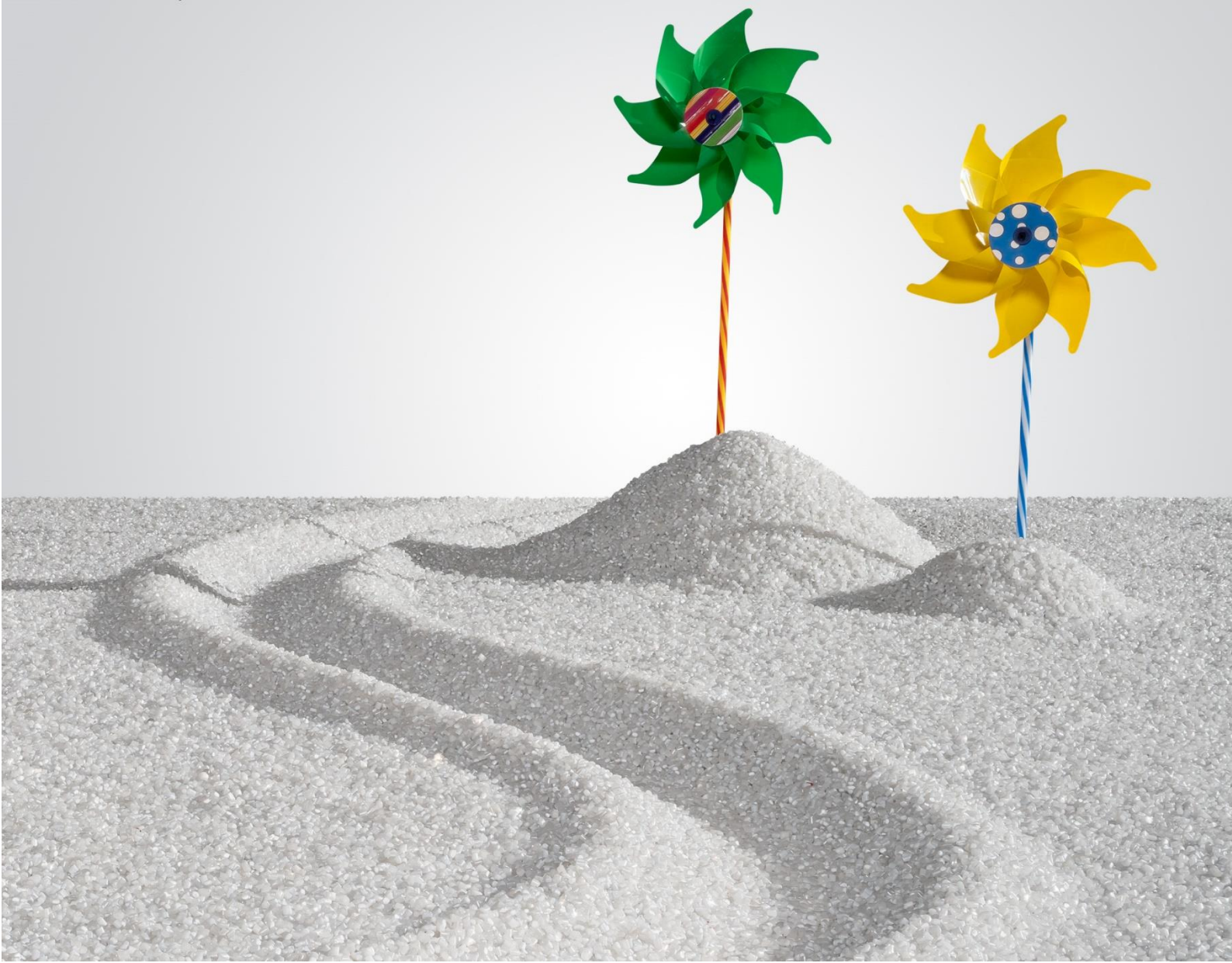


CORPORATE SOCIAL RESPONSIBILITY

Report 2021-2022



ABOUT THIS REPORT

motan's Corporate Social Responsibility Report describes how the motan group balances economic aspects with environmental and social responsibility. It is published in English and is available in pdf-form on our corporate website. The facts and figures in this report refer to the fiscal years 2021 and 2022. The statement applies to all motan companies unless it is stated otherwise.

DEFINING KEY TOPICS

In this report we want to give an honest and comprehensive account of sustainability at motan for the benefit of our customers, business partners, suppliers, non-governmental organizations, authorities and, of course, employees and neighbours.

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MOTAN

AN INNOVATIVE COMPANY WITH SUSTAINABLE STRATEGIES SYMPATHETIC, GLOBAL, PROFESSIONAL AND DOWN-TO-EARTH

The motan group, a medium-sized, family-run company founded in 1947 on the shores of Lake Constance, is a leading supplier of units and systems for the plastics manufacturing and processing industry. The motan group is characterized by continuous development and by its decentralized structures in a franchise system. The group is currently represented by 19 subsidiaries and a network of agents in more than 80 countries worldwide. Due to the widely distributed group of companies, valuable synergies result from the cooperation. At the same time, we can always rely on the broad expertise of our employees. motan employs about 600 people at 17 locations with a wide range of nationalities. We are committed to providing the highest quality to our employees, customers, partners, and suppliers. In addition, we act according to firmly defined ethical principles and values.

Our two product brands motan and swift are produced at three production sites in Germany, China, and India.



MOTAN - YOUR TAILOR-MADE SYSTEM SOLUTION

motan develops modular units and well-thought-out systems for the manufacturing and processing of plastics. Our product lines cover the entire spectrum: dosing & mixing, drying, conveying and storage as well as the corresponding control and automation technology. As a specialist for materials management and a leading provider in the plastic manufacturing and processing industry, we have unique know-how on all areas of materials handling and logistics management.

SWIFT – TO YOUR SOLUTION

The swift by motan brand stands for fast, efficient plastics peripherals that are based on standards and set standards. With simple modules, simple configurations, and simple systems. Simply great. Simply reliable. Simply efficient. Simply swift - swift by motan.



ZERO LOSS

With this slogan we would like to cover all areas: our business area, our organization as well as our strategic focus.

In addition to ecological responsibility, for example by avoiding material or energy losses through appropriately designed raw materials handling systems, ZERO LOSS encompasses numerous other aspects in the sense of economic as well as social responsibility. Plant availability makes a significant contribution to high productivity, for which, in turn, innovative technical solutions are a prerequisite besides service. These include, for example, the digitalisation of the production process chain or the integration of intelligent sensor technology to avoid potential losses. In this respect, motan is pursuing the goal of a sustainable, future-oriented company policy with ZERO LOSS, which in turn benefits the entire company.

MANAGEMENT STRUCTURE

G4-FS11

The motan group was founded in 1947 and is a middle-sized, family-run company that operates worldwide. Most of the 19 subsidiaries belong to 100% to the motan group. Exceptions form our subsidiaries in Brasil, Uruguay and Thailand, where the local managing directors are shareholders as well.

Nevertheless, motan has a decentralized organization. It is our full conviction, that the local needs can best be served by people who are understanding the local market. Therefore, every subsidiary is run by a local managing director.

The motan group is proud to be globally 100% self-financed. Therefore, an environmental or social screening of assets is not necessary and does not take place.



- = motan company with production
- = motan company
- = sales & service partner

AFRICA • ASIA • EUROPE • NORTH AMERICA • SOUTH AMERICA • OCEANIA

SUSTAINABILITY AT MOTAN

Sustainability has long been anchored in the motan corporate philosophy and is therefore anchored in our company strategy. We have a wide range of areas in which we are active.



ECOLOGICAL RESPONSIBILITY

Protecting the environment is important to us. We are aware of the negative impact of plastics on our environment. The responsible use of our resources in the use of motan products is the focus of our further development. This means minimizing the loss of plastics within the production processes as well as conserving our resources by designing energy-efficient building sites and reusing released energy during processes.



SOCIAL RESPONSIBILITY

We are committed to compliance with national and international labour standards. We are actively committed to health and safety in the workplace. Of course, fair pay and equal treatment of all employees are a matter for us. We respect the International Labour Organisation (ILO) and its principles. As an employer of about 600 employees worldwide, we support our employees in the areas of health, education and occupational health and safety/prevention and are involved beyond the boundaries of the company through our network and the motan Foundation.



ECONOMIC RESPONSIBILITY

Our products are developed to handle raw materials just as well as recycled granules, flakes, or powder. In product development, we also consider new materials for the future that are currently being researched and tested for industrial use.

We see the changes in our business environment as an opportunity to position ourselves as a manufacturer of high-quality machines that are able to process high-quality and demanding material in an energy-efficient way with the lowest possible CO₂-emissions to ensure a high production standard without material loss during the production process.

»FOR A SUCCESSFUL CIRCULAR ECONOMY,
EVERYONE NEEDS TO CONTRIBUTE
IN THEIR ROLE AS A CONSUMER.«

ENVIRONMENTAL PROBLEMS

Plastics are produced from organic resources but are not normally biodegradable. A plastic bottle breaks down to microplastic particles in about 450 years in. Due to economic interests, a lack of education and weak recycling systems, millions of tons of plastic waste per year end up in our environment. These problems must be eliminated and at the same time alternatives for plastics such as bioplastics sought.



