

**2025  
Sustainability  
Disclosure**

**Your Committed Enabler**



**IN Sustainable  
Future**

# Disclosure outline

GRI 2-1:2-5

Panasonic Industrial Devices Europe (PIDEU) GmbH is committed to providing all types of stakeholders (customers, employees, business partners, ...) with open and transparent information about sustainability efforts. This report is the combined, consolidated, non-financial report for PIDEU Group<sup>1</sup>, which covers the company's consolidated subsidiaries and their activities in Europe (Germany, Slovakia and the Czech Republic).

Given that the company operates globally with unified strategies across different areas, all descriptions of management approaches and concepts related to the identified material topics apply to both the company and its subsidiaries.

This report describes PIDEU's activity and performance from April 1<sup>st</sup>, 2024 to March 31<sup>st</sup>, 2025. The report includes some activities before and after this period as well as future goals. Guidelines used as reference: GRI Standards. This report does not claim to be compliant with the GRI standard. To find additional information, please visit: [www.pideu.panasonic.de](http://www.pideu.panasonic.de).

We are committed to upholding and complying with high environmental, social and governance (ESG) standards through monitoring, continuous improvement and transparent reporting. Our integrated management system (IMS) across all locations underline this commitment, ensuring that we meet high ESG criteria. This report aims to transparently disclose our ESG activities, serving as a foundational resource for decision-making by our share- and stakeholders, including customers, management and employees.

Achieving this goal relies on valuable feedback, which is essential in helping us to ensure that future sustainability disclosures accurately reflect the interests and needs of all our stakeholders. The GRI report is prepared by the sustainability team in collaboration with various departments. We encourage you to share your feedback, comments, and questions by contacting us at [pideu@eu.panasonic.com](mailto:pideu@eu.panasonic.com).



## Panasonic Industrial Devices Europe GmbH

Zeppelinstraße 19  
21337 Lüneburg  
Germany

President: Robert Sippel

Tel: +49 (0) 4131 - 899 0  
Fax: +49 (0) 4131 - 899 120  
Email: [pideu@eu.panasonic.com](mailto:pideu@eu.panasonic.com)

<sup>1</sup> "PIDEU Group" (for better readability occasionally referred to as "PIDEU") comprises PIDEU and its subsidiaries.

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# Foreword

## Motivation for sustainability

We as Panasonic Industrial Devices Europe (PIDEU), have been committed to sustainability for over four decades. We view it as a vital responsibility shared by society as a whole. That's why we actively engage in a wide range of charitable projects, support social and environmental initiatives and carry out our own sustainability-driven activities. Our actions are guided by a set of core values that form the foundation of our approach. Aligned with Panasonic's core business principles, we strive to be a trusted partner for businesses in the B2B sector. Our goals related to quality, workplace safety, information security and environmental responsibility are grounded in our seven basic business philosophy principles. These values serve as a compass in our relationships with customers, business partners and employees.

## Our guiding principles form the foundation

for our approach to sustainability, aligned with our overarching goals and mission: contributing to the progress of society through responsibly manufactured products with green energy and alignment with global sustainability goals. This vision - **becoming Europe's leading B2B company by fostering innovation and cultivating a strong, team-oriented culture** - shapes the present document, which is structured into **environmental, social and corporate responsibility** chapters. These sections reflect the full scope of our sustainability efforts. We provide a detailed insight into our projects and commitments - from our emission reduction initiatives and contribution to society to our approach in working with business partners and customers.

## Our basic business philosophy principles



Contribution to society	we will follow the basic management objective for society's benefit.
Fairness and honesty	we will be fair and honest in all our business dealings and personal conduct.
Cooperation and team spirit	we will combine our abilities to accomplish our shared goals together and value team spirit.
Untiring effort for improvement	we will strive to improve our business ability to contribute to society.
Courtesy and humility	we will always be cordial and modest and respect others for good social relationships.
Adaptability	we will continually adapt our thinking and behaviors to meet the ever-changing conditions around us.
Gratitude	we will act out of a sense of gratitude for all the benefits we have received.



President of  
Panasonic Industrial Devices Europe GmbH  
**Robert Sippel**

# Letter from the President

Dear Reader,

PIDEU has been guided by the belief that a company is a public entity of society and must contribute through its business and has since been dedicated to positively bringing value to society. As a subsidiary of Panasonic, we uphold a tradition of continuity and value-driven corporate management. This commitment continues to drive our innovations and initiatives for a more sustainable future. We take pride in the technological expertise we have developed throughout our history, enabling us to deliver high-quality, intelligent and pioneering products and system solutions to our customers. With a long-term perspective, we remain fully committed to addressing social challenges through advancements in mobility, electronic control solutions and energy management, bringing meaningful value to our customers and stakeholders.

## We deeply commit ourselves to support the development of society

In addition to our commitment to economic growth, we also take responsibility for environmental sustainability and social well-being. Creating a livable environment through attractive and safe working conditions, avoiding emissions and contributing to positive social development is a matter of great importance to us and our employees. Our vision is clear - we aspire to be a most professional company shaping the future through value-driven innovation. Our goal is to contribute to the progress of society by offering responsibly manufactured products with minimal environmental impact, aligned with global sustainability goals.

## Our mission, vision and motivation remain the same despite changing events in the market

In 2024, we faced several unexpected challenges, including global inflation and geopolitical conflicts, which impacted various industries. The automotive market in Europe, particularly the electric vehicles (EV) sector, has slowed down, with many automakers scaling back their EV production targets. At PIDEU, we recognized that major manufacturers would increasingly develop these products in-house, prompting us to explore other markets. We anticipated this shift early in 2023 and began reallocating resources from the automotive sector to other areas, while also offering our services to other Panasonic companies. However, the drastic decline in the market, especially in Germany was unforeseen. The sudden removal of subsidies severely impacted the EV market in Germany, while countries like China and Norway have successfully promoted EV adoption.

Despite these challenges, we are committed to remaining resilient. We continue to adapt our strategies, diversify into new markets and leverage our strengths to ensure sustainable growth beyond electric consumer vehicles.

In response to this situation, we will focus on utilizing our know-how to enter new markets in the commercial area. It is now the time to pave the way for growth in these sectors by leveraging the technological capabilities and know-how we have acquired. We will continue down the same path with our customers based on innovation and the creation of value. Given the need for electrification solutions, we will bring together all our strengths, knowledge and capabilities and lead the way forward in Europe.

## We decrease our environmental impact

Sustainability has become a fundamental aspect of responsible and future-oriented business practices. Our mission is to act in line with these principles, every day and in every decision we take. We strive to not only innovate but also reduce our environmental impact and ensure that our business decisions contribute in the long-term to the well-being of society, the environment and our stakeholders.

We committed ourselves to become net-zero neutral by the end of BY 2025 and drive Panasonic's Green Impact initiative. In order to achieve this goal, we have taken action over the past years. Since January 2025, all our sites are powered by 100 % renewable electricity. In particular, across Slovakia, all our products are manufactured with 100 % renewable electricity (Scope 2) and 100 % certified gas with guarantees of origin (GoOs). Furthermore, we installed a photovoltaic system at our Trstená site in Slovakia, further reducing carbon emissions. In the Czech Republic, the products are manufactured with 100 % renewable energy. These efforts align with PIDEU's targets to become net-zero by BY 2025 and achieve complete carbon neutrality by 2050.

## We engage our stakeholders in our sustainability management

In addition to transparently disclosing our data, a major goal is to inspire and actively engage our employees in sustainability while also promoting our efforts to our customers. By fostering a deeper understanding of our sustainable practices within our employees, we aim to create a strong foundation for long-term engagement. At the same time, we strive to communicate our sustainability progress effectively to our customers, reinforcing our shared responsibility for a resilient future.

Additionally, we are continuously working to enhance our data quality and reporting processes, with a particular focus on integrating our international subsidiaries more effectively. Through a continuous improvement approach, we are also optimizing operational workflows to establish unified standards across the entire corporate group. We will continue to remain dedicated to Europe with locations for production and R&D.

## We express our sincere gratitude to our stakeholders

We also extend our gratitude to our customers and partners who appreciate our products and services. Most importantly, we thank the 2.860 employees of the PIDEU Group for their outstanding dedication and continuous efforts, even in challenging times. Their commitment plays a crucial role in strengthening our leadership in innovation.

Sincerely,

President of  
Panasonic Industrial Devices Europe GmbH:

Robert Sippel



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# Introduction

# Introduction

## PIDEU at a glance

GRI 2-1, 2-2

PIDEU is an EU power-solution provider with deep system and devices know-how and operates under Panasonic Industry Co., Ltd. (PID), which is part of the overarching global entity Panasonic Holdings Corporation (PHD). We are focused on developing innovative product solutions for the automotive and industrial sectors. Our German sites in Lüneburg (518 employees), and Pfaffenhofen (35 employees), offer comprehensive services from development (R&D), testing and production. Across Slovakia and the Czech Republic, our 2.114 employees manufacture products that meet high standards in quality, safety and environmental responsibility. At PIDEU, our mission is to provide innovations that enhance the quality of life and deliver meaningful value to our customers and society worldwide.



## Management philosophy

Guided by our management philosophy that a company is a public entity of society, we acknowledge that our growth must not come at the expense of society or the environment. Motivated by our core values, we have been committed to developing innovative industrial and automotive solutions for over four decades. At PIDEU, we strive to push the boundaries of technology to support the development of society. Rooted in our foundational principles, we continuously challenge ourselves to create new value, delivering advanced and customized solutions that empower industries and enhance mobility. Our goal is to contribute to a society where technological progress and environmental responsibility go hand in hand, ensuring a better quality of life for all.

## A brief overview of our locations

GRI 2-2



### Lüneburg

Year	1984
Function & products	Headquarter (HQ) - R&D and testing - Strategic procurement - Key account management
Nationalities	18 (together with Pfaffenhofen)



### Pfaffenhofen

Year	1974
Function & products	R&D and testing Products: Relays
Nationalities	18 (together with Lüneburg)



### Stará Ľubovňa

Year	1997
Function & products	Chargers, film capacitors, battery disconnect units (BDU), amplifiers, wireless modules
Nationalities	4 (together with Trstená)



### Trstená

Year	1997
Function & products	BDU, DCDC converter, control electronics, switches, speakers
Nationalities	4 (together with Stará Ľubovňa)



### Planá

Year	1997
Function & products	Relays
Nationalities	4



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# History

GRI 2-1

For more than four decades, PIDEU has continuously worked towards offering innovative solutions and high-quality products to the automotive and industrial sectors. Since 1984, we have continued to evolve and meet the needs of our customers.



1984 Establishment of Matsushita Electronic Components Europe GmbH (ECOM) in Osterode am Harz on July 4th and start of production on September 20th: tuner and remote controller

1987 Official relocation in Lüneburg and start of production

1990 Start of local development: power supply products

1997 Establishment of Matsushita Electronic Components in Slovakia (single room occupancy)

2005 Change of trade name to Panasonic Electronic Devices Europe GmbH (PEDEU)

2006 Entry into the automotive industry: speakers and switches

2012 Change of trade name to Panasonic Industrial Devices Europe GmbH (PIDEU) and 25th anniversary of operation in Lüneburg

2013 Three sites (Pfaffenhofen DE, Planá CZ, Enns AT) joined the PIDEU Group

2019 New building in Trstena for powertrain products. Start of film capacitor production in Stará Ľubovňa

2020 Start of production: powertrain product for electrical vehicle (BDU, HVDCDC)

2024 40th anniversary of establishment



# Company overview

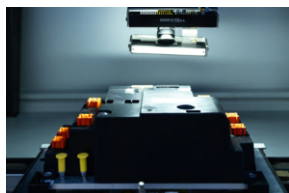


## PIDEU's product portfolio for contributing to people and society

GRI 2-6

PIDEU's B2B products are used primarily for automotive and industrial applications. These offer innovative solutions tailored to the specific needs of each sector. By providing a wide range of highly customized products, PIDEU enhances operational efficiency and supports the growth of industries. By fostering technological progress and innovation aligned with quality and environmental standards, PIDEU contributes to the development of society and protection of the environment through green manufacturing. In the diagram below, PIDEU's two business domains - systems and devices along with offered products can be seen.

### Systems



### Devices



#### Sustainability vision

- Contributing to the development of society by delivering innovative, highly reliable and energy-efficient solutions
- Strengthening and building partnerships by delivering tailored system development and state-of-the-art production capability
- Reducing CO<sub>2</sub> emissions and advancing sustainable mobility solutions
- Fulfilling customer needs through a deep understanding of their requirements

#### Products

- Battery-management units (BMU), disconnect units (BDU) and management systems (BMS)
- Battery chargers
- Connector panels
- High voltage (HV) and low voltage (LV) DC/DC converters
- Motor control solutions
- Power electronics
- Wireless modules
- Battery packs
- Film capacitors for BEV and HEV
- Mechanical relays
- Speakers and sound amplifiers

## Customers

At PIDEU, prioritizing customers' requirements and expectations is a core value deeply embedded in our approach to R&D, industrialization and production. Our commitment to customer satisfaction drives everything we do and makes it a strategic priority. We actively listen to our customers to anticipate their needs - ensuring we provide solutions which also align with evolving market demands.

