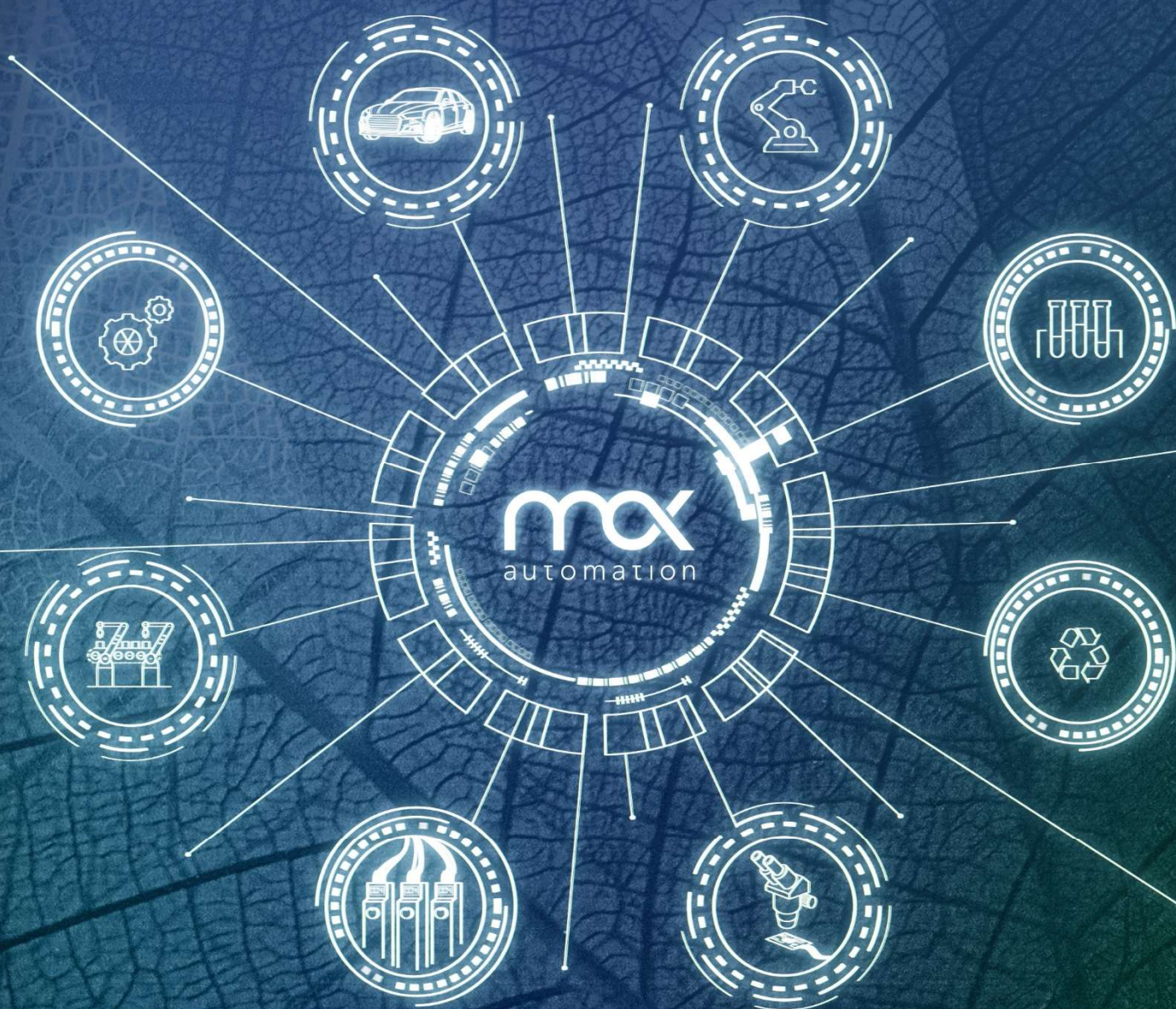




NON-FINANCIAL GROUP
DECLARATION

2023



ABOUT THIS REPORT

In accordance with the CSR Directive Implementation Act (CSR-RUG), the MAX Group is also publishing a Non-Financial Statement for financial year 2023. This separate report is based on the requirements of the German Sustainability Code (GSC). In order to meet the requirements of the EU Taxonomy Regulation 2020/852, the MAX Group optimised the taxonomy analysis process in the reporting year and, in particular with regard to the delegated acts on the EU Environmental Taxonomy Regulation published in June 2023, subjected the already identified taxonomy-eligible activities to an in-depth review. In this Non-financial Statement, the MAX Group reports on the respective taxonomy key figures (sales, CapEx and OpEx) for 2023.

THE BUSINESS MODEL

The MAX Group consists of the lead company MAX Automation SE as the holding company as well as its portfolio companies and their subsidiaries. MAX Automation SE, a listed company based in Hamburg, is a medium-sized finance and investment company with an actively managed portfolio of operationally independent portfolio companies in attractive and high-growth niche markets.

The portfolio companies offer their customers technologically sophisticated process and automation solutions for the automotive, electrical, recycling, raw material recovery and packaging industries as well as medical technology, among other fields. Especially in the areas of recycling and raw material recovery, electromobility and in-vitro diagnostics, the companies operate in markets with high growth potential. As a full-range supplier of machines, systems and integrated automation solutions, the portfolio companies develop solutions in close cooperation with their customers, both in Germany and internationally. In addition, they offer complementary services such as consulting (including analyses, tests and feasibility studies), production support as well as service and maintenance.

The MAX portfolio companies are active in different sales markets, industries and business areas, so that there is a high degree of diversification within the MAX portfolio.

The MAX portfolio companies operate independently through international networks of sales and service locations in Europe, North America and Asia. Development and production sites are mainly located in Germany, but also in the US, Singapore and Italy.

At the end of financial year 2021, the portfolio companies of the MAX Group were assigned to eight operating segments, which corresponded to the segmentation according to IFRS in financial year 2021. With the recognition of the MA micro Group and iNDAT as discontinued, no longer active operations in accordance with IFRS 5, the portfolio companies of the MAX Group were allocated to six segments in financial year 2023 – and retrospectively for financial year 2022.

The bdtronic Group segment (bdtronic GmbH and its subsidiaries), headquartered in Weikersheim (Baden-Württemberg), develops, manufactures, and markets process solutions in the form of machines and systems with integrated software solutions for high-precision manufacturing processes (1C and 2C dispensing technology, impregnation technology, hot riveting and plasma pre-treatment) for the automotive, electronics and medical technology industries. It is an established partner for the mobility of the future and positions itself as an innovation, technology and quality leader in the areas of dispensing, impregnation and hot riveting technology.

The Vecoplan Group segment (Vecoplan AG and its subsidiaries), headquartered in Bad Marienberg (Rhineland-Palatinate), develops, manufactures and installs machines and systems for the shredding, conveying, and processing of primary and secondary raw materials mainly for customers in the wood and recycling industry, the waste disposal industry and the paper and plastics industry. The Group positions itself as a technological pioneer with strong market positions in Europe and the US.

The AIM Micro segment includes AIM Micro Systems GmbH, based in Triptis (Thuringia), a company that specialises in the field of sensors and optoelectronics with technologically leading solutions in the photonics market. It develops, manufactures and markets technologies for the manufacture of optoelectronic modules and micro-optical components for customers from the medical technology and sensor industry as well as the aerospace industry.