MATERIALITY

The motan group analyses its sustainability risks due to materiality.

As manufacturer of machinery for the plastics industry, the most obvious sustainability topic from an inside-out perspective is the pollution of water with microplastic.

We are aware of the negative influence and the costs involved of non-recycled and wrongly disposed plastics material. Tons of plastic waste ends in the ocean every year, pollutes the water and causes the death of fishes and birds. It is a long lasting material which decomposes but not vanishes and can be found as microplastic for hundreds of years. The effect on earth and health cannot be predicted today.

That is why we focus in our innovations and developments on a ZERO LOSS production line. We are not able to change the consumers behaviour and to end the non-disposal of plastic materials, but we can reduce the waste and loss of plastic materials in the production line. This is a win win situation, it protects our ecosystem, lessens pollution and saves money for the producers at the same time.

End customers get more and more aware of this situation and demand changes in the products they consume. Often a change in materials is part of the solution. To process recycling materials has different requirements than non-recycling materials. motan products are able to process both types of plastics granules, flakes and powder, which is a new chance for our company.

Of course, at the same time, the change in demand of end customers forms a risk for future turnovers.

From an outside-in perspective our biggest risk is the availability of energy and the risk of rising prices.

Our production is an assembly plant. Therefore, we are not an energy intensive company. Nevertheless, the main raw material of our machineries are steel, stainless steel and electronic parts. The production of steel is high energy intensive. Rising energy costs strike directly to us and lower our margin.

In our electronic parts different risky materials, e.g. minerals from conflicted areas, are contained. Not only due to legal regulations buying these contain risks for us as motan group. It also contradicts with our company values. In a project starting in 2023 we will take care of this topic.

OBJECTIVES

For implementing all Corporate Social Responsibility (CSR) topics in the motan group's company structure we decided on a 5-year-plan.

In the last two years, the focus was on calculating the motan group Corporate Carbon Footprint (CCF). The latest outcomings are described in Section "Environmental Matters".

The second topic was concerning Human Relations and within that equality. A detailed description can be found in section "Employee-related Matters".

At the same time, through the yearly reporting the development in all relevant sections is monitored. In all sustainability actions we orientate on the United Nation's Sustainability Goals. In the reporting years 2021 and 2022 our main actions relate to following goals:



In 2023 the focus will be on laws and regulations. We are confronted with several changes in the political law environment, which the motan group must implement on time. The relevant regulations for us are:

- The Corporate Social Responsibility Directive
- The European Union (EU)-Taxonomy
- The EU Supply Chain Act



OUR SUSTAINABILITY PROCESS MANAGEMENT

RESPONSIBILITY

CSR AT MOTAN IS LEADERSHIP ISSUE

The CSR guideline as created by the motan holding gmbh is a binding guideline for all business transactions of the motan group.

BOARD LEVEL OVERSIGHT

Sandra Füllsack, Chief Executive Officer (CEO) of the motan group, has the full oversight of all CSR topics. She sets the targets, transforms them into our motan group strategy and oversees the measurements.

Sandra Füllsack has the direct contact to the managing directors of all motan companies, too, and shares the CSR targets to them in the regular meetings concerning the motan group strategies. The transformation of the targets into the companies' strategies is task of the managing directors but supervised by the motan holding gmbh through regular reporting and Key Performance Indicators measurement as well as local audits.

OPERATIONAL OVERSIGHT

The motan holding CSR team is supervised by the Chief Financial Officer (CFO) of the motan group. He is responsible for the oversight of CSR topics. In this role he has the responsibility of analysing the market referring to risks and opportunities, reporting and tracking them.

Another responsibility is tracking the CSR and climate related targets, transform them into a regular reporting and tracking the progress. Connected to that topic is the transformation of the climate related targets into a climate transition plan (in cooperation with the CEO), the implementation and oversight of the plan.

LOCAL OVERSIGHT

Due to our decentral organization, the motan companies are responsible of the organization of their daily business themselves. Therefore, every motan company has its own CSR responsible.

The motan holding gmbh organises the measurement of the climate related impacts, by collecting the relevant data from the motan companies and calculating the CO₂-Footprint for every local company and the motan group. We provide a group wide analysis of our risks and opportunities, too, as well as group wide targets.

The motan companies are responsible for the transformation in daily business themselves. The progress is overseen by the motan holding gmbh (directly through the CEO) in a quarterly digital Jour Fixe. Every motan company presents their activities at least once a year in a presentation. It is also a format to have open discussions, e.g. on daily business questions and challenges. In this way, the motan holding gmbh gets good insight into their actions and is able to go into dialogue for individual support. At the same time, the motan holding gmbh can present (changes in) requirements and explain them to achieve the highest possible quality.

RULES AND PROCESSES

As stated before, most of the motan companies are 100% subsidiaries of motan holding gmbh and are run by a local managing director.

Our local managing directors have great trust of motan's group management and act very independently. Nevertheless, each motan company has bylaws, which describe the organization of the management board, actions which require approval from the group management and reporting commitments.

Furthermore, the strategy house, mission statement and business principles are binding regulations for every motan company. They are complemented by 18 international guidelines from different business areas (Finance, Sales, IT, Marketing) which describe detailed processes for daily business. These guidelines also form the base for internal revision.

To assure an equal treatment of all employees from the five German motan companies, four further guidelines take care of incentive regulations. At the moment, the challenges of more than one location in a country only affects Germany.

We ensure the reception of the guidelines by handing them out to every employee on the first workday. It is part of our entrance checklist. The reception must be signed and is controlled by the Human Relations (HR) department.

motan's corporate rules and guidelines and changes within them are discussed in our group management meetings. Attendees are the group management, the responsible person for the guideline and the managing directors of the motan companies. In these meetings all attendees have the chance to discuss their point of view about the topics. Of course, every one of them also has the possibility to discuss personal matters in a smaller group afterwards.

All bylaws are binding documents, forming the base for business activities.

For sustainability, the important documents are:

1. the motan group - strategy house
2. the Code of Conduct
3. the Corporate Social Responsibility guideline.

All sustainability actions, independent from which CSR topic, need to be orientated on those regulations.

INCENTIVE SYSTEMS

GRI SRS -102-35 | GRI SRS-102-38

motan pays every employee an appropriate salary for their work. Additionally, every employee participates in our annual profit through an annual bonus payment.

To ensure fairness and comparability over the whole motan group, the calculation of the motan bonus is done by the financial department of motan holding gmbh. The sum is determined through a mixed calculation of the profit of the motan group as well as the individual motan company the employee works in. We believe that in this way the long-term orientation in management decisions can be assured the best.

We are tracking the annual compensation ratio per motan company, which mostly conforms to country. Germany forms an exception since we do have five legal entities here. The group management evaluates the factors on a regular basis. We do not publish the factors because of data protection.

Additionally, the upper management level at motan is evaluated through our tool motan target yearly. Every manager agrees to five goals, weighted by importance, which will be evaluated in personnel talk at the end of the year. At the moment, sustainability goals are not an obliged part of this tool.

At the same time, we know that a lot of things and happenings can influence the daily work during a year. The best examples for that can be seen during the last few years, thinking of the Corona Crisis or the war in Ukraine. Our philosophy is to maintain a certain flexibility on the goals agreed, because it would take away the possibility to react on external and internal influences and therefore to secure the long-term development of the local motan company and the whole motan group.

Sustainability is a non-negotiable topic for us to secure the long-term survival. Therefore, we are confident that this is the right way to combine sustainable and economical goals.

STAKEHOLDER ENGAGEMENT

GRI SRS-102-44

We did not yet analyse the Stakeholder group specifically for CSR matters.

motan encourages an open dialogue. Therefore, we offer different ways of communication. Every employee is free to have a personal meeting with the management and group management at any time. We organize international division meetings on a regular basis where everyone has the possibility to speak directly to international colleagues.

We share information in our SUPPORTnet. Employees can find information to corporate matters (management news), product innovations and changes (product and service news) there. Furthermore, we provide an application and service forum, where colleagues can exchange their experiences to different matters.

INNOVATION AND PRODUCT MANAGEMENT

G4-FS11

Innovations are what drive a company forward and generate continuous growth. Or as we put it at motan:

“IDEAS ARE THE SPARKS THAT ARE CREATED WHEN BRIGHT MINDS FIRE EACH OTHER. IN A BOX, IDEAS DON'T HAVE A CHANCE TO FIRE THE IMAGINATION, INSPIRE PEOPLE AND IMPROVE THE WORLD A LITTLE BIT.”

Our company history has influenced us to always be inspired by new influences. When it comes to innovation, what counts is: Discover - Develop - Decide - Do it.

New technologies and materials result in new possibilities in product development, as the material plastic has already proven in our industry since its development. Our innovation management is characterized by constant reinvention and new development. On the one hand, we research, develop, and promote new ideas with our development and research departments in agile processes and projects. Because peripherals in the plastics industry are always part of a production system, we see it as a necessity to work on new ideas and trends together with our large industry network. On the other hand, our customers and our extensive sales network are the best advisors for innovations and product optimisations, so that we can in turn offer our customers the best solutions.

Ideas in the form of product improvements, new product developments, new market opportunities etc., are essential for the success of any business. This process is continuous.