To achieve customer satisfaction, PIDEU leverages its extensive engineering and manufacturing expertise. This expertise is defined by a strong focus on customer-centric solutions, digital transformation, streamlined processes and strategic collaborations with external partners. These key success factors enable us to deliver safe, secure and high-quality solutions that meet and exceed customer expectations.



## Supply and sourcing

GRI 2-6

PIDEU is committed to socially responsible procurement that respects human rights, fair labor, environmental standards and compliance. To support this, the company includes compliance aspects including human rights, anti-bribery, information security and supply chain CSR promotion guidelines in the contracts. Furthermore, human rights and environmental standards are also included in the supplier qualification questionnaire with mandatory requirements. The overall aim is to build a responsible and ethical supply chain.

PIDEU's procurement structure includes a high number of finished B2B products such as semiconductors, memory modules, printed circuit boards and housing parts composed of metal or plastic.

## Customer impact and key account management

At PIDEU, we employ a well-established Key Account Management (KAM) strategy to systematically structure and strengthen our relationships with customers across the company. While our general sales organization serves all customers, key accounts receive additional strategic focus through this dedicated and specific approach.

Beyond our standard sales processes, our KAM is built on a deep understanding of our customers' unique needs and expectations. Our streamlined and unified KAM framework allows us to operate as a cohesive organization, delivering a globally coordinated and customer-centric experience.

## Value chain

GRI 2-6

For over three decades, PIDEU has been a reliable partner in providing innovative systems and devices for the automotive, industrial, medical and energy sectors. As a comprehensive solution provider and reliable partner, we offer a wide range of services - from research and technical support to development, design, and manufacturing. Our product portfolio, featuring both standard products and custom solutions, is designed to not only meet the current needs of our customers but also to contribute to the realization of a society where advanced technologies and the environment coexist in harmony.

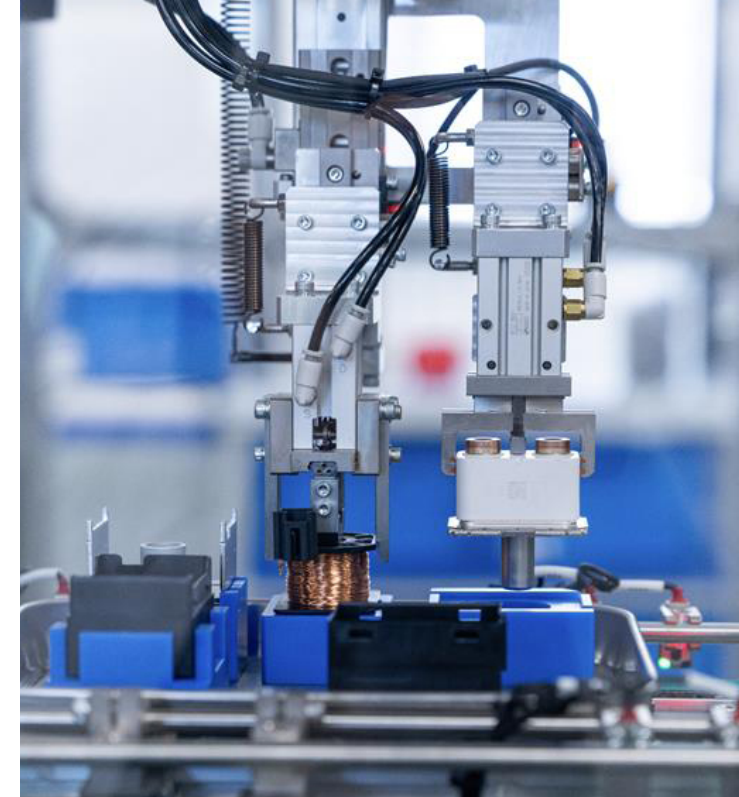
The main groups of procured components are electronic components and customized mechanical components used to manufacture assemblies for motor control, power supply and battery charging electronics. PIDEU's directly procured components are sourced from a total of more than 500 suppliers, mainly from Asia.

In order to ensure a stable supply of materials and mitigate possible risks in the supply chain, PIDEU's strategic procurement focuses on strong supplier relationships. Furthermore, multiple suppliers can be qualified for key components.

## Manufacturing

GRI 2-6

Our finished B2B products are distributed to our customers, who are not end-consumers but businesses in the automotive and industry sectors. Our customers rely on our high-quality finished products to incorporate them into their own manufacturing processes and products, creating thus advanced solutions for their own customers. Through this downstream section supply chain, our products contribute to the development of critical technologies and systems that support various sectors of the economy. We manufacture our product in accordance with our sustainability strategy and in line with international law and standards. By using the latest technology, we can reduce carbon footprint and decrease the generation of waste.



## Policies and trainings

GRI 2-23, 403-5

Since the establishment of PIDEU, we operate in accordance with internally set policies that govern our day-to-day activities and our approach to business. These policies are developed to ensure that we meet all relevant global (Panasonic) and PIDEU requirements while also supporting our broader business objectives. By adhering to these guidelines, we not only uphold our commitment to ethical practices and operational efficiency but also create a framework for responsible decision-making across all levels of the organization. This structured approach allows us to manage risks effectively and maintain consistency in the quality and integrity of our operations.



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Policies

## Environmental

- Environmental Policy (included in the Integrated Management Systems – IMS Policy)
- Responsible Minerals Procurement Policy

Trainings

- Waste Management
- DIN EN ISO 14001 Training
- Hazardous Substances Training
- Transportation of Hazardous Substances Training

Policies

## Social

- Occupational Health and Safety Policy (included in the Integrated Management Systems – IMS Policy)

Trainings

- Fire Safety Helper
- Occupational Health and Safety in the Workplace
- General Safety Topics
- DIN ISO 45001 Training

## Governance / Compliance

- Quality Policy (included in the Integrated Management Systems – IMS Policy)
- Anti-bribery and Anti-corruption
- Code of Ethics and Compliance
- Anti-fraud
- Competition Law
- Basic Information Security
- Business Continuity Management (BCM)
- Process Management Policy
- ISM (Information Security Management)
- Code of Ethics and Compliance
- General Harassment in the Workplace
- Product Safety Trainings
- ISM Trainings
- Basic Business Philosophy (BPP)

\*additional study tours for new employees including above mentioned topics are also carried out

## Management systems

GRI 2-24, GRI 2-25

Since its establishment, PIDEU has operated under a structured management system that guides our daily activities and business approach. Our management systems are designed to ensure compliance with the requirements of our stakeholders while supporting our overall business objectives. By following these systems, we uphold our commitment to operational excellence, risk management and continuous improvement. This approach enables us to maintain high standards of quality, efficiency and accountability across all levels of the organization.

Our management systems are integrated into our "Integrated Management System" (IMS). By adhering to DIN EN ISO 9001 and IATF 16949, we ensure the highest standards of quality and continuous improvement of our processes. DIN EN ISO 14001 ensures effective environmental management practices that minimize our environmental impact. DIN ISO 45001 reinforces our commitment to the health and safety of our employees, fostering a safe and resilient work environment. DIN EN ISO/IEC ISO 27001 ensures the protection of sensitive information, supporting secure and sustainable operations. TISAX (Trusted Information Security Assessment Exchange) is an assessment model based on DIN EN ISO/IEC 27001 and enables us to demonstrate our commitment to secure information handling in line with automotive industry requirements. The according certificates can be found [here](#). Additional ISO certifications related to product security and safety as well as other specialized areas are in place and mentioned in the relevant sections of this disclosure.

## Strategy

### PIDEU's 2030 strategy for a resilient growth and resilient future

GRI 2-22

Our vision is to become Europe's leading B2B company, defined by business innovation and a strong team-oriented culture. In order to achieve this, PIDEU strategically follows this goal. The 2030 PIDEU strategy is composed of five main pillars which are deeply rooted in our mission and vision. The pillars reflect our commitment to contributing to a better future for both society and the environment. By staying true to these principles, we ensure PIDEU's long-term success and growth. A key pillar of the 2030 PIDEU strategy is fostering a workplace where employees feel valued and engaged, recognizing that a motivated workforce is the foundation of our achievements. Likewise, our dedication to customer satisfaction drives us to consistently meet and exceed expectations through high-quality, innovative solutions. We also strive to create lasting value for our shareholders by maintaining a strong, diversified business and product portfolio. Additionally, our commitment to continuous business innovation and a forward-thinking corporate culture equips us to navigate future challenges and reinforces our long-term goal for being a resilient company.

Operating business	Location	Quality		Environment	Health and Safety	Information Security	
		DIN EN ISO 9001	IATF 16949	DIN EN ISO 14001	DIN ISO 45001	DIN EN/IEC ISO 27001	TISAX assessment
PIDEU	Lüneburg	✓	✓	✓	✓		✓
	Pfaffenhofen	✓	✓	✓	✓		
PIDEU-SK	Stará Ľubovňa	✓	✓	✓	✓	✓	✓
	Trstená	✓	✓	✓	✓	✓	✓
PIDCZ	Planá	✓		✓	✓		



## Employee satisfaction

### 2024 activities

- Cultivation of a culture of wellbeing
- Zero serious accidents
- Zero equipment-related accidents

### Long-term strategy

Become an employer of choice for top talent



## Business process innovation culture

### 2024 activities

- Establishment of a structure and a system to sustainably manage PIDEU

### Long-term strategy

Streamline operation and increase overall efficiency



## Customer satisfaction

### 2024 activities

- Improvement of capabilities in production and development

### Long-term strategy

Be a reliable production and development partner



## Business & product portfolio

### 2024 activities

- Improvement in deep know-how for systems and devices

### Long-term strategy

Adjust product portfolio to market needs



## Shareholder satisfaction

### 2024 activities

- Securing profitability and sustainable growth

### Long-term strategy

Platform for European B2B business

# Value proposition

GRI 2-1c, 2-6

Our commitment to our customers, society, employees, working partners and shareholders is unwavering and we are constantly working towards ensuring that their needs and expectations are met and build trust. Our core values are characterized by honesty and integrity and our capabilities, a large EU production capacity and know-how in the industry and automotive sectors. Our mission is to stay close to our customers by offering end-to-end integrated services.

Stakeholders	Customers	Society	Employees	Working partners	Shareholders
Mission	<p>Development and manufacturing of products which do not endanger the environment, safety and health of any person when used as intended or in a foreseeable manner</p> <p>Supply of safe, highly reliable and customized solutions for individual applications from the automotive and industrial sectors with focus on consumer electronics, power tools and energy devices.</p>	<p>Decreasing the environmental impact on society</p> <p>By steadily decreasing our CO<sub>2</sub> emissions and promoting our energy solutions, we will positively contribute to the decarbonization of society through technology and environmental conservation.</p>	<p>Ensure a safe and healthy working environment with zero accidents and increase sustainability awareness</p> <p>By continuously identifying, reporting and minimizing risks, we ensure that our employees are protected. Improving the awareness and education of our employees is a central component of our approach.</p>	<p>We work closely together with our partners to fulfill the market demands for reliable, highly qualitative and competitive products</p> <p>By working with reliable partners, our capacity to maintain and improve the quality of our products and adapt to market demands is ensured.</p>	<p>By transparent communication and close cooperation with our shareholders, we ensure that our strategy is aligned globally</p> <p>To ensure an integrated management approach, we align with Panasonic's global strategies and goals.</p>
Initiatives	<p>Quality management systems (DIN EN ISO 9001, IATF 16949)</p> <p>Reliable management of projects</p> <p>Reliable customer support</p> <p>Development of competitive production</p> <p>Cost effective production</p>	<p>Decarbonization initiatives: scope 1 and 2 net-zero by 2025</p> <p>Environmental management system (DIN EN ISO 14001) at all locations</p> <p>Donations to environmental organizations</p> <p>Internal and external communication initiatives on sustainability progress</p>	<p>Health and Safety days (2x/year)</p> <p>Sustainability days (1x/year)</p> <p>Health and Safety management system (DIN ISO 45001) at all locations</p> <p>Education and training via our compliance management software</p> <p>Mental health campaigns and activities (yoga, meditation, moving breaks)</p>	<p>Enhancement of product quality</p> <p>Adaptation to market changes and demands</p> <p>Maintenance of competitiveness</p> <p>Request of compliance with supply chain CSR guidelines and environmental criteria for (direct) supplier selection</p>	<p>Regular alignment with global Panasonic initiatives</p> <p>Compliance with global standards, guidelines and policies</p>

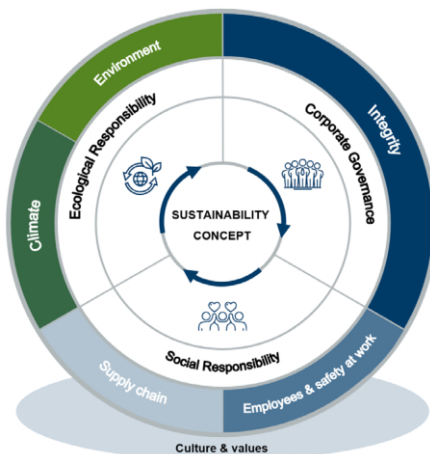


## Sustainability concept

GRI 2-22, 2-23, 2-24

We are aware of the environmental impact caused by our business operations, products and services. This is our main motivation for promoting environmental protection and sustainability. For this reason, we integrated our sustainability principles into our corporate approach.

