

Group Sustainability Report

- 71 Responsibility at Endress+Hauser
- 72 Sustainability strategy and sustainable management
- 73 Economic sustainability
- 77 Social sustainability
- 78 Environmental sustainability

The motivation of our employees provides the basis for supporting our customers with outstanding products, solutions and services.



Endress+Hauser Group Sustainability Report

Distinct goals, strong values and a long-term focus characterize the development of Endress+Hauser. As a family company, we want to combine economic success with ecological and social progress. Our work and our products are meant to create sustainable benefits. We are convinced that this will pay off – for people, the environment and the company, in good times as well as in difficult ones.

Responsibility at Endress+Hauser

Sustainability concept

We view sustainability as a holistic concept encompassing an economic, social and ecological dimension. All three dimensions are closely linked and dependent on each other. Only when we are able to fulfill our social and ecological responsibilities can we achieve long-term economic success. On the other hand, only economically successful companies are capable of making a long-term contribution to society and the environment.

As a family company, we think in generations, not in quarters. We pursue long-term goals and want to permanently change things for the better. Thus, the sense of sustainability is deeply rooted in our company culture.

The Spirit of Endress+Hauser, which translates our corporate culture into words, explicitly identifies comprehensive responsibility as one of our central values. We strive to develop trustful and loyal relationships between customers, employees and shareholders. And we maintain an open and constructive dialogue with all stakeholders. In addition, acting responsibly as a corporation for us also means being environmentally aware and conserving natural resources.

Sustainability reporting

We have been publishing a sustainability report since 2014 to document our performance and to describe corresponding measures and concepts. Prior to this, we used a materiality analysis to identify those issues that are important to us and our stakeholder groups and to determine which issues we are in a position to influence. The materiality matrix we developed based on that helped us define suitable key indicators for sustainability. The relevant metrics are recorded worldwide. The report covers the 2021 fiscal year. The data corresponds to the year-end figures.

Strategic sustainability indicator

Since 2015, we have been taking part in the annual EcoVadis sustainability scoring. This independent audit, which we undergo every year, is a strategic indicator of our progress in the field of sustainable business management. Apart from the industry comparisons, EcoVadis also provides improvement recommendations. About 85,000 companies around the world have already been certified by EcoVadis. With 76 out of a possible 100 points, in 2021 we achieved platinum level in the EcoVadis benchmark for the first time, improving our score by another four points compared to the previous year. We thus belong to the top percentile of all certified companies in our comparison group.

Since climate neutrality in particular is becoming increasingly important for our customers, we have been participating in the Carbon Disclosure Project (CDP) since 2021. The focus of the project is on the systematic recording of greenhouse gas emissions. In addition, the risks and opportunities for the company associated with climate change are analyzed and the strategies and principles of corporate governance used by management to address the challenges arising from climate change are reviewed. The first CDP assessment will be made in 2022.

To make further progress in the area of sustainability, we have created the position of Corporate Social Responsibility Officer at Group level. The objective is to advance Endress+Hauser's sustainability strategy, which is becoming increasingly important for our customers as part of their efforts to achieve climate neutrality, and to further improve and expand our sustainability reporting.

Sustainability strategy and sustainable management

Corporate strategy

According to our corporate mission we support our customers around the globe to improve their products and manufacture them more efficiently. Our goal is to further expand our position as a leading provider of products, solutions and services for process and laboratory automation. How we intend to achieve this goal is described in our new Strategy 2027+.

Strategy 2027+ outlines seven strategic directions of impact for our path into the future. These directions include the future of customer interaction, the future of the people in our company, the further development of our core industries, laboratory and process analysis, the strengthening of the Endress+Hauser brand, digitalization and the targeting of markets beyond Europe. Over the next few years, we intend to work intensely on all of these.

In the context of strengthening the Endress+Hauser brand, we specifically refer to the topic of sustainability, one of our brand values. The rating in the independent EcoVadis sustainability audit will remain a strategic indicator. Several strategic projects aim to further enhance our corporate social responsibility and strengthen our ethical conduct.

We have completed and rolled out our new strategy over the past year. The individual Group companies are currently drawing up their own strategies on this basis and will determine how they can contribute to the achievement of the common goals. These are implemented through initiatives and projects along our business processes, which we standardize and coordinate across the Group.