WITHIN THE MOTAN GROUP, THERE IS A CENTRAL HUB FOR ALL IDEAS CALLED IDEA MANAGEMENT

Idea Management is a tool that enables any employee or external partner to submit ideas of any kind. This tool assists in categorizing and prioritizing ideas. The prioritization and potential analysis are conducted within appropriate teams, depending on the subject area. It offers a structured approach to reviewing proposals. Categorization allows for the grouping of topic areas to provide a holistic view.

Regarding product ideas: After the ideas have been evaluated, they are integrated into the context of the company's strategy. If an idea aligns with the strategy, it is added to the roadmap through a Market Requirements Document. Therefore, Idea Management serves as a crucial component in the planning of the development roadmap.



OUR NETWORK

For many years, motan has looked to a wide known how network of experts in the plastics industry for innovation. Reciprocal professional discussion and collaboration not only promotes inventiveness but also increases the requirements during development and the quality of the products. As well as with customers, motan's cooperation with numerous institutions, educational and research establishments form a body of experts with whom we think through, design and realize potential solutions again and again.

Our network:

- German Plastics Center (SKZ)
- Institute for Plastics Processing (IKV) at the RWTH Aachen
- Linz Institute of Technology (LIT) of the Johannes Kepler University (JKU) Linz
- VDMA Germany Engineering Foundation
- Konstanz University of Applied Sciences Laboratory for plastics technology

At the moment, we are implementing a process for calculating our CCF in the company. An assessment of individual products does not yet take place.

MOTAN ON CIRCULAR ECONOMY

PLASTICS ARE TOO VALUABLE TO BE THROWN AWAY

Today's world – and our current prosperity – would not be possible without plastics for very many reasons. These polymer materials are used in the most diverse applications: for household appliances, automotive and aircraft manufacturing, in electronics, in the medical field and the construction sector. They are nearly indispensable for packaging materials, which contribute greatly to resource efficiency by functioning as insulation or light building material and thereby reducing heating oil and fuel consumption, or by extending the shelf life of food stuffs as packaging material.

However, it is also very clear that plastic waste has become a global problem that affects us all and needs to be solved by society as a whole. In addition, there is also the problem of an ever-increasing demand for resources that are already scarce. Many resources are limited and as the global population continues to grow, the demand for these resources is also steadily increasing. This is why circular economy is an important topic for the plastics industry.

BEING ECONOMICAL WITH THE RESOURCES WE HAVE IS ONE OF THE GREAT CHALLENGES OF OUR TIME

Circular economy is a model for production and consumption, where existing materials and products are shared, leased, reused, repaired, reprocessed and recycled for as long as possible. This expands the life cycle of products. In practice, this means that waste is reduced to a minimum.

After a product has reached the end of its life, as much as possible of the resources and materials used to make it remain in the circular economy. They can then be productively reused in order to continue to generate added value.

Circular economy is the opposite of traditional, linear economy models – also known as throw-away economies. These models are based on large amounts of cheap and easily accessible materials and energy, something that is no longer the case in today's world.

Being economical with the resources we have is one of the great challenges of our time. This is particularly true for the ever-dwindling reserves of fossil fuels. Therefore, a functioning circular economy can be a sensible and necessary addition to save and reduce consumption of the valuable resource "plastic". It can also help to counteract the current negative image of plastics. This last point should not be underestimated in the often emotional and heated debate about plastics in general, and plastic waste in particular.

IDEAL PROPERTIES FOR RECYCLING

Plastics have ideal properties for recycling. However, a requirement for a functioning circular economy is that all actors along the entire supply chain work together and communicate with each other. For the plastics industry (plastics manufacturers, plastic processors, and plastics recyclers) this also applies to their customers and distributors, who influence the product design and the possibility of using a recycled material with their requirements and material specifications.

Another requirement for efficient circular economy is suitable material flow management with the goal of having mostly homogenous plastic waste. The more homogenous it is, the easier it is to reprocess it. One goal in this context is to generate the required amount to ensure supply with recycled materials. Advancements in the development of sorting systems for mixed material flows from general collection systems help to achieve this. Also, nowadays hardly any real production waste is produced, as this is directly fed back into running production or is passed on to specialized processors.

As a manufacturer of products and systems for material handling of bulk materials (granules, regrind, flakes and various powders), motan is a partner of three plastic subareas: manufacturing of virgin materials and recycled materials as well as plastic processing. In conjunction with the setup of circular systems, digitalization, and the networking of production processes – generally referred to Industry 4.0 – also plays an important role in motan's view. The data from dryers, dosing, and mixing systems, and from crystallization has already been made available and can be used within the individual processes. In future, more data will follow. For example, the composition of the material and its moisture content, recipes, material constants, and production data from the processing machine. It is important to bear in mind that the properties of recycled materials can change after repeated processing. This is where motan's know how also comes into play, for example when dosing additives precisely for the making of regenerated plastics.

CIRCULAR ECONOMY

THE THREE LIFECYCLES OF PLASTICS

FROM OUR PERSPECTIVE, THE CIRCULAR ECONOMY IN THE PLASTICS INDUSTRY CONSISTS OF THREE CYCLES:

- Plastics production
- Plastics processing
- Plastics recycling

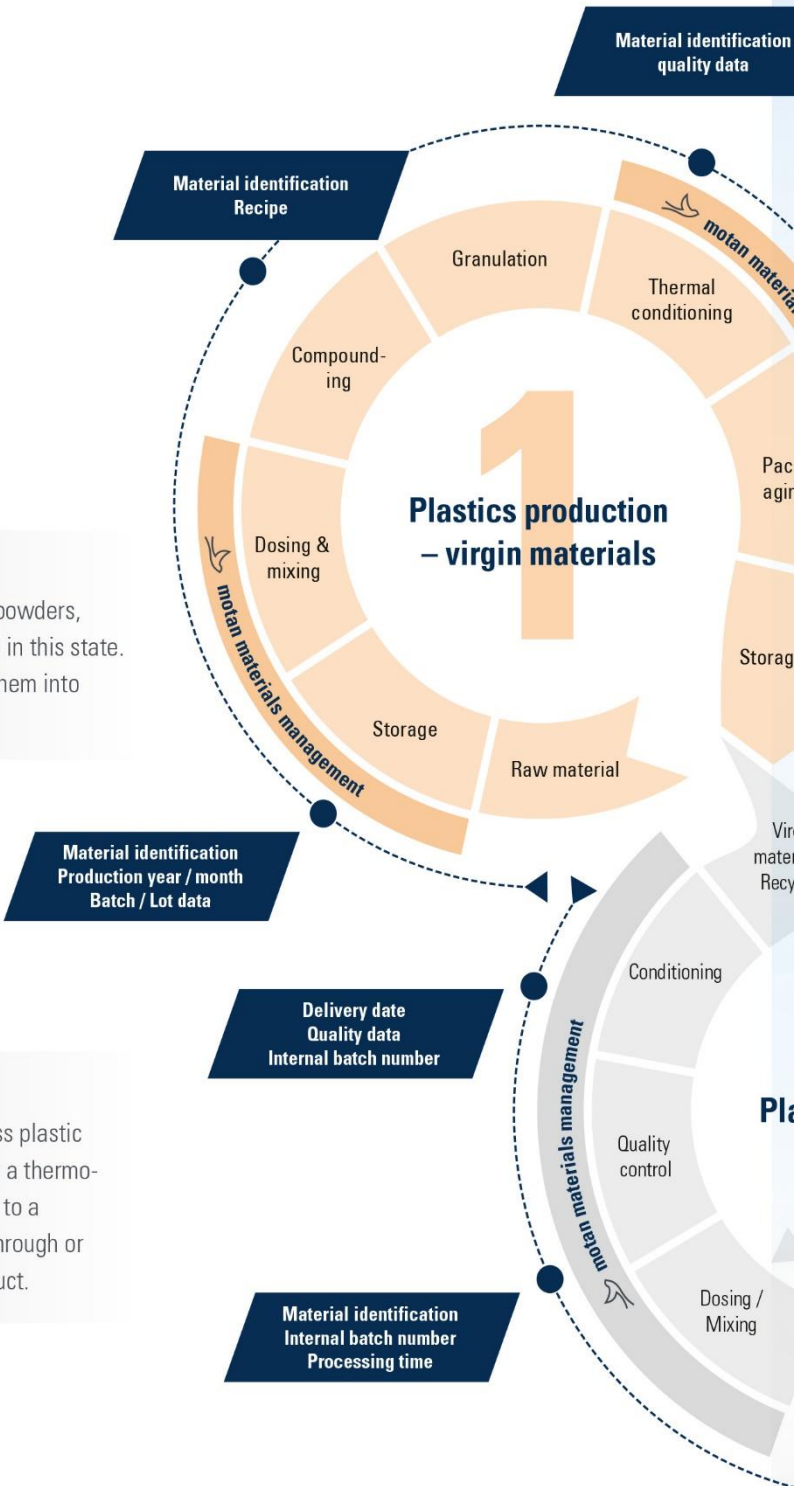
Our goal is to strengthen and continuously expand the third cycle. We want to maximize the value of products and components at the end of their life. The circular economy as an integrated approach is essential. For example, it considers the recyclability of products already in the design phase. For this, we are also focusing intensively on the digitalization of our systems and solutions – generally referred to as Industry 4.0.