This approach is based on three key pillars: ecological responsibility (environment), social responsibility (human rights and labor, health and safety, quality and product safety) and corporate governance (ethics, business continuity management and supply chain). To achieve our climate goals, we are focusing on decarbonization and the reduction of CO<sub>2</sub> emissions. Concerning the environment, we focus on the continuous improvement of our environmental management systems (EMS) DIN EN ISO 14001 at all locations throughout yearly revised measures and goals according to relevant topics. For ensuring the fulfillment of social responsibility, we offer our employees a respectful and secure work environment and monitor and improve our DIN ISO 45001 management system at all locations. Furthermore, we promote our values and expectations for the respect of human rights and the environment to our direct suppliers. Our corporate culture, our actions and decisions are defined by integrity. We act in compliance with Panasonic's Code of Ethics and Compliance and the seven Panasonic principles. Our management philosophy is focused on the preposition of *contributing to the progress and development of society and the well-being of people through business activities*. Our sustainability concept, policies and activities are aligned with those of Panasonic Industry (<https://www.panasonic.com/global/industry/csr.html>).



## Key achievements in 2024

GRI 2-22, 302-1, 302-4, 305-1, 305-2, 305-4, 403-2, 403-5, 403-1, 403-5

Each year, we strive to further align with global sustainability trends and meet the evolving expectations of our stakeholders. Our goal is to continue fostering positive change across environmental, social and governance (ESG) areas. In BY 2024, we reached key milestones, including the purchase of 100 % renewable energy across all locations. Since 01.01.2025, all our sites are fully operated by renewable energy. The environmental measures taken this business year will have a positive effect on the reduction of CO<sub>2</sub> emissions in the long term and in the upcoming years.

Concerning health and safety, we remain committed to fostering a safe and healthy work environment for all employees. Throughout the year, we have implemented targeted health and safety campaigns to raise awareness about workplace hazards and best practices. These initiatives include training sessions and workshops on health topics, including mental health. Furthermore, all our sites have successfully obtained the DIN ISO 45001 certifications, demonstrating our commitment to internationally recognized occupational health and safety standards.

Environment	Social	Governance
<p><b>23 %</b> Renewable energy share from total energy consumption – goal of 100 % for 2025</p>	<p><b>2x</b> Health and Safety campaigns for employee awareness</p>	<p>✓ Enhanced security through software and system upgrades</p>
<p><b>5/5</b> Locations certified according to DIN EN ISO 14001</p>	<p><b>5/5</b> Locations certified according to DIN ISO 45001</p>	<p>✓ DIN EN/IEC ISO 27001 and TISAX assessments</p>
<p><b>1</b> Sustainability day for increasing employee awareness and active participation</p>	<p><b>12x</b> Employee newsletters for Health and Safety</p>	<p>✓ SOX-compliance audit</p>
<p><b>12x</b> Employee newsletters for sustainability</p>		<p>✓ Quarterly information security trainings and phishing campaigns</p>
		<p><b>93 %</b> Completion rate for the Code of Ethics and Compliance (CEC) updated training</p>



Environmental  
responsibility



# Environmental responsibility

- Roadmap to net-zero emissions
- Corporate carbon footprint (CCF)
- Environmental management: DIN EN ISO 14001
- Environmental awareness and education
- Our commitment to environmental and climate protection
- Mobility



## Our mission

Minimizing the environmental impact of our products through the use of green energy and application of ecodesign principles into product development based on customer needs.

Working closely with our stakeholders, including customers, suppliers, and partners to advance sustainability across the entire value chain.

## Our KPIs (exemplary overview)

- Corporate carbon footprint - scope 1 & 2 (t. CO<sub>2</sub>eq.)
- Energy consumption (kWh)
- Renewable electricity ratio (%)
- Green gas energy ratio (%)
- Energy consumption (kWh)
- Waste generation (t)
- Water consumption (m<sup>3</sup>)
- Company fleet composition by type (%)

## Our initiatives

- Measurement, monitoring and reduction of Scope 1 and 2 emissions
- Purchase and own production of renewable electricity
- Purchase of guarantees of origin for gas (GoOs)
- Improving and maintaining the DIN EN ISO 14001 environmental management system
- Initiatives for environmental education through sustainability days and monthly newsletters

## Our certifications



# Roadmap to net-zero emissions

## Decarbonization

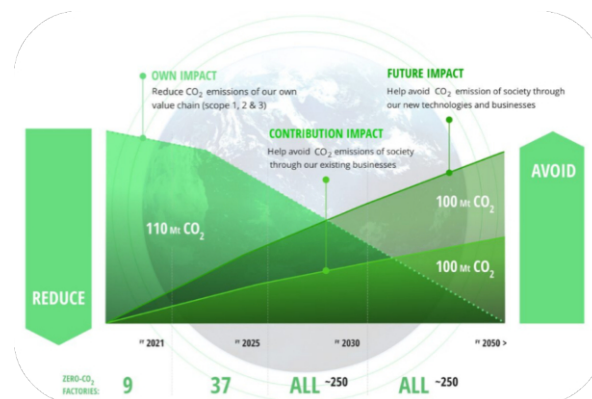
GRI 2-23, 2-24, 305-1, 305-2, 305-3

The latest climate research highlights the urgent need to limit global temperature rise to mitigate the severe consequences of climate change. It also emphasizes that businesses must take swift action to reduce their greenhouse gas (GHG) emissions, which are a key driver of global warming.

As part of Panasonic Green Impact, Panasonic set a goal to achieve net-zero emissions for Scope 1 and 2 by 2030 and for Scope 3 by 2050. For Scope 1 and 2, GHG emissions resulting from direct business activities are tracked, whereas Scope 3 includes indirect factors that contribute to emissions such as travel emissions and purchased goods.

As a subsidiary of Panasonic, PIDEU acts in line with global targets and commitments. Our commitment to net-zero emissions covers Scope 1 emissions (direct emissions from business activities) and Scope 2 emissions (indirect emissions such as purchased electricity). Additionally, we aim to achieve net zero CO<sub>2</sub> emissions across the entire value chain by 2050. To meet these goals, our approach focuses on two key areas: reducing our own emissions and contributing to global CO<sub>2</sub> reduction through emission avoidance.

- Achieve net zero CO<sub>2</sub> emissions from our own operations (Scope 1 and 2) starting with 2025 onwards. We expect our CO<sub>2</sub> emissions to decrease by approximately 85 % (Scope 1 and 2) in 2025 as compared to this year.
- Reduce CO<sub>2</sub> emissions across our entire supply chain to net zero by 2050, with the goal of purchasing components with a low CO<sub>2</sub> footprint and improving the energy and resource consumption of our products during their lifecycle
- Drive further emission reductions by developing new and innovative technologies that enable the transition to a carbon-neutral future



Panasonic Green Impact:  
<https://holdings.panasonic/global/corporate/panasonic-green-impact.html>

## Decarbonization projects and activities

GRI 302-4, 302-5, 305-5

Since 2022, our factories have been working towards Scope 1 and 2 decarbonization by producing renewable energy onsite and sourcing renewable electricity and GoOs from clean energy providers. As a result, our sites will successfully reduce their CO<sub>2</sub> emissions by up to 85 % starting from 2025 as compared to 2024. Many of our internal business processes take place within our buildings. The remaining emissions will be compensated by the end of 2025. As a result, the maintenance and operation of our properties account for a significant portion of our energy consumption and greenhouse gas emissions. One of our key objectives is to make our facilities more energy-efficient and substitute non-efficient equipment.

This year we focused on infrastructure investments aimed at optimizing energy demand and consumption across our locations. This included the implementation of renewable energy sources and modernization of our buildings (LED lightning, automatic blinds) as well as the purchase of energy-efficient equipment. A key example is our company's headquarters in Lüneburg, where six heat pumps were installed, each with a capacity of 24.9 kW. When operated by renewable energy, these heat pumps provide an efficient heat supply.



Heat pumps at the R&D site in Lüneburg, Lower Saxony, Germany

Additionally, they will lead to an up to 90 % reduction in gas consumption, from 900.000 kWh/year to less than 100.000 kWh/year, saving up to 175 t. CO<sub>2</sub> eq. per year. The heat pumps are powered by renewable energy. To further reduce the CO<sub>2</sub> emissions for the 10 % of gas usage in Lüneburg, we plan to purchase certified gas with guarantees of origin starting from 2026. We also upgraded our facilities with energy-efficient lighting (up to 90 % in Lüneburg for example) as part of our broader energy renovation efforts.

An exemplary activity is at our manufacturing location in Trstená, where 256 solar panels with a power generation capacity of 97 kW were successfully installed on the roof of the factory. The annual power generation is of 100,29 MWh and covers up to 2 % of the factory's energy demand.



Solar panels at the manufacturing site Trstená in Slovakia

# Our foundation: Corporate Carbon Footprint (CCF)

## Scope 1 and 2

GRI 305-1, 305-2

A crucial step in understanding and managing a company's impact on climate change is establishing a comprehensive greenhouse gas (GHG) emissions inventory through a corporate carbon footprint (CCF). We have been calculating our CCF on an annual basis from 2020, covering Scope 1 and Scope 2 across our research and development activities in Germany and manufacturing activities in Slovakia and Czech Republic. In the future, we plan to extend our carbon footprint calculations to include Scope 3 emissions for PIDEU.

The graph below illustrates our Scope 1 and Scope 2 CO<sub>2</sub> emissions in the BY 2024, which equaled to 5.572 t. CO<sub>2</sub>e. Scope 2 emissions will be completely eliminated from January 2025, thanks to our targeted CO<sub>2</sub> reduction measures of the use of certified renewable electricity.

## Environmental management DIN EN ISO 14001

GRI 2-23, 2-24

As the foundation of our environmental efforts, we have implemented environmental management systems across all our sites which are certified according to DIN EN ISO 14001. All PIDEU sites operate in full compliance with local environmental regulations and our internal environmental policies. To ensure ongoing adherence, internal environmental audits are conducted at least once per year to evaluate and monitor environmental protection measures across our locations. Each site undergoes yearly external audits and obtains DIN EN ISO 14001 certifications. This certification mandates that all employees whose work impacts the environment receive training tailored to their specific roles and site-related environmental protection topics. Additionally, a yearly legal compliance audit is also carried out in order to make sure that we comply with environmental regulations.



Environmental management certificate for DIN EN ISO 14001 at the R&D site in Lüneburg

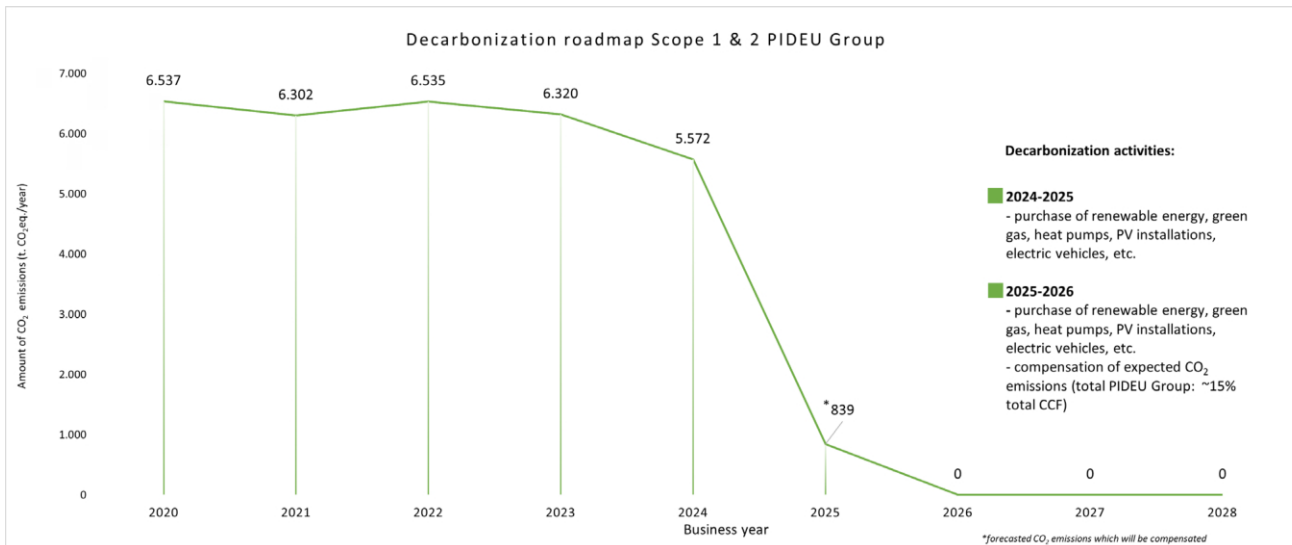
## Environmental awareness and education

GRI 2-24

At PIDEU, we are committed to fostering a culture of sustainability by increasing the environmental awareness and education of our employees. Through targeted initiatives, we aim to empower our workforce with the needed knowledge and tools to contribute to a more sustainable future.

