

Gaining Speed

Annual Report 2022



Facts & figures 2022

Key financials (IFRS)

		+/- CAGR ¹	2022	2021	2020	2019	2018
Total revenue	in € thousand	14.0%	1,233,671	1,100,489	967,165	803,891	729,170
Americas	%		37.5	33.3	35.2	38.0	36.8
Europe	%		31.1	37.0	37.1	35.0	36.1
Asia/Pacific/Africa	%		15.4	15.7	14.5	12.2	13.1
China	%		16.0	14.0	13.2	14.8	14.0
EBITDA	in € thousand	11.8%	290,284	326,776	264,007	189,053	185,657
EBITDA margin	%		23.5	29.7	27.3	23.5	25.5
EBIT	in € thousand	10.1%	225,568	271,998	217,666	144,213	153,717
EBIT margin	%		18.3	24.7	22.5	17.9	21.1
Net profit for the period	in € thousand	10.4%	157,714	189,771	152,527	97,399	106,356
Net profit for the period	%		12.8	17.2	15.8	12.1	14.6
Free cash flow²	in € thousand	n/a	-265	169,756	-240,270	67,173	91,697
Equity ratio	%		69.0	63.3	60.7	66.5	69.4
Total assets	in € thousand	14.6%	1,680,477	1,608,917	1,332,706	1,105,124	974,071
R&D expenses	in € thousand	13.8%	76,012	64,458	55,797	50,324	45,265
Number of employees, annual average (FTEs) ³		9.7%	4,762	4,238	3,783	3,576	3,292

¹ CAGR = Compound average growth rate (2018–2022)

² Free cash flow = cash flows from operating activities + cash flows from investing activities

³ FTEs = Full-time equivalents

Eppendorf – expert for sample management

Eppendorf’s systems and products for use in laboratories satisfy the highest standards of quality and reliability and are indispensable throughout the world. The product range covers the core business areas of Liquid Handling, Consumables and Separation & Instrumentation with products such as pipettes, centrifuges, mixers and ultra-low-temperature freezers. In addition, Eppendorf is working on digital workflows for complete laboratory work processes. The company is developing new digital products and solutions to make laboratory workflows simpler, more transparent and more productive. Furthermore, the Bioprocess unit is creating harmonized product systems for working with cellular material.

The Eppendorf Innovation Company (EpIC) identifies and develops entirely new, future-oriented business opportunities for the corporate group.



Installation service
The Eppendorf installation service offers an expert setup of your laboratory device for optimum functionality.



Qualification service
With Installation Qualification and Operational Qualification (IQ/OQ), you ensure compliance with both internal standards and guidelines as well as statutory requirements.



Preventive maintenance
You can avoid unexpected downtime through regular maintenance of your laboratory devices.



Calibration/verification
Regular calibration and verification of specific instrument parameters ensures the reproducibility of your results.



Repair service
Contact your local service organization with your repair requests.



Application support
Our specialists advise you if you have application questions about Eppendorf instruments or consumables.



Training and webinars
Expand your laboratory expertise in theory and practice.

EXTENDED WARRANTY AGREEMENTS
SERVICE AGREEMENTS

Liquid Handling



Pipettes and dispensers



Pipette manager
(connected pipettes)



Automated
pipetting systems

Consumables



Sample tubes



Pipette tips



Multiwell plates

Separation & Instrumentation



Centrifuges



Ultra-low-temperature
(ULT) freezers



PCR thermal cyclers

Lab Solutions

Bioprocess solutions



Fermentors and bioreactors

Workflow solutions



Digital solutions

As a provider of digital solutions, Eppendorf is developing new business models and transforming the Eppendorf portfolio to meet the requirements of Industry 4.0.

- Device networking to enable remote monitoring
- Provision of services for managing assets, workflows and samples



VisioNize®



Eppendorf's fields of expertise in life science laboratories

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Foreword

*Ladies and Gentlemen,
dear Colleagues,*

Fiscal year 2022 was a successful, yet challenging year for the Eppendorf Group. Eppendorf picked up further speed in 2022 by systematically driving forward the **Eppendorf 2025** corporate strategy. We reached a number of milestones on the way to becoming the world’s leading sample management company in the life science industry. Furthermore, we expanded our global production network and systematically strengthened our customer proximity. Russia’s invasion of Ukraine, skyrocketing energy prices and rapidly rising inflation rates had a significant impact on our business performance. This was further compounded by global difficulties due to struggling supply chains and lockdowns in major Chinese cities such as Shanghai, some of which lasted several weeks. Nevertheless, the Eppendorf workforce, pulling together as a global team, managed to successfully overcome all adversities. The company gained sustainable strength in 2022, achieving further growth during the year under review.

The Eppendorf Group recorded consolidated revenue of €1.23 billion in fiscal year 2022 (prior year: €1.1 billion). In comparison with the same period last year, this corresponds to an increase of 12.1% (prior year: 13.8%). Considering the many challenges Eppendorf had to face, this was a very good performance. The Eppendorf Group’s operating profit (EBIT) came to €225.6 million in 2022 (prior year: €272 million), amounting to an EBIT margin of 18.3% (prior year: 24.7%).

Pleasing development of Eppendorf’s core business

Revenue varied greatly from one market region to another in the past fiscal year. The market region China produced the strongest growth last year: 27.6%. What makes this growth all the more remarkable is that it was achieved despite weeks of lockdowns in major cities and the far-reaching restrictions this entailed.

The market region Americas, too, generated an extraordinary plus in revenue of 26.1% compared with the strong result in 2021. The market region Asia/Pacific/Africa (APA) helped fuel Eppendorf’s growth as well by generating a satisfying revenue increase of 10.4% year on year. One point worth mentioning is that the geographically vast market region, with many countries and different markets, saw a change in customer behavior compared to the previous year: Demand for Eppendorf products dropped and began to normalize again. This effect had been anticipated following the surge in business due to the coronavirus pandemic in 2020 and 2021. The same was true for the market region Europe, which recorded a 5.7% decline in revenue year on year. Here, too, the main reason was a normalization of demand, exacerbated by the manifold effects of the Ukraine war. Revenue development in the product groups was not as varied as in the market regions, with all groups achieving growth in the year under review. The Business Division Lab Solutions produced the largest percentage growth rate: 36.5%. Bioprocess is the biggest business area in this division, with its products acting as the key revenue and growth drivers. The Business Division Separation & Instrumentation generated growth of 14.1%, followed by the Business Division Liquid Handling that grew by 14.0%. The Business Division Consumables produced a small increase in revenue of 1.3% during the year under review. Following two extremely strong years of growth in 2020 and 2021 – fueled by the coronavirus pandemic – a slowdown was to be expected now that the pandemic has subsided.

Eppendorf 2025: targeted steps into a successful future

Eppendorf’s performance in the year under review is as gratifying as it is remarkable, because in addition to the strenuous day-to-day business, we made great progress in implementing the **Eppendorf 2025** corporate strategy. All Eppendorfers demonstrated great effectiveness, vigor and commitment as we worked together to lay the groundwork for Eppendorf’s future success.

For instance, during the year under review, we defined our vision and mission more clearly and formulated the goal of transforming Eppendorf into the worldwide leading sample management company. We adapted our corporate structure, for example by repositioning our Bioprocess organization and preparing to implement the Digital Lab Solutions unit in 2022. The CFO organization in particular initiated a number of company-enhancement projects. Measures such as the introduction of the Digital Workplace and the establishment of a rolling forecast to enable more precise budget planning and control helped enhance processes and workflows.

Similar determination was shown by the Commercial organization in 2022 as it implemented a number of projects to bring the company closer to its customers. For example, the organization made further enhancements to the e365 CRM system, taking us another step closer to a comprehensive 360-degree view of Eppendorf’s customer base. The service portfolio, too, was further expanded in 2022. Our multichannel approach was bolstered by the launch of a revamped Eppendorf Web presence with a new eShop. And our Global Supply Chain unit also expanded its digital capabilities with the “Global Supply Chain 2025” program, designed to make Eppendorf’s supply chain fit for the future.

Investments for tomorrow’s success

The investments made in the Eppendorf Group’s international subsidiaries and building infrastructure in the past year are clearly visible. Several sales and service locations in India, Italy, Ireland and the United Arab Emirates, among others, were modernized, expanded or newly occupied. In the market region China, we opened a new R&D center in Shanghai, where we will develop centrifuges for the Chinese market from now on. But the largest investment of 2022 was made in Germany: Eppendorf acquired a property in Wismar, Mecklenburg-Western Pomerania, to build a high-tech factory for the production of consumables. Moreover, Eppendorf will soon double the area of its Bioprocess location by constructing a multifunctional, state-of-the-art building at the Technology Center in Jülich, Germany. Another investment involved the construction of a new, larger logistics center in Enfield, Connecticut, USA, which will enable us to supply goods to our North American customers even more efficiently in the future.

Ambitious target: climate neutral by 2028

A major goal for Eppendorf is to systematically lead the company toward greater sustainability. We made substantial progress in this regard in 2022, for example by setting ourselves the goal of becoming climate neutral by 2028 – and thus much earlier than required. Eppendorf



also supports its customers in meeting their sustainability targets, through innovative product developments. For example the biobased sample tubes we launched in 2022 are made of plastic granulate that is not produced from petroleum but from organic material sourced from food industry residues.

Outlook for the 2023 fiscal year

Increased economic uncertainties mean that Eppendorf is facing major challenges. However, contrary to general forecasts, Eppendorf remains optimistic about fiscal year 2023 as a whole and expects the global economic climate to be positive. Our forecast for 2023 points to weaker, but overall stable demand for our products and thus to further profitable growth. Despite the still highly strained situation in the supply chains, we anticipate revenue growth in the single-digit percentage range. Eppendorf, too, will be confronted with significantly higher material and energy costs in 2023, making sensitive cost management a necessity. From today’s perspective, our profitability is very likely to be impacted. We currently expect our EBIT margin to remain at the level of 2022. In 2023, Eppendorf will continue to work steadfastly on implementing the **Eppendorf 2025** corporate strategy and further developing the company as a whole. With **Eppendorf 2025**, we are laying the groundwork for Eppendorf’s targeted transformation into the world’s leading sample management company in the life science industry.

Thanks

The Eppendorf Group successfully overcame major challenges and all adversities in the past fiscal year thanks to the great, unwavering commitment of its employees. With their enthusiastic service to Eppendorf and their remarkable perseverance, they made 2022 a successful year for us. In doing so, they once again demonstrated how much they care about Eppendorf and the company’s mission. For this, we would like to express our sincere thanks to each and every one of our employees.

In addition, special thanks are due to our customers – for their loyalty, their enthusiasm for our products, their valuable suggestions and the excellent and trustful cooperation, especially under the sometimes challenging conditions we all faced in 2022.

We look forward to continuing to work closely together as a global Eppendorf team and in partnership with our customers. Through our joint efforts, we will continue in 2023 to empower scientists to accelerate shaping the world into a more livable place.



Best regards,

Axel Jaeger
Chief Financial Officer

Eva van Pelt
Co-CEO & Chief Commercial Officer

Dr. Peter Fruhstorfer
Co-CEO & Chief Business Officer

Dr. Wilhelm Plüster
Chief Technology Officer

For more information, please visit the Eppendorf website:
[eppendorf.com](https://www.eppendorf.com) → Company & Career → Management Board & Supervisory Board



1

Focusing on
the future

Eppendorf has a vision: As the world's leading sample management company, we want to empower passionate scientists to accelerate shaping the world into a more livable place. The **Eppendorf 2025** corporate strategy is helping us turn this vision into reality.

Eppendorf 2025: making the world a more livable place faster

The Eppendorf 2025 corporate strategy positions Eppendorf for a successful future. Through innovation and quality, the Group is already setting standards with its products today – and occupies market-leading positions in many product areas. This position in the market is the starting point for visibly and recognizably establishing Eppendorf as THE number one sample management company in the world by 2025.

Eppendorf will accelerate research in laboratories and make sample management even more precise, accurate and efficient in the future by offering high-quality and innovative products. That is a clear, unambiguous promise to our customers and a constant motivator for every Eppendorfer to continue enhancing our portfolio. This self-expectation is channeled through the **Eppendorf 2025** corporate strategy, which is designed to help Eppendorf live up to its purpose to improve human living conditions. The 21st century is placing the world before unprecedented challenges. Whether it is the fight against pandemics or climate change, or the question of how to feed a world population of eight billion people and more – the solutions we need for the future of humanity are being sought in laboratories and found with the help of Eppendorf's products and software solutions.

The **Eppendorf 2025** strategy sets Eppendorf up to provide scientists with the best possible support in this endeavor. Our transformation focuses on five core topics:

Customer Centricity – in order to be even closer to customers and meet their needs in the best possible way.

Innovator – to continue to bring innovations to the life science industry that help improve human living conditions.

Operational Excellence – to uphold Eppendorf's exceptional quality standards and continuously optimize production processes.

People Excellence – to get the best minds excited about Eppendorf and its mission.

Lifelong Learning – to ensure that all employees can develop with and at Eppendorf so as to unfold their full potential.

In addition, there is a special focus on two important topics for the future: **sustainability** and **digitalization**.

The activities of the **Eppendorf 2025** corporate strategy touch on all areas of the Eppendorf Group. Each day, many employees around the world work across divisions, hierarchies and locations on more than 50 projects of varying scope to ensure that Eppendorf delivers on its promise of premium products and sustains its positive business performance in the long term. They are guided by a common mission:

“By bringing great minds together, we create innovative, high-quality products and solutions for tomorrow's physical and digital laboratories.”

