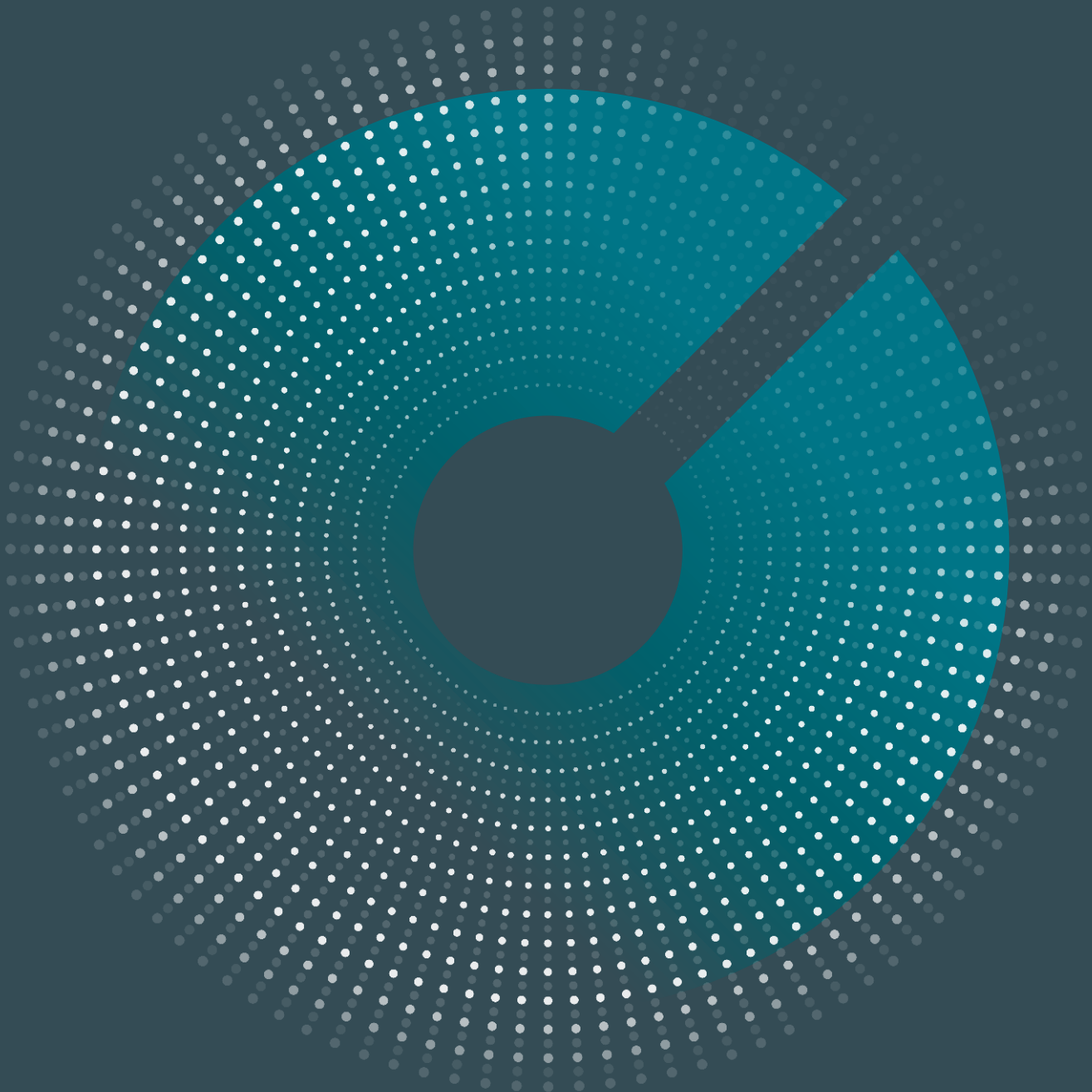


2021 Sustainability Report

Sustainability in Focus



03	Preface
06	Non-Financial Consolidated Statement
12	Strategy and Governance
12	Strategy and goals
13	Rules, processes and controls
13	Involvement of stakeholders
14	Responsible business management
15	Sustainability aspects of risk management
18	Environmental and Social Issues
18	Product quality
19	Environmental issues
23	Employee-related concerns and interests as well as training
26	Occupational health and safety
30	Equality of opportunity and diversity
35	Social engagement
37	Overview of Goals
39	EU Taxonomy
41	Note from the Independent Auditor
44	Imprint

For the sake of better readability, we consistently avoid gender-differentiating formulations (e.g., "his/her" or "he/she"). The corresponding terms apply to all genders for the purposes of equal rights. This is done solely for editorial purposes and does not imply a judgment of any kind.

2021 Sustainability Report and Special Non-Financial Report for the Manz Group

Dear readers,

As a company, taking responsibility for our employees and the environment is, in our opinion, the key foundation for long-term financial success. For example, Manz AG has for a long time offered its employees a broad range of training and further education measures at the Manz Academy. Using large photovoltaics, we generate a substantial share of our electricity requirement with solar energy at our locations in Germany and China. In addition, we assume social responsibility, for example through the annual support of social institutions in the Neckar-Alb region. In other words, for us, financial success and responsible behavior are not a contradiction, but decisive factors for the future viability of the Corporate Group.

As a high-tech equipment manufacturer, research and development plays a key role. With over 500 engineers, technicians and scientists at our development sites, we focus on the development of innovative production technologies, standardized machine modules, and fully integrated, individual system solutions and equipment. The core of our strategy is to use the technology portfolio across sectors and regions. This transfer of technology and know-how not only offers a high level of flexibility but also the opportunity to generate and make the best possible use of internal synergies. For this purpose, we also maintain numerous cooperative agreements with well-known research institutes, universities and colleges (see the Chapter "Research and Development" on page 33 of the Group Management Report).

Know-how across the entire value chain – from the development center, through manufacturing costs, to the sale of innovative products and solutions for the automotive and electromobility, battery manufacturing, electronics, energy and medical technology industries – is essential for ensuring the high performance of our company. In addition, we offer our customers a comprehensive after-sales service, such as maintenance and repair or the conversion and upgrading of machines and assemblies. Our company is certified by the internationally recognized ISO 9001 Quality Management Standard. In this way, we ensure the fulfillment of customer requirements as well as further demands on product and service quality. In our own production, we also comply with German and international regulations when handling hazardous materials. We can have a positive impact on the sustainability aspects of our retail market through the development of more efficient production equipment and thus lower resource consumption.



In financial year 2017, we defined the concept of “sustainability” with an interdisciplinary team based on the German Sustainability Code (DNK) that could have a substantial impact on the Manz Group and the opinion of our stakeholders. This definition is still valid. Aspects of financial performance and employee and environmental issues were identified as being essential. The interdisciplinary team, which was transformed into a working group during the financial year 2019, consists of employees from the Marketing & Corporate Communications, Investor Relations, Purchasing, Operations, Human Resources, Finance, and Order Processing departments. They also keep in touch with the business segments and subsidiaries with respect to sustainability issues.

The 2021 Sustainability Report is, at the same time, the separate non-financial Group report for the 2021 financial year for the Manz Group, in accordance with sections 315b and 315c, along with sections 289c to 289e, of the German Commercial Code (HGB), which will be made public by publication on the website. The Manz Group’s separate non-financial report for the 2021 financial year has been prepared by ba audit GmbH Wirtschaftsprüfungsgesellschaft, on behalf of the Supervisory Board in accordance with the International Standard on Assurance Commitments (ISAE) 3000 (Revised): “Assurance Engagements other than

Audits or Reviews of Historical Financial Information” for the purpose of obtaining limited assurance engagement with regard to the information required in accordance with sections 315b and 315c in connection with 289c to 289e German Commercial Code (HGB).

Our sustainability reporting and this separate non-financial Group report are based on the sustainability reporting standards of the German Sustainability Code (DNK).

We are pleased to be able to present to you our sustainability report and wish you pleasant reading.

Sincerely,

The Managing Board of Manz AG



Martin Drasch



Manfred Hochleitner

Non-Financial Consolidated Statement in Accordance with Sections 315b, 315c and 289c German Commercial Code (HGB)

Reportable aspects, both in accordance with the DNK Standard and the provisions of Section 289c German Commercial Code (HGB), are environmental, employee, social, human rights and anti-corruption and anti-bribery issues. Aspects that can be derived from the DNK or stakeholder approach based on Manz's business model concern employees, customers, suppliers and shareholders. With regard to the aspects subject to reporting, only information that facilitates an understanding of the business development or the effects on the Group's business development is to be provided. In the non-financial statement within the meaning of section 289b German Commercial Code (HGB), the business model of the corporation is to be described briefly. Please refer in this regard to the chapters "Business Model" and "Strategy" on pages 28 and 29.

Environmental issues

Both while developing new products and services and in operating production equipment, we ensure that negative impacts on the climate and environment are kept to a minimum through responsible use of resources. Manz AG has been producing electricity from solar energy at its location in Reutlingen for years, and at the location in China, a substantial part of its own electricity needs is covered by a photo voltaic system on the roof of the company building. Each employee is responsible for treating natural resources carefully and helping to protect the environment and the climate through their individual behavior.

However, responsible use of resources is not only important for us in terms of environmental issues. We believe that our actions render a very significant contribution to the positive performance of the company over the long term. Consequently, we not only pay attention to the responsible and efficient use of our resources, but also avoid the use of substances of concern or conflict materials in the manufacture of our machines.

Further information on environmental issues is provided on pages 19 to 22.

Employee issues

Economic success and responsible behavior must not be in conflict with each other. As a company, we, therefore, take responsibility not only for the environment, but also for our

workforce. Using this holistic approach, we can create the requisite foundation for the long term financial success of a highly innovative high-tech equipment manufacturer. For example, Manz AG has for a long time offered its employees a broad range of training and further education measures at the Manz Academy. The company observes the applicable labor laws in Germany and the respective countries where the legal entities are located.