The NSM + Jücker segment comprises the two companies NSM Magnettechnik GmbH, headquartered in Olfen (North Rhine-Westphalia), and Mess- und Regeltechnik Jücker GmbH, headquartered in Dillingen (Saarland). The segment is a technological leader in system solutions in the field of highly automated high-speed handling systems for metal parts. This includes, on the one hand, automation solutions for pressing plants at customers in the automotive industry and, on the other hand, customised solutions for high-performance transport systems for cans, lids and closures in the manufacturing and filling industry. In addition, the segment is a specialist supplier of measurement and control technology and the related software for complex automation processes and systems in drive and automation technology. This includes furnace construction, control and protection technology, drive technology and control cabinet construction.

The ELWEMA segment (ELWEMA Automotive GmbH), headquartered in Ellwangen/Jagst (Baden-Württemberg), develops and realises customised manufacturing solutions in testing, assembly and cleaning technology for the automotive industry, especially for engines, transmissions and steering. The company positions itself as a system specialist with a focus on high-quality, resource-efficient solutions with high process reliability.

The Other segment includes the IWM companies (IWM Bodensee GmbH and IWM Automation GmbH i.L.). IWM Automation GmbH i.L. has been in the process of being wound up since financial year 2022; IWM Automation Polska Sp. z o.o. was liquidated in financial year 2022. For IWM Automation GmbH i.L. in Porta-Westfalica, the operational closure took place on 30 September 2020. The liquidation of the company was opened on 1 January 2022. The liquidation process is still underway. The operational closure of IWM Bodensee GmbH took place on 31 December 2019. IWM Bodensee GmbH is being continued as a real estate company in the MAX Group.

The discontinued operations comprise iNDAT (iNDAT Robotics GmbH i.L.), headquartered in Ginsheim-Gustavsburg (Hesse), and the MA micro Group (MA micro automation GmbH and its subsidiaries), headquartered in St. Leon-Rot (Baden-Württemberg). iNDAT was active in the field of robotics and production automation, primarily for customers in the automotive industry, and is reported as a discontinued operation in accordance with IFRS 5 due to its liquidation. Following the decision to wind up the company due to persistent losses in the previous year, liquidation was initiated at the beginning of the past financial year 2023. The MA micro Group, positioned as a technology leader for automation solutions in microassembly, particularly for the medical technology and optronics industries, is reported as a discontinued operation in accordance with IFRS 5 due to the decision to implement a structured sales process. The Group's focus is on the development, manufacture and distribution of production, assembly and testing systems for medical and optical components such as lenses, lasers, and camera modules as well as for the production of contact lenses or medical devices such as Tip&Cup, stents and insulin pens.

SUSTAINABILITY AT THE MAX GROUP

Strategy

MAX Automation SE is a cash flow-oriented finance and investment holding company with an actively managed portfolio of autonomous, flexibly operating portfolio companies. The strategy is aimed at building a leading and diversified, long-term-oriented portfolio of companies consisting of investments in growth niche markets to generate attractive cash flows and to achieve increases in value in the operational companies as well as additional funds through disposals of portfolio companies, thereby generating a regular dividend and value increases for the shareholders of MAX Automation SE.

We consider sustainability to be an integral part of our company culture and our business. We work every day to identify the needs of our customers and together continuously improve our products and services with the goal of providing tailor-made offerings. Our portfolio companies develop technologies and solutions that are used in various industries and often enable customers to improve their eco-balance. Sustainability plays a key role in the development of our product range. By offering solutions for smart and e-mobility, developing innovative production technologies for medical technology as well as solutions for the continuous automation and digitalisation of manufacturing, the subsidiaries of the MAX Group make a significant contribution to sustainability on the product side. For us, long-term economic success is inextricably linked to our ecological and social responsibility. Responsible Corporate Governance forms the basis for the long-term and sustainable success of the company.

Sustainability issues were managed decentrally at the level of the individual portfolio companies until 2022. In 2023, however, the Supervisory Board initiated the establishment of centralised sustainability management at the holding company. A team was appointed to coordinate and implement the ESG project for the entire Group. In 2023, the Supervisory Board and the Managing Directors of the MAX Group also agreed to prepare the Group for the new requirements of the CSRD (Corporate Sustainability Reporting Directive), which came into force in January 2023. The goal is to review the Group's current status with regard to sustainability issues, adapt the current governance structures, define new concrete sustainability targets with corresponding action measures and determine the sustainability-related key figures on which the ESG data collection process and future sustainability reporting will be based.

Materiality

As part of the preparation process for the requirements of the CSRD, the MAX Group began the double materiality analysis in accordance with the new mandatory ESRS - European Sustainability Reporting Standards - in August 2023. The process was completed in October 2023 and the results were presented to the auditor as part of early audit procedures. The following departments within the company were involved in the materiality analysis process by participating in round table meetings:

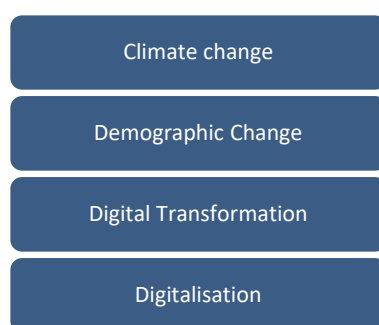
- Strategy
- Compliance/Legal
- Investor Relations
- Investment Controlling
- Treasury
- Group Accounting

The double materiality analysis was based on the material ESG issues already identified in previous financial years and the megatrends that are of great importance to the portfolio companies or represent a significant risk or opportunity:

Material ESG topics as the basis for the dual materiality analysis:

ENVIRONMENT	<ul style="list-style-type: none"> •Energy consumption •Energy efficiency
SOCIAL	<ul style="list-style-type: none"> •Health and safety of employees •Satisfaction, continuing education and training of employees •Diversity and inclusion •Respect for human rights
GOVERNANCE	<ul style="list-style-type: none"> •Compliance & acting with integrity •Fighting corruption •Data privacy and data protection

Relevant megatrends:



From the first pre-screening phase of ESG topics based on the new ESRS, the focus was placed on climate change (E1), the company's own workforce (S1), recycling and e-mobility.

I. Environment

Our customers expect and receive technological solutions from us that optimise their own manufacturing processes and, as far as possible, make a direct contribution to improving their eco-balance. Our portfolio companies have also implemented individual measures at their sites (e.g. photovoltaic systems, LED lighting in the production halls, ISO 14001 certifications) to produce even more energy efficiently.

II. Social

Social responsibility has many facets and must be exercised both within and outside the company. The MAX Group focuses on the physical and mental health of its employees, which enables the company to ensure sustainable profitability. Consequently, we are actively addressing the requirements that fundamentally arise, among other things, from generational change and digitalisation. In addition, all of our portfolio companies focus on a sustainable supply chain with a focus on respecting human rights.

III. Governance

Sustainable corporate activity requires a holistic management principle that bundles the requirements of all stakeholders in the best possible way. We believe that good Corporate Governance comprises responsible, value-based management and control and steering of the company geared to achieving long-term success. It is our mindset to manage internal and external risks in the best possible way.