Dr. Peter Fruhstorfer,
Co-CEO

Every day that Eppendorfers work together on **Eppendorf 2025**, they put this mission into practice and get a little closer to realizing our vision. All projects aim to make Eppendorf the world leader in the field of laboratory samples and to enable the company to do an even better job of fulfilling its founding purpose of improving human living conditions in the future.



Eppendorf 2025: milestones on the way to the future

Around 50 projects, grouped into five core topics, have a common goal: to transform Eppendorf into the world’s leading sample management company, to give it a customer-oriented and future-proof setup and to help all employees worldwide advance in line with their competencies.

Many of these projects reached milestones in the year under review, with the core topics of Customer Centricity and Operational Excellence making particularly strong progress. Below are some exemplary project highlights from 2022. The projects and initiatives described all fall under the five core topics of the **Eppendorf 2025** corporate strategy:



Customer Centricity



Innovator



Operational Excellence



People Excellence



Lifelong Learning

The global rollout of the new Eppendorf on-line platform – that is, our new Web presence with a new eShop – continued successfully in 2022. Of the 44 new websites planned,

27 are online.



21 of them already feature the new Eppendorf eShop.

As part of a Group-wide initiative, Eppendorf is creating holistic, harmonized quality processes for its future positioning. A total of around

500 process observations



were recorded, analyzed and summarized in order to identify those quality processes that need to be prioritized in the coming years.



A global survey of **1,600 customers** in 14 countries and all market regions revealed that they perceive Eppendorf as a reliable partner with outstanding sales and service staff and products of particularly high quality.

74 pages



are contained in the Eppendorf Sustainability Report, which was published for the first time in 2022. The report provides information on the strategic approaches and commitments of the Eppendorf Group, all of which have one goal: to make Eppendorf climate neutral by 2028.



Enfield, Connecticut, USA

A new Eppendorf distribution center the size of around

three soccer fields

– that is, about 23,000 square meters – will go into operation in Enfield, Connecticut, USA, at the beginning of 2023. It is part of a global supply chain strategy that aims to adapt Eppendorf’s distribution structures to growing international supply streams and newly established production networks.

改善

100 Kaizen champions

The Kaizen philosophy centers on continuous improvements by everyone – always and everywhere. Around 100 employees have taken part in eight training modules to become Kaizen champions, qualifying them to establish this principle in working practices at Eppendorf.



The new Eppendorf production site in Wismar (northern Germany), which we acquired in summer 2022, has more than

20,000 m² of usable space.

The high-tech plastics plant being built here will double our production capacity for high-quality laboratory consumables in the long term.

2

Shaping success

Despite facing a number of challenges, the Eppendorf Group succeeded in increasing its revenue once again in 2022. This was due not only to the dedication of our employees and their flexibility in dealing with external adversities, but also to our clear focus on customer needs, our innovative product launches and the creation of a transparent end-to-end supply chain.

Putting customers first and focusing on their needs

For Eppendorf's sales and service teams, the past fiscal year was extremely successful, despite many challenges and difficulties. Revenue was up in almost all market regions, and additional market share was gained. A particularly noteworthy development was the strong performance of our Bioprocess unit, which was realigned in 2022 and adopted a new, aggressive and ambitious growth strategy.

The year 2022 was another successful one for Eppendorf's global sales and service teams. However, the individual countries and regions developed very unevenly. For example, the market region Europe was hit particularly hard by the effects of the war in Ukraine, resulting in a 5.7% decline in revenue compared to the previous year. In addition, customer behavior in Europe changed noticeably following the two coronavirus years of 2020 and 2021, which had been characterized by a sharp surge in demand. In the market region Americas, we were able to gain market share in various areas, resulting in a remarkably positive revenue plus of 26.1%. The region also benefited from continued high demand in a very stable life science and healthcare sector. The growth of the market region China deserves special mention. Despite the fact that sales were severely curtailed by lockdowns in a number of cities – some of them lasting several weeks – the region achieved an impressive 27.6% increase in revenue. The market region Asia/Pacific/Africa once again recorded

solid growth of 10.4% over the already impressive prior-year figure.

Growth in new markets

The strongest growth driver in fiscal year 2022 was the Bioprocess business unit, which achieved disproportionately strong gains. Building on this momentum, the unit developed a new, ambitious strategy centered on entering the cell and gene therapy markets. Research in these segments concentrates on the development of future-oriented, personalized medication. In order to reach the goals set out in this strategy, the entire unit will be realigned so as to operate as a vertical within the Group – that is, as an independent business unit. As of 2023, it will be managed from the Technology Center in Jülich, Germany.

Making customer satisfaction measurable

There are many reasons why the Group's revenue has developed so positively overall. One of the main factors is



“Our customers are a great inspiration. They give us vital input, which we use to continually develop our products and services in a way that is precisely tailored to their needs. This enables us to offer users significant added value and will help us gain further market share.”

Eva van Pelt,
Co-CEO



At the opening of the new Eppendorf location in Singapore, customers had the opportunity to test some Bioprocess products, such as the BioBLU® bioreactors shown here.

the targeted expansion of our existing success factors. We analyze and update these success factors on a regular basis by carrying out representative customer surveys around the world. In the past fiscal year, we again surveyed 1,600 customers in 14 countries to find out about their needs and their image of Eppendorf and its products. We also asked other Eppendorf partners to rate their service and shopping experiences using the Qualtrics® survey software. Our increase in market share in fiscal year 2022 can be attributed, among other things, to our precise knowledge of the specific wishes of our customers.

The consistent implementation of our 'Going-to-Market' strategy also had a positive impact. The main aim of this strategy is to tap into new local markets, for example in South Korea and South America. Eppendorf's extensive pharma campaign, which targets the pharmaceutical industry as well as the diagnostic and clinical markets, also began to bear fruit.

Other factors included Eppendorf's ability to deliver throughout the year as well as the targeted further development of our e-commerce platforms and our digital sales as we continued to expand our multichannel approach.

★★★★★

Eppendorf customers can rate their service and/or shopping experience directly via a short survey.

Multichannel approach for optimum product availability and presentation

Our new Web presence went online in 27 out of 44 countries – and with it our new, optimized eShop. By mid-2023, all customers worldwide will have access to a responsive platform featuring the latest information technology. The platform creates a "living organism" of product information, editorial content, e-commerce and services, and provides reliable information on exactly when an ordered item will be delivered.

A digital highlight in 2022 was the launch of the Virtual Lab, which enables improved presentation and communication of Eppendorf product features via the computer. The Virtual Lab allows products to be displayed in 3D and shows the most important properties in detail. A special menu enables users to call up additional documents and application

videos, as well as further functions – a real added benefit for customers, especially when social distancing measures are in place.

During the pandemic, social distancing affected Eppendorf's Global Service in particular, as service technicians were often not allowed to support their customers on site in their laboratories. Having learned from the experience of the pandemic years, Eppendorf expanded its service portfolio in 2022 to include various remote maintenance services. The business unit's range of services will continue to be adapted to customer needs and expanded accordingly in the future.



Growth potential: Bioprocess solutions for cell and gene therapy

Eppendorf also made targeted improvements to its infrastructure in the past fiscal year, with various sales and service locations being expanded or modernized. Some teams also moved into completely new premises, such as in Milan, Italy, and in the Indian cities of Hyderabad, Pune, Calcutta and New Delhi.

One notable development was the opening of a completely new sales location in Singapore. Now that the new branch office and the associated distribution center have started operating, we are able to provide customers in this rapidly prospering region with even better service and faster product deliveries.

Eppendorf Virtual Lab



The Eppendorf Virtual Lab brings customers and Sales & Service closer together: It allows products to be displayed in 3D and shows the most important properties in detail. In addition, users can call up documents and application videos as well as other functions.



Digital Tree of Science – new trade fair concept promotes dialogue and exchange

Eppendorf used the past two years to develop a completely new trade fair concept to be able to offer its customers a special experience after such a long time without face-to-face encounters. In the future, customers can look forward to new, modern elements such as augmented reality and exciting dialogue formats.

At the center of the 170 square meter Eppendorf booth stands the “Digital Tree of Science” with its impressive light show. The illuminated roots of the tree element lead the way to the various sections of the stand, such as the glass laboratory, visualizing the topic of digitalization.

As the core attraction of the booth, we have the Eppendorf Auditorium, where visitors can participate in free seminars and expand their knowledge. The new stand made its debut at analytica, one of the world’s most important trade fairs for analytics, laboratory technology and biotechnology, in Munich, Germany. The short lectures attracted so many visitors that the seats were full in no time. Afterwards, many of them lingered at the stand to elaborate on what they had heard and exchange experiences and ideas – a great opportunity to engage in conversations with interested customers.

One place to do this is at the hands-on tables, where trade fair visitors can take a closer look at Eppendorf



Debut: The Digital Tree of Science at the center of the new trade fair booth impressed visitors for the first time last year.

products and try them out. They are also able to use an Eppendorf app supported by augmented reality in the product area to project products into the room and explore them in a virtual lab. In addition to digitalization, sustainability also plays a central role in Eppendorf’s trade fair concept.

Happy Birthday! The Eppendorf companies in Japan and South Korea celebrated their anniversary

Japan and South Korea are important growth markets for Eppendorf in Asia. In 2022, the employees there not only celebrated their commercial success, but also the birthdays of their country organizations. Eppendorf in Japan has existed for 25 years, Eppendorf in Korea for 10 years.

What started out in 1997 as a Japanese marketing and service location with a small team of twelve employees is now a leading provider in the fields of Separation & Instrumentation, Liquid Handling and Consumables. Roughly one-third of the revenue of the market region Asia/Pacific/Africa (APA) is generated in Japan, and about 300 Eppendorfers now work here in the world’s third-largest economy. The teams are spread across several cities to facilitate customer centricity.

Sales operations are directed from the capital of Tokyo, with additional sales locations in Nagoya and Osaka as well as in Fukuoka in the southern part of the country. There are also service and logistics departments at the distribution center opened in Tokyo in 2014. In 2020, the company gained more employees through the acquisition of the centrifuge business of Koki Holdings Co., Ltd. from Japan. Today, this business unit operates as Eppendorf Himac Technologies Co., Ltd. with a location in the Ibaraki region north of Tokyo.

The big anniversary celebrations took place in November 2022 near the Shinto shrine of Kanda Myojin. The venue is located



In early November, Eppendorf employees in Japan celebrated the company’s 25th anniversary near the Shinto shrine of Kanda Myojin.

in the Akihabara district of Tokyo, where Eppendorf is also based. Games such as “Who am I?” or “What have I drawn?” encouraged team-building and created a relaxed atmosphere.



The Eppendorf Korea team celebrated its 10th anniversary from home – including Hawon Lee (right), Technical Product Support Specialist, and her husband Sung Ho Moon.

Eppendorf in South Korea: from start-up to medium-sized company

The Eppendorf team in Korea started out small, with only 13 employees working for the company in 2012. Today, 10 years later, the location has grown to more than 50 employees. What began as a start-up in Seoul has developed into a medium-sized company thanks to strong growth. Owing to the pandemic, the staff was unfortunately unable to come together for the anniversary date of March 1, 2022. Therefore, the team members celebrated the anniversary from their home offices.

South Korea is considered to be one of the most dynamic and fastest growing life science markets in the world. Among the driving forces behind this growth are the pharmaceutical and biotech industries, as well as government research institutes.

Sustainable innovations for further growth

The Eppendorf Group continued working on its innovation projects at a high pace throughout fiscal year 2022, making noticeable progress with its innovation offensive. Above all, we successfully launched new products that are both sustainable and energy-efficient. Our projects for the digitalization of scientific laboratories and our work on product development also saw major progress. We were pleased with the revenue gains achieved by the individual product groups, all of which continued to grow in the reporting period.



“The Eppendorf innovation offensive focuses primarily on the future-oriented topics of digitalization and sustainability. We made great progress in both areas in 2022.”

Dr. Peter Fruhstorfer,
Co-CEO

Together, the employees of the global Business Portfolio organization defied the adversities of fiscal year 2022 very successfully. Their exceptional commitment and great enthusiasm for Eppendorf enabled further revenue growth in all product groups compared to the very strong previous year.

The frontrunner was the Division Lab Solutions, which developed extremely positively and increased its revenue by an outstanding 36.5% year-on-year. Products from the Bioprocess business area were the main growth drivers here. The Business Division Liquid Handling grew by 14% compared to the same period of the previous year. It thus outperformed the competition, due in particular to strong demand for multichannel and mechanical pipettes. The Business Division Separation & Instrumentation increased its revenue by 14.1% compared to 2021 thanks to a pleasing development of its shaker and incubator business. Strong demand for benchtop centrifuges and Himac® models also contributed to this positive result. The Business Division Consumables saw its high-quality consumables business develop in line with expectations, generating revenue growth of 1.3%. Its revenue of €338 million is a satisfactory result for Eppendorf given the normalization of demand over the course of the year under review.

Toward a sustainable and energy-efficient future

The successful R&D activities of the Business Division Consumables are worthy of particular mention. Together with their colleagues from the Technology Division Consumables, the team members successfully developed the first Eppendorf sample tubes made of biobased plastic (see p. 25), bringing them all the way to market maturity. These special Eppendorf Tubes® made of sustainable high-tech plastics are based almost entirely on organic plant materials instead of petroleum. They are the first PCR-clean, sustainable sample tubes to be available for scientific work throughout the world and meet the highest

quality standards. This global novelty was the outcome of an intensive, cross-divisional development process within the Eppendorf Group.