One of our key initiatives is the PIDEU Sustainability Day, which takes place once a year, with a focus on raising awareness on PIDEU's sustainability initiatives, general sustainability topics on social and environmental sustainability and company-wide initiatives such as Panasonic Green Impact (PGI) and circular economy. Employees have the opportunity to engage in presentations on social and environmental sustainability and participate in nature conservation efforts. This includes the planting of trees and the protection of peatlands. Furthermore, employees contribute to innovative sustainability ideas contests, rewarded with environmentally friendly prizes.

Additionally, we provide internal monthly sustainability newsletters featuring information and recommendations on critical topics such as decarbonization projects, the COP29 climate conference, sustainable mobility, humanitarian support, nature conservation, environmental protection, energy awareness, sustainable holiday practices, sustainability EU regulations, etc. These initiatives ensure that sustainability remains an integral part of our daily operations and corporate culture, inspiring employees to take meaningful action within and beyond the workplace.



## Our commitment to environmental and climate protection

GRI 301-2, 302-4, 302-5, 303-1, 303-2, 305-5 306-2, 308-1, 308-2

Protecting our environment is a task of society as a whole. For this reason, we are actively involved in sustainable projects and initiatives and also implement them ourselves. We pursue this commitment both at company level and through specific measures at our respective locations. As part of our DIN EN ISO 14001 management system and in order to improve our performance, we formulate on a yearly basis environmental goals related to sustainability awareness, biodiversity, energy efficiency and consumption.

### Involvement in initiatives and organizations

In the 2024, we contributed to the nature protection foundation Naturschutz Schleswig-Holstein through donations for the renaturation of 1.000 m<sup>2</sup> peatlands - an important carbon sink. As a part of our sustainability day, we planted 110 trees in the Harz Forest through donations, contributing to reforestation efforts in an area severely impacted by climate change. We also contributed to NABU District Group Lüneburg e.V. (NABU Kreisgruppe Lüneburg e.V.) and the Support Association SCHUBZ – an environmental education center, reinforcing our commitment to environmental awareness and education.



Foundation for nature protection:  
<https://www.stiftungsland.de/>



Fit4future Natur:  
<https://fit4future-natur.de/>



### Biodiversity as part of our responsibility

A healthy environment is based on the diversity of ecosystems and the biodiversity of animals, plants, fungi and microorganisms. The protection and preservation of this diversity is therefore a central component of our environmental management. This also applies to the responsible use of our natural company areas. Every year, we formulate environmental goals such as the planting of trees and environmentally friendly plants as well as the installation of insect habitats where biodiversity is included.

This year we contributed to biodiversity by creating a habitat for insects through the installation of four raised beds with insect friendly plants and nesting boxes for birds. In addition, we maintain beehives on our company site, supporting pollination and local biodiversity. The honey produced is harvested and provided to our employees as a product of our efforts.



## Mobility

GRI 305-1, 305-4

Our mobility efforts encompass electric and hybrid company vehicles and employee commuting (trips to and from work). To reduce transport-related CO<sub>2</sub> emissions, we are continuously modernizing and making our vehicle fleet more sustainable. In 2024, we focused on alternative drive technologies, including electric mobility. Our fleet now includes 15 electric vehicles (24 %) and 11 hybrid vehicles (18 %) of the PIDEU Group vehicle fleet. At the company's headquarters in Lüneburg, electric and hybrid vehicles make up 72 % of the total vehicle fleet. At this site, a total of 20 e-charging stations with renewable energy are installed, where employees can charge their company vehicles.

As part of our corporate mobility management, we have partnered with JobRad, a company based in Freiburg, to promote modern commuting. All Panasonic employees at the Lüneburg and Pfaffenhofen locations can participate in the JobRad program, allowing them to stay mobile with an (e-) bike - whether for commuting to work or for personal use. JobRad is a salary conversion model specifically designed for bicycles and e-bikes. Employees can acquire their preferred bike through monthly payroll deductions while also benefiting from cost savings. The exact tax savings depend on salary level and tax class, but with JobRad, employees can get their bike at up to 40 % lower cost. As of 31.03.2025 a number of 135 JobRad leasing contracts have been established in Lüneburg and Pfaffenhofen.

To minimize our environmental impact, employees are encouraged to commute together by carpooling. Since June 2023, our employees in Germany are offered the Germany Ticket for public transportation as a JobTicket. The company supports approximately 40 % of the costs for the ticket. With the JobTicket, we are making an additional contribution to environmental protection and reducing emissions. As of 31.03.2025, 19 % of our employees use the JobTicket to commute to and from work and for private use.



**Social  
responsibility**



# Social responsibility

## Our commitment to people and society

- **Respect for human rights & fair working conditions**

We uphold international standards for human rights, ethical labour, and fair employment practices

- **Diversity, equity & inclusion**

We promote equal opportunities, inclusive leadership, and a workplace where every voice is valued

- **People & workplace culture**

We build a collaborative, transparent, and purpose-driven organizational culture

- **Health, safety & wellbeing**

We ensure safe, healthy, and supportive working environments for all employees and partners

- **Positive impact on society**

We contribute to local communities, social progress, and sustainable development beyond our core business

- **Product responsibility**


We guarantee the safety, security, and high quality of all our products and services





## Our mission

- Upholding human rights across operations
- Maintaining a safe, healthy and supportive workplace
- Continuing to foster a diverse, equitable and inclusive workplace where every employee is valued and empowered
- Improving the resilience of our supply chain



## Our initiatives

- Semi-annual health and safety action days for increasing employee awareness
- Regular safety patrols
- Mental health programs (meditation, yoga,...)
- Employee trainings for safety awareness on our health and safety management system
- Yearly employee surveys
- Employee benefits such as Hansefit, JobRad, employee events, company car, flexible working hours, company doctor, personnel development, ...
- Social initiatives



## Our KPIs (exemplary overview)

### Human resources

- Employee turnover and new employee hires
- Diversity and equal opportunities
- Provided employee benefits,...

### Health and safety

- Number of health and safety days
- External health and safety audits,...

### Supply chain

- Suppliers with an environmental & quality management system



## Our certifications



# Social responsibility

PIDEU is committed to fostering a workplace culture built on our core values, understanding that our success depends on a skilled and engaged team. At PIDEU, we prioritize a work environment that promotes respect, transparency and active employee participation. As we continue to grow, we adapt to evolving challenges and the changing needs of our workforce. Our goal is to be an employer of choice by providing a safe, inclusive workplace where employees can thrive. In addition to our internal culture, we are also committed to social sustainability by delivering safe, high-quality products that contribute positively to the development of society and supports the well-being of our customers.

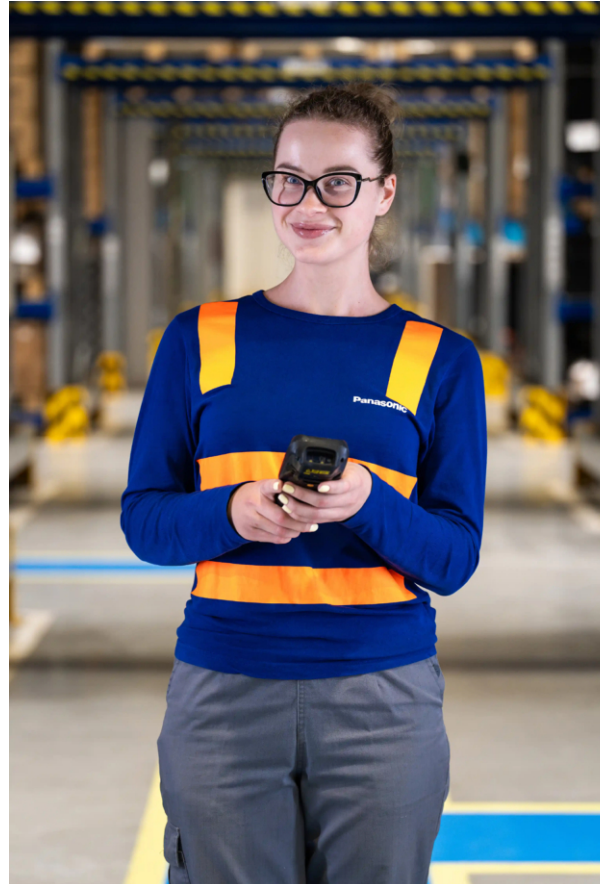
## Respect for human rights & fair working conditions

GRI 2-22, 2-23, 2-24

Labor rights are governed by national laws. At PIDEU, employees receive fair wages, supported by collective bargaining and union representation and national human rights protections according to national laws. PIDEU fosters a corporate culture rooted in long-term partnerships, close collaboration and mutual respect, built on open dialogue and transparency.

The company recognizes the critical role of an empowered workforce throughout its value chain and is committed to making a positive impact wherever possible. We firmly uphold internationally recognized human rights and strongly oppose any violations. Our commitment extends to safeguarding the rights of all workers within our sphere of influence, in line with the Universal Declaration of Human Rights, the UN Global Compact, the OECD Guidelines for Multinational Enterprises and the ILO Declaration on Fundamental Principles and Rights at Work. We ensure these principles are respected throughout our operations, recognizing that our success is closely tied to the well-being and satisfaction of our employees and workers.

Our Panasonic Code of Conduct and Ethics (CEC) directs our own business practices, while our suppliers are required to adhere to the Corporate Social Responsibility Agreement, which includes respect of human rights and anti-bribery and complies with the UN Global Compact Guidelines.



# Diversity, equity & inclusion

GRI 2-23, 2-24, 405-1, 405-2, 406-1

## Management approach

At PIDEU, diversity is integral to our identity. As a company with global roots, we value people from diverse backgrounds and identities, understanding that our strength lies in the varied perspectives, skills and experiences of our employees. Since our founding in Lüneburg in 1984 thanks to a Japanese investment, we have evolved into a dynamic and inclusive organization. Today, our team of approximately 2.860 employees hailing from three different countries and 21 nationalities work together as an interdisciplinary and intercultural group, driving innovation and shaping the future of technology. Our success is also attributed to this diversity and we are proud to foster a workplace where everyone feels respected, valued and empowered.



By embracing diverse viewpoints and collaborating across borders, we continuously develop new technologies and solutions that have a positive impact on society. We recognize that cultural differences and global interactions bring fresh ideas and are a vital source of innovation. The strengths of our diverse team and our partners complement one another, pushing us toward new opportunities. With this perspective, we hope the world will continue to embrace its inherent diversity as the key to future growth. At PIDEU, promoting equity, diversity and inclusion is a collective responsibility shared by all employees. Our commitment to these values goes beyond our company, extending to our global network of customers, suppliers, and business partners. We understand the power of cultural diversity and international collaboration in driving progress and innovation.

We remain dedicated to fostering diversity, equity, and inclusion in every aspect of our operations. We aim to cultivate an environment where all employees feel safe, respected, and welcome, in Germany, Slovakia and the Czech Republic. By nurturing an open-minded and inclusive culture, we believe we can contribute to a more innovative and equitable future for everyone.

## Inclusion of people with disabilities

GRI 405-1

PIDEU is committed to promoting equality for people with disabilities, ensuring their inclusion in both society and the workplace and supporting their right to self-determined participation and respectful treatment. We firmly believe that every individual holds intrinsic value and deserves to be treated with dignity, regardless of their abilities. While our goal is to create a barrier-free work environment, we understand that inclusion goes beyond mere accessibility. It involves a comprehensive mindset and approach that removes both visible and invisible barriers, fostering a culture of deliberate, equitable participation and mutual understanding. We are convinced that this inclusive mindset empowers people with disabilities to fully engage and perform to their highest potential.