In addition, we have established committees which advocate for employee matters at all Group subsidiaries, such as the voluntary employee council in Germany. Within the Group, an open and trusting relationship is maintained between the Managing Board, the respective managing directors, the employees and their representatives. In addition, each company has central contact persons on special topics such as equal treatment, occupational safety, or health. Together with employee representatives, we create reliable working conditions, for instance through ongoing improvement of occupational safety and working time models for flexible working time arrangements.

Further information on employee issues is provided on pages 23 to 34.

Social issues

As a reliable employer, we assume social responsibility throughout the Group. This includes the fact that, as a company, we pay local taxes in the respective countries in which we operate and do not pursue an active tax avoidance strategy. We are also involved in nonwork related matters at our respective locations.

In this context, for instance, local sports and cultural associations and organizations in the Neckar-Alb region in which Manz AG employees work on a voluntary basis are supported by financial contributions as part of the "Employee Volunteer Work" initiative. In addition, Manz AG lives up to its social responsibility through the annual support of social institutions. In 2021, we once again supported two local charitable organizations with donations of over EUR 5,000 to both "Lichtblick e. V." and the "Hilfe für kranke Kinder" foundation with its PALUNA project. Our employees have also taken the opportunity to participate in the company's charitable donation efforts. We also support research by young scholars on key future topics: for example, as a premium sponsor of the Formula Student Electric Team of the University of Stuttgart since 2014. As part of an international design competition for students, the GreenTeam has been continuously in the top 10 of the world ranking list of electric racing cars since 2010 with its all-electric Formula Student race car. We supported the team again in 2021 by helping make parts at our Tübingen site and by contributing our expertise in laser welding to producing the battery module.

Further information on social issues is provided on pages 35 to 36.

Respect for human rights

We respect internationally recognized human rights and support compliance with those rights. We strictly reject all forms of forced labor and child labor. These and other standards are also set out in our Business Partner Code of Conduct, which is available for download on our website www.manz.com under the "Company" tab. The Code underlines the importance and understanding of our value system, which we expect all business partners to follow.

Combating corruption and bribery

Compliance at the Manz Group ensures Group-wide adherence to laws and regulations, including the company's own guidelines.

In order to gain the trust of our customers and business partners, we reject all forms of corruption. This means that all employees comply with regulations on competition in their specific area of responsibility. However, we also encourage our business partners to fight corruption in any form within the framework of the Business Partner Code of Conduct. Agreements with competitors that violate antitrust law, for example regarding prices or other conditions, are likewise prohibited.

Suppliers are commissioned based on objective and clear criteria. Improper grounds may not play a role in their selection. When commissioning individuals to broker business transactions, Manz ensures that commission payments and other compensation are appropriate in relation to the services performed. The Manz Group operates globally. It observes relevant trade controls and regulations on import and export controlling and embargoes. The Group takes all necessary measures to prevent money laundering within its sphere of influence.

Significance for the course of business and the situation of Manz AG

The long-term economic success of the Manz Group is determined by the aspects of employee issues and the responsible use of natural resources from a non-financial point of view. The concepts that the company pursues here are implemented taking into account environmental and employee concerns.

Significant risks

Risks arising from financial consideration of the above-mentioned aspects are contained in the opportunities and risks section of the Group Management Report on page 61. They relate to aspects that may influence the Group's financial performance and its market presence both now and in the future.



Continuous
dialog
with all stakeholder
groups

We Practice Transparency and Take Responsibility – Around the World

Reliability, credibility, legitimacy – these are the values on which our actions are based. They secure the success of our company, particularly in an ever more connected world.

Fair competition as well as ethical and legal business activities are essential to our long-term success. Every employee and all business partners of Manz AG must comply with our group wide Code of Conduct. It describes our values and principles of conduct and also covers topics such as the careful use of resources, the protection of trade and business secrets, and international labor and social standards.

Evaluate, Sensitize, Control

Through our Group-wide compliance system, we ensure that legal breaches are avoided and that codes of conduct and internal company guidelines are observed. Evaluations are performed twice a year.

- The Code of Conduct is provided to new employees as part of the on-boarding process, and a central Compliance contact person is available to answer questions about its practical implementation at all times.
- Annual employee training provided by external Compliance specialists contributes to general awareness-raising and correct behavior in situations involving legal risks.
- An anonymous whistle-blower system exists to ensure that any suspected or actual violation of the law or our corporate policies is reported.
- Since the beginning of 2020, our standards have also been extended to our business partners by way of contract.

With these measures, we protect our company against possible legal and financial risks and strengthen our reputation as a responsible and fair employer, business partner and client.

Code of Conduct – The foundation of our action



There were no corruption cases or fines for non-compliance with laws and regulations in 2021.

Strategy and Governance

Strategy and goals

The Manz Group's Group-wide sustainability strategy focuses in particular on the key aspects of the company:

- Equal opportunities and qualification development possibilities
- Employee rights
- Efficient resource management
- Compliance issues

The following sustainability topics have been defined as essential aspects and performance indicators for the sustainability report provided to you here:

- Economic performance
- Employee support

Corresponding goals were defined for both aspects:

Financial performance

In the 2021 financial year, Manz AG was divided into five business segments: Energy Storage, Electronics, Solar, Contract Manufacturing and Service. At the same time, the company placed strategic focus on the automotive industry & electric mobility sectors, battery production, electronics, energy, and medical technology. As part of this development, the organizational structures within the Group were optimized on January 1st, 2022; business units were reorganized, and the reporting segments were adjusted accordingly. Therefore, as of the 2022 financial year, Manz AG will be reporting in the two reporting segments Mobility & Battery Solutions and Industry Solutions.

In the Energy Storage segment, in particular, Manz AG participated in the transformation to a sustainable economy during the last financial year, with its equipment to manufacture lithium-ion batteries, including for the electric mobility sector. In one particularly positive development, the Group has seen an average compound annual growth rate (CAGR) of around 30% p.a. over the last four years (2018 through 2021) in this segment. The growth target for the Mobility & Battery Solutions segment, which will primarily encompass the business activities of the previous Energy Storage segment, remains ambitious in 2022 as well, with projected revenue growth of almost 100%.

The detailed financial objectives of the other segments and the Group as a whole are presented in the "Forecast" section of the Group Management Report on page 75.

Staff development

With regard to long-term employee retention, the focus of Manz AG is, in addition to creating a safe work environment (see pages 26 to 27 for more information), above all on future- and demand-oriented qualification and development opportunities for our employees. Training measures related to products, methods or soft skills go hand-in-hand with a variety of long term programs, for example, related to our management philosophy. The goal – to the extent possible, we want to offer all employees within the Group appropriate training opportunities, comprising at least 16 hours per week per employee for the year. Additional information on employee development may be found in the section “Employee issues” starting on Page 23.

Rules, processes, and controls

The rules and processes according to which the Manz Group implements sustainability aspects within its operative business were developed by the interdisciplinary sustainability team during the further implementation of the Group-wide sustainability strategy. Goals are planned and controlled on the basis of the rules and processes as well as performance indicators defined in our sustainability strategy. As part of our risk management system, we evaluate compliance with our values and the standards of conduct and ethics that we have laid down throughout the Group in the Code of Conduct and the Business Partner Code of Conduct twice a year; to date, we have not identified any material violations in the past. In addition, we have created an anonymous whistle-blower system. Our employees and business partners are required to inform the relevant units in the Group on an ongoing basis if there is any suspicion of a possible violation.

Involvement of stakeholders

Manz maintains a continuous dialog with key stakeholder groups such as employees, customers, suppliers, investors, analysts and banks. We involve our employees in the further development of our company in the form of regular employee surveys on current topics. The performance and presentation of the results of these surveys are published on the Intranet and included in the respective decision-making processes.

In addition, our employees have the opportunity to submit suggestions within the framework of the Innovation Forums. The Innovation Forum is an online-based discussion forum for employee suggestions on “new technologies/new markets/potential new customers,” “cost savings,” and “general suggestions for improvement.” In addition to these measures, the Group companies offer employee further opportunities to participate and exchange views, such as through regular employee meetings and feedback discussions with supervisors or joint events such as summer parties.



30 Corporate news and press releases



1 Ad-hoc announcement



9 Capital market conferences



2 Roadshows



4 Webcasts

We also attach great importance to active dialog with investors, analysts and banks. The regular and prompt publication of reports relevant to the company underscores our goal of providing comprehensive information on the company's developments. In doing so, Manz AG, with its listing in the Prime Standard Segment of the Frankfurt Stock Exchange, fully complies with the highest transparency requirements. In addition to legal requirements, we regularly attend capital market conferences, conduct roadshows at home and abroad, provide webcast and audio replay conference calls as online offerings on the company's website, and publish corporate news and press releases on current corporate developments.

Responsible business management

The Manz Group has a Group-wide compliance system. There were no corruption cases or fines for non-compliance with laws and regulations in 2021.

As far as good corporate governance is concerned, Manz follows both the German Corporate Governance Code (DCGK) and the Group-wide Manz AG Code of Conduct, which defines our values and our ethical and behavioral standards across the Group.

This is available to our employees worldwide on the Manz Group's intranet in the respective local language. New employees are provided the Code of Conduct as part of the onboarding process. Our employees can contact our central compliance contact person at any time if they need assistance in understanding how to implement the Code of Conduct in specific situations.

Employee training courses are also held once a year by external compliance specialists as one of the practical measures to prevent legal violations. In addition to general awareness raising for employees, the aim is to provide department-specific training for employees with clear guidelines on correct behavior in situations involving legal risks.

The Manz AG Code of Conduct is available on our website at www.manz.com in the "Company" area, under the "Downloads" tab. In addition, it is included in "V. Compliance Management System" section of our "Corporate Governance Declaration," which is available in the "Investor Relations" area in the "Corporate Governance" tab.

We respect internationally recognized human rights and support compliance with those rights. We strictly reject all forms of forced labor and child labor.