Stakeholder participation

MAX Automation SE as the holding company and its subsidiaries interact regularly with various stakeholders in the course of their business activities. The broad and heterogeneous stakeholder perspectives give us the opportunity to reflect the aspects of our actions with a wide variety of stakeholders. The inclusion of our stakeholders has been carried out selectively so far. Among the different stakeholders, we have identified the following as material:

- Managing Directors
- Supervisory Board
- Shareholders / Investors
- Employees
- Portfolio companies
- Customers of the portfolio companies
- Suppliers to the portfolio companies
- Financing partners (banks)
- Authorities / Legislators

The following exchange takes place with the relevant parties:

- Managing Directors: Regular meetings and exchange of documents
- Supervisory Board: Regular meetings and workshops and exchange of documents
- Shareholders / Investors: The Annual General Meeting and other exchanges
- Employees: Regular staff appraisals
- Portfolio companies: Ongoing exchange on business development during meetings and via the reporting system
- Customers of the portfolio companies: Constant dialogue between customers and the company
- Suppliers to the portfolio companies: Constant dialogue between suppliers and the company
- Financing partners (banks): Quarterly exchanges with the banks
- Authorities / Legislators: Monitoring of the development of legal regulations via the compliance team and situational written or verbal exchanges

GOALS

For the MAX Group, stable and sustainable profitable growth is the main goal in order to ensure the long-term success of the company. Only through a comprehensive vision that links acting economically with environmental protection and social aspects can we ensure sustainable success for all our stakeholders. The integration of a structured sustainability management system, including the targeted and consolidated collection of ESG data, is one of our top priorities. For this reason, the development of a structured sustainability strategy based on the material ESG issues identified was started in the reporting year. Improving the processes and quality of ESG data collection for the entire Group is also at the top of our list of priorities. The formulation of concrete and time-bound targets for the areas of environmental, social and governance has begun with the implementation of the new Strategic Plan 2023 in order to prepare the MAX Group for the new requirements of the European ESG regulations.

The MAX Group recognises the 17 UN Sustainable Development Goals (SDGs) as a guiding principle for the development and implementation of its sustainability strategy. These goals are 17 policy objectives that, at their core, are aimed at enabling global sustainable development by 2030. They cover the economic, social and ecological levels. Among the 17 goals, we have identified five whose achievement we want to support with our core business and which at the same time serve as orientation for our approaches and activities. The identification of these targets was also based on our material ESG topics:

Environment:



Ensure access to affordable, reliable, sustainable and modern energy for all.

Social:



Ensure a healthy life for people of all ages and promote their well-being.



Ensure inclusive, equal and quality education and promote lifelong learning opportunities for all.



Achieve gender equality and empower all women.

Governance:



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

PROCESS MANAGEMENT

Responsibility, Rules & Processes, Monitoring

MAX Holding is responsible for setting up the management teams and supports the companies financially as well as in governance and risk management. In addition, an internal audit department is appointed on a superordinate level. The respective company strategy is defined by the management teams with the support of and in close coordination with the holding company. Opportunity and risk management is an integral part of our management processes. The company values are also summarised in the Code of Conduct, which contains fundamental rules and principles that are binding for all companies in the Group.

The main responsibility for the key ESG topics lies with the Supervisory Board, which discusses the topics and corresponding ESG projects at regular meetings. In the reporting year, work began on establishing a centralised sustainability management system at Group level. In addition, an ESG project team was established at the holding company to coordinate ESG projects and implement corresponding measures at Group level. The MAX Group is currently working on improving the processes for collecting and recording 16 ESG performance indicators and standardising them across the Group.

To implement our sustainability concept in our day-to-day work and our high quality standards, most portfolio companies have valid certificates in accordance with globally recognised quality norms and standards. For example, bdtronic, ELWEMA and Vecoplan are certified in accordance with ISO 14001 (environmental management system). This international standard sets out requirements for an environmental management system that enables an organisation to improve its environmental performance, meet legal and other obligations and achieve environmental objectives. In addition, bdtronic and Vecoplan are certified in accordance with ISO 45001 (occupational health and safety management system). The management structures of bdtronic fulfil the legal requirements and are certified according to ISO 9001. This guarantees well thought-out workflows and processes and makes a decisive contribution to the quality of the products. In the reporting year, the portfolio company Vecoplan was awarded the “Silver Medal” by EcoVadis, placing it in the top 15% of companies assessed in the last 12 months. The EcoVadis medals and badges are awarded to companies that have completed the EcoVadis assessment process and can demonstrate an above-average sustainability management system compared to other German companies.

Some companies also hold several industry-specific certifications, such as AIM Micro Systems, which is certified according to ISO 13485 for the design and manufacture of medical devices. As a supplier to the automotive industry, our subsidiary bdtronic has also acquired TISAX certification and received SAQ 5.0 scoring. The TISAX certification is regarded as proof of the specifically required information security and expertise within the company. The SAQ is a globally recognised sustainability standard for the automotive industry with a focus on human rights, environmental sustainability, corporate governance and compliance as well as responsible supplier management. As the first step in the scoring process, suppliers must answer a self-disclosure questionnaire (most recently SAQ 5.0) on an Internet platform developed jointly by OEMs.

ENVIRONMENTAL CONCERNS

As an investment company with a diversified portfolio of technologically complex machinery and system manufacturers, we always strive to offer solutions that have the lowest possible impact on people and the environment. After all, we develop innovative and individualised system and component solutions that are used in various growth industries.

Resource management

We strive to use resources efficiently and sparingly. Our portfolio companies are therefore working to make a significant contribution to our customers’ eco-balance by taking into consideration that our products help to improve ecological efficiency and conserve resources as much as possible, through ease of use, limiting the number of defective goods through our quality management processes and efficient return processes, for example. In addition, we focus on the fundamental longevity of machines and end products. Our portfolio company Vecoplan develops components and plants for the environmentally compatible and efficient recycling and processing of residual materials. Vecoplan supports its customers from the international recycling, energy and raw materials industries on using primary and secondary raw materials sustainably.

To this end, Vecoplan relies on intensive research and development as well as in-house production. Vecoplan has had an extremely successful drive concept for industrial shredding machines, the HiTorc, for more than 20 years. This energy-efficient direct drive developed by Vecoplan is used successfully in shredding technology and stands out thanks to its unrivalled dynamics and virtually maintenance-free operation. The control system integrated into the frequency converter ensures that optimal torque is applied to the rotor shaft at all times and in all operating states. Since the series launch, more than 1,200 shredders have been shipped with the HiTorc drive system.

The transformation to e-mobility is supported by our portfolio company bdtronic by making the production processes for manufacturing electric and hybrid motors more efficient and cost-effective. Our portfolio company MA micro offers automation solutions that enable efficient production through fully and partially automated assembly systems. These are used for medical technology products, for example, that lead to an even better and more sustainable standard of living for an increasingly ageing society.

Use of natural resources and climate-relevant emissions

Due to their business activities in the field of assembly, mechanical engineering and machinery construction, our portfolio companies use low-emission production processes and consume few natural resources. In addition, the majority of our production sites are located in Germany, the European Union or the US and are therefore subject to strict environmental laws, norms and/or high standards. We consider environmental impacts to be reduced to the lowest possible level by complying with these regulations. Nevertheless, our companies are constantly striving to make their sites even more energy-efficient.

Goals, measures, rules and processes

ELWEMA, Vecoplan and bdtronic are certified with their environmental management systems according to **ISO 14001** at their German sites. In doing so, they ensure that their environmental performance is improved and that legal obligations are met.

The focus of the MAX Group with environmental issues is on improving energy efficiency and reducing energy consumption. From financial year 2022 - and then every four years - an energy audit in accordance with DIN 16247-1 will be carried out for MAX Automation SE and all subsidiaries. The audit process involves the following steps:

Step 1: Inquire on consumption at all companies of:

- Electricity
- Natural gas
- Biomass
- District heating
- Liquefied petroleum gas
- Heating oil
- Fuels (exclusively vehicles used for business purposes)
 - LPG
 - Petrol
 - Diesel

Step 2: Conduct the audit:

- All companies that consume more than 500,000 kWh of energy per year are also subject to the energy audit of the “Systematic analysis of energy use and energy consumption.” The audit has been carried out by a certified external auditor for the year 2022 at all subsidiaries concerned under the pursued “goal of improving energy efficiency and reducing energy consumption.”