Eppendorf is a pioneer when it comes to using green coolant for its ultra-low-temperature (ULT) freezers. Currently, the CryoCube® F740, F570 and F440 ULT series from Eppendorf are successfully running on this environmentally friendly coolant. And switching the cooling liquids also results in further advantages for the Eppendorf devices in terms of performance and power consumption: The same freezer with green coolant instead of classic coolant consumes significantly less energy (approx. 20%). It also emits less heat, saving on the laboratory's air conditioning system. →



By using environmentally friendly coolant, the ultra-low-temperature freezers of the CryoCube series, such as the CryoCube F440, save around 20% energy.



Over the next two years, Eppendorf will convert its entire ULT portfolio to green cooling liquids. In addition, we are launching our first refrigerated centrifuge with environmentally friendly coolant in 2023, with further models to follow.

On the way to the digital laboratory

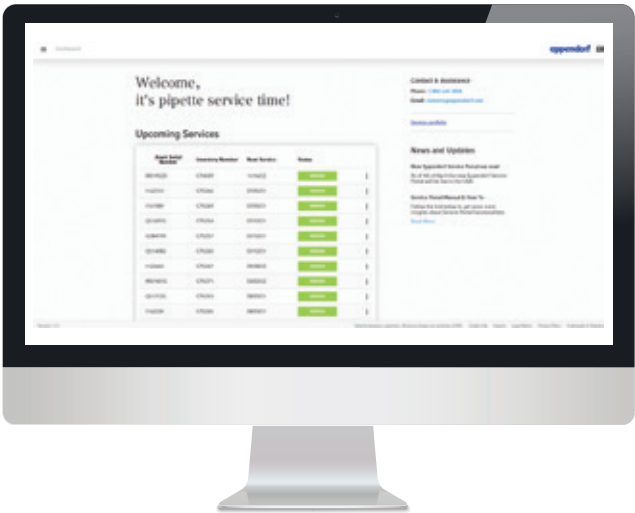
Another advancement with regard to innovation was made in the area of digitalization by increasing the connectivity of our laboratory instruments. Almost the entire product range of the Business Division Separation & Instrumentation can already be connected today. The same will be true for the portfolio of the Business Division Liquid Handling in the not too distant future. Whether via Wi-Fi module or an integrated interface, digital connectivity means that Eppendorf laboratory instruments not only allow more accurate sample monitoring, but also more efficient device management. Additional benefits include easier documentation, fewer possibilities for errors and faster scientific work in the laboratory.

To achieve this, Eppendorf worked intensively on the further development of its premium software solutions for

digital and connected laboratory solutions over the past fiscal year. Already today, scientific data can be collected and processed in the VisioNize® Lab Suite, a digital platform developed by Eppendorf. This cloud-based solution enables users to monitor instruments remotely, draw up maintenance plans and digitalize instrument documentation. Thanks to the platform’s agile further development, Eppendorf customers will be able to monitor and evaluate all sample management processes in the VisioNize Lab Suite using a tablet in just a few years’ time.

And Eppendorf offers its customers yet another way to simplify their everyday laboratory work: the Service Portal, a cloud-based ordering platform for pipette calibration and repair services. Thanks to this new online portal, customers can manage their pipettes as well as their calibration orders efficiently and receive regular digital status updates. The online ordering platform was rolled out to the first countries during the year under review and will be available in further market regions by the end of 2023. It is coupled with our new DigiCal calibration software – together, the two software solutions make the recording and processing of service orders more efficient.

The Separation & Instrumentation portfolio is becoming increasingly connected. Laboratory results can be collected and evaluated using the VisioNize Lab Suite software. This accelerates laboratory workflows.

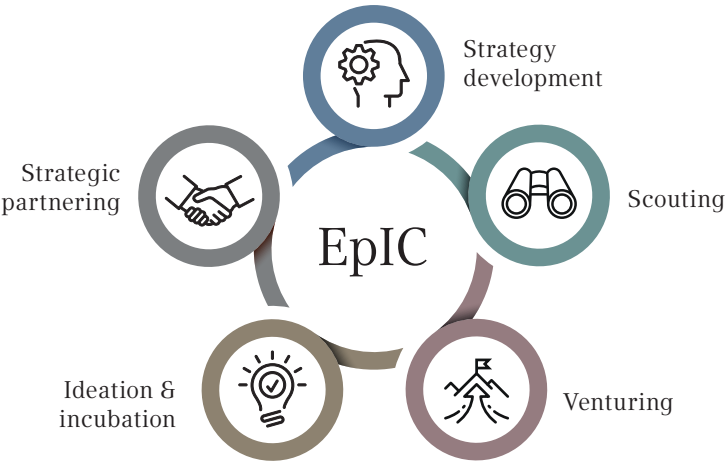


as our stake in High-Tech Gründerfonds, a public-private venture capital investment firm in Germany, Eppendorf is boosting its innovative strength beyond its core business areas, creating new potential for synergies and participating in promising trends of the future.

Via the digital Service Portal, Eppendorf customers, for example in the USA, can now register and manage calibration orders for pipettes and other dispensing instruments from Eppendorf as well as third-party manufacturers completely digitally.

EpIC – the business creator

During the reporting period, the Eppendorf Innovation Company (EpIC) unit kept a close eye out for new, innovative business opportunities outside Eppendorf’s core business. To this end, EpIC team members liaised closely with the global startup scene and examined promising development projects in the life science industry. This resulted in a promising partnership between Eppendorf and the Swiss company BigOmics Analytics SA, which develops digital software solutions for the analysis of molecular biology research results. Through this strategic investment as well



The Eppendorf Innovation Company (EpIC) brings Eppendorf together with startups from the life science industry in order to identify promising business opportunities at an early stage.

“

Flexibility, efficiency and far-sighted planning enabled Eppendorf to master the various challenges of 2022. We were able to produce non-stop and maintain our ability to deliver.”

Dr. Wilhelm Plüster,
Chief Technology Officer

Successfully setting the course for tomorrow's success

The Eppendorf Group's production and R&D units stood up to the challenges of the reporting period with perseverance and great commitment. All Technology Divisions succeeded in driving forward their further development at a rapid pace and implementing the measures of the TD2025 program for the future. One particularly noteworthy achievement was Eppendorf's consistent ability to deliver, which the Technology Centers managed to ensure despite rupturing supply chains and highly dynamic conditions in the global life science markets.

The foundation for our ability to deliver consistently throughout the year was the great dedication and strong commitment to Eppendorf shown by the employees of all Technology Centers and the Technology Divisions. Almost all product groups remained available at all times. Eppendorf thus proved to be a reliable partner for its customers. We were able to achieve this thanks to uninterrupted production throughout the year and forward-looking procurement planning with a flexible response to external disruptive factors. Alongside their challenging day-to-day business, the production and R&D units made significant headway in implementing the **TD2025** transformation program. The TD X-Days held in this context – a hybrid event lasting several days – consolidated the intensive collaboration

management of product lifecycles across the Technology Centers and thus simplifies multi-site collaboration. Other examples of IT infrastructure optimizations include the introduction of SAP at the Eppendorf plants and the implementation of HYDRA, a state-of-the-art manufacturing execution system for the transparent and standardized management of manufacturing processes. In the coming years, the new SAP and HYDRA software will replace the previous technical solutions at all global production sites.

Targeted adjustment of the global production network

The subject of globalization also preoccupied the Eppendorf production units in the year under review. Geopolitical and economic developments in 2022



At the TD X-Days in Rostock, Germany, Eppendorfers from different locations exchanged ideas to further optimize collaboration between technological and functional units.

between our technological and functional units. The days spent together helped make the implementation of measures more efficient and simplified the leap from theory to practice. Work across locations and hierarchies in the matrix structure of the Technology Divisions was also further improved in 2022. Our global collaboration in research and development as well as materials procurement became increasingly efficient and noticeably more effective over the course of the year, without an increase in our fixed costs.

On the way to digital excellence

Eppendorf invested heavily in optimizing its IT infrastructure during the year under review. This was particularly true for the production and R&D units, which successfully introduced a corporate product lifecycle management (CoPLM) tool in 2022. The software improves the

confirmed Eppendorf's decision to systematically develop its global production network and optimize it from a strategic point of view. With its local-for-local strategy, Eppendorf is moving the production of its products closer to its customers, thus counteracting volatile supply chains. This approach also reduces transport emissions as the distances to the customers are shorter.

Based on this logic, Eppendorf gave the go-ahead in February 2022 for the development of a new centrifuge location for the market region China in Shanghai. The TC Shanghai will serve the Chinese market, an important trading area for Eppendorf, just as Enfield serves the strong sales market in the USA. With its new R&D Center and the centrifuge production site to be built in Shanghai, Eppendorf is opening up new, important development opportunities for one of its core business areas. Adding a fourth centrifuge production →



At the new R&D Center in Shanghai, Eppendorf will develop and produce centrifuges primarily for the Asian market.

pillar also gives our other locations more freedom to focus on developing new centrifuges.

The largest investment aimed at expanding the global production network was made in Germany. In fiscal year 2022, Eppendorf began constructing a new plant for high-quality laboratory consumables in Wismar, Mecklenburg-Western Pomerania. For this purpose, we acquired a disused production site on the premises of MV Werften

Fertigmodule Property GmbH. The new plant will become the third pillar of Eppendorf's global polymer production, alongside Oldenburg, Germany, and Enfield, Connecticut, USA (see also p. 28/29).

Significantly strengthening our innovative power

During the year under review, we made preparations for organizational adjustments in the R&D units to strengthen and accelerate Eppendorf's innovative power. By improving Eppendorf's R&D setup, we aim to place significantly more focus on the development of new products and the further develop-

ment of existing ones. The optimized structure within the Technology Divisions allows them to dovetail more closely with the Business Divisions, which will help Eppendorf to expand its technology leadership.

Last year's R&D budget clearly demonstrated how much importance Eppendorf attaches to innovation and development. Compared to the previous year, the budget increased by 17.8% to €76 million.



SafeCode system expanded

Our tried-and-tested Eppendorf SafeCode system was expanded in fiscal year 2022 to include digitalized conical tubes in 5, 15 and 50 ml sizes. The system enables sample tubes to be tracked reliably in all phases of the laboratory workflow. All documentation files related to the sample tube, such as batch number, certificates or technical drawings, are linked to the sample online based on the labeling and can be accessed via the eLabNext® software. Accidentally mixing up or searching for samples is now a thing of the past. At the same time, the SafeCode system reduces paper consumption in the laboratory.



World first: sustainable consumables from renewable, biobased raw materials

In 2022, Eppendorf successfully launched the distribution of biobased sample tubes. These Eppendorf Tubes® are made from renewable, recycled raw materials.

The raw materials for these screw-top tubes are organic source materials, including waste products from the food and lumber industries, for example. There is no difference whatsoever in the chemical and physical properties of the tubes compared to laboratory consumables made from petroleum-based plastics. Tubes made from this new, sustainable high-tech plastic have the same high quality that customers have come to expect from Eppendorf. They possess exactly the same purity properties as conventional PCR-clean sample tubes.

Eppendorf is setting standards with these alternative consumables as one of the first companies worldwide to offer such sustainable consumables for use in the laboratory. Currently, the Eppendorf Tubes® are available in 5, 15, 25 and 50 ml sizes and are in high demand by customers worldwide. Further product groups, such as pipette tips made from biobased raw materials, are already in the pipeline.



Plastic granulate from organic source materials is processed into high-tech consumables in Oldenburg in Holstein, Germany. A team of developers from Hamburg and Oldenburg made this possible.

3

Securing growth

For the Eppendorf Group, responsible and legally compliant conduct is an essential prerequisite for sustainable commercial success. The new Eppendorf Code of Conduct summarizes the principles and guidelines that all employees must consider in their day-to-day business activities. These principles, along with targeted investments in accelerated innovation and sustainable expansion, make Eppendorf fit for the future.



Shared success through proper conduct

One of the keys to the Eppendorf Group's success is close, trustful and familial collaboration worldwide – because only by working together can we fulfill our purpose to improve human living conditions. This collaboration follows not only Eppendorf's values and standards but also all applicable laws and regulations. The Eppendorf Code of Conduct plays an important role in this context. It serves as the foundation for respectful and successful global collaboration in an expanding group of companies.

Since 2022, the new Code of Conduct has provided all employees with support and guidance for their daily activities within the company. It is based on Eppendorf's corporate values as well as the social and legal framework of the countries in which Eppendorf operates.

Our new Code of Conduct contains helpful information for the work of all employees at Eppendorf. The topics covered range from equal opportunities to data protection and human rights through to environmental protection and fair competition. It identifies potential problems that can arise in our day-to-day work and shows how to behave in a way that is appropriate to the situation. The document thus reflects aspects that are already practiced on a daily basis at Eppendorf.

Compliance Line as a point of contact

The Code of Conduct introduces a new tool called the Compliance Line. This is a notification system that enables both Eppendorfers and external parties all over the world to report violations of the rules online – even completely anonymously, if they so wish.

Our corporate culture at Eppendorf has always been characterized by very close and trustful cooperation around the world. Questions or uncertainties can be openly discussed and clarified. Only all employees together can ensure that the company and all people at Eppendorf act in compliance with the law and that damage is avoided. The new notification system is therefore an important building block in securing the company's success and provides an additional opportunity, for people both inside and outside the Eppendorf Group, to draw attention to problems.