These and other standards are also set out in our Business Partner Code of Conduct, which is available for download on our website www.manz.com under the "Company" tab. Specifically, the Code defines standards in the areas of "social and corporate responsibility," "compliance with laws, rules and regulations," "conflicts of interest," "respect for human rights, anti-discrimination and strengthening of women's rights," "product safety, health and environment" and "data privacy, confidential information and intellectual property."


Suppliers have been required to sign this Code, and thus confirm their compliance with our values, since the start of 2020.

The Code underlines the importance and understanding of our value system, which we expect all business partners to follow. If a business partner commits a substantial breach of this standard, Manz reserves the right to terminate its business relationship with the business partner with due regard to applicable laws and ongoing agreements.

Responsible corporate governance requires fair and performance-related compensation. As part of the compensation report, we report in detail on the target agreements and compensation for the Managing Board and Supervisory Board in our compensation report, which is available on the website www.manz.com in the "Investor Relations" area. Managers and employees participate in the success of the company on the basis of certain financial ratios for the Group.

Sustainability aspects of risk management

Our risk management system is embedded in our entire organizational structure and process organization. It consists of numerous components, which are explained in detail in our annual report. No significant risks that are likely to have a serious negative impact on the environmental or social aspects of sustainability can currently be derived from our business model.



Absolute energy
consumption
increased by
approximately

0.8%

in 2021.

Conserving Resources and Lowering Emissions

We want to make sure that the world remains a viable place for future generations. Therefore, we take our responsibility to engage in more sustainable management very seriously, and we view the careful handling of our resources as our social obligation.

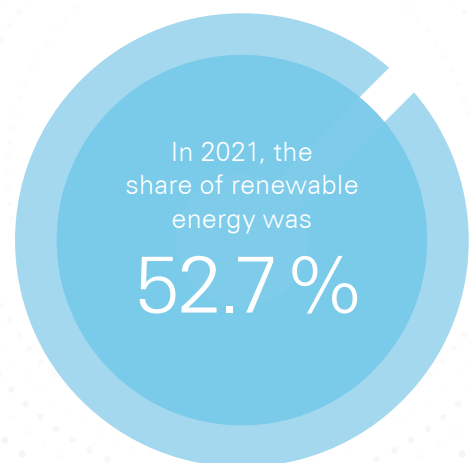
Against the background of climate change, last year we set an ambitious target for ourselves: Over the next five years, Manz AG will drastically reduce its CO₂ emissions in the entire Group, and will furthermore position itself as a climate-neutral company starting in 2021.

- The year 2020 was the first time that we calculated our carbon footprint in accordance with the established standards of the Greenhouse Gas Protocol. Direct emissions from production, such as process emissions in accordance with EU section 5 Greenhouse Gas Emissions Trading Act (TEHG), are recorded as part of Scope 1 emissions. The consumption of purchased heat and electricity are recorded along with other figures under the Scope 2 emissions, while factors such as business travel are included under Scope 3 emissions.
- Our objective by 2026: to reduce Manz AG's overall carbon footprint by 21 % from 6,941.87 t CO₂ equivalents in the base year, depending on revenues. This reduction is in line with the objectives of the so-called "Science Based Targets" (SBT); accordingly, by the year 2050 global warming is supposed to be limited to 1.5 to 2°C compared to the pre-industrial age, pursuant to the Paris Climate Agreement from 2015.

Water, an Increasingly Endangered Resource

Climate change makes global water shortages worse. We are implementing numerous measures to steadily reduce water consumption at our locations. Our efforts have been successful – water consumption across the Group declined once again by approximately 18% to a new record low of almost 27,000 m³ in 2021, after almost 33,000 m³ in 2020.

Manz will be changing toward being climate-neutral starting in 2021



... of our entire energy requirements. This means we have not only reached, but exceeded our goal of having over 50% of our energy requirements met using renewable energy sources by the end of 2021.

Environmental and Social Issues

Product quality

We place the customer at the center of our actions every day, with our employees as the basis. We understand the challenges our customers face. By providing them with high-quality products and services that are tailored to their needs, we make a significant contribution to their success. We want to succeed against our competition on the basis of quality, innovative strength and our global presence.

ISO 9001:2015

We have established a quality management system that is certified according to ISO 9001:2015 with this goal in mind. This certification covers the development, manufacture, sales and services of systems and production lines for the automotive industry and electric mobility, battery production, electronics, energy, and medical technology, among other products. During the development and production of our machines, we also take care to fully comply with the "Essential Safety Requirements" of the European Union. Each of our machines receives CE conformity marking or country-specific labeling as required by the importing country concerned, in line with this promise of quality. Certification in accordance with Machinery Directive 2006/42/EC is conducted on the basis of clearly defined guidelines. This process instruction applies to all areas of the company and regulates the responsibilities and procedures within sales, divisional management, product management, project management, mechanical and electrical design and technical documentation.

EN ISO 12100:2010

A risk assessment according to the harmonized European standard EN ISO 12100:2010 is performed in the course of the certification of our machines. We rely on the SAFEEXPERT® software typically used in mechanical and plant engineering that provides our employees with professional support in safety-related project management, performance level calculation in accordance with EN ISO 13849-1 and in dealing with standards and EU directives. Risk assessment documentation is prepared by the designers; if necessary, they also initiate design measures to achieve the necessary risk reduction. The respective manager reviews the risk assessment and approves it. Processes and responsibilities are clearly defined when preparing the risk assessment for new or modified products.

EN ISO 13849-1

Project managers commission the electrical design staff to check whether the "Performance Level Required" of functional safety circuits according to EN ISO 13849-1 has been achieved. This is evaluated and documented using SISTEMA® software.

However, professional work is also a central concern for us in the direct use of our machinery. With this in mind, our customers receive extensive training to ensure proper and safe use. This is also included in machinery documentation. In line with the requirements for CE certification all machinery must be accompanied by instructions in the official Community language or languages of the Member State in which it is placed on the market and/or

put into service. Our local service teams ensure prompt responses to follow-up questions from our customers after the delivery of machinery.

The introduction of a Group-wide Product Lifecycle Management (PLM) system at our European locations represented the first step in the roll-out. The PLM processes are based on the CM2 standard and ensure a product, assembly and component life cycle over the entire product life. We record, manage and evaluate data about our machinery with the help of IT systems based on defined methods, processes and organizational structures. Doing so gives us improved control over the variety of processes required in each phase of the life cycle of our machinery.

Global Engineering Change Management down to the customer's building site, as well as a replacement and wear parts concept, support all areas with consistent information. Using the so-called "SmartPRODUCTIONKIT", we can check the performance of our machinery in real time at the customer's request and identify potential faults remotely throughout the production phase. This allows us to avoid time-consuming and costly downtimes for our customers by means of appropriate adjustments by our experts.

Environmental issues

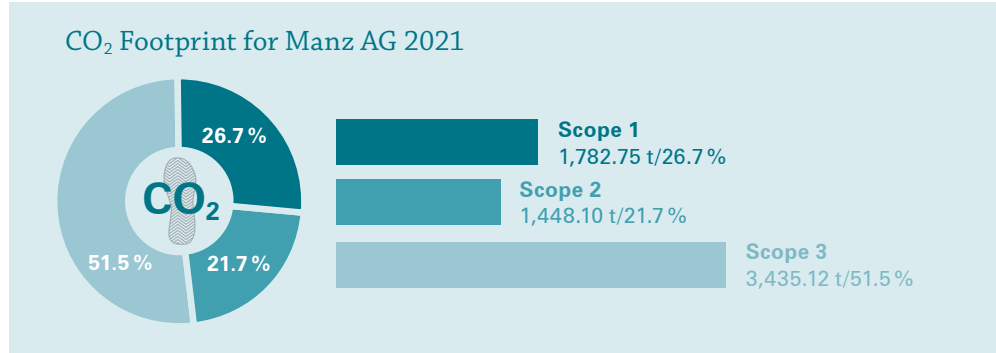
We see the responsible and careful use of our resources as our social obligation to present and future generations. Potential environmental risks that could arise from our business activities, for example in the areas of CO₂ emissions and water consumption, are evaluated annually as part of the risk management system. No significant environmental risks were identified in 2021. However, we take our responsibility for more sustainable management practices seriously, and have therefore defined a variety of goals and measures for the different sub-areas. This means we have defined efficient resource management, increased energy efficiency, reduced greenhouse gas emissions and water consumption in the course of developing our sustainability strategy. In addition, we are improving the indirect resource use of our machinery on the basis of medium-term development roadmaps that are subject to continual enhancement.

In order to provide an even more accurate picture of our CO₂ emissions, we calculated our specific carbon footprint for 2020, with an agency that specializes in this field. This new approach made it possible to gain an overall perspective for the first time, that likewise included the emissions in our value added chain. All emission sources were included based on the established standard represented by the GHG Protocols for this purpose. Scope 1 emissions include direct emissions from production, for example process emissions under EU TEHG section 5; Scope 2 emissions include, among others, the consumption of purchased heat and electricity and Scope 3 emissions include factors such as business travel or purchased work materials (such as hardware and consumable materials).



Goal

Reduce CO₂ equivalents depending on revenues by 21 % by 2026



Based on the total carbon footprint for the Manz AG in 2020 of 6,941.87 t CO₂ equivalent, we have set a goal of reducing this figure by 21 % relative to revenue by 2026. This reduction would correspond to the objectives of the “Science Based Targets” (SBT) that were adopted in 2015 by a broad coalition of NGOs and IGOs for the purpose of defining science based CO₂ reduction goals. The SBTs are consistent with the 2015 Paris Climate Accord according to which global warming is intended to be limited to 1.5 to 2°C compared to the pre-industrial era by 2050.

In addition, as of 2021, Manz AG is supporting a variety of climate-related projects in developing and emerging countries in order to take make an active contribution to climate protection and to provide support to the 17 Sustainable Development Goals (SDGs) of the UN. By doing so, Manz will compensate from all CO₂ emissions from Scopes 1 to 3 after 2021, and will be CO₂ neutral.