Step 3: Publication of the results:

- MAX Automation SE and all subsidiaries report their results to the BAFA control body in accordance with the statutory obligation (Sections 8 et seq. EDL-G). The audit results for 2022 were submitted to BAFA at the end of January 2024.

Vecoplan:

Separate measures are also taken at the subsidiary level. For instance, Vecoplan has had a photovoltaic system on the roof of its German production hall since 2019. 2,630 photovoltaic modules were installed on a roof area of 7,000 square metres that can generate 600,000 to 800,000 kilowatt hours per year. This corresponds to the annual electricity demand of 200 to 270 households. The electricity generated in 2023 totalled 631,782.15 kilowatt hours (previous year: 731,446.65 kWh).

Vecoplan had already implemented the following measures to meet its environmental targets for reducing energy consumption, solvent emissions from production processes and improving energy efficiency in 2022:

- Use of more electric forklifts
- Increasing self-sufficiency from the PV system
- Avoidance of unnecessary transports
- Less travel thanks to increasing digitalisation
- Use of powder-coated elements instead of environmentally harmful paints
- Paint pre-treatment with solvent-free and biodegradable cleaning agents
- Optimisation of cargoes for higher cargo density
- IT: Fewer physical servers and IT equipment with Eco Mode

Vecoplan implemented two further measures in 2023:

- Avoidance of environmentally harmful paint residues by purchasing a paint mixing system
- Conversion and upgrade of the paint shop to include high-performance filter systems and exhaust air heat exchangers. The conversion was carried out on the one hand due to the sharp increase in quantities over the years with a simultaneous increase in product size and on the other hand to improve our environmental balance and occupational safety

bdtronic:

At the end of 2023, the portfolio company bdtronic also installed a photovoltaic system on the roof of its production building in Germany. By installing the solar system at bdtronic, we want to accelerate the energy transition and at the same time reduce our energy costs. In doing so, we intend to significantly improve our environmental footprint. The PV system was not in operation in the reporting year. Therefore, no data on electricity generation is available yet.

In the future, we want to expand our processes for collecting data on environmental indicators and standardise them across the Group. We are also planning further measures to increase the energy efficiency of our production facilities.

Risks

Since our solutions stand for sophisticated technological concepts for production optimisation, the highest risks lie in the fact that this technological claim is diluted by market changes from the special to the mass market. In addition, the shortage of skilled workers and heavy regulation in individual sectors, such as medical or environmental technology, jeopardise the ability to innovate, which is the driving force behind the development of new, sustainable and resource-saving technologies and automated systems.

INFORMATION ON THE EU TAXONOMY REGULATION

The European Union adopted the so-called EU Taxonomy Regulation (Regulation (EU) 2020/852) in June 2020 as part of the Green Deal to steer financial flows towards environmentally sustainable economic activities. The EU Taxonomy supports the achievement of the EU's sustainability goals. It provides a clear definition of what is "sustainable." The objective of the EU Taxonomy is to channel capital and investment into economic activities that contribute to achieving a climate-neutral economy. According to Articles 3 and 9 of the EU Taxonomy Regulation, an economic activity is environmentally sustainable if it:

- a. makes a substantial contribution to at least one of six environmental objectives defined in the EU Taxonomy Regulation ("Substantial contribution"),
- b. does not lead to significant harm to one or more of these environmental objectives ("Do no significant harm" – DNSH) and
- c. is carried out in compliance with minimum social standards ("Minimum Safeguards").

The six defined environmental goals are:

- Climate protection
- Adaptation to climate change
- Sustainable use of water resources
- Transition to a circular economy
- Prevention of pollution
- Protection of ecosystems and biodiversity

An economic activity is considered eligible if it is covered by the Delegated Act (EU) 2021/2139. To check taxonomy conformity ("alignment"), the assessment criteria (Technical Screening Criteria) must be fulfilled by the capable activities: significant contribution to at least one of the environmental objectives, no significant impairment of the other environmental objectives and compliance with minimum social protection. With the adoption of the Delegated Act on the remaining four environmental objectives in June 2023, the EU Commission added new sectors and activities to the EU Taxonomy. For the four newly added targets, companies only have to report on the capabilities of their activities in the first year of implementation (2023). From reporting year 2024 on, also on conformity.

The process for collecting taxonomy data was optimised in 2023: in the first step, a team of experts from various company departments – including IR, Strategy, Compliance and Investment Management – preselected the activities potentially eligible for taxonomy for each portfolio company. Queries on the capability of the activities identified were then sent to the portfolio companies in the form of Excel files. After conducting an internal workshop, the subsidiaries filtered out the activities relevant to them and reported the corresponding key figures back to the holding company. In a second step, each subsidiary reviewed the technical screening criteria for its taxonomy-compliant activities in consultation with the holding company and collected the corresponding key figures (revenue, CapEx and OpEx) for the taxonomy-compliant activities.

To check fulfilment of the minimum social protection, the holding company shares the internal guidelines on compliance with human rights, prohibition of corruption, protection of whistleblowers and the principles of economic and sustainable action (contained in the Code of Conduct) with all portfolio companies on an annual basis. The so-called minimum protection in accordance with Article 18 of the EU Taxonomy Regulation is intended to ensure that an activity can only be considered “sustainable” (taxonomy-compliant) if it also complies with international human rights standards and regulations on issues such as bribery and corruption, taxation and fair competition.

The economic activities relevant for the MAX Group (taxonomy-eligible activities) can be allocated to the following sectors of chapters 4, 6 and 7:

- 6.5 Transport with motorbikes, passenger cars and light commercial vehicles
- 7.3 Installation, maintenance and repair of energy efficiency equipment and
- 7.4 Installation, maintenance and repair of charging stations for electric vehicles in buildings (and parking spaces attached to buildings).
- 7.6 Installation, maintenance and repair of energy efficiency equipment

The MAX Group companies develop and offer innovative solutions, which in turn are used to manufacture end products in various industries and thus enable other companies to improve their environmental footprint. In addition, the MAX Group has implemented many measures to increase energy efficiency and reduce the CO₂ emissions of its production processes and buildings, such as the introduction of electric cars in the company fleet, the use of electric forklifts in individual production facilities and the installation and operation of solar systems. The MAX Group has chosen the first and second environmental goals, climate protection and adaptation to climate change, to analyse its activities.

Total revenue, according to Annex 1, item 1.1.1. of Delegated Regulation (EU) 2021/2178, corresponds to the amount of EUR 397,368 million reported in our Consolidated Statement of Comprehensive Income for 2023. The share of taxonomy-eligible sales is around 0.0%. Non-taxonomy-eligible sales revenue accounts for a share of around 100.0%. The analysis of the economic activities relevant to the MAX Group’s taxonomy results in a share of around 0.0% of the MAX Group’s total sales revenue. This pertains to the Vecoplan Group’s revenue from the surplus electricity generated by the photovoltaic system, which is fed into the grid. 100.0% of taxonomy-compliant revenue is attributable to the environmental goal of climate protection.

The total capital expenditure (CapEx) of EUR 22,265 thousand is the sum of the items specified in the Taxonomy in accordance with Annex 1, item 1.1.2.1. of the Delegated Regulation (EU) 2021/2178. For the MAX Group, these are in particular expenses in accordance with IAS 16 Property, Plant and Equipment, IAS 38 Intangible Assets and IFRS 16 Leases. For the year 2023, the share of taxonomy-eligible capital expenditure amounts to 2.1%. Non-taxonomy-eligible capital expenditure has a share of 97.9%. The analysis of the taxonomy-compliant CapEx-relevant economic activities for the MAX Group results in a share of 0.2% of the total investment expenditure of approx. EUR 22,265 million, which was mainly invested in energy-efficient appliances by the subsidiary AIM. 100.0% of taxonomy-compliant investment expenditure is attributable to the environmental objective of climate protection.