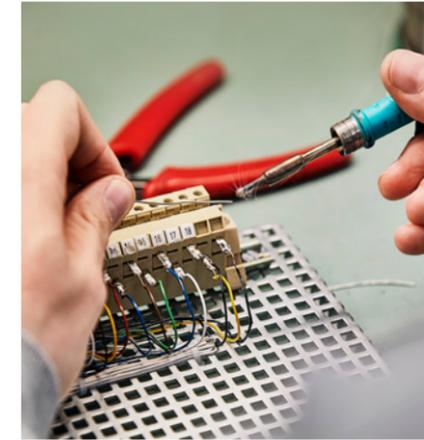
Shareholder structure

As the Endress shareholder family states in its Family Charter, Endress+Hauser should remain a successful family company. The goal of the Family Charter, created in 2006 and revised twice, is to strengthen solidarity within the family over the long term and consistently isolate the company from family issues. Various institutions foster the family members' relationships with the company and introduce the younger generation in particular to the company. The success of these efforts is reflected in the Family Council, which makes important decisions regarding the relationship between the family and the company. Since 2019 the younger generation has made up five of the eight representatives on the council.

In 2022, Sandra Genge, a granddaughter of company founder Georg H Endress, became a member of the Endress+Hauser Supervisory Board – the first representative of the younger generation on this body. She succeeds Hans-Peter Endress, who retired from the Supervisory Board on account of his age. The interests of the family are also represented on this committee by Supervisory Board President Klaus Endress. The members of



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1
In the future, Endress+Hauser intends to reserve five percent of all positions for interns, apprentices, trainees and students.

2
For several years now, we have also been offering vocational training programs in the United States and India.

3
We want to offer our employees a working environment in which they feel comfortable and can best develop.

the family also exert influence on the company as shareholders during the Endress+Hauser AG Annual General Meeting.

Management and corporate governance

The Endress+Hauser Group comprises a network of legally independent companies managed and coordinated by Endress+Hauser AG. Management is in the hands of the Executive Board of Endress+Hauser AG, chaired by the CEO. Business and organizational regulations define the responsibilities and roles of the Executive Board and the independent Supervisory Board.

The Supervisory Board as a supervisory and advisory body is granted an important role in corporate governance. Its task is to oversee the work of the Executive Board by providing constructive feedback. Fundamental and far-reaching decisions are taken with the approval of the Supervisory Board.

We apply the 'four-eye' principle across the entire Endress+Hauser Group. That means two or more employees participate in each business process or the results of a process are examined by a second employee. This rule also applies to the members of the Executive Board and Supervisory Board, respectively.

Corporate culture

The Endress+Hauser Group corporate culture is still heavily influenced by the shareholder family and their representatives in the company. The Spirit of Endress+Hauser explains in written form what distinguishes this culture and establishes important values and principles.

Without specifically referencing the principle of sustainability, the Spirit of Endress+Hauser relies on numerous aspects of sustainable corporate management. Key elements of the corporate culture include comprehensive responsibility for the company, a commitment to ethical behavior and a management principle that de-emphasizes profit maximization. The Spirit of Endress+Hauser furthermore contains statements regarding customer relationships, the employees, a culture of quality and communications. The applied corporate culture reflects, not least, a strong sense of solidarity.

Ethical behavior

The Endress+Hauser Code of Conduct provides a binding, Group-wide guideline for dealing with customers, coworkers, partners and suppliers. It encompasses guidance on products and services, personal integrity, corporate integrity, personnel policies, company assets and corporate responsibility. All employees must be familiar with the guidelines of the Code of Conduct in accordance with their duties and responsibilities and, if necessary, confirm their compliance by means of a self-declaration. The main content is conveyed via an interactive training module.

We expect our suppliers to adhere to the same level of sound ethical behavior and to observe ethical and social principles. This includes the obligation to comply with the German Electrical and Electronic Manufacturers' Association (ZVEI) Code of Conduct. We verify the compliance by means of regular on-site audits. In addition, more and more of our key suppliers are participating in the independent EcoVadis sustainability audit.

Economic sustainability

Business approach

We concentrate only on businesses we understand and which are a good fit for us. This is the foundation of our sustainability-aligned business approach. Our portfolio is based on our core expertise in process and laboratory automation and sensor technology.

To us, profit is not the goal, but the result of good management. The vast majority of our earnings remain in the company to develop better products, open up new markets, construct more

efficient operating facilities, erect modern buildings, promote our employees, train young people and support the Group's CSR activities. By doing this, we reinforce the company's future sustainability and resilience in times of crisis.