1. PLASTICS PRODUCTION

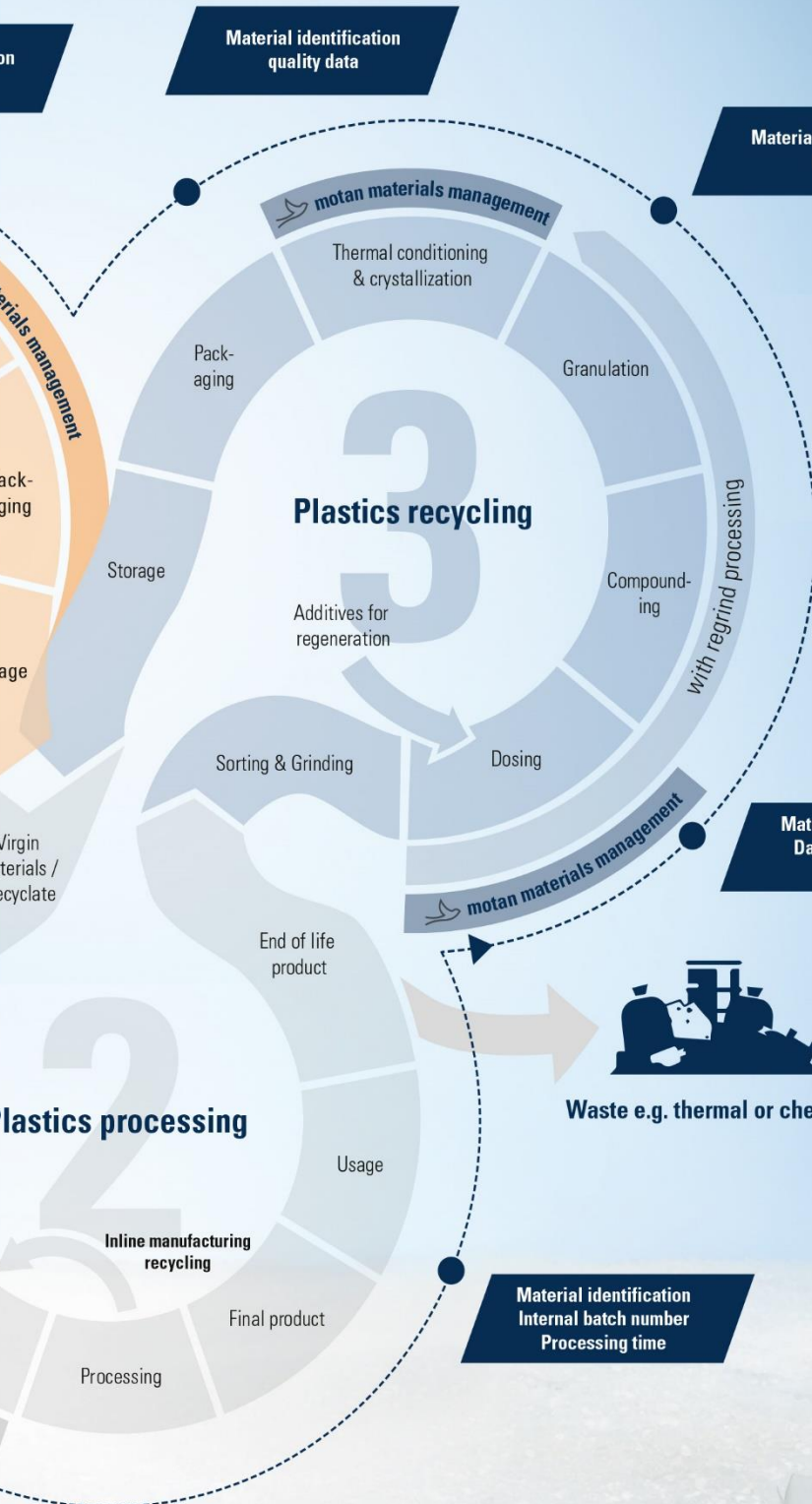
Raw plastic materials are usually supplied as liquids, powders, micropellets or coarse solids that cannot be processed in this state. Compounding these materials conditions and refines them into ready-to-use granular plastic materials.

2. PLASTICS PROCESSING

Injection moulding, blow moulding and extrusion process plastic and turn it into a finished product. The material, usually a thermoplastic, is plasticized in a cylinder using a screw, mixed to a homogeneous mass, the molten plastic is then forced through or into a die or tool to form the shape of the finished product.



»WE WANT TO MAXIMIZE
THE VALUE OF PRODUCTS AND COMPONENTS
AT THE END OF THEIR LIFE.«



3. PLASTICS RECYCLING

To produce recyclate, plastic waste must be collected and reprocessed into clean homogenous materials. The recycled plastics are compounded and conditioned ready for processing and their property profiles are specifically adjusted by adding additives.



MAKING EMISSIONS MEASURABLE

SUSTAINABLE ACTION BECOMES MANDATORY IN THE PLASTICS INDUSTRY

For a sustainable approach to the environment, it is necessary to minimize the extraction of non-renewable carbon compounds, such as fossil based raw materials from nature and so reduce the production of carbon-containing emissions, especially CO₂. For the plastics industry, this means substituting wherever possible crude oil-based feedstocks for plastics production and minimizing energy requirements across all steps of the entire value chain of production, refining and processing. Today, a priority for all companies must be the measurement of energy consumption and the resulting carbon footprint.

Corresponding resolutions, specifications and agreements on objectives and implementation have already been adopted and initiated both internationally and nationally. Not least due to the EU's plans to introduce a digital product passport in the coming years, which will serve as proof of the material used and its processing. This will primarily affect the plastics industry.

HOW CAN WE PREPARE FOR THIS?

From now on, the focus will be even more on the substitution of virgin materials with recycled or reprocessed alternatives. To do this, all current processes of plastics recycling are applied one after the other, i.e. first material separation and preparation of regrind, then regranulation, if necessary, in combination with regeneration, or a solvent-based recycling and for remaining residual quantities a chemical decomposition process to new feedstock for plastics production. Any quantities not covered by the various recycling cycles must be returned to the overall material flow as virgin material. The starting materials required for this can be obtained from regenerative, mostly bio-based sources.

motan supports the implementation of such a circular economy in the plastics industry with its products and services on different levels. This means:

- adapted products, especially for regrind and materials of material recycling
- provision, evaluation and consolidation of information and data of all processes and consumptions in raw materials handling in parallel to the material flow
- optimization of the energy requirements of individual steps in raw materials handling through efficiency-enhancing technology and options

In order for a circular economy for plastics to run in conjunction with a minimization of the energy demand of the entire value chain, a high degree of transparency is required in all process steps. This means that the focus is not only the circular economy, but also on the energy costs incurred throughout the whole value chain. Which material was used when, where, what was its origin and how much energy was used in each step are typical questions that need to be answered individually and networked across departments.

Therefore, motan has developed an application that measures and records the resulting data at each processing step – the carbon footprint tracker. The data can be measured and displayed at each processing step and used to calculate the carbon footprint for the process and also the end product.

MOTAN'S SOLUTION – THE CARBON FOOTPRINT TRACKER

For K'2022, motan has created a demonstrator for tracking in real time of the Product Carbon Footprint (PCF) of two plastic parts through their complete production process. This project has been realized together with our partners Altair Deutschland and the KraussMaffei Group. In detail, the following are considered and recorded:

1. Material feed incl. data acquisition and provision in the material logistics of an injection moulding process
2. Processing of virgin plastic material by injection moulding into a disposable plastic medical device (insulin pen cap)
3. Post use collection, shredding and upcycling, including compounding into a reprocessed material for an automotive application (simplified and shortened implementation under trade show conditions)
4. Thermal conditioning of the compound for injection moulding processing
5. Processing of the compound by injection moulding into a durable automotive part (front-end module)
6. Automated pneumatic conveying of the plastic material as bulk material between the individual stations and storage locations

Both the ENERGY CONSUMPTION of the two processing steps and compounding step, as well as of the entire raw materials handling in the form of conveying operations and material drying, are recorded and DOCUMENTED LIVE. Key to the data handling is a special information flow model as well as a demonstration of a material database especially tailored to plastics processing and environmental lifecycle data.