Total operating expenses (OpEx) of EUR 4,703 thousand comprise all direct, non-capitalised costs related to research and development, building refurbishment, short-term leases, maintenance and repair as well as other direct expenses related to the daily maintenance of property, plant and equipment, in accordance with Annex 1 item 1.1.3.1. of Delegated Regulation (EU) 2021/2178. The share of taxonomy-eligible operating expenses in financial year 2023 is 5.7%. The non-taxonomy-eligible operating expenses have a share of 94.3%. Measured against total operating expenses of EUR 4,703 thousand, the share of taxonomy-aligned operating expenses is 1.2%. This mainly includes operating costs for leasing and operating the Group's electric vehicles. 100.0% of the taxonomy-compliant operating costs are attributable to the environmental objective of climate protection.

Table of recognised capital expenditure in accordance with the EU Taxonomy Regulation:

Wirtschaftstätigkeiten (1)	Code(s) (2)	Absoluter CapEx (TEUR) (3)	Anteil CapEx (4)	Kriterien für einen wesentlichen Beitrag						DNSH-Kriterien						Kategorie (emissionale Tätigkeiten) (21)	Taxonomie konformer CapEx Anteil (2022) (19)	Taxonomie konformer CapEx Anteil (2023) (18)	E	T
				Klimaschutz (5)	Anpassung an den Klimawandel (6)	Wasser- und Meeresressourcen (7)	Kreislaufwirtschaft (8)	Umweltverschmutzung (9)	Biologische Vielfalt und Ökosysteme (10)	Klimaschutz (11)	Anpassung an den Klimawandel (12)	Wasser- und Meeresressourcen (13)	Kreislaufwirtschaft (14)	Umweltverschmutzung (15)	Biologische Vielfalt und Ökosysteme (16)					
		TEUR	%	%	%	%	%	%	%	J/N	J/N	J/N	J/N	J/N	J/N	%	%			
A. TAXONOMIEFÄHIGE TÄTIGKEITEN																				
A.1 Ökologisch nachhaltige Tätigkeiten (taxonomiekonform)																				
Installation, Wartung und Reparatur von energieeffizienten Geräten	CCM 7.3	45	0,2%	50%	0%	0%	0%	0%	0%		Y			Y		Y	0%			
CapEx ökologisch nachhaltiger Tätigkeiten (taxonomiekonform) A.1		45	0,2%	0,2%	0%	0%	0%	0%	0%								0%	45,2%		
A.2 Taxonomiefähige, aber nicht ökologisch nachhaltige Tätigkeiten (nicht taxonomiekonforme Tätigkeiten)																				
Installation, Wartung und Reparatur von energieeffizienten Geräten	CCM 7.3	431	1,9%																	
CapEx taxonomiefähiger, aber nicht ökologisch nachhaltiger Tätigkeiten (nicht taxonomiekonforme Tätigkeiten) A.2		431	1,9%														1,9%			
Total (A.1 + A.2)		476	2,1%														2,1%	2,3%		
B. NICHT TAXONOMIEFÄHIGE TÄTIGKEITEN																				
CapEx nicht taxonomiefähiger Tätigkeiten (B)		21.789	97,9%																	
Gesamt (A + B)		22.265	100%																	

EMPLOYEE MATTERS

Our employees are the foundation of the MAX Group's success. We are committed to sustainability and responsible business management and are convinced that motivated and qualified employees are crucial for the implementation of our sustainability concept. They are the driving force behind the continuous improvement of our processes and for achieving our ESG goals. By investing in our workforce, we are building a resilient and sustainable business.

Employee health, safety and satisfaction

The MAX Group places great importance on the well-being of its employees. We are committed to a safe and healthy working environment. We observe all applicable health and safety requirements in the respective work environment and comply with the relevant internal and statutory regulations. We take suggestions for improvements to procedures, equipment and facilities seriously and consider them. An effective working environment is vital to the well-being of employees and the smooth functioning of companies. The subsidiaries bdtronic and Vecoplan are certified in accordance with ISO 45001 (occupational health and safety management system). Circumstances that give rise to fears of or could constitute a health or safety hazard are to be reported immediately to the respective supervisor in charge. We always strive to find an appropriate balance between the economic interests of the company and the private interests of the employees. Solutions for working from home or mobile working are established and used extensively, especially at the administrative level. To promote a corporate culture of health and well-being, the holding company and some of our portfolio companies (Vecoplan AG, NSM Magnettechnik GmbH, Mess- und Regeltechnik Jücker GmbH and MA micro automation GmbH) offer a job bike as an alternative to public transport. It is our aspiration that the physical and mental health and safety of all employees be ensured at all times and that fair and equitable remuneration be guaranteed. We do not pay wages and salaries below the applicable statutory minimum wage and ensure that employees are adequately remunerated.

Qualification and further training

We invest in staff training and development to ensure that our workforce has the necessary skills to remain successful in an ever-changing business environment. That is why we focus on attracting, developing and retaining excellent employees. We recognise the importance of diversity and inclusion in the workplace and create an environment where all employees feel appreciated and respected. We foster a culture of open communication and encourage our employees to share their ideas, perspectives and feedback. We are convinced that this approach leads to an engaged and motivated workforce that contributes to our long-term success.

Diversity and Inclusion

The individuality of the employees in the MAX Group contributes considerably to the company culture as well as to a good working atmosphere. Our company culture is based on appreciation. Discrimination has no place within the MAX Group and is not tolerated in any form, neither towards employees nor third parties. We follow the principle of equal treatment, which means that no employee may, for arbitrary reasons, be treated worse than other employees comparable to him or her. We reject any discrimination and harassment based on gender, race, skin colour, religion, age, ethnic origin, disability or sexual orientation. Employees and applicants are assessed in accordance with the principle of equal treatment. Expertise, personal suitability and work performance are decisive in the personnel decisions made. With Mrs. Karoline Kalb and Dr. Nadine Pallas, the actual share of women on the Supervisory Board is 33.3% in 2023 as well.

In addition to professional and personal eligibility of the candidates, MAX Automation SE also takes diversity aspects, including age and gender, into account when appointing Managing Directors. In view of the low number as well as the length of appointment of the current Managing Directors, it is not appropriate to set a percentage of women other than 0% for the Managing Directors. The Supervisory Board has set a minimum share of 30% women for the management level below the Managing Directors and this has been achieved. There is no further management level below this. The share of women in the entire workforce of the holding MAX Automation SE is 50%. The share of women at Group level is not yet recognised.

Goals, measures, rules and processes

Our employees in the portfolio companies and the holding company already have access to training and further education opportunities to develop and expand their competences and skills. For the future, we want to further promote the development of our employees through an expanded range of training and further education opportunities. In addition, we want to supplement our dialogue with employees in such a way that key sustainability issues are also discussed in the regular staff appraisals. This will hopefully lead to a development and enrichment of our sustainability concept and an increase in employee retention.

We are committed to the core labour standards of the International Labour Organisation (ILO). All portfolio companies consider occupational safety and health protection to be management tasks and conduct regular training on occupational safety and health protection. As part of the various TÜV and ISO certifications of the portfolio companies, measures have been defined to ensure the safety of employees in the workplace. These are reviewed regularly after implementation and adjusted where necessary. All operational facilities of MAX Group have high standards for the design of workplaces and processes are planned, set up, equipped, operated and monitored with the goal of preventing occupational illnesses, eliminating hazards and preventing accidents. Our internal guidelines and standards of conduct are contained in our Code of Conduct. This sets the standards for joint entrepreneurial action. It is intended to serve as a guideline for critical and difficult decisions. Problems and grievances should and can always be addressed openly throughout the MAX Group without any disadvantage to the employee who discloses a critical issue. Employees have the opportunity to report incidents of discrimination anonymously via a whistleblowing system (see Whistleblowing Report on the MAX Automation SE website).