Eppendorf is building a new high-tech plastics plant for consumables in Wismar, Germany. Production will commence there by mid-2023.

Targeted investments for systematic growth

In the year under review, the ongoing transformation of the Eppendorf Group into the leading sample management company was also reflected in above-average investments in numerous locations worldwide. All these measures aimed to create further growth and sustainable prospects for Eppendorf’s future success.

During the past fiscal year, Eppendorf invested more than ever before in its properties and infrastructure. The company initiated capacity expansion projects, modernized buildings, moved into new sales offices and pressed ahead with new construction projects worldwide.

Giving a boost to the consumables business

The largest investment in 2022 was made in Wismar, Germany. Here, Eppendorf acquired a 20,000 square meter property with production halls and office buildings for the construction of a new high-tech plastics plant. Production of laboratory consumables is scheduled to start as early as mid-2023. This will help Eppendorf secure its global market position in consumables and enable further growth.

At the end of 2022, Eppendorf made a further investment in the future by acquiring the special machine manufacturer IDE.Automation GmbH from Lübeck, Germany. The company manufactures production robots and automation machinery for the production of laboratory consumables, such as pipette tips or reaction tubes. IDE has been working closely with Eppendorf Polymere GmbH for more than 20 years, with its highly specialized knowledge making a significant contribution to the high quality of laboratory consumables from Oldenburg, Germany. The acquisition allows a direct in-house transfer of knowledge and technology in the areas of toolmaking and manufacturing, providing Eppendorf with new opportunities for further development.



Ensuring our future viability on an international level
Eppendorf also strengthened its global footprint in Asia in the year under review, opening a new research and development center for centrifuges in Shanghai, China. This investment aligns with our strategic approach of being as close as possible to our customers and producing in their vicinity.

To be close to our customers in Asia/Pacific/Africa (APA) and safeguard our delivery capability in that market region, we opened a new sales and service location in Singapore in August 2022. The site spans more than 400 square meters and includes spacious, state-of-the-art office workstations for sales and service staff as well as a pipette calibration laboratory and a demo lab for high-quality customer services. In addition, a distribution center has been established at the new location so that customers in this region can be supplied with products even more efficiently.

Eppendorf also built a large, state-of-the-art distribution center just a few minutes’ drive from the Technology Center in Enfield, Connecticut, USA, to improve the Group’s product availability and delivery capability in the market region Americas. Four separate logistics sites will be relocated and consolidated there by March 2023. Logistics processes will be standardized at the new distribution center, thus ensuring faster throughput and speedier deliveries to customers.

Several teams around the world moved into new buildings. The Japanese sales team in Tokyo, for example, moved into new, modern premises, as did the Indian Eppendorf sales teams in Pune, Hyderabad, Calcutta and New Delhi. In addition, Eppendorf invested in new calibration laboratories in several market regions to be able to meet its customers’ needs even faster and more efficiently – namely in Milan, Italy, Dammam in the United Arab Emirates, and Chennai, India.



In 2022, a new calibration laboratory opened in Milan (top left). The Indian Eppendorf team was excited about the new office in Pune (top right). A new, state-of-the-art distribution center was built in Enfield, Connecticut, USA (bottom).

Modern infrastructure and digital solutions for tomorrow’s business
Targeted investments within the Group resulted in more standardized processes, greater digitalization and accelerated workflows. The IT system landscape was optimized in many places, for example by introducing completely digital workstations. The Global Supply Chain unit established optical character recognition (OCR) as the standard procedure for order entry to speed up order processing. As with online banking, analog order documents can now be scanned and transferred to the digital order system. Moreover, Eppendorf introduced a rolling forecast system throughout the organization. The system provides greater planning certainty as well as more precise budget planning and cost control.

All investments were part of the implementation of the **Eppendorf 2025** corporate strategy and helped the Group gain further momentum in 2022 in pursuit of its goal of developing Eppendorf into the world’s leading sample management company.



Certified sustainability: TipOne® pipette and filter tips from USA Scientific

Sustainable success – the Eppendorf partner brands

The Eppendorf partner brands USA Scientific and Starlab enrich the Group's portfolio with innovative products, such as Starlab's new mini centrifuge. They, too, are taking ambitious steps forward in terms of sustainability.

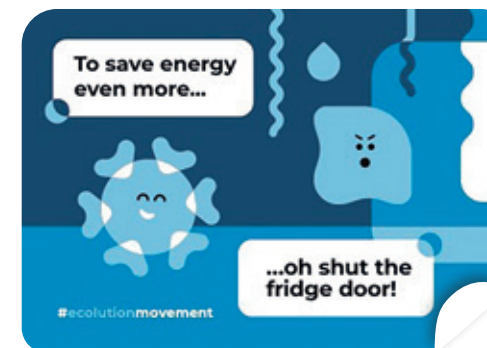
How can we avoid packaging waste? How can we work more sustainably in the laboratory? Life science customers around the globe are asking themselves these and similar questions. And Eppendorf's partner brands USA Scientific and Starlab provide them with answers. They help their business partners achieve their climate goals and avoid waste. For example, TipOne® pipette tips from USA Scientific and Starlab are manufactured using significantly less polypropylene, but without sacrificing performance.

On top of that, USA Scientific's flagship product is made with the help of more energy-efficient machines that are powered 100

percent by wind energy. Thanks to the production facility in Enfield, Connecticut, USA, USA Scientific now uses a renewable energy source in combination with improved technology, reducing the product's carbon footprint significantly. For this, the environmental organization My Green Lab®, based in San Diego, California, USA, awarded the ACT® label to USA Scientific's pipette and filter tips in 2022. The label rates the factors of manufacturing, energy and water consumption, packaging and end-of-life impact, with ACT® standing for Accountability, Consistency, Transparency.

>100 reuses
are possible with the TipOne® Rack,
thus saving plastic.

But the TipOne filter tip system can do even more. For example, the TipOne Rack can be reused



Starlab's "Labbies" are mascots that draw attention to various behaviors. They promote a sustainable way of thinking and acting.

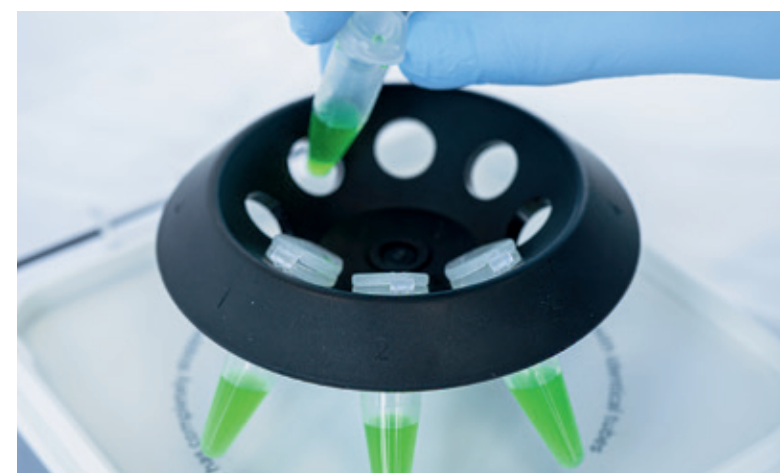
and autoclaved more than 100 times, thus saving plastic. At the end of its life, customers can return the rack to the manufacturer, where it is then recycled and put to a new use.

It is this spirit of innovation in particular that makes Eppendorf's partner brands so valuable to the Group. And not just recently. In the year under review, the Florida-based subsidiary USA Scientific celebrated its 40th anniversary and 25 years of affiliation with Eppendorf.

Starlab International GmbH, based in Hamburg, Germany, also had reason to celebrate in 2022. It launched a Starlab mini centrifuge with a new, intuitive operating concept as the successor to its popular Mini Fuge PLUS. During the development, the company pursued two goals: One was to make the new mini centrifuge stand out on the market thanks to its unique look. And the other was to create a functional design that makes it easier to operate. From 2023 onwards, this concept will be gradually rolled out to all Starlab products.

Starlab, too, has made sustainability a top priority. In November 2022, the company held its first Sustainability Week. More than 2,000 laboratory customers and scientists received support on their way to becoming more sustainable, with Starlab employees providing product-independent tips on various topics related to sustainability in the laboratory. The company organized 55 exhibitions in various laboratories and research facilities in Germany, the United Kingdom, France and Italy, as well as three international webinars, to show how laboratories and research facilities can improve their environmental footprint. This can be achieved on the basis of the four "Rs": Reduce. Reuse. Refill. Recycle.

The Sustainability Week also inspired visitors to get creative. An upcycling idea by Starlab saw participants making flower pots for cacti out of old racks.



The new mini centrifuge from Starlab impresses with its stylish design and intuitive operability.



4

Acting sustainably

Sustainability and resource conservation carry more global significance and relevance today than ever before. Responsible conduct with regard to nature, people, society and the economy is the fundamental standard by which companies around the world must be measured. With its ambitious sustainability strategy, Eppendorf strives to fulfill its mission and meet the demands placed on the company.

Eppendorf accelerates its transformation: climate neutral by 2028

Climate change is one of the greatest challenges of our time. As a company that operates and manufactures internationally, Eppendorf is aware of its responsibility toward the environment and mankind. More than that, the Group aims to exceed the requirements of the European Climate Law under its ambitious climate strategy. As a pioneer in the life science industry, Eppendorf will significantly reduce its CO₂ emissions worldwide and become climate neutral by 2028.

In the year under review, Eppendorf launched a comprehensive climate strategy to make the entire corporate group, including Eppendorf's partner brands Starlab and USA Scientific, climate neutral by 2028. The strategy identifies specific measures that will significantly reduce our CO₂ emissions.

Methodical climate protection

All German Eppendorf locations as well as the plants in Enfield, Connecticut, USA, and Maldon, UK, already obtain green electricity from renewable energy sources. The measures of the climate strategy encompass transitioning all remaining sites worldwide to renewable energy sources as well.

In addition, the company intends to raise the climate standards for all new buildings and optimize energy efficiency in its existing buildings. All of this will significantly reduce Eppendorf's energy consumption. The Jülich site in Germany is constructing a new multifunctional building to the KfW building efficiency standard "Effizienzhaus 40 Plus". It has been certified platinum by the German Sustainable Building Council (Deutsche Gesellschaft für Nachhaltiges Bauen, DGNB), the highest seal of approval that the organization awards for sustainable, climate-conscious construction practices. In addition, the building is certified with the international environmental management standard ISO 14001.

Eppendorf will also reduce its air freight volume significantly and



switch to rail and ship wherever possible. In the 2022 fiscal year, 400 metric tons of air freight were already diverted and transported more sustainably. The Group's climate strategy also calls for adjustments to be made with regard to its employees. For example, we are actively promoting environmentally friendly travel worldwide and are continuing to press ahead with the climate neutral →

"Eppendorf will be climate neutral by 2028. That means we are much faster than many other companies – and will exceed the goal of the EU Climate Law, which aims for climate neutrality by 2050."

Eva van Pelt,
Co-CEO



The new bike stop at the Hamburg headquarters has space for more than 300 bicycles. In addition, employees can charge batteries – such as those of their e-bikes – directly on site.

transformation of our vehicle fleet. In 2022, more than 20% of all vehicles in Germany were already fully electric – that is 5% more than in the previous year. As a result, our CO₂ emissions in Germany fell by a further 18% compared with 2021. They will continue to be significantly reduced over the next few years once the fleet has been fully electrified.

According to our projections, these and other planned measures will reduce our CO₂ emissions to the lowest possible level by 2028. And Eppendorf will offset any remaining greenhouse gases by purchasing CO₂ certificates. At the same time, Eppendorf is working intensively to identify other opportunities to further reduce its remaining volume of greenhouse gases.

Solid data basis as a success factor

To make our progress measurable and evaluate it on an annual basis, we published our first Eppendorf Sustainability Report in 2022 – a milestone for the successful implementation of the climate strategy. For the report, we collect and compare various pieces of data, such as the company's CO₂ emissions and the energy consumed. This data basis enables us for the first time to make valid statements about the success of our environmental and sustainability measures.

A strategic approach to natural resources

One of the sustainability goals Eppendorf has set itself is to make responsible use of natural resources. The Group aims to become an industry leader in this respect as well. In late 2022, we therefore started to implement the Eppendorf resource strategy. Its goal is to save raw materials in connection with the manufacture and use of product packaging and consumables.

One of the ways in which Eppendorf is doing this is by producing plastic tubes from renewable, recycled raw materials (see p. 25). In 2022, the company became one of the world's first manufacturers in the life science industry to launch laboratory consumables made of biobased

high-tech plastic for direct sample contact. Further products will follow in 2023.

Achieving more through networking

In the past year, Eppendorf continued to drive forward its social networking activities in order to give the topic of sustainability even more momentum. For example, Eppendorf joined two sustainability organizations. As a member of the international UN Global Compact (UNGC) network and the German Stiftung KlimaWirtschaft (a foundation dedicated to a climate friendly economy), Eppendorf will be able to focus even more strongly on environmental protection and resource conservation in the future and address these issues within the life science industry as well as at the political level. Stiftung KlimaWirtschaft is a foundation that fosters interaction between members of the scientific, political and industrial communities for the purpose of entrepreneurially shaping climate protection in Germany. With its membership in the UNGC, Eppendorf recognizes and actively implements the ten principles for sustainable and responsible corporate governance set forth by the United Nations.