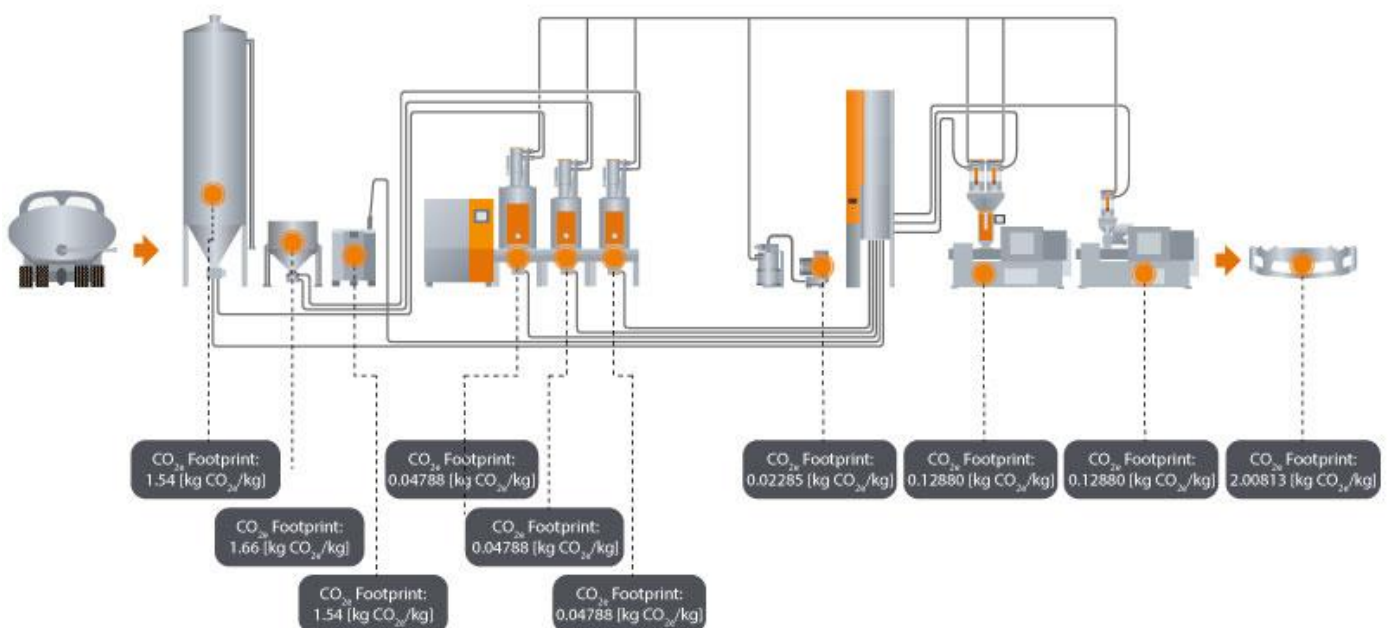
The PCF balancing starts with a material data record of the virgin material being used, which contains processing and environmental lifecycle data. Synchronously to the material flow, energy consumption and MATERIAL THROUGHOUT ARE DETERMINED LIVE, recorded by the information flow model and converted into a carbon footprint value and visualized.

Comparative calculations can be used to estimate the effect of the use of efficiency enhancing measures.

The respective throughput and energy consumption is determined in the overall system at suitable measuring points by using existing electronics or optionally installed measuring technology. Newly produced material, such as after compounding, is booked back into the material database and is available again in the following step of the process chain. Plastic parts produced in a processing step can be assigned the material used with a specific energy consumption value, so that the respective plastic part can be assigned a value on the basis of live data.

The trade fair demonstrator shows that modern information technology (information flow model and processing-oriented material database) can be used in production to produce an ACCURATE PLASTIC PART-RELATED BALANCE SHEET OF ENERGY CONSUMPTION OR ITS ASSOCIATED CARBON FOOTPRINT. In the future, this information can be used for the creation of a DIGITAL PRODUCT PASSPORT as planned by the EU Commission or for carbon accounting in the automotive industry.

motan offers new digital solutions with which maximum savings can be achieved in energy consumption and CO₂ footprint respectively.



ENVIRONMENTAL MATTERS



10% REDUCTION/YEAR
OF OVERALL CO₂-EMISSIONS

30% REDUCTION UNTIL 2025
OF OVERALL CO₂-EMISSIONS

MAKING EMISSIONS MEASURABLE is not restricted to the motan products. The motan group wants to give a comprehensive and honest view on its CO₂-emissions in its daily business life, too. Therefore, we constantly work on improving the measurement of our CCF as well as lowering the emissions.

Our ambition is to strive for 100% carbon neutrality along the whole motan group. As a first step we have set ourselves the corporate target of achieving

- 10% reduction of CO₂-emissions in Scope 1 and 2 every year and
- 30% reduction until 2025.

For Scope 3, a special focus are business flights. Therefore, we widened the range of those targets on reducing the emissions caused by flights.

The base year for the measurement forms 2019, the year we started to measure our CCF. Due to the start of the Corona Crisis in 2020 and its impacts on CO₂-emissions, it is the only comparable year to our actual business activities.

Every motan company reports the requested data through an annual reporting format. The data is processed by the group responsible for sustainability. The CCF is calculated with the calculation tool klimAktiv following the Greenhouse Gas Protocol.

CORPORATE CARBON FOOTPRINT

GRI SRS-301-1 | GRI SRS-302-1 | GRI SRS-302-4 | GRI SRS-303-3 | GRI SRS-305-1 | GRI SRS-306-2

In 2022 the motan group had overall CO₂-emission of 1.958 tons.

Almost 45% of those emissions are caused in Scope 1 (877 tons). Followed by Scope 2 (31%; 618 tons).

Scope 3 mainly contains emissions in the categories 3 (fuel and energy related emissions) and 6 (business travels). Those emissions form 24% (463 CO₂e-tons).

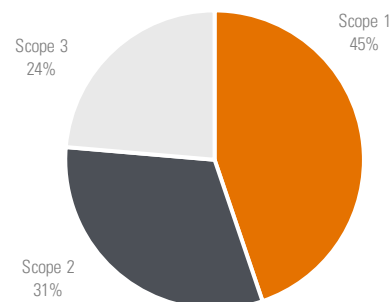


FIGURE 1: MOTAN GROUP CO₂E (T) 2022

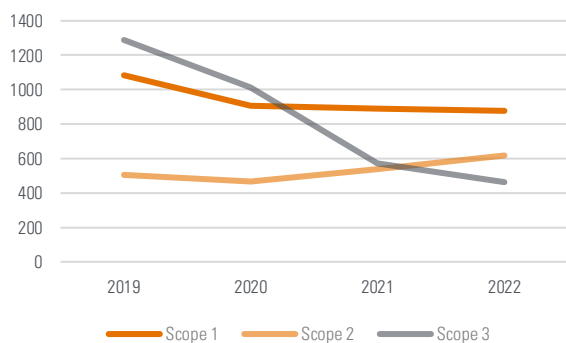
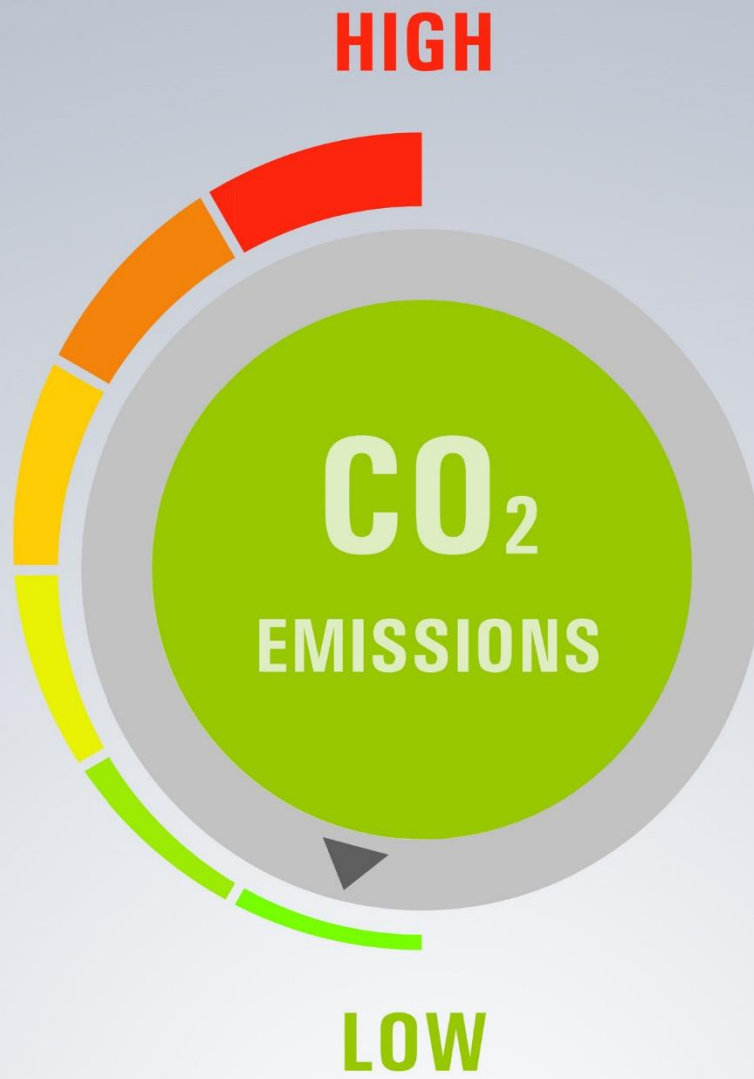


FIGURE 2: MOTAN GROUP CO₂E (T) 2019-2022

Analysing the development of our group wide emissions, we can see reductions for Scope 1 (-19% compared to 2019) and Scope 3 (-64% compared to 2019), whereas we show a small increase for Scope 2 (+22% compared to 2019).

A detailed analysis of these developments will be given under resource management and energy consumption.

»YOU CAN NOT CONTROL WHAT YOU CAN NOT MEASURE«



ELECTRICITY

The main resource used, causing the motan group's CO₂-emissions is electricity, which is used for heating and cooling of our offices and production sites.