# People & workplace culture

GRI 2-29

## Cultivating a culture of well-being and maximizing employee engagement for sustainable growth

PIDEU's employees represent a key stakeholder group. Our aim is to cultivate a culture of well-being and maximize employee engagement for long-term growth. This ensures the success of the company and the purpose of our employees. Furthermore, this aspect is an ambition that we pursue with the 2030 PIDEU strategy.



Company run at the R&amp;D site in Germany, Lüneburg in 2024

## Communication and social dialogue

At PIDEU, diverse communication pathways ensure that our staff is informed about the company's strategy, objectives, performance, market trends, financial status, policies and matters related to their contracts, conditions and benefits. Information is shared through various channels, including internal e-mails, internal news updates on the company's portal, work council meetings and policy meetings at the beginning of each business year.

Facilitating open and secure dialogue between PIDEU's top management, employees and employee representatives is essential for fostering trust within the organization. To support this, PIDEU has established the following employee representative bodies: local works councils in 3 out of 5 locations: Lüneburg, Pfaffenhofen and Planá.

## Employee benefits and opportunities for the future

GRI 401-2, 404-2, 404-4

In a constantly evolving world, we regularly assess and enhance our employee benefits to meet the changing needs of our workforce. Our employees are the foundation of our success in delivering high-quality B2B solutions across Europe. To ensure they can fully focus on their roles, we provide a supportive work environment with tailored benefits that enhance their well-being and professional growth.

Eligibility for PIDEU-sponsored benefits, such as company pension schemes, employee benefits programs, and parental or family leave policies, varies by country and is generally aligned with local regulations and market practices. Our flexible benefits programs are designed to support employees' physical, mental, financial, career, and social well-being throughout their professional journey. With a strong focus on equity and inclusion, PIDEU aims to empower employees to reach their full potential and build resilience through a range of offerings, including pension plans, flexible working hours, fitness offers (Hansefit in Lüneburg and fitness and wellness vouchers in Slovakia), employee events, car parks, company doctor, company phone\*, company car\*, personnel development and canteens. Through flexible working hours, our employees have a balanced work life. In Lüneburg, 23 % of the employees have a Hansefit membership.

\*limited to the specific position

## Work-life balance & fair pay

To offer our employees greater flexibility and personalized solutions, we provide adaptable working models. These models are tailored to local needs and aligned with the specific roles of our team members. For example, PIDEU offers options such as mobile working, part-time schedules, parental / family leave and partial early retirement. Our parental leave policies, including first and second care leave, support our employees in balancing their work and personal life commitments. At our location in Lüneburg, 37 % of our employees have a "mobile work" contract, which allows them to work from home. We are committed to ensuring fair compensation that meets, at a minimum, the national statutory minimum wage and covers basic needs. In line with national regulations, PIDEU follows the principle of „equal pay for equal work,“ ensuring pay equity for all employees, regardless of gender, in the same job profile or role.

## Right to collective bargaining and freedom of association

In accordance with the collective bargaining agreements in Germany, PIDEU's pay system is established through negotiations between the trade union „IG Metall“ and employers' associations. 100 % of our employees in Germany and Czech Republic are covered by collective bargaining agreements.

## Employee surveys

Yearly, employees have the opportunity to provide their opinions on PIDEU as a company through an anonymous survey. This survey helps to gather valuable insights into employees' perspectives across various areas. Examples of areas from the survey conducted in Germany includes: „activity-related work environment“, „activity-related work environment – interface management (collaboration with other departments)“, „communication and social work environment“, „company culture, values, and work atmosphere“, „corporate health management“, „overall assessment and compliance,“ and „remuneration and social benefits.“ The results are thoroughly reviewed to identify potential areas for improvement.

## Employment contracts

Most PIDEU employees are employed in a permanent employment relationship. It is customary to work the first six months under a fixed-term contract followed by an automatic transition to a permanent employment/service relationship. Only around 3.4 % percent of the total workforce (including external personnel) have a fixed-term employment/service contract that goes beyond the usual six-month fixed-term period. For this reason, there is no further separate breakdown into permanent/ fixed-term employment contracts.

# Health, safety & wellbeing

GRI 403

In 2023, PIDEU established its Health and Safety goal: "Health of body and mind for all our employees is the ultimate goal. Achieving a safety-first mindset for management and all our employees is a top priority", formally endorsed by the company's President. PIDEU's Health and Safety system operates under the above mentioned goal. To this day, creating a safe workplace and safe company from which employees return home safe remains a top priority for PIDEU at all operational sites.



Prioritizing the safety, health, and well-being of our employees is a fundamental aspect of our responsibility as a company and employer. We are ethically, legally and morally committed to fostering a safe and secure work environment for our employees. To achieve this, we focus mainly on promoting safety-conscious behavior, raising awareness through various initiatives such as monthly newsletters and health and safety campaigns, promoting our rules and trainings, improved and revised work instruction, safety dojos and systematic safety patrols conducted on a regular basis. Additionally, we proactively manage risks associated with industrial environments and hazardous chemicals to ensure the highest standards of workplace safety.

### Our commitments:

- ✓ Creating a safe and healthy workplace: we continuously improve our occupational health and safety management systems to prevent work-related injuries and illnesses
- ✓ Compliance with regulations: we adhere to all applicable legal and regulatory requirements related to occupational health and safety at every location
- ✓ Proactive risk management: we prioritize injury prevention and risk control from the early stages of new projects, systematically identifying and mitigating risks to enhance workplace safety
- ✓ Employee engagement and leadership in safety: we actively involve employees in safety initiatives, promote leadership in health and safety matters and foster a strong safety culture through awareness and trainings on a regular basis

## Commitment to Health, Safety & Wellbeing through DIN ISO 45001

GRI 403-1

The well-being of our employees remains our top priority, and we are committed to continuously strengthening our workplace safety measures to protect and support them. As part of this commitment, all our 5 locations are certified according to DIN ISO 45001, the internationally recognized standard for occupational health and safety management systems.

Each site undergoes annual audits to ensure compliance and continuous improvement, reinforcing our proactive approach to creating safe and healthy working environments. Additionally, a yearly legal compliance audit for OHS in Lüneburg is also carried out in order to make sure that we comply with environmental and safety regulations.



Yearly fire alarm training on how to act in the event of a fire at the manufacturing site Trstena in Slovakia

We regularly conduct safety training sessions, including fire helper training, to enhance workplace preparedness and response capabilities. At least once a year, we assess potential risks related to fire safety and emergency response, identifying hazards and implementing preventive measures. Additionally, we share case studies of past incidents within the company, thoroughly analyze their root causes and introduce corrective actions to prevent recurrence. These efforts are integrated into our ongoing safety improvement initiatives at each business site.



Health &amp; Safety training in the „Dojo Room“ at the manufacturing location Trstena in Slovakia

Furthermore, our company has a dedicated Dojo Room for health and safety, where employees actively engage in discussions on risk prevention and share innovative ideas to enhance workplace safety. This space serves as a hub for hands-on training and collaborative problem-solving, helping to create a safer and more efficient work environment.

## Positive impact on society

GRI 413

At PIDEU, contributing to society is a fundamental pillar of our sustainability approach. We foster practical experiences for students and school pupils with the goal of supporting the development of motivated learners and tomorrow's experts on a yearly basis.

### Talents for tomorrow

To foster practical experience and support the development of young talents and aspiring professionals, PIDEU offers a variety of structured programs and initiatives. Each year we participate in the Future Day (Zukunftstag) initiative. Students are invited on a yearly basis to join us through internships and engage in this activity to gain insights into diverse career opportunities which they might pursue in the future. During their visit, the students gain hands on experience by building technical projects and exploring various areas of our research and development departments, offering them a tangible look into the daily work we do at PIDEU.

### Further activities to enhance employees' health

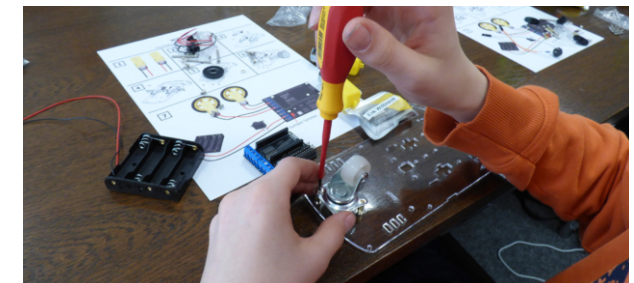
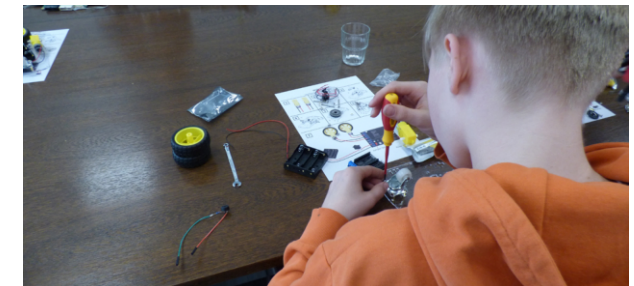
GRI 403-3, 403-4, 403-5, 403-6

Beyond regulatory compliance, we promote holistic well-being through a wide range of preventive and health-focused initiatives. These include yoga sessions, active breaks, moving breaks, massages and participation in programs such as health safety days and Stadtradeln (a cycling challenge to encourage sustainable mobility and physical activity). We also offer lectures on healthy lifestyle habits - including topics like sleep hygiene and mindfulness as well as guided meditations.

Additional support includes screen workplace assessments to improve ergonomic conditions and running meetups to foster physical activity and team spirit. These initiatives reflect our broader commitment to preventive health care and fostering a resilient and engaged workforce. A key part of our well-being culture is our health and safety days, held twice a year, each with a unique theme such as „Mindful Life“. These events feature a variety of interactive and awareness activities, including presentations on mental resilience, heart rate variability (HRV) measurements, bike coaching sessions and fresh smoothie stations.

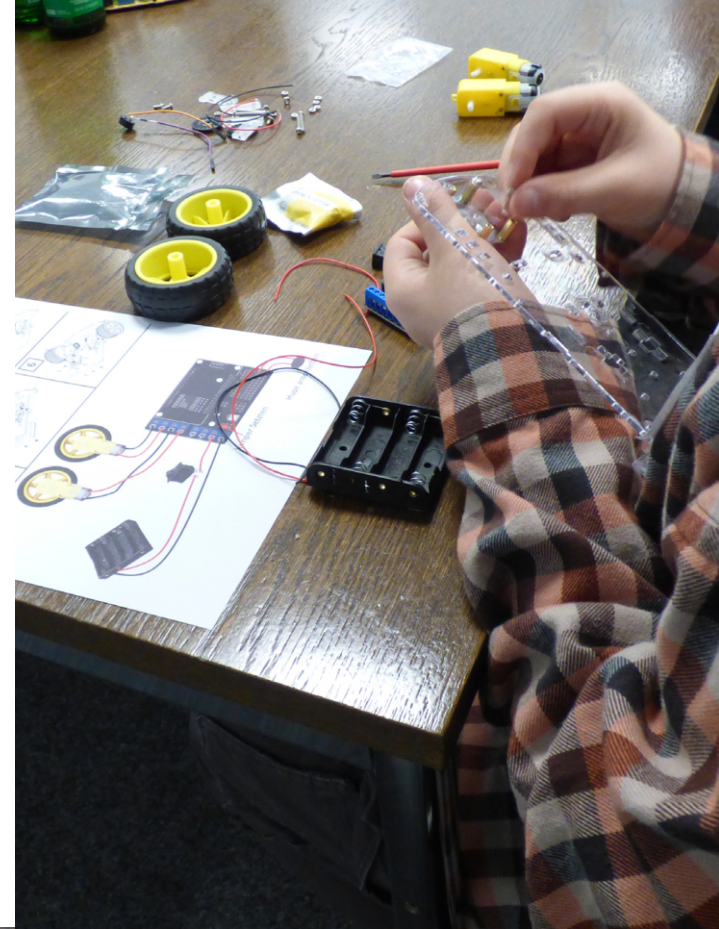
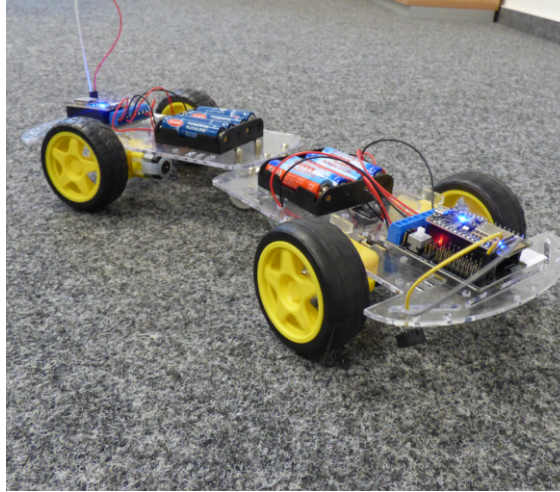


Interactive quiz for employees promoting healthy eating habits



As part of our commitment to fostering future-oriented skills, we support the Management Information Games (MIG), a business simulation game, which introduces students to the fundamentals of business management. This year, 21 students with an interest in economic topics participated in the program, gaining hands-on experience in decision-making, teamwork, and strategic thinking. The MIG is implemented in collaboration with the Bildungswerk der Niedersächsischen Wirtschaft gGmbH (Vocational Training Institute of the Lower Saxony Business Community) and the Lüneburg Employers' Association, helping to bridge the gap between education and practical business insight.