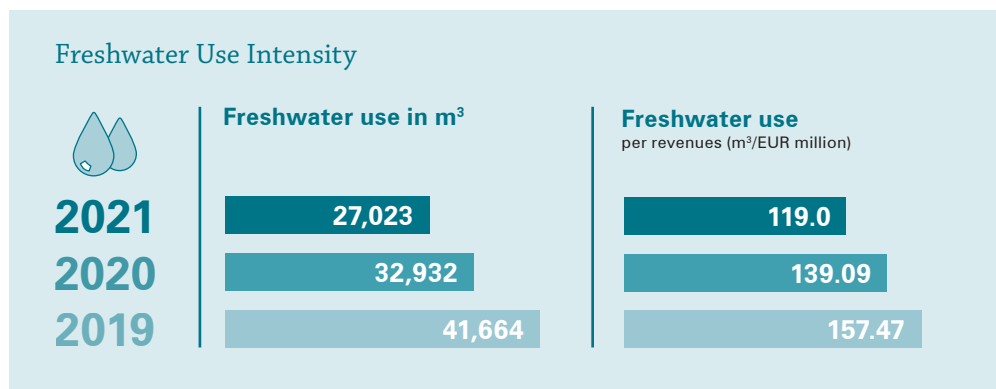
Water consumption

In comparison to the previous year, the Group was able to once again reduce its fresh water consumption in relation to revenues by another 14.2 % to 119.0 m³/EUR million (2020: 139.1 m³/EUR million), which was the lowest level since recording of Group-wide water consumption began – thereby achieving the goal of continuously reducing water consumption for 2021. Plans call for further reducing water consumption going forward at these locations by means of audits and employee training.



Goal

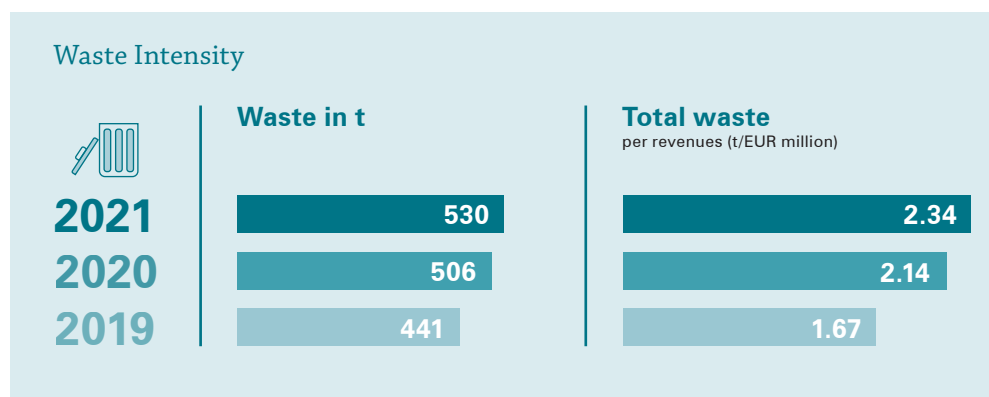
Continuously reduce fresh water consumption based on revenues in comparison to the previous year



Waste volume

The volume of waste throughout the entire Group increased in 2021 based on overall revenues by 9.3 % to 2.34 t/EUR million (2020: 2.14 t/EUR million), which was significantly above the financial years 2019 and 2020, but below the highest level yet from the financial year 2017 of 2.43 t/EUR million. The largest share comprised scrap metal (33%), residual waste (24%) and wood (10%). The absolute quantity of waste increased by 4.7 % from 506 t in 2020 to 530 t in 2021. The increase in waste was due primarily to renovation work at the Italy location, and thus represents a one-time effect.

Therefore, the Group did not meet its target to reduce waste production. Despite the increased volume of waste, the recycling rate did increase from 3.0 % in the previous year to 3.6 % in 2021.



Goal

Continuously decrease waste production based on revenues in comparison to the previous year

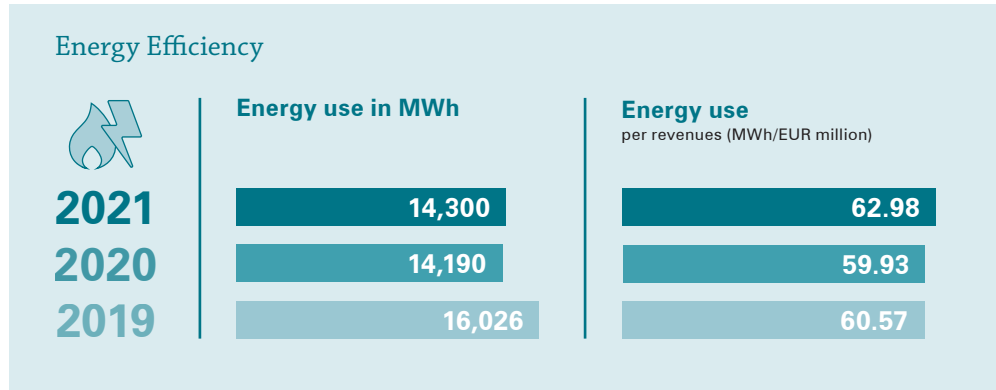
Energy efficiency

For 2021, absolute energy consumption increased by 0.8 %, from 14.2 GWh to 14.3 GWh. Based on revenue, this represents an increase of 5.1 % to 62.98 MWh/EUR million (2020: 59.93 MWh/EUR million), meaning that the Group did not fulfill its goal of continuously reducing consumption in the previous financial year. For 2021, the share of renewable energy was 52.7 % of total power needs (2020: 43.1 %). Therefore, we did achieve our goal of increasing the percentage of renewable energy with respect to our total power consumption to over 50 % by the end of 2021.



Goal

Continuously decrease energy consumption based on revenues with respect to the previous year



Resource-saving production and administration is not an abstract concept for us, but an integral part of our corporate philosophy, as was also demonstrated by the installation of solar modules on the roofs and facades of our buildings at the sites in Reutlingen, Germany, and Suzhou, China. Two large photovoltaic systems generated around 330,000 kWh of electricity at the headquarters in Reutlingen (previous year: 360,000 kWh). In addition, a substantial share of the company’s own electricity needs, some 753,000 kWh, were generated by photovoltaics at its location in China during 2021 (previous year: 792,000 kWh).



Goal

Gas/fuel consumption

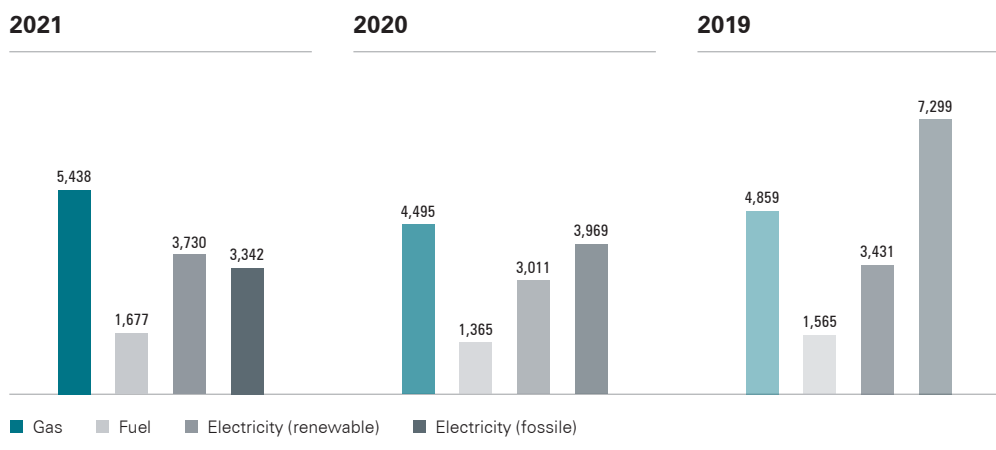
Reduce consumption by 10% compared to the previous year (relative to the number of cars)

Power

Increase the percentage of renewable energy

Energy use by source

in MWh



Gas and diesel consumption by the company vehicle fleet increased by 11.3% in 2021, compared to the previous year. The total consumption was 162,994 l (2020: 146,370 l). The increase resulted on the one hand from a comparable reduction in travel restrictions due to Covid-19 in 2021; on the other hand, it reflects the fact that many business trips were taken by car instead of by airplane. In the future, Manz AG has set an objective of reducing fuel consumption annually by 10% in relation to the vehicle fleet. The objective is to achieve this using a larger share of electric vehicles, among other measures.

Employee-related concerns and interests as well as training

As far as employee-related interests are concerned, we comply with all applicable labor laws in Germany and other relevant countries. In addition, we have established committees which advocate employee matters at all Group companies, such as the voluntary employee council in Germany.

Employee representatives are elected by the workforce in Germany. They serve as contacts for their coworkers and represent their interests to management and the Managing Board. Every employee also has the right to lodge a complaint with the competent bodies at the company if they feel that they have been discriminated against or treated unfairly or have been aggrieved by the employer or workers at the company in any other way. They may call on one of the employee councils to provide support or mediate. Employees cannot experience any detriment from lodging a complaint.

The election procedure, the rights and duties as well as the working methods of the employee councils are defined by their rules of procedure.

The primary tasks of employee councils in Germany include, for example:

- Acting as a contact person for employees with problems at the workplace
- Acting as an intermediary for employees with respect to executives, the Managing Board and managing directors
- Monitoring compliance with laws, regulations and collective bargaining agreements
- Monitoring employee equality
- Planning staff with the Human Resources Department
- Collaborating with the Human Resources Department regarding operational changes

Within the Group, an open and trusting relationship is maintained between the Managing Board, the respective managing directors, the employees and their representatives. In addition, each company has central contact persons on special topics such as equal treatment, occupational safety, or health. We create reliable working conditions together with employee representatives.