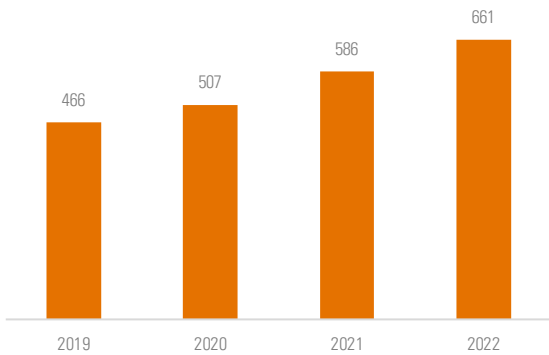


FIGURE 3: MOTAN GROUP ELECTRICITY CONSUMPTION IN CO₂E (T), 2019-2022

Besides the steady growth, the motan group sticks to its goal to lower its CO₂-emissions for electricity by increasing the part of green electricity.

In 2022 the motan group implemented different photovoltaic systems to replace purchased energy through self-produced energy of about 650.000 kWhp/year. Those systems will go live in 2023.

Where it is not possible or economically reasonable to implement own photovoltaic systems, the local motan companies are looking for other options to find cooperations in implementing photovoltaic systems or the possibility to consume green energy. If no shift in consumption is possible the motan group is implementing a process to compensate.

At the same time, the motan group is interested in an efficient and economic use of energy and explicitly supports and appreciates every initiative to save energy, as little as it may seem. The sum of small things will change the world.

In contrast to our goal to lower our Scope 2 emissions, we see an increase of 22% in 2022 compared to 2019. Watching the development over the last 3 years, we can see that this growth is steadily.

This growth is caused through changes in the motan group, concerning growth and widening of our production sites.

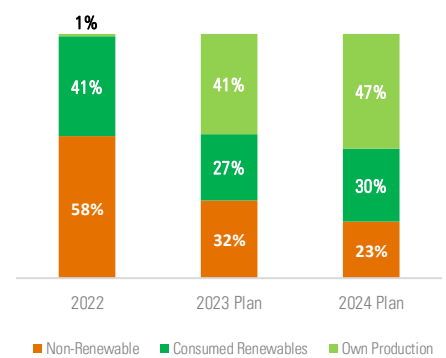


FIGURE 4: MOTAN GROUP ELECTRICITY MIX

MOTAN GROUP CARPOOL

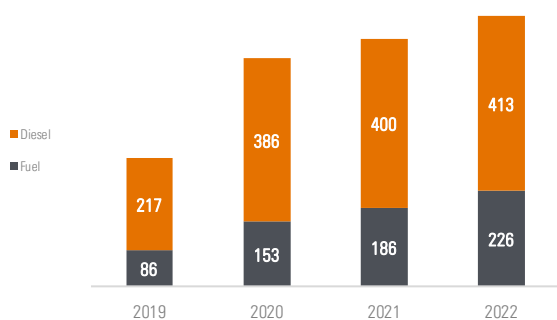


FIGURE 5: MOTAN GROUP CARPOOL IN CO₂E (T), 2019-2022

Another important emission factor is the motan group carpool. We can see a constant increase in our CO₂-emissions caused through company cars.

A groupwide goal is to lower those emissions. The groupwide strategy is to replace fuel and diesel cars with electric cars.

To support the charging of those cars with green electricity, the motan group supports the implementation of charging columns at our company sites.

In 2021 motan holding gmbh activated the first two charging columns, fed with green electricity from the Stadtwerke Konstanz.

In 2022 three more columns, fed with company own produced electricity were built on our production site in Isny and will be activated in 2023.

BUSINESS FLIGHTS

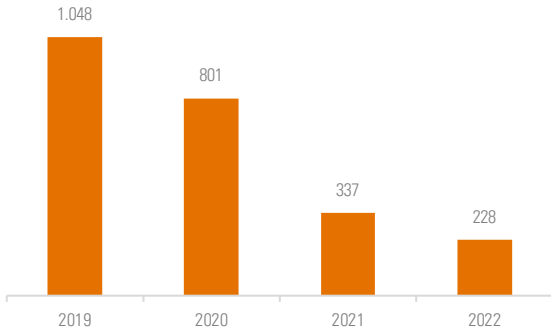


FIGURE 6: MOTAN GROUP BUSINESS TRAVELS IN CO₂E (T), 2019-2022

The motan group sets a special focus on the measurement of business travels. Although we are convinced, that personal contact cannot be replaced fully, we learnt through the pandemic years, that plenty business trips can effectively be replaced through virtual meetings. The effect can be seen in the reduction of CO₂-emissions of -78% in 2022 compared to 2019.

The motan group is aware, that this trend of decrease will change in near future. Nevertheless, we are confident, that the motan group will still meet its goal of -30% in 2025 compared to 2019.

The motan group implemented a new strategy for the internal global meeting system. Instead of one big personal meeting every one-to-two years, digital Jour Fixes has been implemented. In this way we can save flights and hotel sleepovers and improve the work efficiency on the same time.

PURCHASES OF STEEL

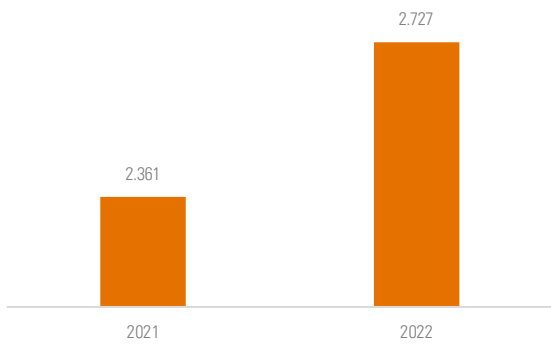


FIGURE 7: MOTAN GMBH STEEL PURCHASES IN CO₂E (T), 2021-2022

In 2021 the motan group started to measure its CO₂-impact of purchased steel. Due to materiality and practicability we started to do so in a Masterplan Project with the motan gmbh, Isny, Germany.

Compared to the motan’s group CO₂-emissions in Scope 1 and 2, we see a lot of potential in this area. Therefore, we plan to widen the measurement of this impact and find strategies to reduce its CO₂-impact in near future.

NOTES

Compared to our last report we show changes in the calculation of the CO₂ footprint for 2019 and 2020. It is the result of changing our calculation tool to klimaktiv. This change allows us to calculate the numbers on a steady base from year to year and be able to compare the data. Before the implementation of that tool, we used the data of our external audit according to DIN EN 16427.

In alignment with the motan group’s financial reporting as well as its sustainability reporting, operational control was used as the consolidation approach. Most of the companies are subsidiaries with 100% equity share by motan holding gmbh. The organizational structure is a franchise system. The calculation is based on the company’s own main data.

The Green Box



„Be the change that
you wish to see in the
world“

- Mahatma Gandhi

About

- We are looking for your ideas to increase sustainability at the motan group

Reward

- Each participation with one or more ideas is rewarded with a small „thank you“ gift.
- Closing date for entries is 31/12/2021

How it works

- Fill in the idea form digitally or by hand and submit it to the idea box.
- Each idea is checked for feasibility and evaluated.

Scan QR code to the online form or
enter the link:
<https://forms.office.com/r/ugciWSs5m0>



We look forward to your ideas!



THE GREEN BOX

Social responsibility and sustainability are viewed from a holistic perspective in the motan group. In addition, all employees are given the opportunity to actively participate in a sustainability initiative:

Suggestion and ideas for more sustainability can be submitted in the GREEN IDEA BOX since the beginning of August 2021. The form is available in the motan SUPPORTnet.

In 2021 and 2022 we have received 73 ideas from our colleagues. These range from the installation of a drinking water dispenser to the use of fully recyclable paper towels, to equipping offices with LED instead of neon lights. The following list shows the Sustainable Development Goals to which the ideas can be linked:

-  3 GOOD HEALTH AND WELL-BEING good health and well-being
-  4 QUALITY EDUCATION quality education
-  5 GENDER EQUALITY gender equality
-  6 CLEAN WATER AND SANITATION clean water and sanitation
-  7 AFFORDABLE AND CLEAN ENERGY affordable and clean energy
-  9 INDUSTRY, INNOVATION AND INFRASTRUCTURE industry, innovation and infrastructure
-  11 SUSTAINABLE CITIES AND COMMUNITIES sustainable cities and communities
-  12 RESPONSIBLE CONSUMPTION AND PRODUCTION responsible consumption and production
-  13 CLIMATE ACTION climate action
-  17 PARTNERSHIPS FOR THE GOALS partnerships for the goals

All ideas are evaluated and then prioritized. It is important to us that every contribution, no matter how small, can provide valuable starting points for a more sustainable orientation of the company.

Each participation was and still will be rewarded with a small gift for its commitment.



EMPLOYEE-RELATED MATTERS

EMPLOYMENT RIGHTS

GRI SRS-403-4 | GRI SRS-403-9

We value our employees, their know how and experience. The respect of workers' rights is self-evident to us.

In 2022 motan employs 630 employees on 19 locations all over the world. Due to local specifications in labour law and our decentral organization, the responsibility for HR topics is in hand of the local management.