Focus on social sustainability

In addition to achieving climate neutrality and conserving resources, Eppendorf aims to improve human well-being. Thus, compliance with environmental and human rights standards along the entire supply chain is a top priority for Eppendorf. When the Supply Chain Due Diligence Act came into force in Germany on January 1, 2023, the company appointed a Human Rights Officer and issued a policy statement. The latter sets out binding due diligence standards and ensures consistent compliance with human rights and environmental obligations.



Further information on the Sustainability Report is available at: <https://sustainability-report.eppendorf.com/2021/>

Or you can scan the QR code:



Research funding for a better world

Eppendorf's purpose to improve human living conditions is more important today than ever before. Climate change, nutritional problems, pandemics and as yet incurable diseases – all these challenges can only be overcome through research and with scientific help from the laboratory. For more than 20 years, Eppendorf has therefore supported the work of young scientists and researchers by awarding two prestigious science prizes.



Dr. Thi Hoang Duong Nguyen does research on molecular biology.

Dr. Thi Hoang Duong Nguyen of the MRC Laboratory for Molecular Biology, Cambridge, UK, received the 2022 Eppendorf Award for Young European Investigators for her research, which provides fundamental insights in the fight against cancer and diseases of aging. The winner of €20,000 in prize money was honored for her groundbreaking work on the structure and function of two RNA-protein complexes that are important in all higher organisms.

For the first time, two other finalists also received awards. Lena Pernas, who heads a research group at the Max Planck Institute for Biology of Ageing in Cologne, Germany, was recognized for her research exploring the role of mitochondria and cellular metabolism in response to infection with the cell parasite *Toxoplasma gondii*. Arnau Sebe Pedros, group leader at the Centre for Genomic Regulation (CRG) in Barcelona, Spain, received the award for his research on cellular diversity, regulation and evolution.



Neuroscientist Ann Kennedy, Ph.D., is investigating how groups of neurons influence our actions.

The Eppendorf & Science Prize for Neurobiology, endowed with €25,000, is awarded to young neuroscientists. In November 2022, it went to Ann Kennedy, Ph.D., Assistant Professor at Northwestern University in Chicago, Illinois, USA. Kennedy's research on the dynamics of neuronal cell populations, which induce and sustain our emotions and behavioral urges, impressed the judges. Her work helps to understand how the activity of groups of neurons determines a person's emotional state and influences human actions.

Social commitment is near and dear to us, especially when it comes to promoting future generations of scientists. The Group aims to empower scientists to accelerate shaping the world into a more livable place, and that is only possible by honoring young scientists and promoting ambitious research projects.



Social responsibility

At the beginning of 2022, the Russian attack on Ukraine shocked the world. Eppendorf, too, sympathized and continues to sympathize with the great suffering caused by the war ever since. In line with its corporate purpose, Eppendorf took swift and unbureaucratic action. Immediately after the outbreak of war, the Group donated €100,000 to the UN Children’s Fund UNICEF in order to provide rapid assistance.

Eppendorf also responded to the wish of its employees to lend a helping hand themselves. We quickly launched a corporate volunteering program allowing volunteers to provide help wherever it was needed during their working hours. Around 3,300 Eppendorfers in the market region Europe were thus able to take up to eight hours off work until the end of the year to actively support refugees from Ukraine – be it with accommodation, supplies or assistance with everyday tasks.



As part of the corporate volunteering program, the Corporate Product & UX Design team at Eppendorf SE supported the Hamburg-based organization Hanseatic Help.



International commitment that makes an impact

The first project of the “Eppendorf Improving Life Program” has come to a successful end after two years. Eppendorf supported the humanitarian project “Clean Water for Ghana” with an annual sum of €75,000. The partner for this project was Plan International Deutschland e.V., a children’s aid organization that works worldwide to improve the living conditions of children and young adults. Nearly all of the project’s goals have been achieved or even exceeded: 89% of the people living in the project regions now have access to clean drinking water. Thanks to the construction of 324 toilets, some 63% of the residents in the project communities benefit from improved sanitation standards. A total of 36 schools have been provided with gender-segregated sanitary and washing facilities, as well as 90 hand-washing systems – the first of their kind in Ghana. These systems help reduce the transmission of pathogens.



In 2022, Eppendorf again supported the well construction project of the non-profit organization Plan International in Ghana with €75,000.



The sales team of the market region Europe supported a large-scale EU peatlands conservation project with €15,000.

The “Eppendorf Improving Life Program” will continue to provide international support in the future. In 2023 and 2024, Eppendorf will donate €70,000 per year to the project “Future opportunities through sustainable agriculture and climate protection” in Laos. The project aims to improve living conditions in rural areas by adapting these areas to the effects of climate change and providing innovative agricultural solutions. For the first time, Eppendorf is also funding sponsorships for 15 children around the world with a further €5,000.

The Christmas donation of the market region Europe was also dedicated to climate protection, with €15,000 going to a major EU peatlands conservation project run by Naturschutzbund Deutschland e. V. (NABU). The aim of the proj-

ect is to restore the natural function of peatlands as carbon reservoirs across some 700 hectares of drained swamps in Ireland, Belgium, the Netherlands, Poland and Germany.

#WeAreEppendorf

Eppendorf seeks to provide assistance in emergencies not only externally, but also internally within the company. In 2022, we therefore set up the *Eppendorf Employee Relief Fund*. Eppendorfers worldwide can receive monetary support from this relief fund if they find themselves in an emergency situation through no fault of their own. The company’s founders always considered Eppendorf to be a family in which people are there for each other and support one another. It is in this spirit that the *Eppendorf Employee Relief Fund* has now been established. We want all Eppendorfers to know that they are not alone in an emergency situation and that they can count on Eppendorf’s support – because #WeAreEppendorf.



International presence

Europe

- **Eppendorf SE**
Hamburg/Germany
- Hamburg/Germany
- Oldenburg/Germany
- Landsberg/Germany
- Nijmegen/Netherlands
- **Eppendorf Belgium N.V. - S.A.**
Aarschot/Belgium
- **Eppendorf Ibérica S.L.U.**
San Sebastián de los Reyes (Madrid)/Spain
- **Eppendorf Nederland B.V.**
Nijmegen/Netherlands
- **Eppendorf Nordic A/S**
Hørsholm (Copenhagen)/Denmark
- Stockholm/Sweden
- **Eppendorf Norge AS**
Oslo/Norway
- **Eppendorf Russia ooo**
Moscow/Russia
- **Eppendorf Vertrieb Deutschland GmbH**
Wesseling/Germany
- Berlin/Germany
- Heidelberg/Germany
- Penzberg/Germany
- **Starlab France S.a.r.l.**
Orsay/France
- **Starlab International GmbH**
Hamburg/Germany
- **Starlab GmbH**
Hamburg/Germany
- **Starlab s.r.l.**
Milan/Italy
- **Starlab (UK) Limited**
Milton Keynes/UK
- Milton Keynes/UK
- **Eppendorf Austria GmbH**
Vienna/Austria
- Vienna/Austria
- Tata/Hungary
- **Eppendorf Czech & Slovakia s.r.o.**
Říčany (Prague)/Czech Republic
- Prague/Czech Republic
- Brno/Czech Republic
- Bratislava/Slovakia
- **Eppendorf France SAS**
Montesson (Paris)/France
- **Eppendorf Poland sp. z o.o.**
Warsaw/Poland
- **Eppendorf s.r.l.**
Milan/Italy
- **Eppendorf UK Ltd.**
Stevenage/UK
- Corby/UK
- **Vaudaux-Eppendorf AG**
Schönenbuch (Basel)/Switzerland
- Schönenbuch (Basel)/Switzerland
- **Calibration Technology Ltd.**
Limerick/Ireland
- Tipperary/Ireland
- **Eppendorf Logistics Netherlands BV**
Nijmegen/Netherlands
- **Bio-ITech B.V.**
Groningen/Netherlands
- **DASGIP Information and Process Technology GmbH**
Jülich/Germany
- ▲ **Eppendorf Application Technologies S.A.**
Namur/Belgium
- ▲ Hamburg/Germany
- **Eppendorf CryoTech Ltd.**
Maldon/UK
- **Eppendorf Instrumente GmbH**
Hamburg/Germany
- **Eppendorf Liquid Handling GmbH**
Hamburg/Germany
- **Eppendorf Polymere GmbH**
Oldenburg in Holstein/Germany
- Wismar/Germany
- **Eppendorf Zentrifugen GmbH**
Leipzig/Germany
- ▲ **IDE.Automation GmbH**
Lübeck/Germany

Americas

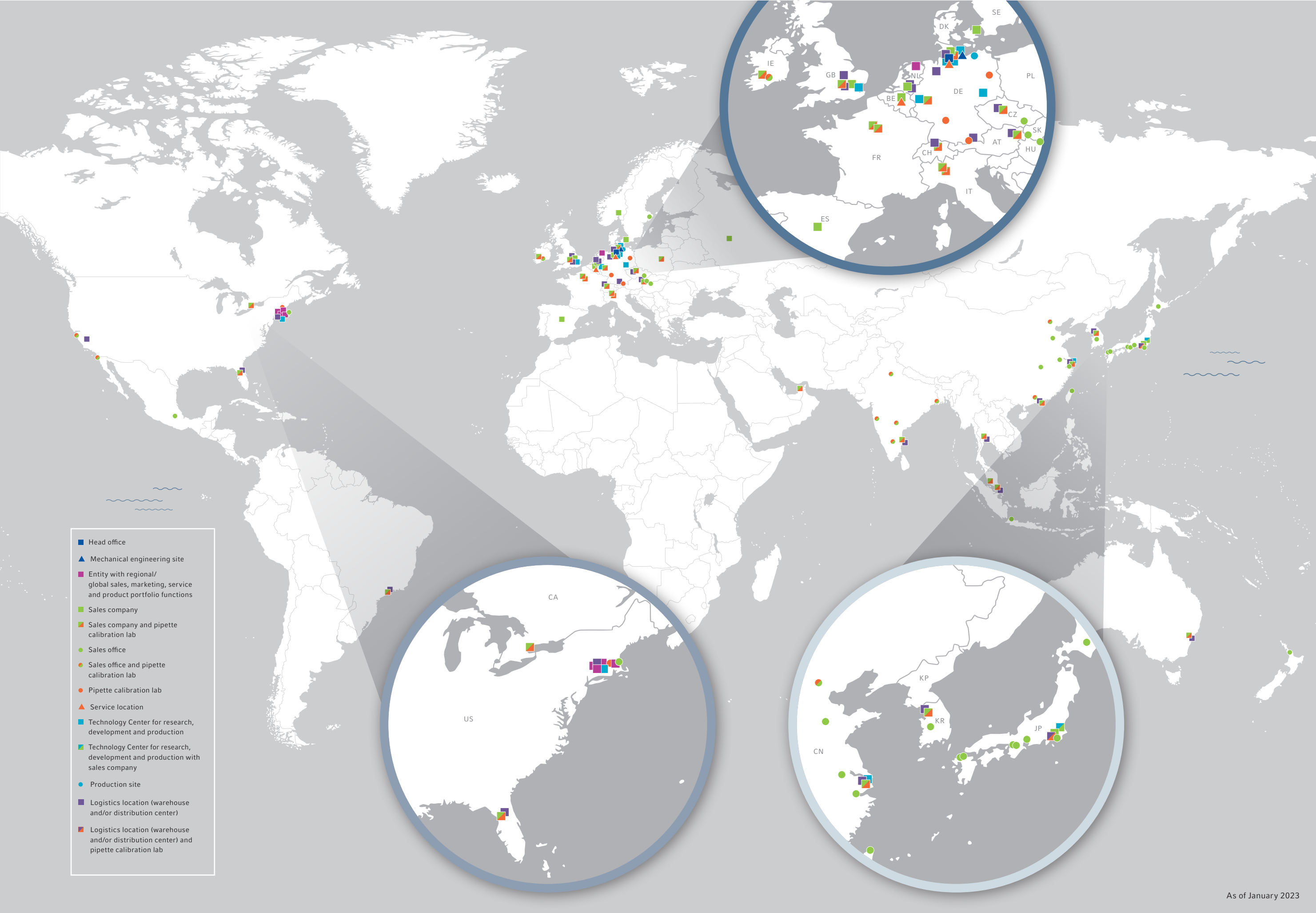
- **Eppendorf Holding, Inc.**
Enfield, Connecticut/USA
- **Eppendorf, Inc.**
Enfield, Connecticut/USA
- Enfield, Connecticut/USA
- Cambridge, Massachusetts/USA
- **Eppendorf North America, Inc.**
Enfield, Connecticut/USA
- Fresno, California/USA
- Framingham, Massachusetts/USA
- San Carlos, California/USA
- San Diego, California/USA
- Shrewsbury, Massachusetts/USA
- **USA Scientific, Inc.**
Ocala, Florida/USA
- Ocala, Florida/USA
- **Eppendorf Canada Ltd.**
Mississauga (Toronto)/Canada
- **Eppendorf do Brasil Ltda.**
São Paulo/Brazil
- São Paulo/Brazil
- Puebla/Mexico
- **Eppendorf Manufacturing Corp.**
Enfield, Connecticut/USA

China

- **Eppendorf China Ltd.**
Hong Kong/China
- Hong Kong/China
- Taipei/China
- **Eppendorf (Shanghai) International Trade Co., Ltd.**
Shanghai/China
- Shanghai/China
- Beijing/China
- Guangzhou/China
- Hangzhou/China
- Jinan/China
- Nanjing/China
- Wuhan/China
- **Eppendorf Lab Technologies (Shanghai) Co., Ltd.**
Shanghai/China