With an equity ratio of 79.1 percent, a cash flow from operating activities of 374.7 million euros plus cash, cash equivalents and financial assets totaling 1.152 billion euros (2021 fiscal year figures), we are well positioned to make the investments needed to ensure a solid and successful future, without relying on external sources, and to grow our Group from within. This guarantees the independence and autonomy of our company.

We serve customers in various industries and have sales and production centers around the world. Even our largest key accounts represent less than 1.5 percent of our net sales, which minimizes the impact of individual customers, economic cycles, regional or sectoral business developments, currency fluctuations, political crises or natural disasters.

Our understanding of responsible corporate management includes fair wages and working conditions, adherence to social standards and the efficient and smart use of energy and resources. Measures aimed at improving sustainability include issues such as occupational safety, employee retention and recruiting as well as environmental protection in our operations.

Offering

Our customers are increasingly interested in how they can use our offerings to achieve their own sustainability objectives. Our products, solutions and services help to improve processes regarding efficiency, safety and resource consumption. That means our global business activities help to increase product quality and production safety, save raw materials and energy and protect the environment and the climate. In addition, digital interconnection of measurement technology makes actual conditions transparent and thus permits the optimization of processes and information flows.

Within the context of operating industrial plants, our instruments require negligible amounts of energy. More serious effects would be malfunctions leading to a production disturbance or an interruption of operations. In addition to comprehensive quality management from development through production to operation of our instruments, predictive maintenance concepts are playing an increasing role in further reducing the risk of unexpected failures.

When it comes to developing new products, an eco-design guideline ensures they are designed as sustainably as possible. This includes special requirements for materials, a design geared to longevity and simple disposal at the end of the life cycle. Endress+Hauser follows the respective European and Chinese RoHS directives to meet the requirements for placing hazardous substances in electrical equipment and electronic components on the market, and applies the provisions of the REACH regulation

for the registration, evaluation, authorization and restriction of chemicals.

Innovation

In 2021, we invested 213.4 million euros in research and development. That equates to 7.4 percent of our net sales. We applied for 258 patents for the first time at patent offices around the world. This is clear evidence of the Group's strong focus on innovation. In 2021, we launched a record number of more than 70 new products and over 1,000 product options. As a result of some adjustments, the intellectual property portfolio declined slightly in 2021, now comprising more than 8,600 active patents and patent applications.

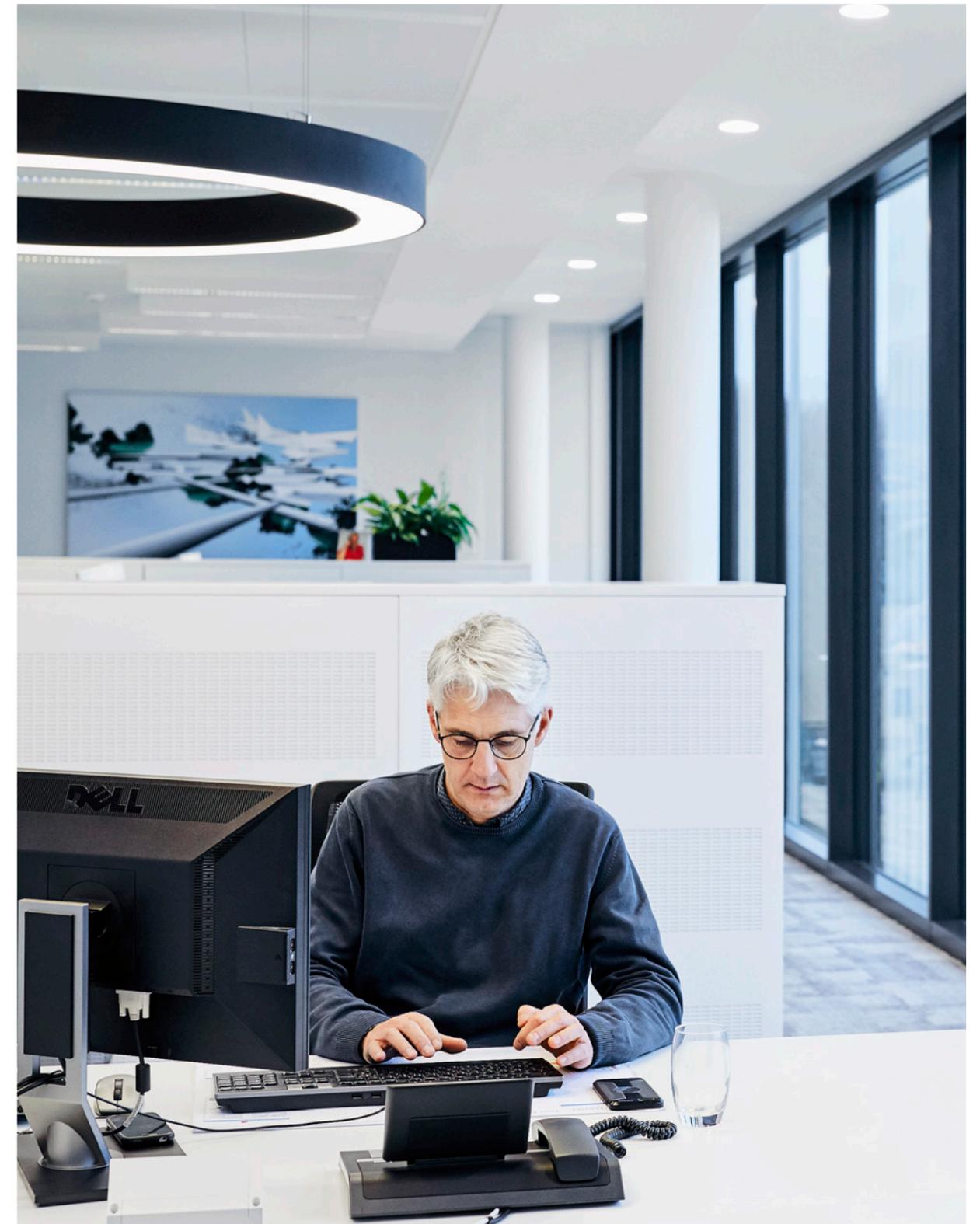
Nearly 1,200 employees in research and development ensure that the innovation engine continues to run at full speed. We cooperate closely with universities and institutes, customers and other suppliers. And, alongside our conventional innovation management program, we invest in start-ups as well as joint ventures that are capable of accelerating new developments with a great deal of freedom. Endress+Hauser also acquires cutting-edge technologies and expertise through company takeovers.