Long-term positive corporate development and the associated safeguarding of jobs likewise comprise an essential component of our risk management system. By identifying potential risks at an early stage and taking appropriate measures, we are able to create reliability and stability for our employees. This concept is firmly anchored in our corporate strategy. The core of the company's strategy is to make use of the technology portfolio across all industries and regions. This cross-segment approach offers, among other things, a high degree of flexibility in the deployment of employees and thus enables additional stability in workload utilization at the Group level.

In addition, the Managing Board and managing directors are in constant contact with employee councils, who also make suggestions for securing and promoting jobs. They may be involved with the flexible organization of working time, the promotion of part-time work and semi-retirement for older workers, new forms of work organization, changes in working methods and procedures, alternatives to outsourcing work or the assignment of work to other companies, and the production and investment program.

The “Agile Working Time” concept was previously introduced at our German location in 2019 to give our employees greater flexibility in organizing their personal needs. Our employees can choose between the concept of a working time account with time recording or the concept of independent working time using a trust-based flextime system.

The classic principle of the working time account is based on time recording using a time recording system. With independent working time, working hours are not recorded on a daily basis. Depending on working hours in the department, employees may autonomously decide about their working time within the working hours framework. Focus is placed on results and the attainment of corporate and departmental goals as well as individual objectives. All employees may offset additional working hours with time in lieu. Switching between a working time account and independent working time can be agreed once a year.

The Manz Academy coordinates a wide range of appropriate training and continuing education measures in a wide variety of qualification categories, such as technical product training, methodology and soft skills training, and management development programs.

We are continuing our work to establish the Manz Academy on a global basis in light of the strategic need to deploy employees with the right qualifications to the right location at the right time. Qualification processes should be standardized where it makes sense; synergy effects should be used and costs saved. All locations should be able to access global and local qualification offerings via the same learning platform.

“Future Leadership @ Manz” has already established an international management development program at the management level. The goal is to introduce and accelerate further changes through interdepartmental management culture camps. In addition to the classic face-to-face seminars, the company will continue to focus on on-the-job training, coaching as an individual development strategy and, increasingly, e-learning courses.

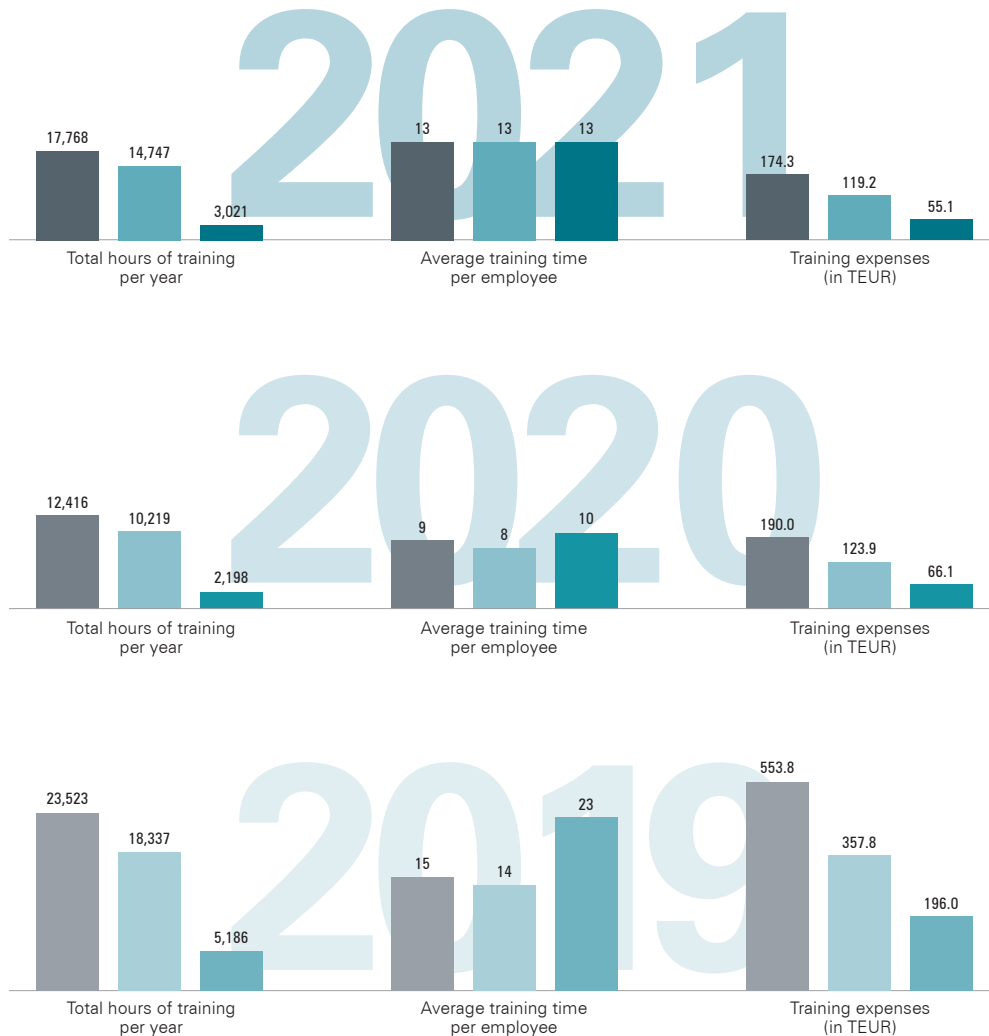
Specifically, we will be pursuing the following topics in 2022:

- Rolling out the global learning portal at our locations in China and Taiwan
- Optimizing project management by using appropriate qualification measures
- Qualification measures in the area of Product Lifecycle Management
- Continuing international management trainings at European locations
- Providing e-learning content
- Addressing new needs for learning and the culture of learning

Employees received a total of 17,768 training hours in 2021, compared to 12,416 training hours in the previous year. This corresponds to average training per employee of around 13 hours (previous year: 9 hours). Due to this increase, we are approaching the goal we have set for 16 hours of continued training per employee per year. Ongoing restrictions to training programs due to the coronavirus pandemic, primarily with respect to in-person events, are responsible for our failure to meet our goals fully in 2021. Some training measures were initially postponed as a result and are to be made up as soon as possible once the situation with the pandemic permits their resumption.

Training

■ Total ■ Employees ■ Manager



Goal

Average of at least 2 work days of training per employee

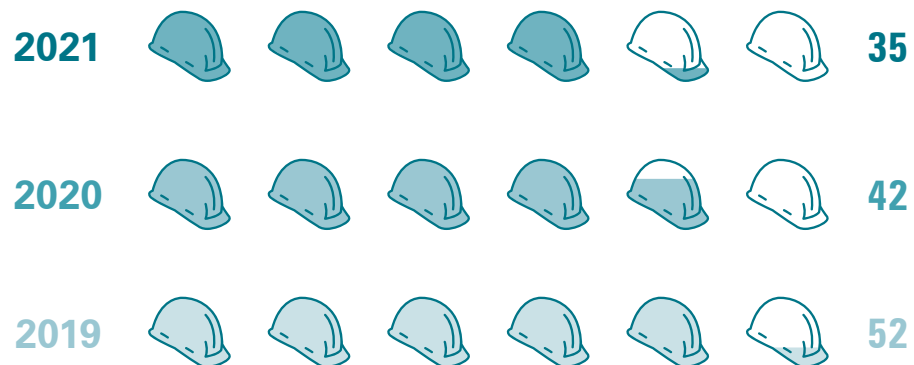
Occupational health and safety

Occupational safety takes high priority at Manz. It is important for us to be active and take preventive measures beyond the laws and regulations in this area. We have an occupational management system in place in conformance with ISO 45001. We consider all aspects of occupational safety in this respect – from primary accident avoidance to stress-related factors within the organization. Therefore, we take care in this area to ensure that processes and information paths are constantly optimized, that new techniques such as e-learning are applied, and that further training is provided for employees through close guidance and support from professional experts. Each of our employees additionally promotes safety and health protection within their work area by agreeing to comply with all applicable regulations on the basis of our Code of Conduct. If an employee discovers that the equipment is not in perfect condition in terms of safety, they must report this defect to their superior without delay.

However, the primary goal is always to prevent and avoid accidents at work, because the health of our employees is very important to us.

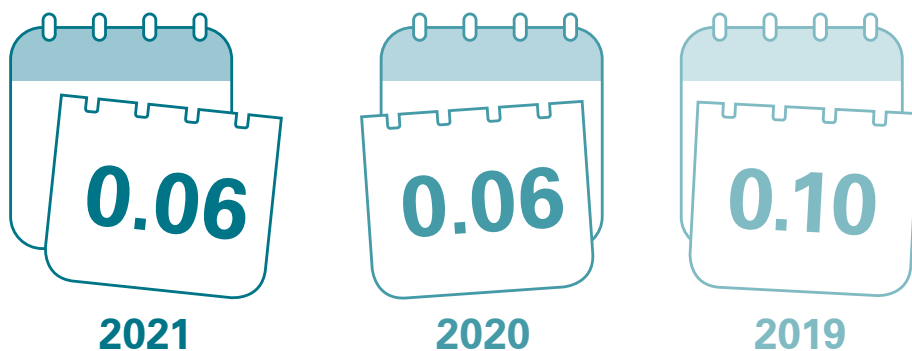
Outside experts in occupational safety aid us in complying with all occupational safety regulations at the company. We have also hired an outside expert for all questions concerning radiation protection.

Number of accidents per year



Accident rate

in %



The average accident rate (number of accidents in relation to the number of employees) throughout the Group in 2021 was 2.5% (previous year: 3.0%). Calculated on the basis of the associated days lost (number of accident-related days lost compared to the total number of workdays), the rate was 0.06% (previous year: 0.06%).

In addition to workplace safety measures, we also promote the general health of our employees through a wide variety of country-specific offerings. In China, for example, we offer occupational insurance for employees, as well as health and accident insurance. In order to prevent health risks, we have a company physician at our German location who provides preventive medical checkups. In addition, we gave all of our employees the opportunity to be vaccinated against Covid-19.