Asia/Pacific/Africa

- **Eppendorf Asia Pacific Sdn. Bhd.**
Kuala Lumpur/Malaysia
- Jakarta/Indonesia
- **Eppendorf Co., Ltd.**
Tokyo/Japan
- Tokyo/Japan
- Fukuoka/Japan
- Osaka/Japan
- Hokkaido/Japan
- Nagoya/Japan
- Osaka/Japan
- Fukuoka/Japan
- Tokyo/Japan
- **Eppendorf India Pvt. Ltd.**
Chennai/India
- Chennai/India
- Bangalore/India
- Hyderabad/India
- Kolkata/India
- New Delhi/India
- Pune/India
- **Eppendorf Korea Ltd.**
Seoul/South Korea
- Seoul/South Korea
- Daejeon/South Korea
- **Eppendorf Middle East & Africa FZ-LLC**
Dubai/United Arab Emirates
- **Eppendorf South Pacific Pty. Ltd.**
Macquarie Park (Sydney), New South Wales/Australia
- Sydney/Australia
- Auckland/New Zealand
- **Eppendorf (Thailand) Co., Ltd.**
Bangkok/Thailand
- Bangkok/Thailand
- **Eppendorf Singapore Pte. Ltd.**
Singapore
- Singapore



International presence

Europe

- **Eppendorf SE**
Hamburg/Germany
- Hamburg/Germany
- Oldenburg/Germany
- Landsberg/Germany
- Nijmegen/Netherlands
- **Eppendorf Belgium N.V. - S.A.**
Aarschot/Belgium
- **Eppendorf Ibérica S.L.U.**
San Sebastián de los Reyes (Madrid)/Spain
- **Eppendorf Nederland B.V.**
Nijmegen/Netherlands
- **Eppendorf Nordic A/S**
Hørsholm (Copenhagen)/Denmark
- Stockholm/Sweden
- **Eppendorf Norge AS**
Oslo/Norway
- **Eppendorf Russia ooo**
Moscow/Russia
- **Eppendorf Vertrieb Deutschland GmbH**
Wesseling/Germany
- Berlin/Germany
- Heidelberg/Germany
- Penzberg/Germany
- **Starlab France S.a.r.l.**
Orsay/France
- **Starlab International GmbH**
Hamburg/Germany
- **Starlab GmbH**
Hamburg/Germany
- **Starlab s.r.l.,**
Milan/Italy
- **Starlab (UK) Limited**
Milton Keynes/UK
- Milton Keynes/UK
- **Eppendorf Austria GmbH**
Vienna/Austria
- Vienna/Austria
- Tata/Hungary
- **Eppendorf Czech & Slovakia s.r.o.**
Říčany (Prague)/Czech Republic
- Prague/Czech Republic
- Brno/Czech Republic
- Bratislava/Slovakia
- **Eppendorf France SAS**
Montesson (Paris)/France
- **Eppendorf Poland sp. z o.o.**
Warsaw/Poland
- **Eppendorf s.r.l.**
Milan/Italy
- **Eppendorf UK Ltd.**
Stevenage/UK
- Corby/UK
- **Vaudaux-Eppendorf AG**
Schönenbuch (Basel)/Switzerland
- Schönenbuch (Basel)/Switzerland
- **Calibration Technology Ltd.**
Limerick/Ireland
- Tipperary/Ireland
- **Eppendorf Logistics Netherlands BV**
Nijmegen/Netherlands
- **Bio-ITech B.V.**
Groningen/Netherlands
- **DASGIP Information and Process Technology GmbH**
Jülich/Germany
- ▲ **Eppendorf Application Technologies S.A.**
Namur/Belgium
- ▲ Hamburg/Germany
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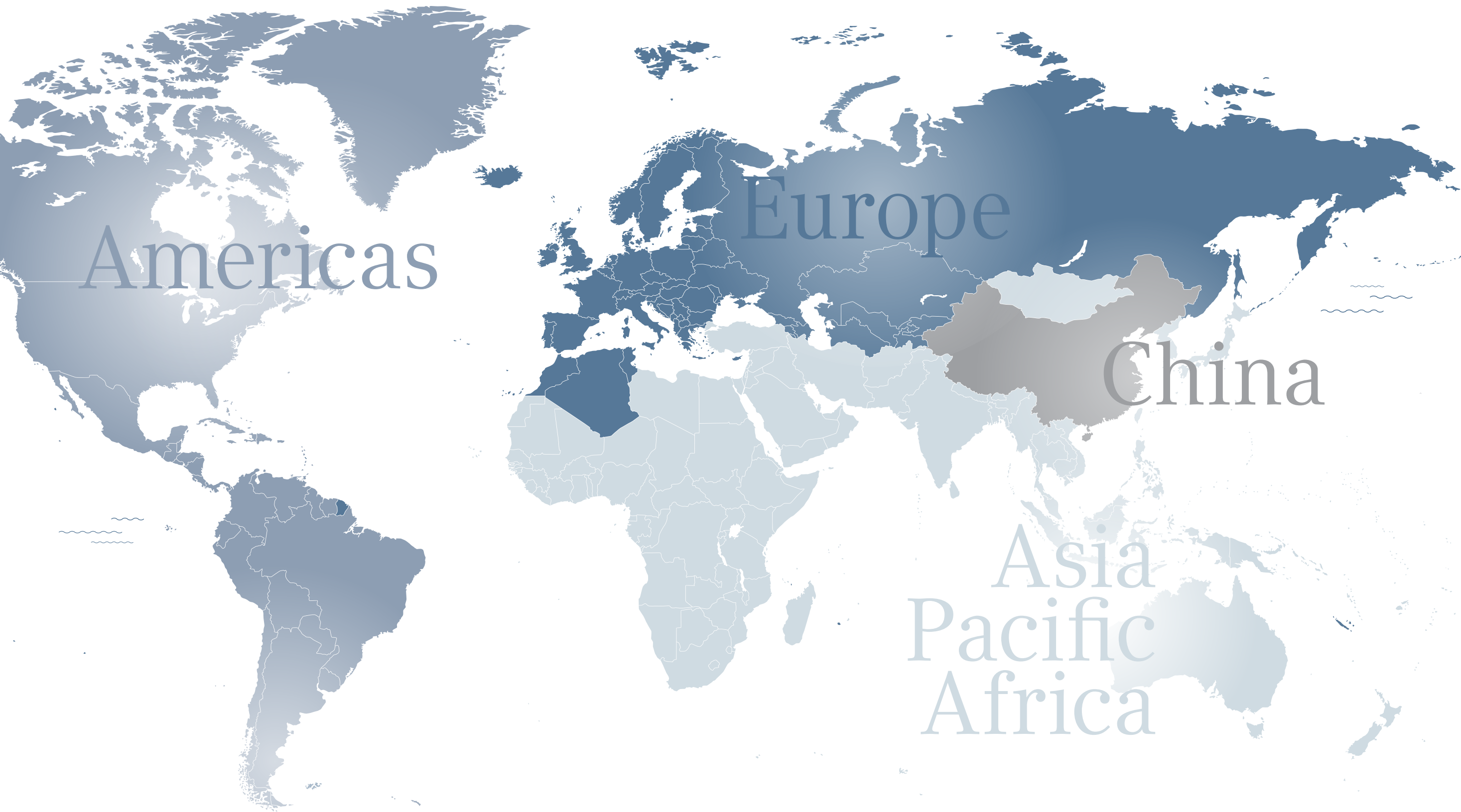
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Asia/Pacific/Africa

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- Pune/India
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- **Eppendorf Singapore Pte. Ltd.**
Singapore
- Singapore



The market regions of the
Eppendorf Group at a glance



The market regions of the Eppendorf Group at a glance

Management report

1 Business

Global presence, customer proximity

Eppendorf has been developing, producing and selling high-end products, software solutions and services since 1945, primarily for academic and industrial laboratories around the world. As a premium provider in the life science industry, we play a leading role in the global laboratory products market, particularly in the public sector. It is our goal to strengthen this leadership by continuously developing the company and focusing on innovative and strongly growing areas of the life science markets. In the process, we will focus on the continual development and expansion of our product and solution portfolio and the steady broadening of our customer base through greater customer access, especially in the industrial sectors.

Eppendorf is active in the following business areas: Liquid Handling, Consumables, Separation & Instrumentation, Bioprocess and Lab Solutions. Our product range comprises such items as pipettes and pipetting robots, dispensers, centrifuges and mixers. In addition, Eppendorf offers ultra-low-temperature freezers, fermenters and bioreactors, CO₂ incubators, shakers and cell manipulation systems. Consumables such as pipette tips, reaction tubes, microplates and single-use bioreactors complement the range of highest-quality premium products.

Among the cornerstones of our business strategy is the consolidation of our global market position through targeted investments in technology and digitalization, in the permanent optimization of our production and logistics structures as well as our sales structures and channels and in the continuous expansion of our training and service portfolio – with the goal of providing our customers with innovative, high-quality solutions that are geared to their specific needs.

Around 5,000 employees in 33 countries put their knowledge to work to make Eppendorf a leading sample management company in the life science industry.

2 Macroeconomic and industry-specific conditions

Global economy

Geographically, Eppendorf’s business activities are focused on Europe, the Americas, China and Asia/Pacific/Africa (APA). To assess the overall development in these market regions, we use their respective gross domestic product (GDP) as a key economic indicator.

Global economic output grew by 3.2% in 2022 as a whole (prior year: 6.0%). The global economy has slowed down noticeably since the beginning of 2022. Uncertainties over economic policy and geopolitical risks in the wake of Russia’s attack on Ukraine left their mark on the year’s economic development. The Russian war of aggression impeded access to important raw materials, in particular oil and gas. Uncertainty about the future availability of raw materials caused their prices to surge dramatically, further exacerbating the already strong level of inflation. Higher production costs, which were passed on in part to consumers through higher retail prices, negatively impacted the purchasing power of private households. In response to the high inflation, central banks in many currency areas took appropriate →

countermeasures. A tightening of monetary policy through higher key interest rates led to worsened financing conditions and a slowdown in growth in many countries. In addition, China’s zero-COVID policy (extensive infection control measures) weighed on global industrial production and downstream supply chains. Supply bottlenecks and logistical problems continued to have a major impact on economic development in 2022, though the situation eased somewhat over the course of the year. However, this easing was partly due to a global decline in demand.

Change in gross domestic product

in %	2022	2021
Asia/Pacific	4.0	6.6
China	3.2	8.1
Europe	3.2	5.4
Worldwide	3.2	6.0
United States	1.6	5.7
Germany	1.5	2.6

Source: International Monetary Fund (estimates as of Thursday, February 3, 2022, with updated prior-year figures compared with the 2021 Management Report)

Asia/Pacific

After a strong upswing of 6.6% in 2021, growth in the Asia/Pacific region slowed to just 4.0% in 2022 amid an uncertain global environment. Recovery was inconsistent across the various countries in Asia/Pacific, with industrial production remaining below pre-pandemic levels in many of the region’s economies. The upswing in most of the countries in the region was due to a post-pandemic pickup in private consumption in 2021, continued global demand for the region’s exports and only limited fiscal and monetary policy tightening. While the impact of the pandemic abated, the region faced new headwinds in the second half of the year. The global economic slowdown curbed demand for production and raw material exports. As a result of high inflation, central banks in industrialized countries raised their interest rates, leading to capital outflows and a devaluation of exchange rates in the countries of the Asia/Pacific region. The resultant increase in government debt limited the scope for cushioning global food and energy shocks.

China

At 3.2%, GDP growth for the 2022 fiscal year was significantly lower than in the previous year (8.1%). Growth in GDP remained subdued due to restrictive measures to contain the coronavirus, particularly from March to May 2022, when stores and production facilities were forced to close. Business activity in key commercial hubs came to a virtual standstill, and private consumption declined accordingly. In addition, overcapacities on the real estate market had a negative impact on economic development. Real estate prices stagnated and even declined in some cases, so that investment in residential construction fell despite monetary policy easing. The area of land acquired for new construction projects was nearly half that of the previous year. According to estimates, a total of around 29% of GDP is attributable to real estate construction and real estate-related services. Foreign trade experienced a strong boom in the first half of the year, which had a bolstering effect. However, export growth slowed as the year progressed, since an economic downturn in key foreign markets stood in the way of exports expanding.

United States

The economy in the USA cooled off significantly in 2022, with economic output increasing by a moderate 1.6% (prior year: 5.7%). Total economic production declined in the first half of the year due to lower residential construction investment and a run-down of inventories, with the result that the USA experienced a technical recession in mid-2022. By contrast, the labor market was robust, recording significant wage growth and low rates of unemployment, so that the decline in industrial production was partly offset by growth in private consumption.

In view of high inflation, the US Federal Reserve raised key interest rates from March 2022. The resulting increase in financing costs had a negative impact on investment dynamics, but helped mitigate the loss of household purchasing power. All in all, monetary and fiscal policy remained on the restrictive side in 2022, with legislation such as the “CHIPS and Science Act” or the “Inflation Reduction Act” requiring additional spending, which was and is being financed by an increase in corporate taxes.