Customer, partner and supplier relationships

Long-term success is possible only by sharing ideas and maintaining a constant dialogue. We are convinced that combined strengths make us more successful. This philosophy is reflected in the way we manage our customer and partner relationships. Loyal relationships illustrate that the open sharing of ideas, trust-based collaboration and mutual learning bring benefits to all parties involved.

Customers around the world place their trust in us. We try to earn this trust by regularly measuring their level of satisfaction. We systematically analyze those aspects that can be optimized and address them with individual measures to continually improve. Regular survey cycles reveal long-term developments and make the success of the various actions visible and measurable.

Strategic partnerships and participation in associations and committees enable us to shape and advance important issues together with other companies, our customers and key stakeholders. Recently, one of our focus areas has been to find answers to the challenges of digitalization, for example by standardizing protocols, interfaces and platforms. For instance, Endress+Hauser is one of the founding members of the Open Industry 4.0 Alliance as well as the Industrial Digital Twin Association.



Creating and maintaining secure jobs is an integral part of our corporate social responsibility.

1 The wind tree in Gerlingen, Germany – a metal structure with miniature wind turbines – is a visible sign of the site’s sustainable energy concept.

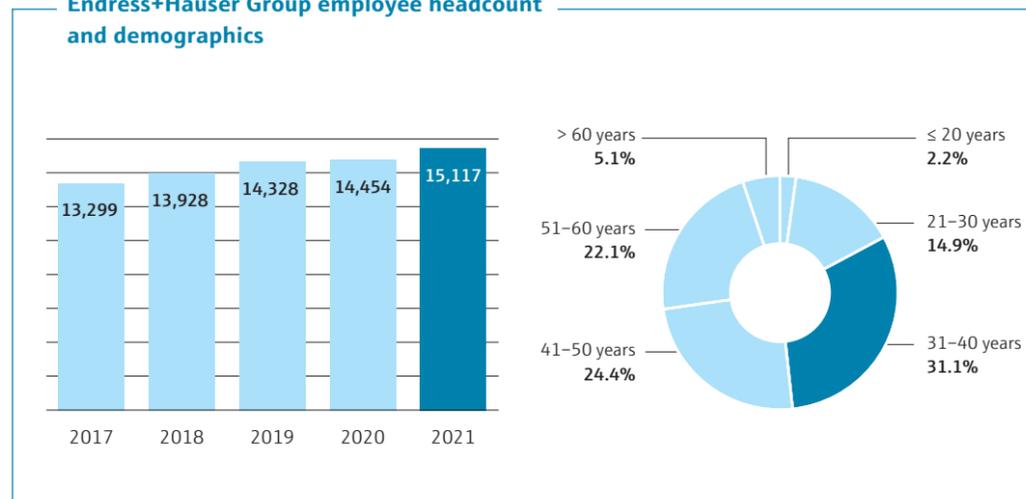
2 Our Canadian sales center’s new building in Burlington, Ontario generates more energy than it consumes. It is one of the greenest commercial buildings in the country.