Risks

The recruitment of qualified employees and their long-term loyalty to the Group companies pose challenges against the backdrop of demographic developments. The highest risks include, in particular, a lack of qualifications and the associated process risks, fluctuation and a shortage of skilled workers in times of demographic change, as well as absences due to accidents or illness.

SOCIAL CONCERNS AND RESPECT FOR HUMAN RIGHTS

Community

At MAX Group, we work every day to make a positive contribution to the advancement of society by manufacturing innovative solutions for our customers, which in turn are used by them to promote a more sustainable society. We make our contribution to society by using our know-how to engage in dialogue with our stakeholders and work together on innovative solutions. To produce high-quality products, we need skilled workers who are committed, competent and qualified. For the MAX Group, creating and securing jobs and offering apprenticeships are therefore important parts of our social responsibility. For us, young people are an important driver for the innovation and development of our portfolio companies. Nearly all portfolio companies are training companies and offer many future-oriented vocational training programmes and/or dual studies. This actively counteracts the shortage of skilled workers. Accordingly, the human resources policy of the portfolio companies includes high training standards as well as the promotion of young talent.

Respect for human rights

Respect for human rights together with the prevention of child labour, modern slavery and human trafficking are integral parts of any business decision. We are also committed to the United Nations Universal Declaration of Human Rights (UDHR). In accordance with the standards of the International Labour Organisation (ILO), we do not allow forced or compulsory labour, let alone child labour. The expectations of our employees and the understanding of respecting human rights are anchored in our Code of Conduct. We always ensure a fair and healthy working environment. Harassment or discrimination and breaches of the law will not be tolerated. The Code of Conduct as well as other topic-related guidelines, such as our Compliance Policy, apply to all employees of our Group, regardless of their position within the company.

Goals, measures, rules and processes

We offer internships and dual study places and thus enable students from different disciplines to work together in the form of bachelor's and master's theses. By creating jobs and training opportunities for young people, we are committed to contributing to economic growth. Our business relationships are based on fairness and integrity. This is how we ensure that our business practices are ethical and transparent. Our goal is to continue to work closely with our stakeholders to have a positive impact on society, fulfil our social responsibility and strengthen our commitment to society. In addition, the implementation of comprehensive human rights due diligence throughout the company's supply chain is one of our key ESG topics. This process includes identifying and assessing potential risks and impacts on human rights, working with suppliers and partners to address any concerns, and monitoring progress over time. The MAX Group recognises its responsibility to ensure that its business activities do not contribute to human rights abuses and is committed to taking action to avoid any identified risks. In 2023, the MAX Group began preparing for the new Act on Corporate Due Diligence Obligations in Supply Chains and created a team and a concept for processing the BAFA catalogue. The supplier evaluation process has also already been initiated.

All stakeholders in the MAX Group – the Supervisory Board, Managing Directors, the management and boards of the subsidiaries, employees at all levels – are obliged to comply with the requirements and principles set out in the Code of Conduct without exception.

Risks

We see potential risks above all in reputational damage due to non-compliance with human rights or social concerns. Our Code of Conduct, as an integral part of a comprehensive compliance structure, provides fundamental rules and standards of behaviour that every employee in our Group, regardless of hierarchical level, must adhere to. We therefore consider the risks for our Group to be limited if the requirements are met.

RESPONSIBLE GOVERNANCE

The MAX Group has clear policies and procedures to comply with laws and regulations and to fight corruption and bribery.

Compliance with laws and regulations

Compliance with nationally and internationally accepted standards for responsible company management and control (Corporate Governance) is an important criterion for investors' investment decisions. MAX Automation SE is subject in particular to the provisions of Council Regulation (EC) No. 2157/2001 of 8 October 2001 on the Statute for a European company (SE) (SE Regulation), the Act Implementing Council Regulation (EC) No. 2157/2001 of 8 October 2001 on the Statute for a European company (SE) (SE Implementation Act – SEAG) as well as the majority of the provisions of the German Stock Corporation Act and the capital market regulations as well as the provisions of the Articles of Association issued for the SE. As a listed company, MAX Automation SE is subject to strict capital market regulations. Among other things, these prohibit insider trading by employees of the MAX Group. In case of knowledge of confidential processes which could have an impact on the stock exchange price of MAX Automation shares when they become known, the personal use and/or disclosure to third parties is prohibited and punishable by law. It is also prohibited to recommend the purchase or sale of securities to another person on the basis of insider information.

Fighting corruption and bribery

The MAX Group does not tolerate any form of bribery or corruption, whether from public officials or in our dealings with business partners. The acceptance and awarding of gifts, invitations and donations must be in accordance with the internal guidelines that pertain to this area in terms of appropriateness, approvals, reporting channels and documentation. Group employees and authorized representatives must avoid any kind of corruption and even its appearance. All suspected cases of corruption can be reported to the compliance officers via an anonymised whistleblowing system. The MAX Group commits to also comply with relevant country-specific anti-bribery and anticorruption laws, guidelines and regulations. This is the responsibility of the local management. The MAX Group supports all necessary measures to prevent the financing of transactions related to or in support of criminal activities (such as international terrorism). We do not carry out cash transactions on a large scale.

Compliance and risk management

For us, compliance means more than just adhering to laws and internal regulations. It forms the basis of our decisions and activities. Compliance and risk management are important management and control components of the MAX Group and are backed by clear organisational responsibilities. Our established early risk detection system supports both our portfolio companies and the management of our holding company in analysing risk classes and thus provides a systemic basis for actively managing risks. In doing so, we pursue the goal of combining opportunity and risk management.

The principles for adherence to relevant legal requirements are supported by a separate compliance guideline and other compliance documents. The development of compliance documents is structured in a risk-based manner and is supported by an independent compliance organisation. The compliance documentation is designed to provide pragmatic guidelines and orientation for employees. Moreover, our employees have permanent contact persons available to them for compliance issues.

Data protection

We respect the interest in personal data protection and ensure compliance with data protection regulations and data security. MAX Automation SE also has a data privacy officer. Furthermore, as a supplier to the automotive industry, bdtronic received TISAX (Trusted Information Security Assessment Exchange) certification in 2023. Obtaining this certification is also on the list of priorities for the subsidiary ELWEMA and is scheduled to take place in the current financial year. TISAX certification is regarded as proof of the specifically required information security and expertise within the company.

Goals, measures, rules and processes

Good and responsible Corporate Governance is an essential part of our management philosophy. It promotes the trust of investors, the financial markets, business partners, employees and the public in our company. MAX Automation SE has a monistic management structure. This is characterised by the fact that the management of the SE is the responsibility of the governing body, the Supervisory Board. The Supervisory Board directs the company, defines the guidelines of its activities and supervises their implementation. The Managing Directors conduct the business of the company, represent the company in and out of court and are bound by the instructions of the Supervisory Board. The Managing Directors act like an active Supervisory Board in the MAX portfolio companies, even though, except for at Vecoplan AG, it is not a Supervisory Board in the legal sense. The operational management of these companies is the responsibility of the respective management teams. The Supervisory Board and the Managing Directors are committed to the shareholders' interests and the well-being of the company. Their internal organisation is governed in each case by Rules of Procedure, which supplement the regulations and the Articles of Association. The management structures of our Group comply with legal requirements and are partly certified according to **ISO 9001**.