Europe

In the first half of 2022, economic output in the eurozone was still on an upward trend in many member states. Recovery from the negative economic impact of the coronavirus pandemic meant that the economy in the eurozone continued to expand in the second quarter despite the strains resulting from the war in Ukraine. Service sectors that rely heavily on personal contact experienced particularly strong growth rates. In the summer of 2022, the economic outlook deteriorated significantly. Substantial price increases for electricity and natural gas became an increasingly heavy burden for companies as well as consumers. In energy-intensive sectors in particular, this led to a sharp rise in production costs or a decline in production. Uncertainty about the further course of the Ukraine war and the future availability of natural gas also had a negative impact on growth. The economic consequences of the war were felt particularly keenly in the Central and Eastern European countries of the EU.

In view of sharply rising consumer prices, the ECB progressively tightened its monetary policy over the summer, leading to higher financing costs for both private households and companies. Higher costs for labor and capital dampened corporate financing capabilities, while supply disruptions due to material shortages continued in 2022.

Life science industry

In 2022, the life science industry recorded growth of 4.4% (prior year: +10.4%), thus slightly surpassing the performance of the global economy. The coronavirus pandemic impacted the life science industry differently depending on the orientation and size of the companies. Companies that had experienced strong growth in 2021 due to their direct involvement in combating the virus – particularly through testing (antigen and PCR tests) or vaccine production – saw a significant decline in demand for their products in 2022. In contrast, product groups whose revenue had declined in 2020 – and to some extent also in 2021 – as a result of the pandemic were once again in greater demand.



Overall statement by the Management Board and target achievement

The Management Board of Eppendorf SE is satisfied with the company’s performance in fiscal year 2022, particularly in light of the more challenging general and market conditions.

In terms of the key performance indicator of revenue growth, our forecast for 2022 – as published in the 2021 Annual Report – was in the mid-single-digit percentage range. Our double-digit revenue growth of 12.1% was thus higher than expected. This growth was backed by the euro-dollar exchange rate developing favorably for Eppendorf. Significantly higher material costs and persistently high strategic investments in Eppendorf’s future viability resulted in an EBIT margin of 18.3%, below the previous year’s figure of 24.7%.

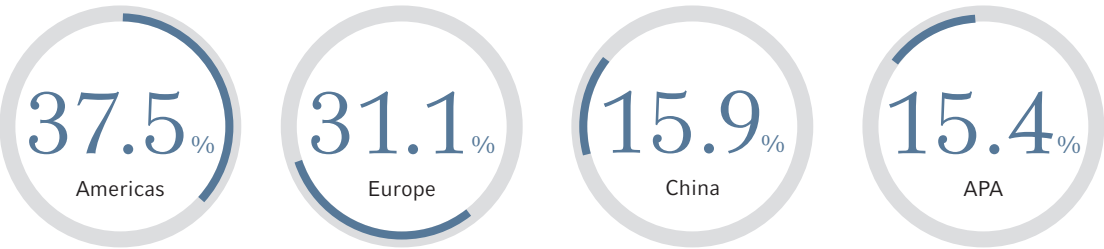
Eppendorf’s purpose to improve human living conditions has rarely been more visible than in 2022. And Eppendorf had the right solutions for its customers and offered them fitting products and services to do justice to its purpose – that much is clear from the positive business performance of the past year.

3 Business and financial performance

Eppendorf remains on a course of growth

Eppendorf recorded double-digit revenue growth in 2022. Overall, consolidated revenue increased by 12.1% (prior year: 13.8%), a growth rate well above that of the global industry. On a consolidated basis, Eppendorf generated record revenue of €1,233.7 million, up on the previous year’s figure of €1,100.5 million. The market regions Americas and China in particular contributed to this positive business performance.

Revenue by region in 2022



Revenue by region

in € millions	2022	2021	+/- prior year
Americas	462.8	367.0	26.1%
Europe	383.8	406.9	-5.7%
China	196.7	154.1	27.6%
Asia/Pacific/Africa	190.4	172.5	10.4%
Total	1,233.7	1,100.5	12.1%

Significant revenue growth in the market regions Americas and China

The market region Americas recorded revenue growth of 26.1% in 2022, once again delivering strong gains in all market segments. Growth in the pharmaceuticals/biotech segment is particularly noteworthy. From a product perspective, the liquid handling, consumables, centrifugation and bioprocess segments all developed positively. Product demand in the public health sector and in the life science sector in general remained at a high level.

In the market region Europe, demand was characterized by declining business with products to combat the pandemic and influenced by the decision to pause business activity in Russia due to the war in Ukraine. Eppendorf saw its revenue in Europe drop slightly by -5.7% compared to the previous year. The realignment of the sales organization as well as successful sales initiatives for the product portfolio, particularly in the areas of liquid handling, centrifuges and bioreactors, bolstered revenue in the market region Europe.

The market region China registered year-on-year growth of 27.6%. During 2022, the region benefited from the execution of duty-free orders carried over from 2021. These duty-free orders went to specific customers in the academic sector who were eligible to apply for customs exemption on the purchase of imported goods. The market region also benefited from several major projects obtained from customers in the scientific community. In addition, biopharma/biotech and vaccine customers collectively added to the growing momentum. Business with liquid handling and centrifugation products drove the market region’s growth.

The Asia/Pacific/Africa (APA) region achieved robust growth in this transition year following the pandemic, recording a plus of 10.4% over the previous year. Ongoing investment in several key country markets and segments, such as research & development and molecular laboratories, has increased demand for liquid handling products and laboratory instruments even above the peak seen during the pandemic years. Our acquired portfolio of separation instruments performed well in the markets in which it has been launched. In addition, broader coverage of developing markets in Africa provided continued growth momentum.

Our two partner brands Starlab and USA Scientific enjoyed stable demand in the diagnostics/consumables segment in 2022 – despite the fact that some segments of their product range, including OEM products, suffered from fluctuating demand. By contrast, production and supply bottlenecks in some product segments led to a decline in revenue.



All business areas of the Eppendorf Group contributed to our consolidated revenue growth. However, at 1.3%, growth in the Division Consumables was substantially lower than during the two very strong previous years owing to more moderate demand in the pipette tip segment. Separation & Instrumentation grew by 14.1% on the back of continued strong demand for products from our centrifuge portfolio. The Division Liquid Handling achieved growth of 14.0% as it again enjoyed a strong order situation for its pipetting products. And the Division Lab Solutions recorded an impressive 36.5% increase in revenue, with the Bioprocess unit proving to be a very strong growth driver.

Revenue breakdown

in € millions	2022	2021	+/- prior year
Separation & Instrumentation	444.2	389.4	14.1%
Consumables	337.6	333.4	1.3%
Liquid Handling	322.9	283.2	14.0%
Lab Solutions	129.0	94.5	36.5%
Total	1,233.7	1,100.5	12.1%

Gross profit influenced by product mix

Gross profit increased by €42.2 million to €720.0 million (prior year: €677.7 million), while the gross margin stood at 58.4% and was thus lower than in the previous year (61.6%). In the reporting period, gross profit was negatively impacted above all by higher material and freight costs.

Cost structure (income statement)

in € millions (incl. relative share of revenue)	2022	2021	2022	2021	+/- prior year
Cost of sales	513.7	422.8	41.6%	38.4%	21.5%
Distribution expenses	298.2	254.1	24.2%	23.1%	17.4%
Research and development expenses	76.0	64.5	6.2%	5.9%	17.8%
General and administrative expenses	124.7	92.3	10.1%	8.4%	35.1%

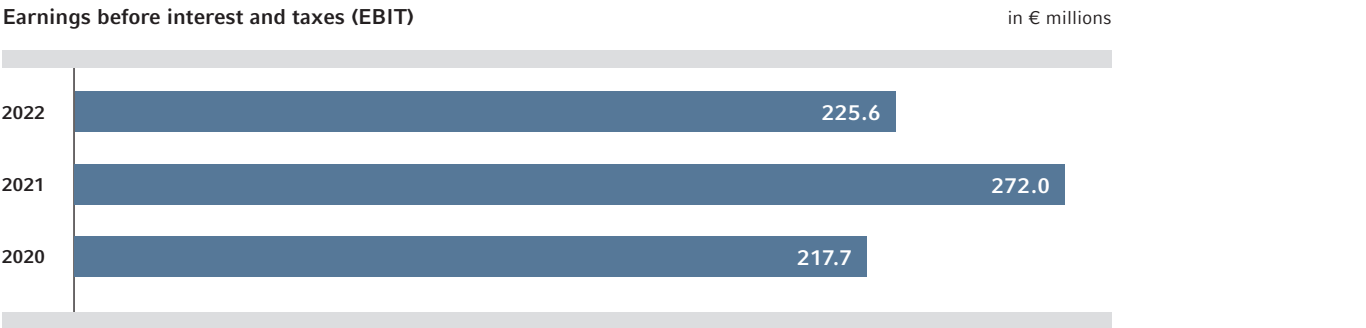
Operating expenses (distribution expenses, research and development expenses, and general and administrative expenses) rose by 21.4% to a total of €498.9 million (prior year: €410.9 million). Distribution expenses, too, were up on the previous year, reaching €298.2 million (prior year: €254.1 million). This represents an increase of 17.4%. The rise in distribution expenses is mainly attributable to the expansion of the global sales and service team. In addition, we stepped up our travel and trade fair activities again in 2022.

Research and development expenses rose to €76.0 million in the reporting period (prior year: €64.5 million). This equates to an increase of 17.8% and reflects the Eppendorf Group’s efforts to tap into additional business segments in the life science market and further expand its existing share in the various market segments through innovations in all product groups.

General and administrative expenses as a percentage of consolidated revenue stood at 10.1%, up on the previous year’s level of 8.4%, and amounted to €124.7 million in fiscal 2022 (prior year: €92.3 million). The increase of €32.4 million resulted mainly from personnel and consulting costs and is largely attributable to the strategic adjustment of the Eppendorf organization to reflect the company’s strong growth. The IT, Finance and Legal, IP & Compliance, as well as the Human Resources departments were continuously expanded to lay a solid foundation for our growth targets for the future.

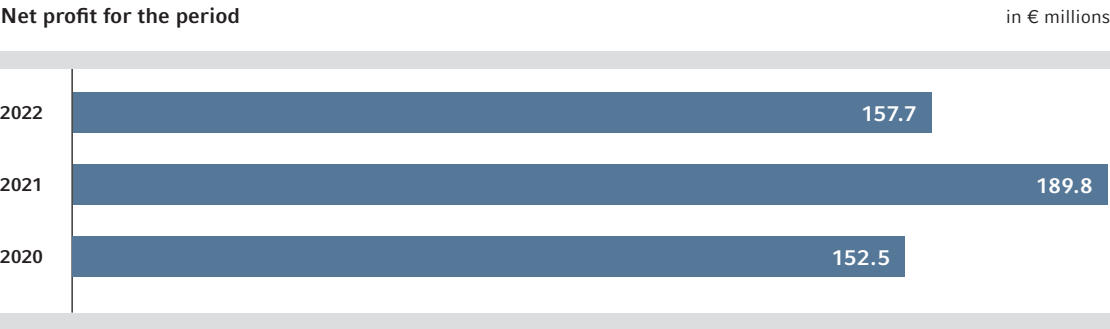
Other operating expenses were up from €7.9 million in the previous year to €11.1 million in 2022. This item mainly included exchange rate losses of €10.4 million (prior year: €7.5 million). Other operating income climbed from €18.0 million in the previous year to €20.3 million in 2022. Exchange rate gains of €18.2 million (prior year: €15.8 million) and income from government grants of €1.6 million (prior year: €0.4 million) had a positive impact on this item.

EBIT thus fell by €46.4 million to €225.6 million (prior year: €272.0 million), resulting in an EBIT margin of 18.3%, down significantly from the previous year’s figure of 24.7%.



Net finance costs amounted to €2.1 million (prior year: €–0.1 million). This improvement in net finance costs was primarily the result of higher interest income in 2022.

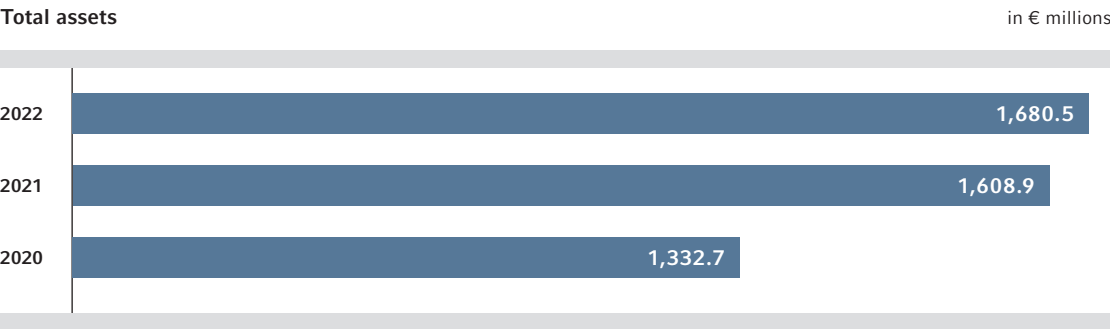
The income tax charge went down to €70.0 million in absolute terms (prior year: €82.1 million). The main reason for this was a reduction in effective taxes due to the lower operating profit both in Germany and internationally. The consolidated tax rate stood at 30.7% (prior year: 30.2%). Profit after tax declined by €32.1 million to €157.7 million (prior year: €189.8 million).



4 Financial position and net assets

Noncurrent assets increase mainly due to targeted investments

Intangible assets from business combinations were composed of goodwill amounting to €159.9 million (prior year: €162.8 million), and acquired customer bases, brands and technologies amounting to €53.4 million (prior year: €62.3 million).