Furthermore, PIDEU provides apprenticeships across a wide range of disciplines. In 2024, several apprentices successfully completed their training programs, further strengthening our skilled workforce. Also, university students have the opportunity to collaborate with us on project work and to complete their bachelor's or master's theses within our organization. In the current year, two academic theses focused on sustainability were successfully completed: Influence of the management target, PIDEU Customer Satisfaction 2030' by the reporting standard GRI 300 and Optimization of energy consumption in industrial test laboratories.



## Social initiatives

This year we sponsored two public benches in Lüneburg bearing messages against racism and exclusion. In addition, our employees demonstrate personal commitment through a voluntary program that donates the cent amounts of their monthly salaries to charitable causes, fostering a culture of solidarity and shared responsibility.



Sponsored benches in Lüneburg against racism with the message "Kein Platz für Ausgrenzung!" (no room for exclusion)

## Our mission

Develop and manufacture products which do not endanger the environment and health and safety of any person when used as intended or in a foreseeable manner

## Our certifications



### ISO 9001

Certified  
Quality Management System

[www.tuvsud.com/ms-cert](http://www.tuvsud.com/ms-cert)



### IATF 16949

Certified Quality Management System  
for the Automotive Industry

[www.tuvsud.com/ms-cert](http://www.tuvsud.com/ms-cert)

## Our initiatives

Product quality activities in the following fields:

- Quality management
- Customer quality
- Supplier quality
- Operational quality
- Quality systems management

Product safety and compliance

- ISO standards according to products

Product cybersecurity

- Projects developed according to ISO 21434 in software and hardware
- Threat analysis (TARA), penetration testing, security functions implementation
- Awareness trainings (also advanced training for specific topics) and hands-on training

# Product responsibility

GRI 416-1, 416-2, 417-1, 417-2, 417-3

Manufactured products can have different risks related to electrical safety, energy storage, system integration, and cybersecurity, especially in complex automotive and industrial settings. Components like wireless modules, power electronics, and battery systems are designed and validated with strict safety, quality, and security in mind. At PIDEU, we conduct thorough risk assessments, apply safety and cybersecurity standards, and perform rigorous testing to ensure reliable, high-quality performance throughout the product lifecycle. These principles are embedded from concept to final quality assurance to meet the highest standards.



## Quality as a core value

PIDEU is deeply committed to Panasonic Group's Quality Policy, which focuses on customer satisfaction and delivering products that meet evolving societal needs. Guided by core principles like „customer comes first“ and „fairness and honesty,“ we foster a workplace where every employee understands their role and receives support to grow. As a lighthouse within the Panasonic family, we lead with exceptional systems, performance, and a strong connection to customer needs. Guided by core principles like „customer comes first“ and „fairness and honesty,“ we foster a workplace where every employee understands their role and receives support to grow.

As a lighthouse within the Panasonic family, we lead with exceptional systems, performance, and a strong connection to customer needs. Our vision is to provide high-quality, zero-defect products across the entire lifecycle - from design to end-of-life - through continuous process optimization and innovation. All products undergo extensive testing, and customer feedback is systematically reviewed. Our Quality Management System, supported by DIN EN ISO 9001 and IATF 16949 certifications, ensures adherence to the highest standards. Regular audits and a culture of continuous improvement help maintain consistent quality and performance across all areas.

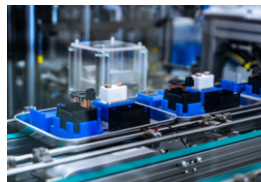
## Quality governance system

At PIDEU, the Chief Quality Officer (CQO) is responsible for quality and reports directly to the president of the company. Our quality governance system ensures a structured and transparent approach to maintaining quality and safety standards. Our quality system is structured in five areas. The areas are represented below along with their respective activities.



### Quality management

- Escalation management, competency development and reporting
- Quality management reviews



### Customer quality & lifecycle management

- Adherence to specific requirements
- Quality processes and strict product and safety compliance measures



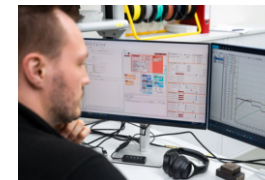
### Supply chain & quality lifecycle management

- Claim and change management
- Supplier audits and approvals, part approval processes
- Regular requalification and supplier development
- Strong partnerships through consistent supplier



### Operations quality management

- Quality controls and requalification activities
- Technical cleanliness, incoming goods inspections and material compliance
- Improvement activities driven by launch management, etc.
- Lean production



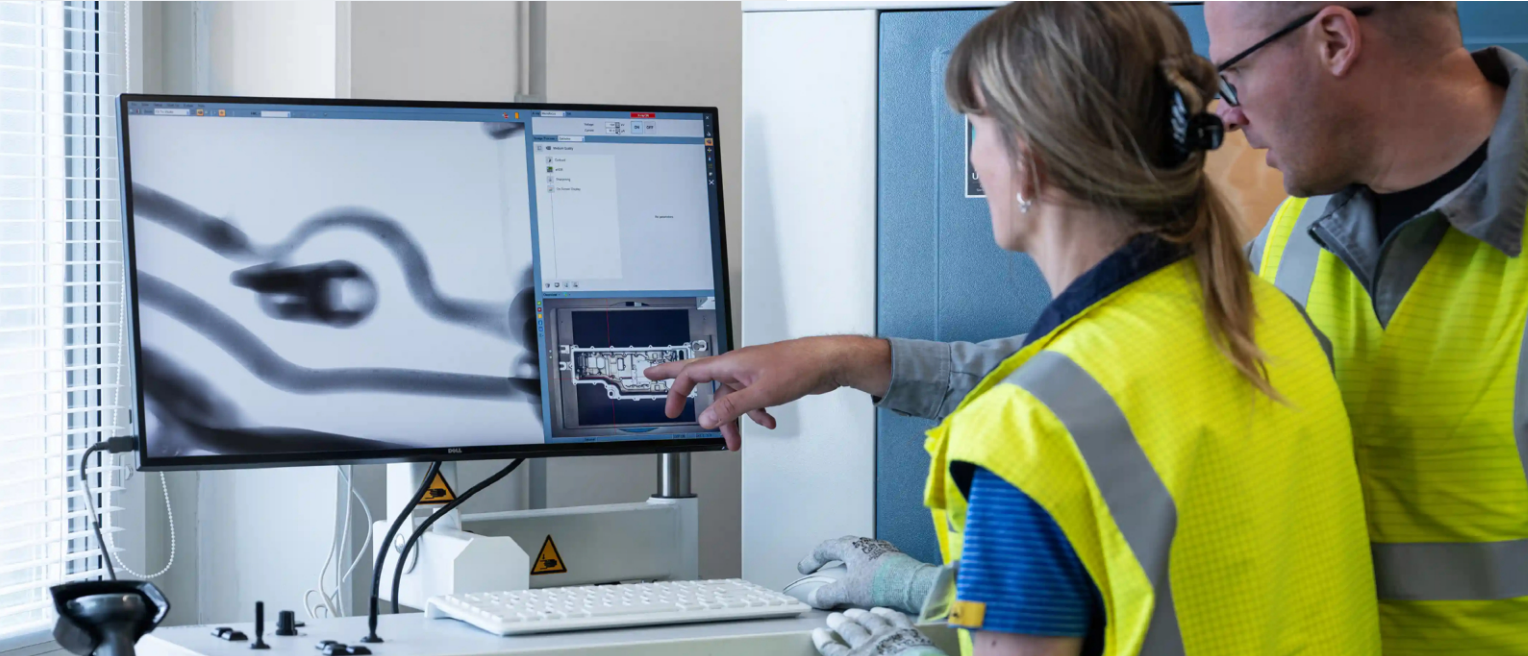
### Quality systems management

- Compliance ensured through business process management, document management, cross and 5S audits
- Product & process audits, auditor qualifications and certifications
- Efficiency through process harmonization



## Environmental quality

To maintain high environmental and product quality standards, PIDEU's Environmental Quality Group manages chemical regulations (REACH, RoHS, PFAs) and oversees a Chemical Substances Management Committee. The group monitors supplier environmental declarations, trains Enviro-IQC inspectors, and operates analytical tools like moisture analyzers, spectrometers, and microscopes to improve quality assessments.



## Product functional safety, cybersecurity and compliance activities

At PIDEU, product safety, cybersecurity, and compliance are core to our operations. Our Safety and Product Compliance department ensures all products meet strict standards through HARA and the Panasonic Corporate Safety Standard (PCSS), which goes beyond legal requirements with additional guidelines like End-of-Life (EoL) considerations. We provide product safety training, including functional safety (ISO 26262), and tailored sessions for specific project needs. We comply with evolving safety standards such as ISO 26262, IEC60335, IEC62368, ISO61508, ISO 13849, and IEC 62447, and conduct environmental simulations (EN60068), CE tests, and risk assessments. Cybersecurity is embedded from the concept phase and aligned with ISO 21434. We conduct TARA, penetration testing, and implement robust security functions. Regular training reinforces a strong security culture, and we continuously adapt to emerging threats to ensure product resilience and digital trust.

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# Corporate responsibility



# Corporate responsibility

- Governance structure
- Code of ethics & compliance (CEC)
- Information security management (ISM)
- Data privacy & cybersecurity
- Anti-bribery & anti-corruption
- Risk management
- Supplier compliance / corporate responsibility agreement





## Our mission

Ensuring that all PIDEU employees act in line with the Panasonic Code of Ethics and Compliance

Improving our information system management (ISM) on a daily basis and adapting to new threats

Complying with the highest standards of legal and regulatory compliance, ensuring that all our operations align with applicable laws and regulations



## Our KPIs (exemplary overview)

- Ethics and legal compliance
- Completion rates for CEC trainings



## Our initiatives

- Training on Panasonic's Code of Ethics and Compliance
- Regular Knowbe4 trainings
- TISAX assessments and external DIN EN/IEC ISO 27001 audits
- Internal ISM audits
- Promotion of the Global Hotline EARS (Ethical Action Real Solutions)

\*additional study tours for new employees including above mentioned topics are also carried out



## Our certifications

- TISAX
- DIN EN/IEC ISO 27001

# Corporate responsibility

GRI 2-22, 2-23, 2-24

## Vision

PIDEU and its employees are committed to acting with integrity and transparency, in alignment with the Group's Code of Ethics and Compliance and corporate governance policies. This commitment extends beyond mere legal and regulatory compliance, as we strive for excellence in our products, processes and interactions with customers, partners and shareholders. Each employee shares the responsibility of upholding these standards and fostering a culture of respect and ethical behavior.

To reinforce this commitment, we continuously enhance our Compliance Management System to prevent misconduct, mitigate compliance risks and protect our workforce. Regular training on business conduct ensures that our employees understand expected behaviors and feel empowered to raise concerns or report misconduct without fear of retaliation.

## Leadership and governance

GRI 2-9:2-24

At PIDEU, our governance system ensures strategic oversight, effective decision-making and corporate responsibility across all levels. The board of directors serves as the highest governing body, supported by the management committee and domain executives within a structured framework. To maintain alignment and oversight, we hold regular meetings across different levels. Weekly board meetings focus on critical decisions, while monthly committee meetings address governance and strategic topics. Bi-weekly domain meetings support decision-making within business areas, aligned with corporate goals. Strategy follow-up meetings (quarterly) review progress on our internal objectives, and portfolio management meetings evaluate investments and long-term business priorities.

## Code of ethics and compliance

GRI 2-22, 2-23, 406-1

### Commitment to ethics, compliance and human rights

As a company committed to responsible and ethical business practices, we fully comply with Panasonic's Code of Ethics and Compliance, ensuring adherence to all applicable human rights laws and regulations across our operations. We recognize our responsibility to respect and uphold human rights for all our stakeholders, including employees, customers, suppliers, and business partners. In alignment with internationally recognized standards such as the International Bill of Human Rights and the International Labor Organization's Declaration on Fundamental Principles and Rights at Work, we strive to prevent, mitigate and address any potential negative impact our business activities may have on our workers.