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Endress+Hauser Group employee headcount and demographics



Social sustainability

Social responsibility

We view creating and retaining secure jobs as an important part of our corporate social responsibility. In addition, the taxes generated by our operations make a significant contribution to social well-being around the world.

In our Code of Conduct we commit ourselves to adhering to applicable laws and regulations. That means not only following the letter of the law, but the respective spirit. For this reason, we reject any business structures designed to evade taxes. We utilize tax advantages and tax relief only to the extent they accrue in the course of normal business operations and only if we are legally entitled to them.

We strive at all locations to maintain a transparent, professional and constructive working relationship with tax authorities. This includes providing correct and timely information. In 2021 we paid a total of 107.0 million euros in income taxes worldwide. This equates to an effective tax rate of 23.1 percent.

Employees

Committed and competent employees are the driving force behind our success. They create relationships with our partners based on trust, drive product innovations forward and generate added value for our customers, thus forming the essential foundation of our growth and profitability.

To create a good working environment for our employees, we offer performance-based compensation, above-average social benefits, attractive opportunities for career development and a comprehensive program that allows them to strike an effective work-life balance, including access to childcare services and flexible work models. We furthermore invest in the health of our employees and promote their growth through targeted personnel development and training programs.

In 2021, we made the health of our employees our top priority as before. At the beginning of the pandemic, we responded with travel restrictions and issued Group-wide guidelines for dealing with the coronavirus as early as February 2020, and we have largely succeeded in avoiding infections within the company since then. Last year, we took the initiative at various sites to offer our employees a vaccination against the coronavirus. In some cases, family members, employees of other companies and the public in general were also invited to these campaigns.

We strive to continually improve our attractiveness as an employer. We monitor the satisfaction of our employees with regular surveys based on a Group-wide standard to ensure the results provide a comparison. A current evaluation of the data derived from the employee and customer surveys of recent years illustrates that employee commitment and customer retention are directly related. Only motivated employees provide outstanding service to our customers.

Workforce in numbers

On average globally, our employees have been working for Endress+Hauser for 10.3 years. The Group-wide turnover rate is 6.8 percent and thus higher than in the previous year (2020: 5.0 percent). At the end of 2021, a total of 15,117 people (including temporary employees) were employed by the Endress+Hauser Group, 663 more than the previous year. To cope with the significant growth in units produced we have created new jobs, mainly in manufacturing.

Diversity is a key principle with respect to our employees as well, reducing risks and making us more resilient in times of crisis. A diverse workforce increases productivity, encourages innovation, strengthens customer retention and helps us compete for talent. At the end of 2021, people from 92 countries worked for the Endress+Hauser Group. Women represent 30.0 percent of the workforce, which is an increase over the prior year (29.6 percent) and a high figure compared to other companies in the industrial sector. The age groups are equally distributed across the Group, with little change experienced in 2021.

Occupational health and safety

With respect to Group-wide occupational safety, we put significant effort into ensuring our employees enjoy a safe, pleasant and productive work environment. In 2021, the rate of occupational accidents with lost time increased to 7.0 per 1,000 employees, partly owing to higher workloads and increased shift work (previous year: 5.5).

We initiate accident prevention, risk awareness and work safety measures at our locations. Our occupational safety specialists are generally involved in workplace-related decisions at a very early stage. Company restaurants at numerous locations all around the world offer our employees a varied and well-balanced selection of nutritional meals. In the course of the previous year, we provided several online actions and activities for health promotion and prevention.

Young talent and personnel development

As a technology company, we depend on highly qualified professionals and committed young talent. To attract new employees who are a good fit for us, the Endress+Hauser Group strives to continuously improve the working conditions for its employees and strengthen its internal and external image with targeted employer branding.