Our current declaration pursuant to Section 161 of the German Stock Corporation Act (AktG) on the German Corporate Governance Code as well as our Declaration on Corporate Governance are available on our website at https://www.maxautomation.com/media/2024/02/20240216_max_erklaerung_zur_unternehmensfuehrung_de.pdf.

All our internal policies and company values are summarised in the MAX Group's Code of Conduct. The values and standards of conduct contained in our Code are binding for all employees, managers and Managing Directors worldwide. The Code of Conduct is an important, but not the only component of our comprehensive compliance structure to which the MAX Group is committed. It is also supplemented by international standards, company regulations, corporate guidelines of the MAX Group and companies controlled by it and obligations arising from the employment relationship. Key requirements are also summarised in a Group-wide compliance guideline. Questionable practices, cases of corruption and violations can be reported either through our electronic whistleblower reporting system or directly to the Compliance Officer. In financial year 2023, three reports from whistleblowers were registered with the external whistleblower system that has been set up. Only one case fell within the material scope of Section 2 HinSchG. Nevertheless, all cases were investigated with the help of external experts and the incidents were examined in detail. The allegations were refuted.

Risks

Corruption, criminal acts or violations of legal requirements are examples of sustained damage to reputation and can lead to substantial financial losses. We have Corporate Governance rules and a comprehensive compliance structure in place to ensure that all employees of our Group act in accordance with the rules. A lack of procedure for handling reported cases of misconduct and/or corruption can damage the company's image. A data protection breach can lead to a loss of stakeholder trust and the company's reputation. In addition, there could be financial consequences, such as fines by data protection authorities or claims for damages by data subjects.

INDEX TO THE GERMAN SUSTAINABILITY CODE

Strategy	Report page	Notes
Strategic analysis and measures		
The company discloses whether it has a sustainability strategy. It explains what specific measures it takes to operate in accordance with the main recognised industry-specific, national and international standards.	Page 4	Sustainability is an integral part of our company culture and our business. Our portfolio companies develop technologies and solutions that are used to enable customers to improve their eco-balance. For us, long-term economic success is inextricably linked to our ecological and social responsibility. In 2023, however, the Supervisory Board initiated the establishment of centralised sustainability management at the holding. A team was appointed to coordinate and implement the ESG project for the entire Group. The Supervisory Board and the Managing Directors of the MAX Group also agreed in 2023 to prepare the Group for the new requirements of the CSRD (Corporate Sustainability Reporting Directive), which came into force in January 2023. The goal is to review the current status of the Group with regard to sustainability issues, adapt the current governance structures, define new concrete sustainability targets with corresponding action measures and determine the sustainability-related key figures on which the ESG data collection process and future sustainability reporting should be based.

Materiality		
The company discloses what aspects of its own business activities have a material impact on aspects of sustainability and what material impact the aspects of sustainability have on its business activities. It analyses the positive and negative impacts and indicates how these findings are incorporated into its own processes.	Pages 4/5	Energy consumption; energy efficiency; health, safety, satisfaction, training and qualification of employees; diversity; inclusion; human rights; compliance; acting with integrity; combating corruption; data privacy and data protection.
Goals		
The company discloses what qualitative and/or quantitative as well as time-defined sustainability targets are set and operationalised and how their degree of achievement is monitored.	Pages 7/8 + Environment: 10/11 + Employee matters: 16 + Social concerns: 17 + Governance: 19	Top priority: Stable and sustainable growth. The integration of a structured sustainability management system, also for the targeted and consolidated collection of ESG data. Improving the processes and quality of ESG data collection for the entire Group is at the top of our list of priorities. The formulation of concrete and time-bound targets for the areas of environmental, social and governance has begun with the implementation of the new Strategic Plan 2023 in order to prepare the MAX Group for the new requirements of the European ESG regulations.

Depth of the value chain		
The company reports on the importance of sustainability aspects for value creation and the depth of its value chain to which sustainability criteria are assessed.	Page 4	<p>The MAX Group develops technologies and solutions that are used in various industries and enable customers to improve their eco-balance. That is why sustainability plays a key role in its product offerings. By offering solutions for smart and e-mobility, developing innovative production technologies for medical technology as well as solutions for the continuous automation and digitalisation of manufacturing, the MAX Group can make a significant contribution to sustainability on the product side.</p> <p>ESG aspects are reviewed within the value chain on an ad hoc basis.</p>

Process management	Report page	Notes
Responsibility		
Corporate governance responsibilities for sustainability are disclosed.	Page 8	<p>The main responsibility for the key ESG topics lies with the Supervisory Board, which discusses the topics and corresponding ESG projects at regular meetings. In the reporting year, work began on establishing a centralised sustainability management system at Group level. In addition, an ESG project team was established at the holding company to coordinate ESG projects and implement the corresponding measures at Group level.</p>

Rules and processes		
<p>The company discloses how the sustainability strategy is implemented in the operational business by adhering to rules and processes.</p>	<p>Page 8</p>	<p>To implement our sustainability concept in our day-to-day work and our high quality standards, most portfolio companies have valid certificates in accordance with globally recognised quality norms and standards. For example, bdtronic, ELWEMA and Vecoplan are certified in accordance with ISO 14001 (environmental management system). The holding company is responsible for setting up the management teams and supports the subsidiaries financially as well as in governance and risk management. In addition, an internal audit department is appointed on a superordinate level. Opportunity and risk management is an integral part of the management processes. The company values are summarised in the Code of Conduct.</p>
Control		
<p>The company discloses how and what sustainability performance indicators are used in regular internal planning and control. It discloses how appropriate processes ensure reliability, comparability and consistency of data for internal controlling and external communication.</p>	<p>Page 8</p>	<p>An ESG project team has been established at the holding to coordinate ESG projects and implement corresponding measures at Group level. The MAX Group is currently working on improving the processes for collecting and recording ESG performance indicators and standardising them across the Group.</p>

Incentive systems		
The company discloses how the target agreements and remuneration for managers and employees are also oriented towards the achievement of sustainability goals and long-term value creation. It discloses to what extent the achievement of these goals is part of the evaluation of the top management level (executive board/ management) by the controlling body (supervisory board/advisory board).	n.a.	<p>The Remuneration System is available on the MAX website:</p> <p>https://www.maxautomation.com/de/investor-relations/corporate-governance/.</p> <p>ESG targets are currently not part of the variable remuneration schemes of the Supervisory Board and the Managing Directors.</p>
Performance indicator GRI 102-35 / Remuneration Policy	n.a.	<p>The Remuneration Report is available on the MAX website at:</p> <p>https://www.maxautomation.com/de/investor-relations/corporate-governance/.</p>
Stakeholder participation		
The company discloses how socially and economically relevant stakeholders are identified and integrated into the sustainability process. It discloses whether and how a continuous dialogue with them is maintained and its results are integrated into the sustainability process.	Page 6	MAX Automation SE as the holding company and its subsidiaries interact regularly with various stakeholders in the course of their business activities. The inclusion of our stakeholders has been carried out selectively so far.

Innovation and product management		
The company discloses how it uses appropriate processes to ensure that innovations in products and services improve the sustainability of its own resource use and that of users. Likewise, for the main products and services, it is stated whether and how their current and future impact in the value chain and in the product life cycle is assessed.	Pages 4/8	By providing solutions for the realisation of e-mobility and smart mobility, the development of innovative production technologies in medical technology, the promotion of environmentally friendly materials and resource-saving cyclical economy as well as solutions for the continuous automation and digitalisation of manufacturing, we can make a significant contribution to sustainability on the product side. The majority of the MAX Group companies have valid certificates in accordance with globally recognised quality norms and standards, such as ISO 9001:2015 and ISO 14001:2015 .