To safeguard fair working conditions and human rights within our organization, we have established clear policies that outline our commitments. This includes strict compliance with laws on working age, ensuring that no child is employed at any of our sites. Our approach to wages and benefits ensures fair compensation that meets or exceeds regulatory standards, while our working hours policies respect national regulations on maximum working hours, rest periods and time off. Furthermore, we uphold a zero-tolerance policy on involuntary labor, strictly prohibiting any form of forced labor, modern slavery or human trafficking.

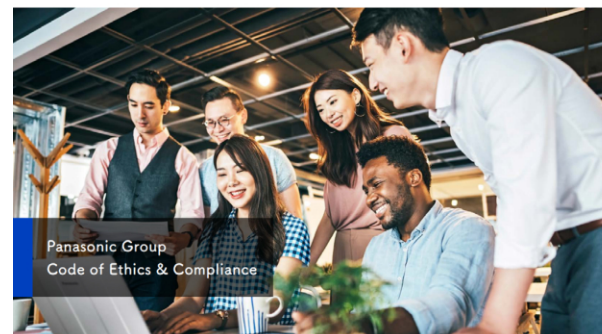


### Training our employees on the code of ethics and compliance

All PIDEU current and new employees are trained in the Panasonic Code of Ethics and Compliance. The goal of the training is that employees identify and understand the key elements of the code, define and identify instances of bribery, fraud and conflicts of interest. Furthermore, employees learn the significance of third-party management and develop strategies to prevent and detect conflicts of interest.

The retraining schedule for the code of ethics and compliance is determined by the Headquarters. In addition to the standard training, supplementary training sessions are introduced regularly. This year, the focus was on anti-bribery, corruption and fraud prevention. Online training on harassment and competition law is planned in 2025.

Panasonic




Panasonic Group Code of Ethics & Compliance:  
<https://holdings.panasonic/global/corporate/about/code-of-conduct.html>

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## Supply chain management

GRI 308-1, 308-2, 408-1, 409-1, 414-1, 414-2

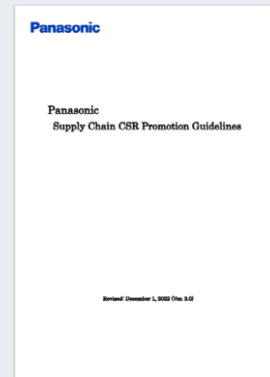
As global expectations for socially responsible procurement continue to rise, PIDEU is committed to working with suppliers in a way that goes beyond delivering excellent technology and quality. We strive to uphold our responsibilities in key areas such as human rights, fair working conditions, environment, occupational health and safety, compliance, and information security - ensuring that our business practices reflect both our values and society's growing demands.

PIDEU's purchase department for own managed suppliers sources components and materials from around the globe, collaborating with more than 500 suppliers across different countries. Given the diverse conditions in these countries, ensuring consistent adherence to our globally applicable sustainability standards presents a significant challenge in our daily procurement activities. However, our supplier relationships also provide an opportunity to contribute to job security and the promotion of international labor and environmental standards.

At PIDEU, we have established a contractual compliance and Corporate Social Responsibility (CSR) agreement that outlines our expectations towards suppliers regarding social and ethical performance. Suppliers are required to comply with this agreement before entering into any business relationship with us.

The CSR agreement requires suppliers to adhere to standards on:

- ✓ Respect of human rights
- ✓ Supply chain CSR promotion guidelines
- ✓ Compliance with (applicable) laws
- ✓ Anti-bribery and confidential information
- ✓ Cyber security



Supply Chain CSR Promotion Guidelines:  
<https://holdings.panasonic/global/corporate/about/procurement/for-suppliers.html>

## Governance for strategic procurement

PIDEU's strategic procurement processes are designed to support the company's long-term success. A key objective is to consistently contribute to earnings by securing materials and components needed for manufacturing in an efficient manner. Procuring from suppliers with high quality standards is a top priority. In addition, the procurement team actively identifies opportunities to create value through their expertise. All activities are carried out with a strong commitment to compliance with relevant regulations and internal policies.

PIDEU maintains a well-structured supply chain designed to support operations in both the automotive and industrial business sectors. Supplier selection and certification are based on a range of criteria,

primarily driven by customer requirements, which include cost, quality and other relevant factors. The preferred certifications to which we require our suppliers to comply with are DIN EN ISO 9001 (Quality Management System) and DIN EN ISO 14001 (Environmental Management System). In the automotive sector, IATF 16949 certification is required. Since recently, 45001 (Occupational Health and Safety Management System) is now included in our supplier qualification questionnaire.

Supplier performance is continuously monitored on a quarterly basis, focusing on several key metrics such as the quality of materials and components, material costs and trends, on-time delivery performance, service quality (including technical and environmental support) and flexibility in meeting immediate requirements and the status of supplier improvements. Additionally, regular supplier audits for quality are conducted. We maintain long-term contracts with our suppliers to ensure stability and continuity.

## Responsible minerals procurement

The production of the components needed for our products relies on a wide variety of minerals and metals, making sourcing a complex process that requires risk management strategies. The global and multi-tiered nature of the supply chain further complicates procurement, especially when materials originate from regions affected by conflicts, violations of human rights, poor working conditions and negative impacts on the environment.

At PIDEU, we have implemented an internal control framework to ensure the responsible procurement of 3TG and cobalt and mica. Since 2023, we regularly request our Tier-1 suppliers via a reporting template sheet from the Responsible Minerals Initiative (RMI) to conduct due diligence and disclose the name of the smelter for these minerals and check if the smelter is conformant or not. The RMI ensures this through a Responsible Minerals Assurance Process (RMAP) and categorizes the smelters based on this standard. By being RMAP-compliant, smelters and refiners demonstrate that they adhere to international frameworks such as the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. Additionally, we actively respond to requests from customers and stakeholders, providing reports on identified risks based on evaluation standards and implementing corrective measures when necessary.

Regarding logistics and distribution, additional information is pending. Responsible sourcing is a top priority, and suppliers are required to comply with our Chemical Substances Management Guidelines. They must also provide detailed environmental quality data, including compliance with REACH and RoHS and conflict minerals such as 3TG (tin, tungsten, tantalum, gold) and mica and cobalt.

Our supply chain faces challenges such as raw material shortages, logistics delays, and geopolitical risks. To mitigate these disruptions, we identify alternative suppliers to fill potential gaps, require suppliers to report disruptions within 24 hours of occurrence and closely monitor critical suppliers. For these critical suppliers, tailored development plans and escalation processes are in place to ensure smooth operations. For a digitalized way of work, we leverage SAP and SAP Ariba for supply chain management and optimization.

## Information security management (ISM)

At PIDEU, we are dedicated to protecting human rights - with a strong emphasis on data privacy.

The protection of employees' and other personal data is a top priority for us. Safeguarding information is a continuous responsibility for every employee, contractor, and business partner across our group, ensuring that we proactively maintain and enhance robust security across all information processes. We prioritize information security as a key management strategy, ensuring protection through a structured security system, employee education, and effective management of our information assets.

Moreover, we strictly adhere to applicable data protection (general data protection regulation – GDPR) and privacy laws. At PIDEU we act in line with global ISM common guidelines and conduct regular trainings for fulfilling and complying with legal regulations and Panasonic Industry (PID) guidelines, which are in line with global Panasonic guidelines. Guidelines for handling personal information are outlined in our internal work instructions.

We prioritize cybersecurity awareness through mandatory training, assigned to all new employees and required several times a year to address evolving threats. Completion rates are reviewed, and gaps are closed on a daily basis. Our operating system includes comprehensive process documents covering information security management, awareness, training and reporting. Furthermore, our global security team continuously monitors cybersecurity events to ensure rapid response to potential threats. To further strengthen our ISM framework, we are certified according to DIN EN/IEC ISO 27001 (Slovakia) and conduct regular TISAX assessments in Slovakia and Lüneburg, tailored to meet the requirements of the automotive industry.



## Risk management

To uphold compliance and business continuity across the company, PIDEU has established a comprehensive system built on the following key pillars: prevention, detection, response, and resilience. In 2016, a Crisis Management Group with the goal of planning, coordinating, supporting and advising the operative departments was established. The group plans, coordinates, initiates and controls all activities during emergency situations and manages the availability of information and resources for minimizing the risks. For an initial response to emergency situations concerning the rescue of persons, evacuation and security, an additional organization (BKO – Betriebskatastrophenorganisation), which is the Corporate Emergency Response Organization was established as well.

The framework for our risk management system operates within the Plan-Do-Check-Act (PDCA) cycle and the Business Continuity Management (BCM) framework. The PDCA cycle plans, establishes, implements, operates, monitors, reviews, maintains and continually improves the effectiveness of PIDEU's BCM system.

The BCM is a structured, continuous process designed to identify potential threats, assess their impact on business operations, and provide a framework for organizational resilience in case of risks and catastrophes. This ensures an effective response that protects key stakeholders and sustains value-creating activities. BCM is an integral part of our management system, continuously monitored, reviewed, and improved to enhance operational stability. Within the BCM, not only risks but preventive measures for each type of risk are developed and evaluated on a yearly basis. The risks are based on the likelihood of occurrence and financial impact and evaluated yearly.

The key components of our BCM framework are:

- Risk identification and assessment: regular identification and assessment of risks
- Risk management organization: a defined organization with accountabilities and responsibilities in case of risks taking place
- Response scheme: a structured approach to responding to crises.
- Operational disaster protection organization, composed of operational disaster protection managers and the operations control
- Emergency headquarter organization: composed of a crisis management group, which is the central executive committee for the business continuity response in case of emergency situations
- Reporting flows: streamlined procedures for reporting significant incidents tailored for our organization
- Major risk impact response: strategies to mitigate business disruptions
- Site recovery and preventive measures: steps to minimize downtime and ensure business continuity so that our stakeholders are minimally affected

To verify the effectiveness of our business continuity and risk management systems, our internal audit department conducts compliance audits. This process ensures adherence to global standards, supports continuous organizational improvement, and strengthens our resilience in handling potential disruptions.

**Panasonic**

We are ready to listen to your voice

Three Promises from EARS to You

- You may report concerns anonymously
- Reports are kept confidential
- Retaliation is prohibited

Global Compliance Hotline **EARS** Ethical Action Real Solutions

Available 24/7  
panasonic.ethicspoint.com

Panasonic EthicsPoint: <https://panasonic.ethicspoint.com/>

## Anti-bribery and anti-corruption

PIDEU is committed to complying with all applicable anti-bribery and anti-corruption regulations. PIDEU takes a zero-tolerance approach to corruption and will rigorously investigate any suspected violations by employees, contractors or business partners. In cases of misconduct, appropriate actions will be taken, including reporting to authorities, disciplinary measures, legal prosecution, and the pursuit of financial recovery. This commitment is rooted in Panasonic's Basic Business Philosophy, which emphasizes not only legal compliance but also the expectation that all employees will act with integrity. Panasonic's Code of Conduct provides practical guidance on these principles, explicitly prohibiting bribery as an unacceptable practice.

## Whistleblowing

To reinforce transparency and accountability, Panasonic launched an online whistleblower system and empowers employees to use this system. Known as the EARS (Ethical Action Real Solutions), this platform provides a secure and anonymous way to report issues such as corruption, bribery, conflicts of interest, antitrust violations, and breaches of capital market law. The reporting can be anonymous, and the reports are kept confidential.

Upon submission, a dedicated team of legal experts reviews each report. Afterwards, concerns are addressed promptly and effectively. This system ensures that all concerns can be raised without fear of retaliation. Furthermore, anonymous reports can be submitted by our employees to the work councils at the Lüneburg and Pfaffenhofen sites in Germany, and to responsible persons at the Trstená and Stará Ľubovňa sites in Slovakia.

To further reinforce these efforts, Panasonic Corporation introduced a dedicated Anti-Bribery and Corruption Policy in 2019. PIDEU's legal team actively works to prevent, detect, and eliminate corrupt practices while minimizing opportunities for bribery and corruption. All employees are expected to act with honesty and integrity, responsibly managing the resources entrusted to them. The company strictly prohibits any form of bribery or corruption, whether directly or indirectly, through employees or third parties. Employees must also avoid any behavior that could be reasonably perceived as bribery or corrupt conduct. Furthermore, employees are prohibited from using personal or third-party funds or resources to bypass anti-bribery laws or company policies.

# Disclosure metrics



## Key performance indicators (KPIs)

Please note that the KPIs presented in this sustainability report represent consolidated data collected from each of the PIDEU sites (subsidiaries). However, some KPIs are not shown in consolidated form, as certain initiatives and benefits – such as JobRad, Hansefit, etc., – are not uniformly available to employees across all PIDEU locations. All KPI data was collected as of March 31, 2025.