Nevertheless, motan's respect for international law is anchored in our Code of Conduct and CSR guideline and therefore binding for all motan companies. Since 2021 all local managing directors report on a monthly basis about employee related matters directly to the CEO of the motan group. Additionally, motan holding gmbh's internal revision audits every motan company on a regular basis through personal visits.

In our German production centre motan operations gmbh the employees are represented through a worker's council which has meetings with the company and group management on a regular basis.

Within the motan group, we have regular internal audits through motan holding gmbh. These audits are personal visits in every location. At the same time we work closely together with all motan companies (personally as well as digitally) and have deep insights into their daily work. Additionally, except for China, all companies are small companies under 20 employees, so that a good insight into daily business can be guaranteed.

These visits are going on for several years now and we never have had any concerns that employment rights could be abused in one of our companies. Therefore, we do not have a special management process to audit and review the motan companies systematically for employment rights abuses. A detailed risk analysis will take place in time. The starting point will be a global employee attitude survey in 2024.

Every employee and stakeholder have the possibility to report any misconduct of the law through our external whistleblower-system, anonymously and non-anonymously. It is open to everyone on our official corporate website.

EQUAL OPPORTUNITIES / DIVERSITY

GRI SRS-405-1 | GRI SRS-406-1

We embrace diversity and view it as an important part of our corporate culture. We actively encourage integration and development of all employees. HR decisions are made in best interest for the company. No one may be disadvantaged based on race, ethnical origin, nationality, sex, physical or mental disabilities, colour, age, social background, political opinions, ideology, religion, belonging to a workers' organization or any other personal characteristic.

We disregard every form of discrimination. We review and sanction every incident of discrimination within the motan group. Every employee has the possibility to report an incident at motan holding gmbh and get backing during the follow up process.

The motan group is led by female CEO Sandra Füllsack. Groupwide, we employ 14 executive managers, two of them females.

Sex and age are no criterium for personnel decision in our company. Therefore, we do not analyse diversity criteria at the moment. We also did not have any reported incident of discrimination in the reporting period.

We review our salaries and wages on an annual basis. To do so, we compare them to market data. For Germany, for example, we use the online tool "Compensation Online". Every employee has the possibility to express wishes in the annual personnel review.

Life is flexible. Different phases of life need different support. We try to support our employees with modern time and workplace designs to be able to harmonize private and work requirements. To do so we implemented the technical requirements for Home Office for all workplaces wherever possible and created in 2019 an annex for the regular employment contract to record the frame conditions individually.

GENDER EQUALITY TEAM

In 2021 motan implemented a gender equality team. The team contains women from all over the world and meets four times a year in digital meetings to discuss about the situation and challenges of women at work all over the world.

GLOBAL SURVEY FOR FEMALE EMPLOYEES

In 2022 motan undertook a global survey for female employees to analyse their situation at motan.

Topics asked has been:

- experienced differences to male colleagues at work
- work satisfaction
- desire for childcare
- need for change at motan regarding equality
- needs and ideas to better work life at motan

The survey showed that women at motan are satisfied overall. But they still feel differences compared to their male colleagues, concerning

- salary
- career opportunities
- given tasks

A correlation between the size of the motan company and felt differences to male co-workers can be seen. In China and Germany, as the biggest motan companies, the felt differences are higher as in other motan companies. Within the gender equality team we discussed the outcomes with focus on topics for actions. The survey will be repeated in 2023.

QUALIFICATIONS

GRI SRS 401-1 | GRI SRS-404-1

For motan, expertise means guaranteeing the future. As employer, we place great value in offering our employees opportunities to develop their skills. To do so, the motan group has standardized qualification programs, available to our employees:

MOTAN START - AN INDIVIDUALLY TAILORED CAREER START

New employees have the opportunity to take part in our motan start program. The program will introduce them to the diversity and possibilities in our company in at least four practical training modules in different areas of the company. Additional elective modules will help them quickly build their own working network.

The program was designed by motan holding gmbh which is implemented in all motan companies and adapted it to their local needs.

MOTAN CAMPUS - THE TRAINING PROGRAM FOR OUR EMPLOYEES

The training program is directed at our employees with a technical or sales background. Every year we offer our employees a broad range of training and qualification opportunities in regard to technologies, products and processes. Becoming an expert for topics related to drying, dosing and mixing, storage and conveying, and crystallizing is a priority and trains our employees to become experts in materials management.

MOTAN LEADERSHIP TRAINING

As a family company we stand for reliable partnership. We wish to pass on these values combined with high levels of corporate responsibility to our young employees in order to maintain the reliability corporate policy our customers expect from us. The motan leadership training provides qualified and motivated employees the necessary soft skill for the everyday work routine as a manager in an international company.

The local management is responsible to uncover individual demands for further education. The motan group management explicitly supports every employee in taking part on internal and external educational programs wherever reasonable. Through those continuous educational program offers, which also cover the latest industrial developments, there are no systematical risks in terms of qualification of our employees.

Due to limited manpower and other topics being raised and prioritized, we did not implement a systematic and standardized HR reporting for the whole motan group yet. Globally, the motan companies do not elevate in a structured and comparable way. To get a whole overview is therefore not possible yet. Getting more support in HR, this is planned to be a project for 2024.

WORKSHOP: RETHINKING THE FUTURE

How can we rethink the way we deal, live and work with plastics? In December 2022, international students of various disciplines from Indian and German academic institutions dealt with this contemporary and multi-faceted topic. The digital workshop initiated by motan and the Indo-German Centre for Sustainability (IGCS) under the hashtag #sustainabilitychallenge took place for the second time. The aim of this interdisciplinary format is also to identify young researchers and to initiate research and cooperation in the field of plastics and the circular economy. To this end, keynote speeches by international industry experts showed the young scientists the complex challenges of plastics technology.

Over two days, the students, selected on the basis of their academic and practical experience, focused entirely on the topic of plastics and environmental protection. Three high-ranking lecturers from India and Germany each gave keynote speeches on current issues and strategies.

- Prof. Ansgar Jaeger (TH Würzburg-Schweinfurt) evaluated established waste management systems in Germany and Europe
- Dr. Alexander Kronimus (PlasticsEurope Germany) presented the aspects of the “Circular EconomyPLUS” required for a holistic and sustainable system change
- Dr. Prasad Modak (Environmental Management Centre LLP) described the current situation and challenges in implementing a circular plastics economy in India
- Prof. Indumathi M Nambi (Indian Institute of Technology Madras) focused on the contamination of groundwater
- Dr. Suryasarathi Bose (Indian Institute of Science Bangalore) showed the extent to which the new material class of vitrimers has a key role to play in the circular economy.

Valuable practical experience was contributed by everwave project manager Jacqueline Plaster. The Aachen-based startup is developing technologies to collect plastic waste from rivers to prevent it from entering the oceans. This includes AI-supported waste collection boats and floating river platforms. motan has been cooperating with everwave since the end of 2021. everwave’s pursuit of long-term awareness of sustainability and environmental protection fits perfectly with motan’s long-standing strategy of continuously developing processes and products and making them more sustainable. Finally, in small groups, the students worked out creative approaches and innovative ideas on the four topics of plastic waste management, circular economy, alternatives to single-use plastics, and macro- and microplastics in the environment in an intercultural exchange. “By building bridges between different disciplines and practice, we achieve a holistic understanding that is crucial for sustainability,” Sandra Füllsack, CEO of the motan Group, is convinced. “We benefit from the students’ knowledge and want to encourage collaboration with them. With their innovative and sustainable ideas, the young talents can shape the future.” This is innovation in action.



THE IGCS

The IGCS is a German Indian centre that promotes interdisciplinary fundamental and applied research, teaching, training and information in various areas of sustainability. Engineering, environmental, and social sciences cooperate in this environment. The centre aims to provide innovative solutions in sustainable research through bilateral relations between India and Germany. The IGCS is coordinated by RWTH Aachen University and IIT Madras and funded by the German Academic Exchange Service (DAAD) under the program “A new Passage to India”. The coordinators are Prof. Dr. Krishna Vasudevan at IIT Madras and Prof. Dr. Klaus Reicherter at RWTH Aachen University

HEALTH AND JOB SAFETY

GRI SRS-403-4 | GRI SRS 403-9

The health and security of every employee is important to us. Therefore, we commit to all regulations to maintain our employees' health and security and transform them into planning and implementation of our work processes.

Our production is an assembling plant. Therefore, we estimate the risk of work-related injuries and ill health as low. All managing directors of the motan production sites report the number of work-related injuries on a monthly basis to the motan group management.

	2021	2022
No. of accidents	5	3

Those accidents have been minor injuries.

The general weekly working time is 40 hours. Basically, every employee has the right to work part time if possible.

Every employee has the possibility to consult a medical officer and to take part in preventive offers. motan explicitly supports the participation in external preventive measures that help maintain our employees' health.

We want to assure the highest possible safety in our work performance. Therefore, we consider the engagement of external providers for specific tasks. An example is the engagement of specialized companies to assemble pipework on the roof of assembly halls. They can provide special equipment and assure special trainings for their employees.

In issues of job safety in Germany, we get support of an external work safety specialist. Part of his work at motan are risk assessments on a regular basis.