Environment	Report page	Notes
Use of natural resources		
The company discloses the extent to which natural resources are used for business activities. This includes materials as well as the input and output of water, soil, waste, energy, land, biodiversity as well as emissions for the lifecycle of products and services.	Pages 9/10	Due to their business activities in the field of assembly, mechanical engineering and machinery construction, our portfolio companies use low-emission production processes and consume few natural resources. In addition, the majority of our production sites are located in Germany, the European Union and the US and are therefore subject to strict environmental laws, norms and/or high standards. We consider environmental impacts to be reduced to the lowest possible level by complying with these regulations. Nevertheless, our companies are always striving to make their sites more energy-efficient. ELWEMA, Vecoplan and bdtronic are certified with their environmental management systems according to ISO 14001 at their German sites. They thus ensure that their environmental performance is improved and that legal obligations are met.

Resource management		
The company discloses what qualitative and quantitative targets it has set for its resource efficiency, in particular the use of renewable energies, the increase in raw material productivity and the reduction in the use of ecosystem services, which measures and strategies it is pursuing to this end, how these have been met or are to be met in the future and where it sees risks.	Page 9	We strive to use resources efficiently and sparingly. Our portfolio companies are therefore working to make a significant contribution to our customers' eco-balance by taking into consideration that our products help to improve ecological efficiency and conserve resources as much as possible, through ease of use, limiting the number of defective goods through our quality management processes and efficient return processes, for example. In addition, we focus on the fundamental longevity of machines and end products.
Climate-relevant emissions		
The company discloses greenhouse gas (GHG) emissions in accordance with the Greenhouse Gas (GHG) Protocol or standards based on it and states its self-imposed targets for reducing emissions.	Page 10	When it comes to environmental issues, the MAX Group focuses on improving energy efficiency and reducing energy consumption. From financial year 2022 – and then every four years – an energy audit in accordance with DIN 16247-1 will be carried out for MAX Automation SE and all subsidiaries.
EU Taxonomy		
Required information according to the EU Taxonomy Regulation	Pages 11/12/13/14	<p>Taxonomy-eligible KPIs:</p> <p>Sales revenue: approximately 0.0%</p> <p>CapEx: 2.1%</p> <p>OpEx: 5.7%</p> <p>Taxonomy-aligned KPIs:</p> <p>Sales revenue: 0.0%</p> <p>CapEx: 0.2%</p> <p>OpEx: 1.2%</p>

Society	Report page	Notes
Employees' rights		
The company reports on how it complies with nationally and internationally recognised standards on workers' rights and promotes the participation of employees in the company and in the company's sustainability management, what goals it has set itself in this regard, what results have been achieved so far and where it sees risks.	Pages 15/16	The Group is committed to the core labour standards of the International Labour Organisation (ILO). As part of the various TÜV and ISO certifications of the portfolio companies, measures have been defined to ensure the safety of employees in the workplace. The internal guidelines and standards of conduct are contained in the Code of Conduct. The subsidiaries bdtronic and Vecoplan are certified in accordance with ISO 45001 (occupational health and safety management system).

Equal opportunities		
<p>The company discloses how it implements processes nationally and internationally and what goals it has to promote equal opportunities and diversity, occupational health and safety, codetermination, integration of migrants and people with disabilities, fair pay as well as work-life balance and how it implements them.</p>	<p>Pages 15/16</p>	<p>We follow the principle of equal treatment, which means that no employee may, for arbitrary reasons, be treated worse than other employees comparable to them. The share of women on the Supervisory Board in 2023 is 33.3%. The Supervisory Board has set a minimum share of 30% women for the management level below the Managing Directors and this has been achieved. There is no further management level below this. In addition to professional and personal eligibility of the candidates, MAX Automation SE also takes diversity aspects, including age and gender, into account when appointing Managing Directors. In view of the small number as well as the length of appointment of the current Managing Directors, it is not appropriate to set a percentage of women other than 0% for the Managing Directors. The share of women in the entire workforce of MAX Automation SE is 50% in the reporting year. All of the portfolio companies observe all applicable health and safety requirements in the respective work environment and comply with the relevant internal and statutory regulations. Wages and salaries above the applicable statutory minimum wage and solutions for working from home have already been implemented. We promote a culture of open communication and encourage our employees to share their ideas.</p>
Qualification		
<p>The company discloses what goals it has set and what measures it has taken to promote employability, i.e., the ability to participate in the working and professional world of all employees, and to adapt it in view of demographic developments, and where it sees risks.</p>	<p>Pages 15/16</p>	<p>Our employees in the portfolio companies and the Holding already have access to training and further education opportunities to develop and expand their competences and skills. Nearly all Group companies are training companies and offer opportunities for bachelor's and master's theses as well as dual studies in various fields and internships.</p>

Human rights		
The company discloses what measures, strategies and objectives are taken for the company and its supply chain to ensure that human rights are respected worldwide and that forced and child labour and all forms of exploitation are prevented. The results of the measures and any risks are also addressed.	Page 17	The Group is committed to the United Nations Universal Declaration of Human Rights (UDHR). In accordance with the standards of the International Labour Organisation (ILO), the Group does not permit forced or compulsory labour or child labour. All MAX Group stakeholders at all levels, without exception, are required to comply with the standards and principles set out in the Code of Conduct. In 2023, the MAX Group began preparing for the new Act on Corporate Due Diligence Obligations in Supply Chains and created a team and a concept for working on the BAFA catalogue. The supplier evaluation process has also already been initiated.
Community		
The company discloses how it contributes to the community in the regions it conducts significant business activities in.	Page 17	The MAX Group's goal is to contribute its know-how to the dialogue with stakeholders and to work together with customers on innovative solutions. In addition, the Group creates jobs as well as apprenticeships, internships and dual study places.
Political influence		
All significant submissions to legislative procedures, all entries in lobby lists, all significant payments of membership fees, all contributions to governments as well as all donations to parties and politicians are to be disclosed in a differentiated way by country.	n.a.	Various subsidiaries of the MAX Group are members of the VDMA – Verband des deutschen Maschinen- und Anlagenbaus e.V. (German Engineering Federation) and its working groups. The interests of the industries are represented in a balanced manner via the association. Beyond this, the MAX Group has no other such activities of its own.

Conforming with laws and regulations		
<p>The company discloses what measures, standards, systems and processes exist to prevent unlawful conduct and especially corruption, how they are reviewed, what the results are and where the risks lie. It describes how corruption and other violations of the law are prevented, detected and sanctioned in the company.</p>	<p>Page 18</p>	<p>MAX Automation SE is subject in particular to the provisions of Council Regulation (EC) No. 2157/2001 of 8 October 2001 on the Statute for a European company (SE) (SE Regulation), the Act Implementing Council Regulation (EC) No. 2157/2001 of 8 October 2001 on the Statute for a European company (SE) (SE Implementation Act – SEAG) as well as the majority of the provisions of the German Stock Corporation Act and the capital market regulations as well as the provisions of the Articles of Association issued for the SE. As a listed company, MAX Automation SE is subject to strict capital market regulations. The Group's management structures comply with the legal requirements and are partly ISO 9001 certified. The MAX Group has clear policies and procedures to comply with laws and regulations and to fight corruption and bribery. The Group also has a Code of Conduct. Key requirements are also summarised in a Group-wide compliance guideline. Questionable practices, cases of corruption and violations can be reported either via an electronic whistleblower reporting system or directly to the Compliance Officer.</p>