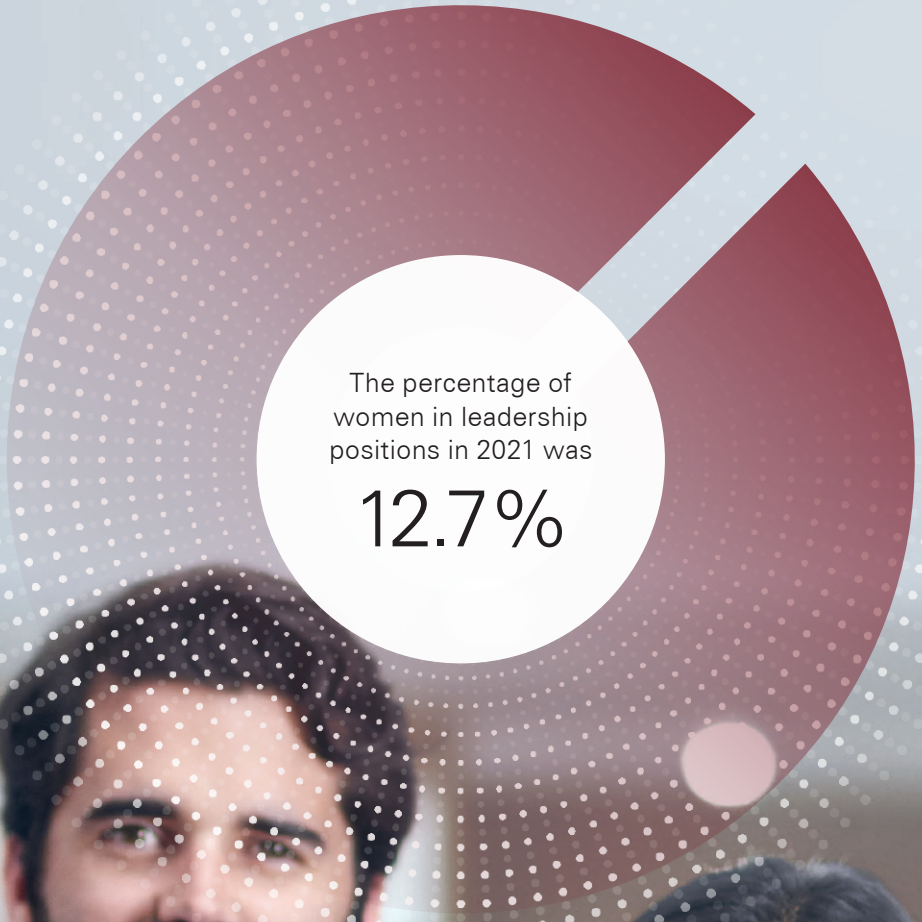
The company physician is in the office on a daily basis and available to all employees in the event of acute issues. In addition, monthly office hours are offered at the company. Services offered to employees during office hours include, for example, occupational medical checkups, individual advice on all workplace-related health problems or issues surrounding a health-focused lifestyle and work/life balance. Our doctors are likewise available to advise pregnant women and their superiors on questions concerning compliance with the Maternity Protection Act or gradual reintegration after a long period of illness. Unit managers also receive a free annual all-round health check. However, the company physician supports the company in questions relating to the planning, execution and maintenance of operating facilities and the design of work processes and workplaces.

Indeed, we place great value on health issues not just related to the direct performance of work. For example, we support Manz AG employees by offering them discounted fitness and wellness programs and the lease of Job Rad (a bike intended for traveling to and from work).



The percentage of women in leadership positions in 2021 was

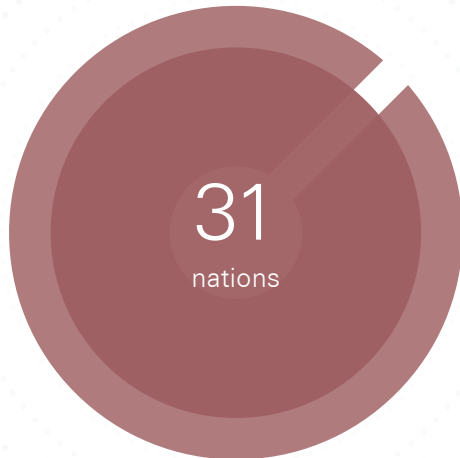
12.7%



Promoting Diversity and Equal Opportunity

Diversity and equal opportunity are central to our self-image. People with different backgrounds and talents should be able to live up to their maximum potential within our Group.

Fairness and flexibility across all borders



Employees and managers from 31 nations work at the various Group companies.

Any type of discrimination – whether based on age, national origin, gender, disability, world views, sexual orientation, religious affiliation or other personal characteristics – is not tolerated within our Group. This is also explicitly stated in our Code of Conduct, which applies throughout the Group.

Previously In 2019, the “Agile Working Time” concept was introduced at our German location to promote equal opportunity and flexibility. Employees can choose between the concept of a working time account with time recording or the concept of independent working time using a trust-based flextime system. In this way, we create an attractive working environment for both experienced employees and new talent.

Diversity is Our Strength

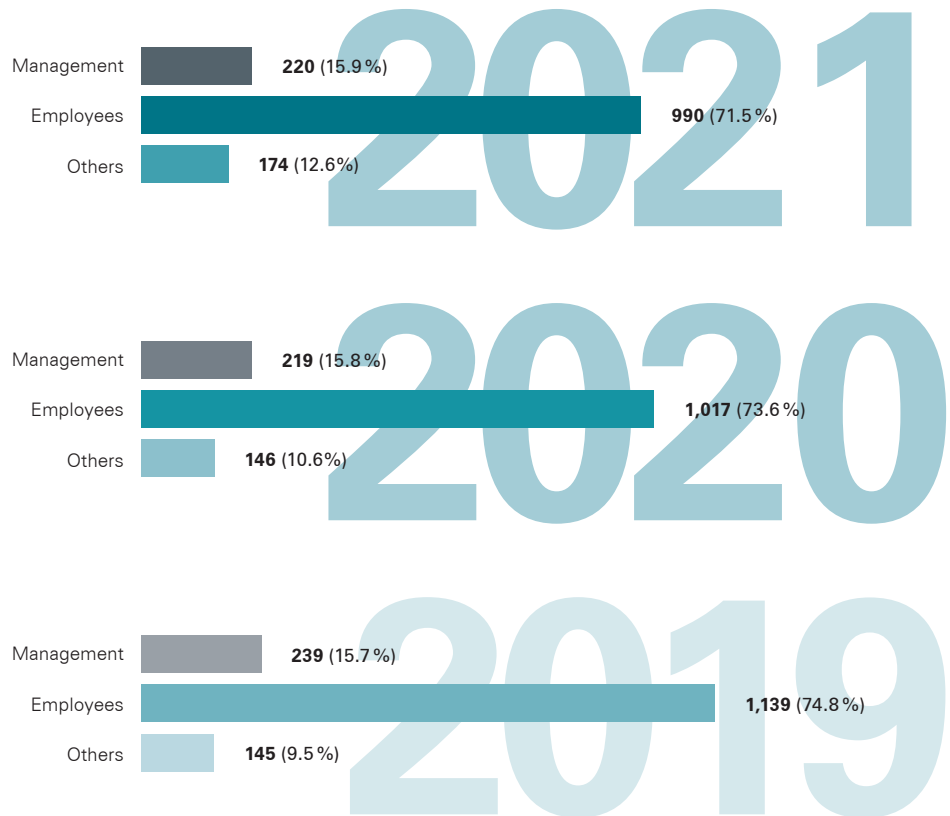
Our culture of mutual trust and respect should also be reflected in the composition of our workforce by employment type and gender. During the last financial year, we succeeded in slightly increasing the percentage of women in this context, while the number of temporary workers increased.

- We want to avoid precarious employment situations and prefer to retain our employees. However, peak order times at the Italy and Hungary locations did result in a temporary increase in non-permanent employees from 249 in 2020 to 291 in 2021.
- 245 women, or around 18% of female employees in 2021 – this corresponds to an increase of 0.1 % compared to 2020. This means Manz is above the national average of 16% women in the so-called MINT professions.

Equality of opportunity and diversity

Equality of opportunity and diversity is a central concern for us as a global mechanical engineering company. Fostering a culture of equal opportunity, mutual trust and respect is very important to us. Consequently, we also feel bound by the principles of the Declaration of Universal Human Rights, in particular Article 1 of the Declaration, "All human beings are born free and equal in dignity and rights." Accordingly, any form of discrimination in interactions with colleagues, employees, and business partners on the basis of age, disability, national origin, skin color, gender, sexual orientation, religious affiliation, world view or other personal characteristics is prohibited. We have also explicitly stated this in our Code of Conduct, which applies throughout the Group and which commits us to treat each other with respect at all times.