The contact information of our work safety specialist is published on the blackboard. In this way we can assure that every employee has the possibility to contact him. By hiring an external service, we hope to take the last hurdle for our employees to express their opinion without fear of consequences.

A detailed analysis concerning job safety in China and India will take place in reporting year 2023.

HUMAN RIGHTS

GRI SRS-412-1 | GRI SRS-412-3 | GRI SRS-414-1 | GRI SRS-414-2

motan explicitly supports human rights. Child and forced labour are strictly opposed and we comply with the relevant statutory laws. This is part of our Code of Conduct and therefore obligatory for every motan employee.

Within the motan group, we have regular internal audits through motan holding gmbh. Those audits are personal visits to every location. At the same time, we work closely together with all motan companies (personally as well as digitally) and have deep insight into their daily work. Additionally, except for China, all companies are small companies under twenty employees, so good insight into daily business can be guaranteed.

Those visits are going on for several years now and we never had any concerns that human rights could be abused in one of our local motan companies.

Therefore, we do not have a special management process to audit and review the motan companies systematically for human rights abuses.

HUMAN RIGHTS IN OUR SUPPLY CHAIN

An official supplier engagement through a Supplier Code of Conduct is planned to start in 2024.

A systematic analysis of our supply chain members will start in 2023.

We are going to start with a risk analysis, by analysing our products on materials with a high risk of human rights abuses and the biggest supplier of those parts. At the same time we develop a Supplier Code of Conduct, in which we want our suppliers to engage with. A statement about the status will be given in the next report.

SPONSORSHIP: LISA AND PAUL DISCOVER THE WORLD

The conformity to human rights is essential to the motan group, not only in the company. Support the prevention of sexual harassment of children is not only important to us, but even natural.

We are very happy to have had the opportunity to support aktion kinderschutz e.V. and their project "Lisa and Paul entdecken die Welt" (Lisa and Paul are exploring the world) by supporting the production of a unique information program in schools all over Germany.

For the project booklets and further educational materials were designed to talk with children about personal feelings and boundaries, how to say NO! and seek for help.



Bildquelle: Bedarfsanfrage-fuer-GS.pdf (aktionkinderschutz.de) (29.11.2023)

CORPORATE CITIZENSHIP

GRI SRS-201-1

The motan group is aware of the consequences of plastics to our environment.

Every year hundreds of tons of plastics end in our oceans, damaging the environment and causing the death of thousands of animals. We are happy to see, that there are numbers of different actions worldwide, fighting the problem. Mainly by cleaning up the sea and rivers.

Until now, the motan group does not have a systematic corporate citizenship management program. Due to prioritization, this topic is planned to be processed in 2025 through analysing the risks and form actions accordingly.

SPONSORSHIP: EVERWAVE

We happily supported everwave with a donation of 20.000 Euros through the motan Stiftung in 2022.

The Aachen-based startup is developing technologies to collect plastic waste from rivers to prevent it from entering the oceans. This includes AI-supported waste collection boats and floating river platforms. motan has been cooperating with everwave since the end of 2021 and, among other things, financed a conveyor belt for a waste sorting facility in the Cambodian capital of Phnom Penh. everwave's pursuit of long-term awareness of sustainability and environmental protection fits perfectly with motan's long-standing strategy of continuously developing processes and products and making them more sustainable.

ANTI-CORRUPTION AND BRIBERY MATTERS

POLITICAL INFLUENCE

GRI SRS-415-1

motan is an active member of the VDMA (German Engineering Foundation) and engages at the SKZ (The plastics center).

motan did not give any input to current legislative procedures and did not contribute to political parties in 2021 and 2022.

CONDUCT THAT COMPLIES WITH THE LAW AND POLICY

GRI SRS-205-1 | GRI SRS-205-3 | GRI SRS-419-1

EVERY EMPLOYEE OF THE MOTAN GROUP IS REQUIRED TO COMPLY WITH THE APPLICABLE STATUTORY LAWS AS WELL AS OUR INTERNAL RULES AND GUIDELINES. THEY ARE BASED ON UNIVERSAL MORAL VALUES AND PRINCIPLES, SUCH AS INTEGRITY, HONESTY AND HUMAN DIGNITY. (...) BRIBERY AND CORRUPTION ARE NOT TOLERATED WITHIN THE MOTAN GROUP. (...) PERSONAL GIFTS OR OTHER BENEFITS MAY ONLY BE ALLOWED OR ACCEPTED IF THEY ARE OF MINIMAL VALUE. THEY MAY NOT INFLUENCE THE DECISION FOR GRANTING OR ACCEPTING ORDERS FROM CUSTOMERS OR SUPPLIERS. GIFTS WITHIN THE RANGE OF NORMAL BUSINESS HOSPITALITY, CUSTOM AND COURTESY NEED TO CONFIRM TO LOCAL STANDARDS. (...) EVERY EMPLOYEE IS OBLIGED TO SUPPORT WORLDWIDE EFFORTS AGAINST CORRUPTION AND MONEY LAUNDERING. (...) SUSPICIOUS CASES MUST BE REPORTED IMMEDIATELY TO THE SUPERVISING MANAGER OR MOTAN HOLDING GMBH'S INTERNAL AUDITORS COMMITTEE. (CODE OF CONDUCT)

The local motan companies act very independently and have great trust of the motan group management. Nevertheless, motan holding gmbh takes responsibility for every international business transaction in motan's name. Every motan company has bylaws, which describe the organization of the management board, actions which require approval from the group management and reporting commitments.

Furthermore, the motan strategy house, mission statement and business principles are binding regulations for every motan company. They are complemented by 18 international guidelines from different business areas (Finance, Sales, IT, Marketing) which describe detailed processes for daily business. These guidelines form the base for internal revision.

Every motan employee is made aware of our internal policies through handing out the guidelines with starting at motan. Furthermore, changes are discussed in the group wide management meeting regularly.

To prevent and expose misconduct of laws and policies the motan group implemented several control mechanisms:

- Every motan company must do a year-end-closing according to the local booking standards.
- The year-end-closing must be checked through an external auditor, even if it would not be necessary due to local law.
- Afterwards, the numbers must be transferred into German bookings standards. To do so, the motan financial guideline summarizes the most important rules. Those numbers form the base for the motan group consolidated year-end-closing.
- At the same time, the external auditor of the motan group contacts the local external auditors and shares data and information through an annual questionnaire and undertakes random on-site visits to audit the numbers directly in the motan company.

Additionally, our Group Controlling undertakes on-site financial audits on a regular basis, after two years at the latest. The findings are documented and reported to the group management directly. Bribery and corruption is a topic of the financial audit.

In 2021 and 2022 there were no hints for any misconduct in terms of bribery and corruption.

The assessment for corruption is integral part of our post calculation of projects as well as the annual year-end-closing. In this way, we can assure that all significant projects are assessed. Due to our decentral organization the post calculation of projects does take place in the local motan companies. We did not collect specific numbers centrally and, therefore, are not able to report them. Due to priorities and limited manpower it is not yet planned to do such an analysis in near future.

DEPTH OF THE VALUE CHAIN

In 2021 and 2022 our focus was still on the motan group itself. A systematic analysis of the value chain, its risks as well as the verification of sustainability criteria will take place in 2023.

We are going to start with a risk analysis, by analysing our products on materials with a high risk of human rights abuses and the biggest supplier of those parts. At the same time we develop a supplier code of conduct, in which we want our suppliers to engage with. A statement about the status will be given in the CSR report 2023.

We sell our products directly to its end users, the producers in plastics industry. Sustainability, in the meaning of zero loss and energy efficiency, is an integral part of our products and therefore automatically our contribution at this point.

In our point of view, our upstream value chain contains more risks concerning sustainability criteria. A systematic analysis will take place in 2023.

MOTAN ONE OF "GERMANY'S MOST VALUABLE COMPANIES"

Sustainability has long been anchored in motan's corporate philosophy – and in 2021 our efforts have been confirmed by DEUTSCHLAND TEST, a brand of FOCUS-MONEY. In cooperation with two scientific institutes, the study investigated which companies contribute to the future by taking over ecological, economic as well as social responsibility. motan received 63 out of 100 possible points in the ranking and is thus one of "Germany's most valuable companies".

For more information, please see:

Nachhaltigste Unternehmen Deutschlands (deutschlandtest.de)

<https://deutschlandtest.de/rankings/nachhaltigste-unternehmen-deutschland> (20.11.2023)



MOTAN UNDER TOP50 OF MEDIUM-SIZED COMPANIES FOR SUSTAINABILITY

We are very proud to announce, that the motan holding gmbh has been ranked under the Top50 of medium-sized companies for sustainability in Germany in 2022. The ranking has been published in the magazine WirtschaftsWoche in June 2022.

The ranking is done by Munich Strategy Management Consulting in cooperation with Wirtschaftswoche and screens 4.000 German medium sized companies on their sustainability processes and work. The score assesses future intentions as well as already realized goals concerning ESG.

For more information, please see:

Das sind nachhaltigsten Mittelständler im Ranking 2022 (wiwo.de)

<https://www.wiwo.de/unternehmen/dienstleister/langfristig-lohnt-sich-das-das-grosse-ranking-der-nachhaltigsten-mittelstaendler/28447512.html> (20.11.2023)