### Universal data KPIs (U-KPIs)

#### Activities and workers

	Unit	BY 2024	Comment	Standard
Permanent employees (full time & part time employees)		<b>2.860</b>		
By gender – Female	Nr.	1.425		2-7
– Male	Nr.	1.435		2-7
Full time employees				
By gender – Female	Nr.	1.389		2-7
– Male	Nr.	1.415		2-7
Part-time employees				
By gender – Female	Nr.	36		2-7
– Male	Nr.	20		2-7
Temporary employees				
By gender – Female	Nr.	20		2-7
– Male	Nr.	81		2-7
Workers who are not employees				
By gender – Female	Nr.	2		2-7
– Male	Nr.	0		2-7
Non-guaranteed hours employees				
By gender – Female	Nr.	1		2-7
– Male	Nr.	0		2-7

## Additional company KPIs

	Unit	BY 2024	Comment	Standard
Employee participation rate in the yearly employee satisfaction survey	%	63		Custom disclosure

## Environmental Key Performance Indicators (E-KPIs)

## Environmental management

	Unit	BY 2024	Target BY 2025	Standard
Sites with environmental management system DIN EN ISO 14001 certification	Nr.	5	5	Custom disclosure

## Greenhouse gas (GHG) emissions

	Unit	BY 2024	Target BY 2025	Standard
Total CO <sub>2</sub> emissions (Scope 1 – 2)	t. CO <sub>2</sub> e	<b>5.572</b>		305
Scope 1	t. CO <sub>2</sub> e	<b>1.805</b>		305-1
Scope 2 (market-based)	t. CO <sub>2</sub> e	<b>3.767</b>	0	305-2
Biogenic CO <sub>2</sub> emissions	t. CO <sub>2</sub> e	5		305-1
GHG emissions intensity ratio	t. CO <sub>2</sub> e/employee	1,9		305-4

## Fleet management

	Unit	BY 2024	Target BY 2025	Standard
Total number of vehicles	Nr.	62		Custom disclosure
Electrical vehicles	Nr.	15		
Hybrid vehicles	Nr.	11		
Combustion engine vehicles	Nr.	36		
Rate of electrical vehicles	%	24		
Rate of hybrid vehicles	%	18		
Rate of combustion engine vehicles	Nr.	58		
Company fleet consumption of fossil fuels (fuel oil, diesel, petrol)	l	51.220		
CO <sub>2</sub> emitted by company fleet (included in Scope 1)	t. CO <sub>2</sub> e	659		305-3
Company fleet average WLTP	g. CO <sub>2</sub> /km	86	PIDEU Group sites excluding PIDCZ	

## Environmental responsibility

Energy use and consumption		Unit	BY 2024	Target BY 2025	Standard
Energy consumption	Total energy consumption	kWh	<b>28.777.599</b>	-	302-1
	Non-renewable energy	kWh	21.683.888	-	302-1
	Renewable energy	kWh	7.093.711	-	302-1
	Non-renewable energy	%	77	-	302-1
	Renewable energy	%	23	100	302-1

Energy use and consumption		Unit	BY 2024	Target BY 2025	Standard
Primary energy (Scope 1)	Primary energy (total)	kWh	<b>5.350.861</b>		
	Gas (total)	kWh	4.782.868	-	302-1
	Gas with energy certificate (guarantees of origin - GoOs)	kWh	311.910	-	302-1
	Gas without GoOs	kWh	4.541.492		
	Fuel oil, gasoline, diesel	kWh	497.459	-	302-1
Secondary energy (Scope 2)	Electricity (total)	kWh	<b>23.426.738</b>	-	302-1
	Renewable electricity	kWh	6.781.801	-	302-1
	Non-renewable electricity	kWh	16.644.937		
	Renewable electricity	%	29	100	302-1

## Waste

Waste generation and recycling		Unit	BY 2024	Comment	Standard
Generated waste	Total generated waste	t	<b>5.596</b>		306-3
Waste diverted from disposal	Waste (total)	t	<b>3.874</b>		
	Waste (mixed/others)	t	442		306-4
	Non-hazardous waste for recycling	t	2.990		306-4
	Wood scrap	t	37		306-4
	Metal waste	t	282		306-4
	Ferrous waste	t	86		306-4
	Copper	t	35		306-4
	Aluminum	t	2		306-4

Waste generation and recycling		Unit	BY 2024	Comment	Standard
Diverted to disposal	Waste (total)	t	<b>1.722</b>		306-5
	Waste plastics*	t	677		306-5
	Used paper*	t	890		306-5
	Others*	t	155		306-5

\*Listed waste including all categories is not complete.  
Only the same categories between PIDEU locations were added together in order to offer a consolidated overview.

## Water

Water	Unit	BY 2024	Comment	Standard
Total water consumption	m <sup>3</sup>	<b>27.653</b>		303-5

## Additional mobility KPIs

Mobility	Unit	BY 2024	Comment	Custom disclosure
Germany Ticket (Deutschlandticket) memberships	Nr.	103	PIDEU Group sites including only Lüneburg and Pfaffenhofen	
Germany Ticket (Deutschlandticket) memberships	%	20	PIDEU Group sites including only Lüneburg and Pfaffenhofen	
JobRad contracts	Nr.	135	PIDEU Group sites including only Lüneburg and Pfaffenhofen	

## Suppliers

	Unit	BY 2024	Comment	Standard
Percentage of new suppliers that were screened using environmental criteria	%	100	Used in the supplier qualification questionnaires	308-1

## Social Key Performance Indicators (S-KPIs)

## Employee turnover and new employee hires

	Unit	BY 2024	Comment	Standard
Total number of permanent employees leaving employment	Nr.	<b>668</b>		
By gender				
– Female	Nr.	367		401-1
– Male	Nr.	278		401-1
By age group				
– under 30	Nr.	157		401-1
– between 30-50	Nr.	306		401-1
– over 50	Nr.	205		401-1
Total number of new hires	Nr.	<b>89</b>		401-1
By gender				
– Female	Nr.	25		401-1
– Male	Nr.	64		401-1
By age group				
– under 30	Nr.	38		401-1
– between 30-50	Nr.	41		401-1
– over 50	Nr.	10		401-1

## Benefits provided to full-time employees

	Unit	BY 2024	Comment	Standard
Total number of employees who took parental leave	Nr.	<b>89</b>		401-1
By gender – Female	Nr.	47		401-1
– Male	Nr.	42		401-1
Number of employees who returned to work after parental leave ended	Nr.	<b>80</b>		401-1
By gender – Female	Nr.	41		
– Male	Nr.	39		401-1
Number of employees who returned to work after parental leave ended that were still employed 12 months after their return to work	Nr.	<b>64</b>		401-1
By gender – Female	Nr.	31		401-1
– Male	Nr.	33		401-1
Return to work rate of employees who took parental leave	%	<b>86</b>		401-1
By gender – Female	%	85		401-1
– Male	%	86		401-1
Retention rate of employees who took parental leave	%	<b>72</b>		401-1
By gender – Female	%	69		401-1
– Male	%	76		401-1

## Labor management

	Unit	BY 2024	Comment	Standard
Minimum notice period regarding operational changes	Weeks	1-24 weeks maximum		401-2

## Occupational health and safety

	Unit	BY 2024	Comment	Standard
Percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	%	0		403-8
Health and safety days	Nr.	5		-
Health and safety newsletters	Nr.	36		-
External safety audits	Nr.	5		-
Fitness memberships (Hansefit)	Nr.	125	PIDEU Group sites including only Lüneburg and Pfaffenhofen	
Fitness memberships (Hansefit)	%	24	PIDEU Group sites including only Lüneburg and Pfaffenhofen	
Health and safety patrols by management	Frequency	Monthly	PIDEU Group sites including only PIDEU SK and PIDCZ	
Health and safety patrols by management	Frequency	Weekly	PIDEU Group sites including only Lüneburg and Pfaffenhofen	
Health and safety internal audits by safety technicians (external / internal)	Frequency	Bi-monthly	PIDEU Group including only PIDEU SK and PIDCZ	

## Training and education

	Unit	BY 2024	Comment	Standard
Percentage of employees in upper management who received a regular performance and career development review during the reporting period				
– Male	%	100		404-2
Percentage of employees in middle management who received a regular performance and career development review during the reporting period				
By gender – Female	%	100		404-2
– Male	%	100		404-2

## Diversity and equal opportunities

Percentage of employees in upper management who received a regular performance and career development review during the reporting period	Unit	BY 2024	Comment	Standard
By gender – Female	%	-		404-2
– Male	%	-		404-2
Percentage of employees in upper management who received a regular performance and career development review during the reporting period	Unit	BY 2024	Comment	Standard
By gender – Female	%	100		404-2
– Male	%	100		404-2

## Diversity and equal opportunities

Employees within the organization governance body	Unit	BY 2024	Comment	Standard
By gender – Female	%	0		405-1
– Male	%	100		405-1
Employees under 30 year old within the organization governance body	Unit	BY 2024	Comment	Standard
By gender – Female	%	0		405-1
– Male	%	0		405-1
Employees between 30-50 years within the organization governance body	Unit	BY 2024	Comment	Standard
By gender – Female	%	0		405-1
– Male	%	66		405-1
Employees over 50 years within the organization governance body	Unit	BY 2024	Comment	Standard
By gender – Female	%	0		405-1
– Male	%	34		405-1

Employees within the organization	Unit	BY 2024	Comment	Standard
By gender – Female	%	46		405-1
– Male	%	54		405-1
<b>Employees under 30 years within the organization</b>		<b>12</b>		
By gender – Female	%	4		405-1
– Male	%	8		405-1
<b>Employees between 30-50 years within the organization</b>		<b>51</b>		
By gender – Female	%	19		405-1
– Male	%	32		405-1
<b>Employees over 50 years within the organization</b>		<b>37</b>		
By gender – Female	%	21		405-1
– Male	%	16		405-1
Percentage of employees with disability	%	8	PIDEU Group excluding PIDEU-SK	Custom disclosure
Number of nationalities	Nr.	21		Custom disclosure

### Child labor

	Unit	BY 2024	Comment	Standard
Operations and *(service) suppliers considered to have significant risk for incidents of child labor, young workers exposed to hazardous work	%	0	*Limited to direct PIDEU operations, service suppliers and excluding direct part suppliers	408-1

### Forced or compulsory labor

	Unit	BY 2024	Comment	Standard
Operations and *(service) suppliers considered to have significant risk for incidents of forced or compulsory work	%	0	*Limited to direct PIDEU operations, service suppliers and excluding direct part suppliers	409-1

## Local communities

	Unit	BY 2024	Comment	Standard
Percentage of operations with implemented local community engagement, impact assessments and/or development programs	%	0		413-1
Operations with significant actual and potential negative impacts on local communities	-	n/a	Not assessed currently.	413-2

## Supplier social assessment

	Unit	BY 2024	Comment	Standard
Percentage of new suppliers that were screened using social criteria	%	100	Supplier screening for social criteria in the supplier qualification questionnaire. Limited to parts suppliers only.	414-1
Number of (new) suppliers assessed for social impacts*		100*	Assessment for an OHS such as DIN ISO 45001	414-2

## Customer health and safety

	Unit	BY 2024	Comment	Standard
Percentage of significant product and service categories for which health and safety impacts are assessed for environment	%	100		416-1

## Marketing and labeling

	Unit	BY 2024	Comment	Standard
Percentage of significant product or service categories covered by and assessed for compliance with such procedures	%	100		417-1

## Governance Key Performance Indicators (G-KPIs)

### Ethics

	Unit	BY 2024	Comment	Standard
Training completion rates for the Code of Ethics and Compliance (CEC)	%	93,42		Custom disclosure

### Supply chain management

	Unit	BY 2024	Comment	Standard
Suppliers with a certified environmental management system (EMS) (DIN EN ISO 14001) (%)	%	95		
Suppliers with a quality management system (ISO 9001 and IATF 16949)	%	95 (DIN EN ISO 9001) 96 (IATF 16949)		

### Information Security Management

	Unit	BY 2024	Comment	Standard
Information security training sessions (KnowBe4)	Nr.	4		Custom disclosure
Phishing campaigns (KnowBe4)	Nr.	4		Custom disclosure

## GRI contents index

The **PIDEU Sustainability Disclosure 2024** has been prepared in accordance with the Global Reporting Initiative (GRI) Standards. In addition to meeting the core requirements, the disclosure document also includes additional indicators beyond the standard scope.

**Address** Panasonic Industrial Devices Europe GmbH  
Zeppelinstraße 19  
21337 Lüneburg  
Germany

**Internet** <https://pideu.panasonic.de/>

**Phone** +49 (0) 4131 - 899 0

**Fax** +49 (0) 4131 - 899 120

**Email** [pideu@eu.panasonic.com](mailto:pideu@eu.panasonic.com)