Disclosure of different types of employment



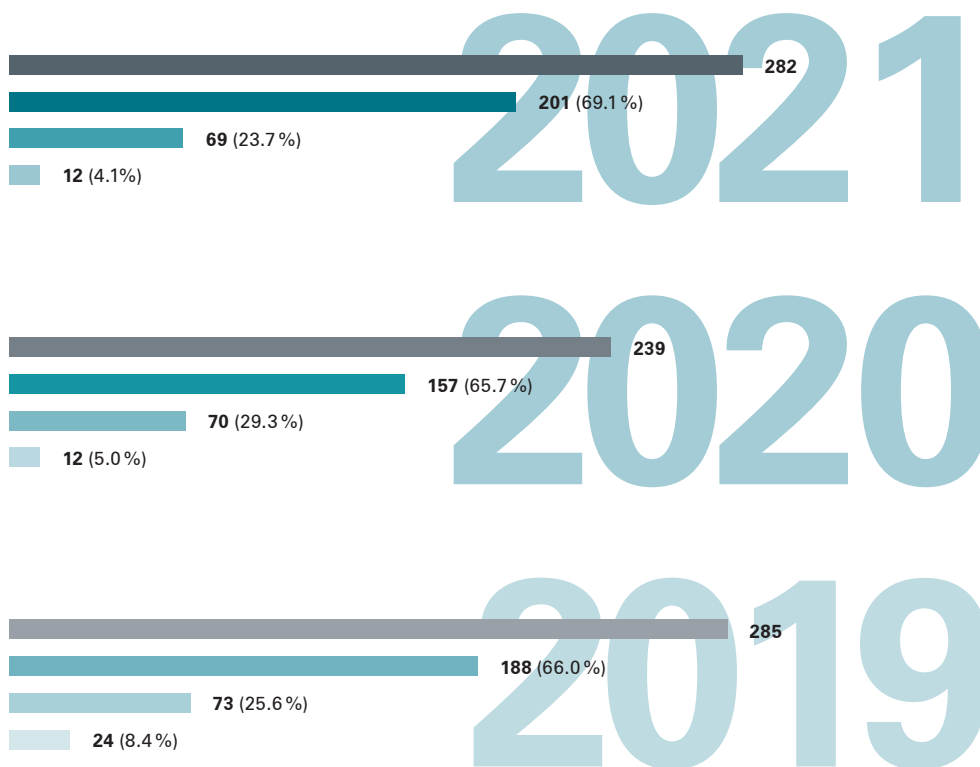
Elected employee councils are also responsible for promoting equality between men and women, the integration of severely disabled persons and other particularly vulnerable persons, the employment of older employees in the company, the integration of foreign employees in the company along with understanding between them and all employees, and creating a balance between work and family.

Should an employee nevertheless feel disadvantaged or unfairly treated or otherwise adversely affected, our employees can always lodge a confidential complaint to the relevant departments of the company. If desired, employee representatives can also provide support or mediation. This culture built on mutual trust is also reflected in our diverse workforce that spans genders, nationalities and age groups.

As a high-tech equipment manufacturer, we employed a total of 1,384 permanent employees in seven different countries in 2021 (previous year: 1,382). The number of employees in non-permanent positions increased in 2021 to 281 employees (previous year: 239) which corresponds to a ratio of 20.3% (2020: 17.3%).

Position of non-regular employees

■ Total ■ Labor leasing workers ■ Students ■ Freelancer



Goal

Employment relationships

Precarious employment relationships should be avoided; before hiring temporary or contract workers, a permanent hire will be considered.

Internships

Restriction of the internship length

Temporary positions

Annual contracts should be converted into permanent employment relationships after extension.

For 2021, 245 employees were women, corresponding to 17.7 % (previous year: 17.6%). As a result, the company took a marginal toward achieving its medium-term goal of a female share of employees, equal to 25 % in 2021 and is above the average in Germany in the so called MINT occupations. In 2021, the female share of employees in positions subject to mandatory social insurance contributions in such occupations was 15.3%. At the same time, the female share of employees at the team leader level grew: of 220 managers at Manz AG in 2021, 28 were women, corresponding to a 12.7 % share (2020: 10%).

For 2021, the average employee age was 40.9 for male employees (previous year: 40.8). For female employees, the average age was 40.5 years (previous year: 40.0). With this age structure, we continue to believe that we are well-positioned to successfully confront challenges facing us in those dynamic markets in which we operate.



Team Leaders
Male

2021: 87.3 %
of 220 team leaders

2020: 90.0 %
of 219 team leaders

2019: 93.3 %
of 239 team leaders

Male
Employees

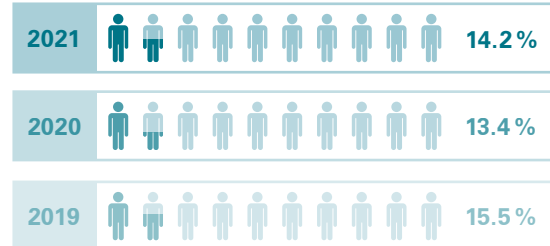
2021: 82.3 %
of 1,384 employees

2020: 82.4 %
of 1,382 employees

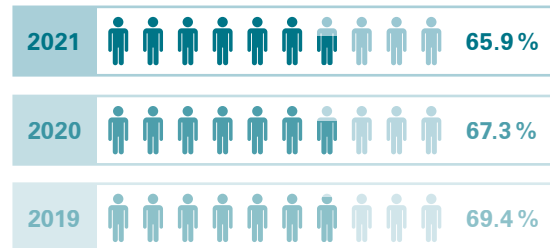
2019: 85.3 %
of 1,523 employees

Age Groups

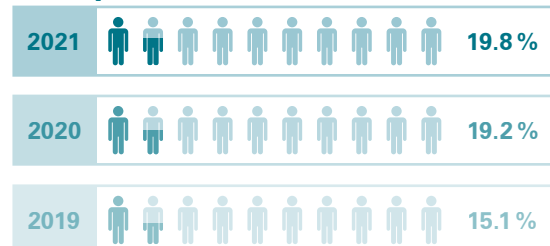
< 30 years



30–50 years



> 50 years





Goal

25 % share of women
(medium-term)

Age Groups

< 30 years



30–50 years



> 50 years



Female Employees

2021: 17.7 %
of 1,384 employees

2020: 17.6 %
of 1,382 employees

2019: 14.7 %
of 1,523 employees



Goal

Share of female managers 25 %
(medium-term)

Team Leaders Female

2021: 12.7 %
of 220 team leaders

2020: 10.0 %
of 219 team leaders

2019: 6.7 %
of 239 team leaders



Social engagement

As a reliable employer, we assume social responsibility throughout the Group. This includes the fact that, as a company, we pay local taxes in the respective countries in which we operate and do not pursue an active tax avoidance strategy. We have the propriety of taxes paid, audited annually by independent auditors.

At our respective locations, however, we are also involved beyond matters of work. In this context, Manz AG supports local sports and cultural associations and organizations in which our employees work on a voluntary basis in the form of financial contributions as part of the "Employees in voluntary work." In addition, Manz AG lives up to its social responsibility through the annual support of social institutions. Five international Manz AG locations donated a total of EUR 26,300 in 2021 (Previous year: EUR 28,500).

This included donations to two local non-profit organizations in 2021. Both Lichtblick e. V. and the "Hilfe für kranke Kinder" foundation received donations of over EUR 5,000 from our Group.

Lichtblick e. V. in Tübingen is a group for parents of premature and at-risk infants, and supports families through this difficult time based on its experience. The Christmas donation from Manz will be used specifically to purchase five breast pumps for dual-sided pumping.



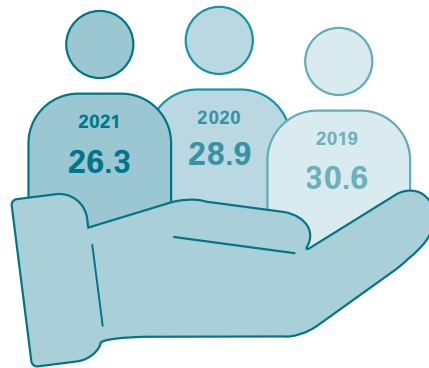
PALUNA, the palliative care team for severely ill children, is a project of the "Hilfe für kranke Kinder" foundation at the University Clinic of Tübingen. The team is available around the clock to facilitate networking for treating physicians, nurses, and affected families. PALUNA stands for pediatric palliative life assistance and networking (pädiatrisch-palliative Lebensbegleitung und Netzwerkarbeit). The palliative care team helps families of children with terminal illnesses to spend as much time together as possible, while maintaining their quality of life as well as they can.

Manz AG is a member of the German Engineering Federation (VDMA), which views itself as a leading association representing the industry in politics and the public sphere. In addition, at its Slovakian location, Manz is a member of the German-Slovakian Chamber of Industry and Commerce, as well as a member of the German-Hungarian Chamber of Industry and Commerce at its Hungarian location, and a member of the German-Chinese Chamber of Commerce in Shanghai at its China location, as well as a member of the German Trade Office of Taipei at its Taiwan location. Furthermore, Manz AG is a member of the competency network Lithium-Ionen-Batterien e. V. (KLiB), an interdisciplinary association of industry and research with the objective of strengthening the competitiveness of Germany in the key technological field of lithium-ion battery production. With this objective in mind, the KLiB networks industrial enterprises, research institutions and public bodies, initiates cross segment dialog and increases public awareness of the future-oriented technology represented by re-chargeable batteries in Germany.

There were no direct or indirect donations to parties or politicians in 2021.

Donations to social institutions

in TEUR



Overview of Goals

Environmental issues

Energy efficiency Goal	Waste efficiency Goal	CO₂ footprint Goal
Continuously decrease energy consumption based on revenues with respect to the previous year	Continuously decrease waste production based on revenues in comparison to the previous year	Reduce CO ₂ equivalents depending on revenues by 21 % by 2026
Energy consumption by energy source Goal	Fresh water efficiency Goal	
Gas/fuel consumption Reduce consumption by 10 % compared to the previous year (relative to the number of cars)	Continuously reduce fresh water consumption based on revenues in comparison to the previous year	
Power Increase the percentage of renewable energy		

Overview of Goals

Employee issues and training

Continued training Goal	Non-permanent employees Goal	Hiring women Goal
Average of at least 2 work days of training per employee	<p data-bbox="603 936 770 1003">Employment relationships</p> <p data-bbox="539 1014 834 1254">Precarious employment relationships should be avoided; before hiring temporary or contract workers, a permanent hire will be considered.</p> <p data-bbox="612 1292 761 1321">Internships</p> <p data-bbox="579 1335 794 1406">Restriction of the internship length</p> <p data-bbox="552 1442 820 1471">Temporary positions</p> <p data-bbox="558 1485 813 1720">Annual contracts should be converted into permanent employment relationships after extension.</p>	<p data-bbox="895 936 1165 1003">25 % share of women (medium-term)</p> <p data-bbox="914 1077 1145 1151">Female managers Goal</p> <p data-bbox="932 1193 1128 1305">Share of female managers 25 % (medium-term)</p>

EU Taxonomy

The main objective of the EU Taxonomy is to provide increased support to those companies that engage in environmentally sustainable activities. This is to be done by redirecting investment flows to these companies. In this way, the EU Taxonomy is to contribute to the implementation of the European Green Deal. As a first step, the environmental targets “Climate Change Mitigation” and “Climate Change Adaptation” have been incorporated into EU legislation with corresponding criteria by mid-2021.