One of our objectives is to achieve more diversity, since diverse teams are more successful and cope with change more easily. Therefore, Endress+Hauser makes an effort to attract the best employees, independent of gender, age, ethnic origin, religious or philosophical convictions or sexual orientation. A special focus is on the promotion of women. By 2030, Endress+Hauser wants to increase the share of women in management positions to around 30 percent and on the whole attract more women. The targeted proportion of women in the workforce is 40 percent.

To reach this goal, our global initiative the Women's Integrated Network (WIN) has defined five areas of focus: an employer brand that appeals to women, a staff development program that is geared toward women as well as men, flexible work models, measures against unconscious bias in recruitment and the use of networks to draw the attention of female professionals to Endress+Hauser. Apart from that, female role models in the company should become more visible.

We have already rolled out this initiative worldwide. The Group companies develop – depending on their environment – appropriate concepts and implement them. We have taken some measures to advertise jobs in a way that appeals to a diverse target group. Fair pay based on comprehensible criteria such as skills, experience, performance and responsibility is another important aspect for us. A Group-wide job grading assessment is intended to create better comparability and increase transparency in the future.

Well-trained professionals are key to the success of our company. At the same time, we believe that our commitment to vocational training of young people is a way of demonstrating our social responsibility. Particularly in Germany and Switzerland, we train the vast majority of our specialists internally. In 2021, 360 young people were undergoing vocational training with us, which corresponds to an apprenticeship ratio of 2.5 percent. In the past year we have again been able to offer virtually every apprentice a permanent position upon completion of their vocational training program.

In the long term Endress+Hauser strives to double the training ratio. Five percent of all positions worldwide will be reserved for interns, apprentices, trainees and students. We are in the process of developing a concept to implement this project over the next few years.

We allow for a great deal of freedom for the personal development of our employees. Of all personnel expenses, we are setting aside 2.5 percent for training. This equates to roughly five days of training per employee each year. In addition, we are now able to offer wide-ranging training and development programs virtually, making use of a new IT platform. We recently began offering part of our workforce access to LinkedIn Learning, a platform boasting more than 16,800 virtual courses.

Social engagement

Endress+Hauser is engaged in volunteer activities wherever the company is located in the world. We sponsor select projects involving social, cultural, educational, scientific and sports activities, as well as the promotion of young talent. In the area of charitable contributions, we focus our assistance mainly on non-profit initiatives and social organizations.

We maintain research and education partnerships with scientific facilities and training centers around the world. There is no central accounting of the money invested in our broad range of charitable and sponsor activities, and in our research and

education partnerships in the form of monetary and equipment donations and personnel resources, because these activities are the responsibility of the Endress+Hauser Group subsidiaries.

The Endress+Hauser Water Challenge, a Group-wide initiative, has been running since 2019. In charity runs around the world, employees raise funds to improve worldwide access to clean drinking water; the company then doubles the total amount. The funds go to select aid projects in Asia, South America or Africa. We have thus taken our business commitment to a safe, efficient and eco-friendly water supply and transferred it to the non-profit sector.

Since the pandemic again made joint activities difficult last year, our employees are increasingly setting off on their own or in smaller groups – the main idea being that there is a goal that involves physical activity. In this way, the initiative encourages our employees worldwide to keep moving. The funds go to new projects in the Philippines and India.

In light of the coronavirus pandemic, Endress+Hauser has provided opportunities for vaccination at numerous locations in 2021. Particularly important was an initiative at the production site in Aurangabad in western India: supported by the industry association CII and the conglomerate Bajaj, Endress+Hauser set up a vaccination center on its local premises. Employees of micro, small and medium-sized enterprises in the region, as well as the residents of the surrounding villages, came to get vaccinated at no charge. To date, more than 50,000 doses have been administered.

Environmental sustainability

Environmental footprint

Our production is not energy intensive and has only a minor impact on the environment. The major sources of our ecological footprint are building and office infrastructures, commuting to and from work, business travel and material transport. We generally seek opportunities to reduce impacts, for example by constructing energy-efficient buildings, utilizing renewable energy or supporting electromobility.

Our Canadian sales center in Burlington, Ontario has moved into a building that generates more energy than it consumes. The new buildings of the plant for flow measurement technology in Reinach, Switzerland, with over 25,000 square meters of space, are also climate neutral in operation. In addition to supplementary solar panels, the energy concept involves a heat storage tank with a capacity of 57,000 liters. In Aurangabad, India, where around 250 people manufacture instruments for Endress+Hauser, two electric buses recently began taking employees from the surrounding area to work in the morning and back home again in the evening.



