suspected violations of applicable laws and regulations as well as internal company policies and guidelines completely anonymously and in compliance with the GDPR, thus actively contributing to compliance. The technical implementation of the whistleblower system is carried out on our behalf by EQS Group AG.

Whistleblower System

„iinovis Integrity Line“



Responsibility towards our **employees**

Health and safety at work

As an employer, we are well aware of our **responsibility for our employees**. They are our **most valuable asset**, as they ensure the **economic success of the company**. Therefore, our **utmost priority** is health protection and occupational safety. We have introduced the **highest standards for health and occupational safety** in all areas and we continuously improve occupational safety for our employees through regular occupational safety inspections. In addition, we conduct annual training courses for all our employees on the topic of occupational safety in order to increase awareness of potential hazards and to prevent accidents at work. In addition to the **initial instruction in occupational health and safety**, training was also provided in **2021** on the topics of working in the office (VDU workstation) and Corona vaccination, as well as the **occupational health check-ups G25 and G37**. Training and preventive examinations in the area of health and safety at work are repeated regularly.

Responsibility towards our **employees**

Human resources development

Personnel development counts among the central tasks of human resources management. The automotive industry is subject to constant technological change. With appropriate **training and advanced education programmes**, we ensure that the professional qualifications of our employees always **keep pace with technological advances**. Thereby, we secure the **first-class quality of our service portfolio** and can also identify the respective potential of our employees and encourage and challenge them accordingly in line with their own professional goals. Thus, we offer our employees **strong prospects for the future**, strengthen their ties to the company and ensure the greatest possible personnel continuity.

Responsibility towards our employees

Work-Life-Balance

We offer contemporary working time models (flexitime arrangements, part-time employment and other individual arrangements), thus taking into account today's requirements and enabling our employees to balance work, family life and other personal obligations or interests in the best possible way. Since summer 2022, our employees have also been benefiting from an eighty percent mobile working scheme. **A good work-life balance is an essential factor for the quality of life and thus the general satisfaction of our employees.**

Bikeleasing Service

In April 2022, iinovis introduced an attractive company bike concept providing moderate leasing rates due to savings in taxes and social security contributions which has been well received by our employees. **In this way, we promote the health and fitness of our employees and the occasional use of a bicycle also benefits the environment.**

Responsibility for the environment

Our daily actions and many of our entrepreneurial decisions have an impact on the environment. We take appropriate measures to meet this responsibility and minimise the ecological consequences of our entrepreneurial activities. For iinovis, it is an important concern to always consider economic goals as well as our strategies and activities also under the aspects of **environmental protection and sustainability**, thus taking climate change and the scarcity of resources into account.

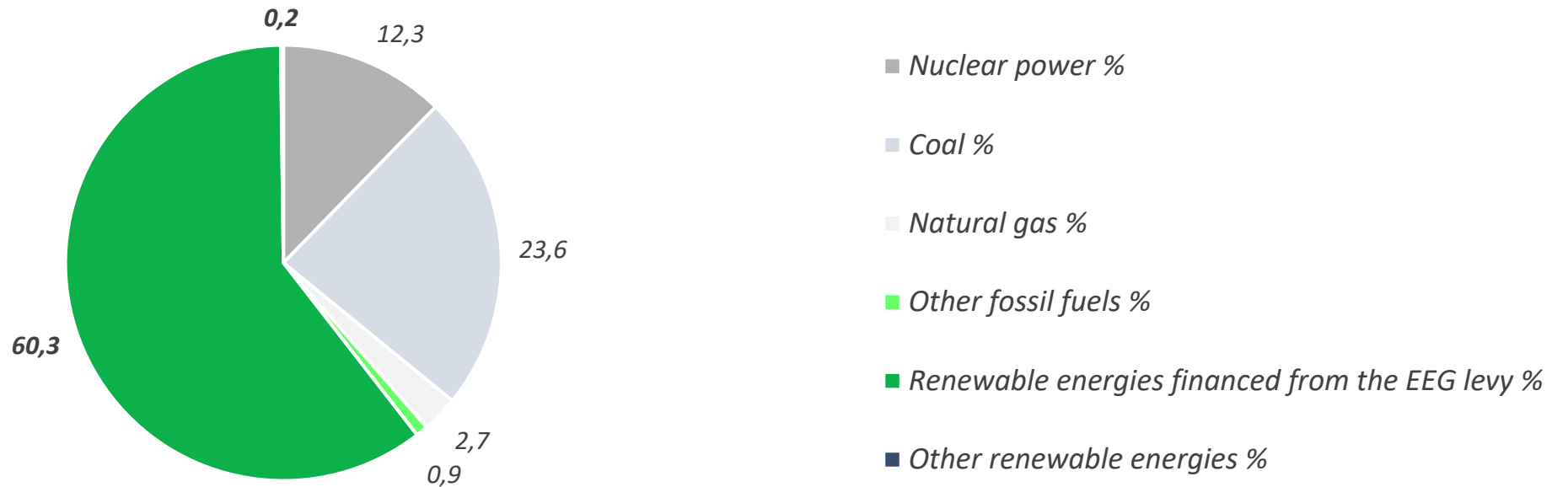
Here are some examples of how we actively implement this approach in our company:

- iinovis takes all necessary measures to achieve the European emission target of max. 95 g/km CO₂ emissions for vehicle fleets. This has been defined in a group policy for company cars. This guideline applies to the entire company and all its subsidiaries and operations at the affected locations, which at the time of implementation include Germany and Spain.
- Wherever possible and practical, business trips are made by train.
- We also expect our suppliers to act in an environmentally conscious manner and thus require them to comply with our Code of Conduct for Suppliers.

Responsibility for our environment

Energy

At iinovis, more than 60 % of the electricity used in 2022 came from renewable sources.



We re-evaluate the energy consumption of our sites in the course of regularly recurring energy audits in accordance with ISO 16247-1 and take all measures to realise any potential for improvement that could be identified.

About this report

This report is valid for iinovis GmbH with its branches in Munich, Wolfsburg and Helmstadt-Bargen.

This report has been prepared in accordance with the GRI standards.

iinovis GmbH will prepare an annual sustainability report for the previous year.

The report was not audited by an external body, but was reviewed internally by the HSE management and the Management Board.

iinovis GmbH
Bergrat-Bilfinger-Straße 5
74177 Bad Friedrichshall
Germany

Tel.: +49 (0) 7136 999 0
Fax.: +49 (0) 7136 999 - 299
Mail: info@iinovis.com