The content of the reporting bond pursuant to Article 8 of Regulation (EU) 2020/852 of the European Parliament and of the Council requires us to disclose the proportion of our revenues, investments and operating costs in fiscal year 2021 that are eligible to the taxonomy. Taxonomy-eligible in this sense are the environmental goals “climate protection” and “adaptations to climate change”, which are currently being developed in the EU Taxonomy. All of Manz’s activities that do not currently fall under the EU Taxonomy are automatically indicated by us as not taxonomy-compliant. Starting in the 2022 reporting year, we will additionally report on the totals and proportion of our taxonomy-compliant economic activities.

Manz AG stands for the change towards a sustainable and low-carbon economy. We are therefore convinced of the goals of the EU Taxonomy and want to make our contribution to a sustainable economy within this framework. Our current reporting in this regard should therefore be seen as a first step; over the next few years, we intend to establish the necessary structures to present our contribution in as much detail as possible.

In order to be able to assess our taxonomy capability, we have reviewed Manz AG’s entrepreneurial activities and business segments in this regard. In accordance with the Commission Delegated Regulation (EU) 2021/2139, we have identified the following activities in which Manz contributed in fiscal year 2021:

- Production of other low-CO₂ technologies

By developing and building high-precision production lines for the manufacture of lithium-ion battery cells, lithium-ion battery modules or capacitors, we actively contribute to the fact that increasingly powerful storage systems can be produced more cost-effectively and used for the storage of (renewable) energy. Therefore, we classify our activities with regard to the “production of other low-CO₂ technologies” as taxonomy-eligible. In addition to the production of storage systems, our production solutions are also used in particular in the automotive industry. E-mobility is of central importance in the development of new mobility concepts and in achieving climate targets. In particular, the development and production of efficient, cost-effective, and resource-saving battery solutions is of central importance. We are working at full speed on production solutions that help increase the performance parameters and reduce the costs of batteries.

Our estimate regarding the taxonomy eligibility of our revenues is based on the revenues defined and reported in the consolidated financial statements of Manz AG. For the year 2021, we calculate exclusively the revenues of our activities in the area of “production of other low-CO₂ technologies”. For these activities, only revenues from the Energy Storage segment with customers from battery production for electromobility were classified as taxonomy-compliant. Thus, the share of taxonomy-eligible revenue in this area in our total revenue in 2021 is 18.1%.

For the capital expenditure (CapEx), the capitalized development costs for the IPCEI project in the amount of EUR 3.3 million at Manz Italy Srl and EUR 5.7 million at Manz AG in Germany were classified as taxonomy-eligible. Capital expenditures beyond this could not be clearly broken down using environmentally sustainable criteria. The taxonomy-eligible and taxonomy-non-eligible investments are therefore determined approximately based on taxonomy-eligible revenues. Thus, taxonomy-eligible capital expenditures accounted for 62.6% of the total capital expenditures reported in our consolidated financial statements. In accordance with the EU Taxonomy, CapEx includes investments in intangible assets (excluding goodwill) and property, plant, and equipment, including rights to use leased assets. The amount can be reconciled to the disclosures in Notes 14 and 15 to the consolidated financial statements.

In the case of operating expenses (OpEx), too, a concrete and unambiguous breakdown into taxonomy-eligible and taxonomy-non-eligible expenses is not possible. The taxonomy-eligible and taxonomy-non-eligible operating expenses are therefore determined approximately based on taxonomy-eligible revenues. Thus, the share of taxonomy-eligible operating expenses amounted to 18.1% of total reported operating expenses. OpEx as defined by the EU Taxonomy considers non-capitalizable expenses for research and development, building refurbishment measures, short-term leasing, maintenance and repair, and all other direct expenses for the upkeep of property, plant, and equipment to ensure that the taxonomy-eligible assets are ready for operation. OpEx cannot be reconciled directly to the presentation in the consolidated income statement.

Revenues, capital expenditure and operating expenses 2021

	Total (in EUR million)	Taxonomy- eligible (in EUR million)	in %	Taxonomy-non- eligible (in EUR million)	in %
Revenues	227.1	41.1	18.1	186.0	81.9
Investments (CapEx)	16.5	10.3	62.6	6.2	37.4
Operating expenses (OpEx)	7.3	1.3	18.1	6.0	81.9

Note from the Independent Auditor Concerning an Audit to Obtain Limited Assurance of the Separate Non-financial Group Report

To the Supervisory Board of Manz AG, Reutlingen

We have conducted a test to obtain limited assurance on the non-financial Group report separately designated for Manz AG that is identical in content to the 2021 Sustainability Report, pursuant to sections 315b and 315c in conjunction with sections 289b to 289e German Commercial Code (HGB) (in the following "report"), for the period from January 1 to December 31, 2021.

Responsibility of legal representatives

The legal representatives of Manz AG are responsible for the preparation of the report in accordance with sections 315b and 315c in conjunction with sections 289b to 289e German Commercial Code (HGB).

This responsibility of the company's legal representatives includes the selection and application of appropriate methods for preparing the report, as well as making assumptions and estimates of individual disclosures that are appropriate in the given circumstances. Furthermore, the legal representatives are responsible for the internal controls that they have identified as necessary to enable the preparation of a report that is free from material misstatement, whether intentional or unintentional.

Statements by the auditor regarding independence and quality

We are independent of the company in accordance with German commercial and professional law and we have fulfilled our other professional duties in accordance with these requirements.

The ba audit GmbH Wirtschaftsprüfungsgesellschaft applies the national statutory regulations and professional pronouncements for quality assurance, in particular the professional charter for certified public accountants and certified accountants as well as the IDW quality assurance standards: Requirements for quality assurance in the auditor practice (IDW QS 1).

Auditor's responsibility

Our responsibility is to deliver an audit opinion on the report with limited assurance based on our audit.

We have performed our audit in accordance with the International Standard on Assurance Commitment (ISAE) 3000 (Revised): "Assurance Engagements other than Audits or Reviews of Historical Financial Information" issued by the IAASB. Accordingly, we are to plan and perform the audit to obtain a limited assurance whether the company's report has been prepared in line with sections 315b and 315c in connection with sections 289b to 289e German Commercial Code (HGB) in all material respects. This does not mean that a separate audit opinion will be submitted for each of the entries. In a limited assurance audit, the audit procedures performed are less extensive than those required for an audit to obtain adequate assurance, thus significantly reducing the degree of audit assurance. The choice of audit procedures lies in the due discretion of the auditor.

As part of our audit, we performed the following audit procedures and other activities:

- Provided an understanding of the structure of the sustainability organization and stakeholder engagement
- A survey of employees involved in the preparation of the report about the preparation process, the internal control system related to this process and selected information in the report
- Conducted an analytical assessment of quantitative data and trends reported by all company sites for consolidation at the Group level
- Inspected selected internal and external documents
- Assessed local data collection, validation and reporting processes as well as the reliability of the reported data through a sample survey at the headquarters in Reutlingen

Audit opinion

Based on the audit activities that have been carried out and the audit evidence obtained, we are not aware of any matters which would cause us to believe that the Manz AG report for the period of January 1st through December 31st, 2021 was not prepared in compliance in all significant aspects pursuant to sections 315b and 315c in conjunction with 289b to 289e German Commercial Code (HGB).

Purpose of the note

This note is addressed to the Supervisory Board of Manz AG, Reutlingen, and is intended solely for this purpose. We do not assume any responsibility to third parties in this respect.

Limitation of liability

The order for which we provided the above-mentioned services for the Supervisory Board of Manz AG, Reutlingen was based on the "General Terms and Conditions of Engagement of the Institute of Public Auditors in Germany e. V. for external auditors and accounting agencies" as amended on January 1, 2017. By acknowledging and using the information contained in this auditor's opinion, each recipient confirms that they have read and understood the provisions set out therein (including the limitation of liability to EUR 4 million for negligence in sentence 9 of the General Conditions of Contract for Audits of Annual Accounts (AAB)) and acknowledges their validity in relation to us.

Reutlingen, April 21, 2022

ba audit gmbh
Wirtschaftsprüfungsgesellschaft
Zweigniederlassung Reutlingen

Marion Moser	Harald Aigner
Auditor	Auditor

Imprint

Publisher

Manz AG
Steigaeckerstrasse 5
72768 Reutlingen
Tel.: +49 (0) 7121 9000-0
Fax: +49 (0) 7121 9000-99
info@manz.com
www.manz.com

Editor

cometis AG
Unter den Eichen 7/Gebaeude D
65195 Wiesbaden
Tel.: +49 (0) 611 20 585 5-0
Fax: +49 (0) 611 20 585 5-66
www.cometis.de

Design

Art Crash Werbeagentur GmbH
Weberstrasse 9
76133 Karlsruhe
Tel.: +49 (0) 721 94009-0
Fax: +49 (0) 721 94009-99
info@artcrash.com
www.artcrash.com

For the sake of better readability, we consistently avoid gender-differentiating formulations (e.g. "his/her" or "he/she"). The corresponding terms apply to all genders for the purposes of equal rights. This is done solely for editorial purposes and does not imply a judgment of any kind.



Manz AG

Steigaeckerstraße 5
72768 Reutlingen
Tel. +49 (0) 7121 9000-0
Fax +49 (0) 7121 9000-99
info@manz.com
www.manz.com