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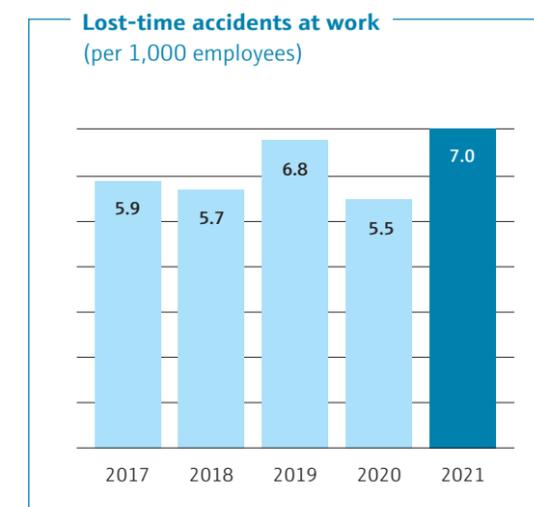
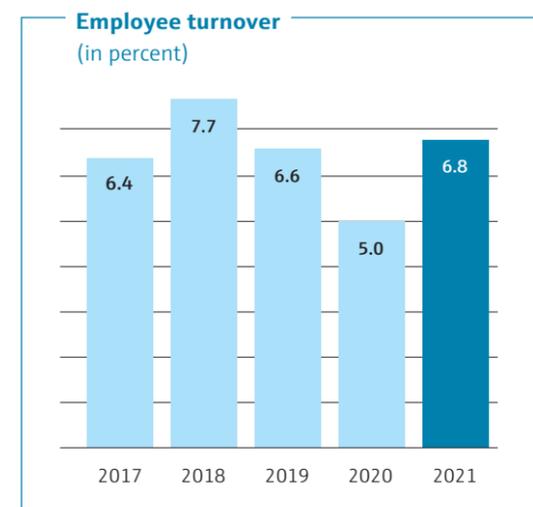
- 1 On the roofs of many of our buildings, photovoltaic installations generate solar energy.
- 2 Energy monitoring helps to systematically cut consumption and emissions at the major sites.
- 3 This cogeneration plant provides environmentally friendly heat and electricity from biogas.



2



3



Endress+Hauser manufactures to the same high quality and environmental standards all over the world.



We also look for possible savings in our supply chain: the new logistics hub located in Wörrstadt, Germany not only bundles shipping of all products from European production facilities to customers, but in addition receives and redirects material supplies to the manufacturing sites. Sending the shuttle trucks delivering the products back with loads of supply parts eliminates about 75 percent of empty trips. Thus, the ecological footprint of the entire supply chain is improved.

We also support our employees' environmentally aware behavior, for example through participation in the Bike to Work initiative, which promotes cycling via team-based competitions, or through JobRad, a bicycle leasing service in Germany. Furthermore, we increasingly offer the necessary charging infrastructure to visitors and employees using electric vehicles at our locations.

Environmental footprint

To examine our environmental footprint, each year we capture corresponding data related to energy and water consumption, carbon dioxide emissions and waste accumulation. The data encompasses all domestic and overseas production sites and the great majority of our sales and support entities all over the world.

Energy

For an industrial enterprise, energy consumption for plants and machinery in facilities of the Endress+Hauser Group is comparatively low. The production centers use a large part of the energy for heating and lighting, as well as for the office and IT infrastructures. Relative energy consumption for heating and electricity at our major sites has declined steadily over the years.

We have been using energy monitoring to continuously increase energy efficiency. In the context of the pandemic, energy consumption increased again due to intensive building ventilation and more shift work, among other things. In 2021, we were able to reduce it again to 47.9 megawatt hours per million euros of sales (2020: 49.7 megawatt hours).

Carbon dioxide

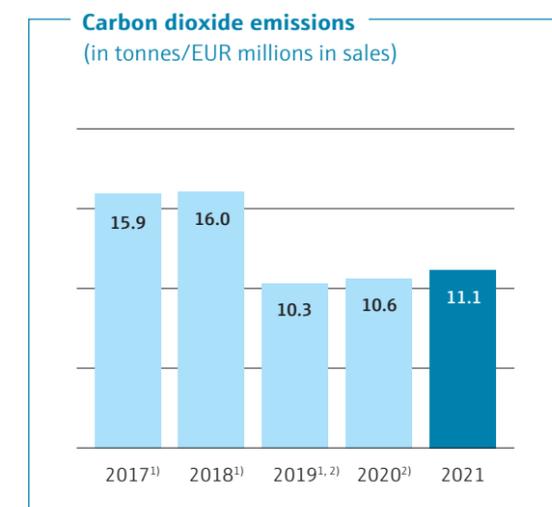
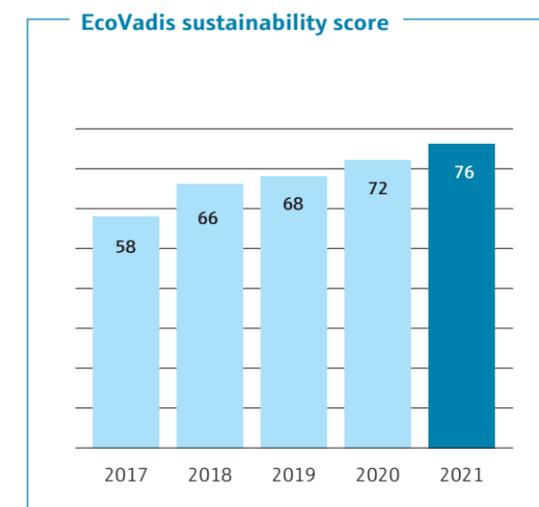
Thanks to a systematic use of green electricity, our European product centers significantly reduced their CO₂ emissions in 2019. In many locations, photovoltaics are also used to cover part of their electricity demand without emissions. On that basis, the Endress+Hauser Group improved its overall balance by more than one third. As a consequence of the coronavirus pandemic, CO₂ emissions rose again slightly from 10.6 to 11.1 tonnes per million euros of sales, partly due to the higher energy requirements for building ventilation.

Water consumption

At Endress+Hauser, water is required primarily for sanitary and cleaning purposes. Many of our employees have been working from home since 2020. Owing to that, water consumption decreased accordingly and remained unchanged at 115 cubic meters per million euros of sales in 2021.

Waste

Waste accumulation within the Endress+Hauser Group fluctuates from year to year in relation to the various types of waste, resulting for example from changes in the product mix or reflecting special effects such as construction work or inventory adjustments.



¹⁾ Excluding Innovative Sensor Technology IST
²⁾ Value adjusted

Because the information regarding the amount of waste is derived from the disposal company invoices, the various pickup schedules also influence the yearly figures.

In the past financial year, our worldwide operations accumulated 1,196 kilograms of municipal waste per million euros in sales, an increase compared to the previous year (1,134 kilograms). The volume of hazardous waste increased from 229 to 246 kilograms per million euros in sales, while the amount of scrap metal grew from 396 to 437 kilograms per million euros in sales. The volume of electronic scrap decreased in the reporting period from 19.6 to 14.0 kilograms per million euros in sales.

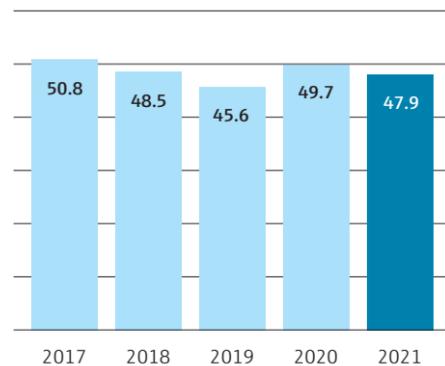
Certification and auditing

Sustainability is increasingly becoming a focus for our customers, some of whom are using the United Nations' 17 sustainable development goals as a blueprint. How to deal with social and environmental standards is a vital part of many procurement processes. All Endress+Hauser production centers are certified in accordance with ISO 9001/14001 (quality management and environmental management) and OHSAS 18001/ISO 45001 (occupational health and safety) as well as, in some instances, ISO 50001 (energy management).

Endress+Hauser analyzes the sustainability of its own business processes by annually undergoing the independent EcoVadis audit. The audit evaluates management systems of companies regarding CSR based on 21 criteria grouped into the topics of environment, labor practices and human rights, fair business practices and sustainable procurement. These are based on

international standards including the Global Compact Principles, the International Labour Organization (ILO) conventions, the Global Reporting Initiative (GRI) standards, the ISO 26000 guidelines and the Ceres Roadmap. Apart from that, we are now also participating in the Carbon Disclosure Project.

Energy consumption for heating and electricity (in MWh/EUR millions in sales)



Waste accumulation (in kg/EUR millions in sales)



- Municipal waste
- Scrap metal
- Hazardous waste
- Scrap electronics

Annual report 2021

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