Assets

in € millions (as of Dec. 31)	2022	2021	2022	2021	+/- prior year
Current assets	839.8	806.5	50.0%	50.1%	4.1%
Cash and cash equivalents	261.5	345.4	15.6%	21.5%	-24.3%
Trade receivables	195.1	181.7	11.6%	11.3%	7.4%
Inventories	336.2	242.0	20.0%	15.0%	38.9%
Other assets	47.0	37.4	2.8%	2.3%	25.7%
Noncurrent assets	840.7	802.4	50.0%	49.9%	4.8%
Property, plant, equipment and rights of use	358.9	287.8	21.4%	17.9%	24.7%
Intangible assets	240.5	250.2	14.3%	15.6%	-3.9%
Financial assets	164.4	165.3	9.8%	10.3%	-0.5%
Other assets	76.9	99.1	4.5%	6.2%	-22.4%
Total assets	1,688.5	1,608.9	100.0%	100.0%	4.5%

The €71.1 million increase in property, plant, equipment and rights of use from €287.8 million in the previous year to €358.9 million in the year under review was mainly due to investments in the expansion of our production capacities, the modernization of our office buildings and a strengthening of our international presence. As part of this expansion, we opened a new location in Singapore with its own distribution center in the summer of 2022. We took another step aimed at Asia in general and the market region China in particular when we opened our new R&D center in Shanghai. The center will develop centrifuges for the Chinese market in the future. And we also invested in the USA in 2022, adding a new logistics center in Enfield, Connecticut, to improve the supply of goods to customers in North America in the future. For this purpose, we leased a building with a basic rental period of 15 years.



Financial position and capital structure

Other current provisions were up by €11.9 million from €91.8 million in the previous year to €103.7 million in the year under review. Obligations to employees rose by €4.9 million to €52.4 million (prior year: €47.5 million), while obligations to customers increased by €6.6 million to €41.7 million (previous year: €35.1 million).

Equity and liabilities

	2022	2021	2022	2021	+/- prior year
in € millions (as of Dec. 31)					
Current liabilities	248.1	247.1	14.8%	15.4%	0.4%
Other provisions	103.7	91.8	6.2%	5.7%	13.0%
Financial liabilities	16.6	11.8	1.0%	0.7%	40.7%
Trade payables	69.1	52.5	4.1%	3.3%	31.6%
Other liabilities	58.6	91.0	3.5%	5.7%	-35.6%
Noncurrent liabilities	272.9	343.9	16.2%	21.4%	-20.6%
Provisions for pensions and similar obligations	140.7	197.3	8.4%	12.3%	-28.7%
Financial liabilities	120.2	122.5	7.2%	7.6%	-1.9%
Other liabilities	12.0	24.1	0.7%	1.5%	-50.2%
Equity	1,159.5	1,017.9	69.0%	63.3%	13.9%
Total equity and liabilities	1,680.5	1,608.9	100.0%	100.0%	4.5%

The main factors influencing the €141.6 million increase in equity were the strong earnings performance and changes in the valuation of pension provisions, which were recognized directly in consolidated equity in the amount of €38.5 million – after deducting deferred taxes. This was offset above all by the dividend distribution of €47.6 million. At 69.1%, the equity ratio was above the level of the previous year (63.3%).

The main factor behind the €12.1 million decrease in other liabilities, which went from €24.1 million in the previous year to €12.0 million in the year under review, was the netting of deferred tax liabilities and deferred tax assets.

Cash flows from operating activities determined by increase in working capital

Cash flows from operating activities reached €95.7 million in the year under review, a substantial decrease of €143.2 million compared with the previous year (€238.9 million). The main drivers of this development were, on the one hand, our lower profit after tax and, on the other, an increase in inventories (change in working capital) in order to avoid supply bottlenecks. Depreciation, amortization and impairment losses were unchanged from the previous year. Other changes were driven mainly by an adjustment to our pension provisions as a result of a changed interest rate environment.

Cash flow statement

	2022	2021
in € millions		
Net profit for the period	157.7	189.8
Depreciation, amortization and impairment losses	49.2	42.4
Change in working capital	-77.4	-39.6
Other changes	-33.8	46.3
Cash flows from operating activities	95.7	238.9
Cash flows from investing activities	-96.0	-69.1
Cash flows from financing activities	-87.3	-73.5
Effect of exchange rate changes on cash and cash equivalents	3.8	8.9
Change in cash and cash equivalents	-83.8	105.2
Cash and cash equivalents at Jan. 1	345.3	240.1
Cash and cash equivalents at Dec. 31	261.5	345.3

At €–96.0 million, cash flows from investing activities were considerably higher than in the previous year (€–69.1 million). Cash outflows for property, plant, equipment and intangible assets were up €14.1 million on the previous year, mainly due to the purchase of a property along with production halls in Wismar, Germany. A high-tech plastics plant for the production of laboratory consumables will open there by mid-2023. Furthermore, Eppendorf acquired a medium-sized company specializing in the construction of special-purpose machinery in 2022 and made a strategic investment in the area of self-service software solutions used to analyze research data. Eppendorf also acquired the remaining 20% stake in the Korean subsidiary and now holds 100% of the shares.

Our cash flows from financing activities of €–87.3 million (prior year: €–73.5 million) were largely the result of the scheduled repayment of a loan and a dividend payment to the owners of Eppendorf SE in the amount of €47.6 million (prior year: €37.8 million).

Cash and cash equivalents as of December 31, 2022, thus decreased to €261.5 million (prior year: €345.3 million).

5 Employees

Eppendorf’s current and future success is founded on the commitment of our approximately 5,000 employees worldwide. In a year marked by changing global influences and growth-induced organizational changes, the Eppendorf workforce once again demonstrated strength and resilience in realizing the goals set for fiscal year 2022.



We have evaluated employee satisfaction on an annual basis since 2020. This year, our employees had the opportunity to participate in a short, anonymous survey called the Pulse Check. It contained just two questions and a free-text field for the respondents to add more details to their answers. The results of this survey were used to validate the measures that the Management Board had taken in response to the 2021 employee survey. We were thus able to make adjustments to the course we had taken.

Lifelong learning and personal development measures

Our employees are the bedrock of the company and a key factor when it comes to leading Eppendorf into a successful future. It is their know-how and commitment that determine how positively Eppendorf will develop. One of the central concerns for Eppendorf is to offer its employees an exciting, pleasant and challenging working environment with room for personal development – and 2022 was no exception.

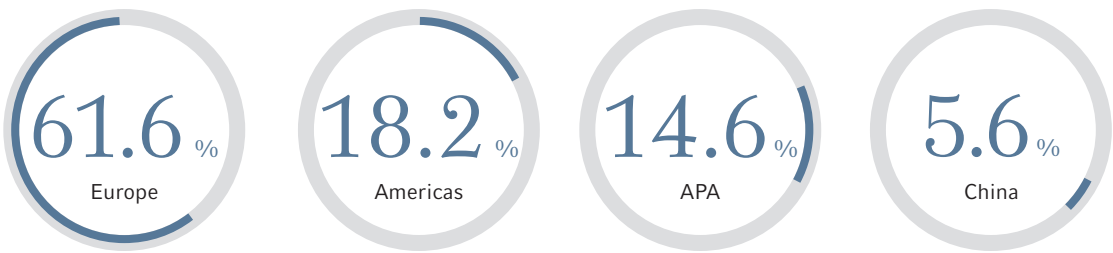
Various programs in the areas of leadership development, individual development planning and coaching helped all employees continue their personal learning journey and drive Eppendorf forward as a company.

Diversity and inclusion

Diversity and inclusion are important elements of Eppendorf’s corporate culture and identity. Diverse life paths and professional backgrounds as well as a spirit of tolerance unite Eppendorfers worldwide. The goal of active inclusion is to enable all people – regardless of individual differences – to participate equally in everyday life. Eppendorf acknowledges that its responsibility as an employer extends to this aspect as well and has therefore drawn up an inclusion agreement.

On December 31, 2022, we had 4,966 employees (FTEs) worldwide (prior year: 4,476). Most notably, the Eppendorf Group expanded its personnel capacity in the areas of sales as well as research & development. Part-time staff have been included in the calculation based on their working hours. A large part of the staff additions were made in the Europe market region.

Employees by region in 2022



Employees by region

	Dec. 31, 2022	Dec. 31, 2021	+/- prior year
in FTEs			
Europe	3,061	2,744	11.6%
Americas	905	814	11.2%
Asia/Pacific/Africa	722	655	10.2%
China	278	263	5.7%
Total	4,966	4,476	11.0%

To allow a more flexible response to fluctuations in capacity utilization, the plants also used leased employees in addition to their permanent workforce. In light of the sharp rise in demand for Eppendorf products, the number of leased employees also increased. A total of 184 leased employees were working in the Eppendorf Group as of December 31, 2022; the annual average was 180 leased employees (in FTEs).

The Eppendorf Group employed an average of 4,762 people worldwide in fiscal year 2022, compared with 4,238 the year before. This corresponds to a 12.4% annual average increase in employee numbers.

Employees by region

	2022	2021	+/- prior year
annual average (FTEs)			
Europe	2,931	2,576	13.8%
Americas	869	781	11.3%
Asia/Pacific/Africa	691	620	11.5%
China	271	261	3.8%
Total	4,762	4,238	12.4%

6 Risks and opportunities

Eppendorf is exposed to risks that are primarily related to the company’s international activities, customers and sales channels, as well as to technological developments and competitor products. The most important risks are described in the following risk categories.

As a company that operates globally, Eppendorf is exposed to financial risks. In particular, a large share of our sales transactions is billed in foreign currencies, especially in U.S. dollars. The resulting exchange-rate risks are managed on the basis of a policy defined by the Management Board. Among other things, this policy stipulates that gross exchange-rate risk exposures from sales in foreign currencies that are significant for Eppendorf should be mitigated by ensuring that costs are incurred in the same currency. In terms of the U.S. dollar in particular, Eppendorf partially offsets the gross exchange-rate risk associated with billing in U.S. dollars by undertaking its own manufacturing activities in dollar-denominated territories and by borrowing in U.S. dollars. For any open currency positions beyond this, we may carry out hedging transactions by means of derivative financial instruments. These instruments are used exclusively for hedging purposes. Derivative financial instruments are managed centrally by Corporate Treasury on the basis of an exchange-rate risk hedging strategy defined by the Management Board. The strategy is regularly reviewed on the basis of developments expected on the international financial markets as well as Eppendorf’s exchange rate risk-bearing capacity.

Market and business-environment risks can also influence our business. Economic and political changes, such as protectionism or price increases for energy and materials, can have a negative effect on the strength of the company’s sales and earnings. For this reason, our divisions and our regional sales management monitor market trends and, if necessary, initiate measures.

The supply chain of the Eppendorf Group comprises procurement, production, distribution and logistics. Even minor interferences or disruptions within this process can result in deliveries being delayed.



Supply Chain Management therefore analyzes, controls and adapts the supply chain as a whole. The establishment of transparent and digitalized processes prevents disruptions along the supply chain, thus minimizing risks in this connection. These transparent and digitalized processes also enable us to reduce the proportion of air freight in our transports, which has a positive effect on our carbon footprint. In addition, the expansion of our supply chain through additional logistics locations in Europe, Asia and the USA enables us to achieve our growth targets in the respective markets and supply our customers on time.

The Group’s business is also subject to industry-specific risks. Our customers are primarily active in life science research, thus reductions in R&D budgets or public and private funding may adversely affect our sales. We counter this risk through diversification of our customer segments, the large number of sales channels Eppendorf uses and the breadth of the product portfolio.

It is part of Eppendorf’s strategy to introduce innovative products and applications to the market on an ongoing basis. However, this policy is associated with a variety of product risks, since it often involves new and cutting-edge technologies for which only limited experience of use is available, and which lie at the fringes of what is technically feasible. This could negatively affect product development or delay the introduction of new products. If these products are lacking in maturity and quality, this may result in warranty and product-liability obligations or delivery problems. To minimize such risks, Eppendorf has introduced a comprehensive quality assurance and project management system.

Cyber attacks on IT systems are becoming an increasingly common occurrence in everyday business and represent one of the greatest threats of our digital world. If relevant data is lost or its confidentiality or integrity is compromised as a result of a security breach, the consequences can be far-reaching. Eppendorf counters this risk through targeted investments to protect against information security threats. To ensure that IT-based business processes are carried out securely, reliably and efficiently, the IT systems are continuously reviewed, adapted and further developed. Systems and infrastructure components that are critical to operations are protected in accordance with company-wide policies to minimize risks such as unauthorized access to company data or the manipulation of IT systems.

Eppendorf bases all its policies, processes, measures and tools in the area of information security management on the international ISO/IEC 27001 standard. Our measures for the protection of data and information are subject to permanent central monitoring and ongoing development, and are backed up by modern IT monitoring and analysis systems. We take a holistic and long-term view in this regard. Another focal point is to create awareness of the issue of information security within the Group.

As an international company, Eppendorf is exposed to general business risks, such as those resulting from extreme weather conditions, natural disasters, pandemics, war, terrorism and financial or government crises. The coronavirus pandemic and its aftermath continue to pose a downside risk to global economic activity. Renewed surges in coronavirus infection and new viral variants could prompt consumers to voluntarily hold back on consumption and cause absences from work due to illness. Global supply chains have not yet normalized.

The ongoing search for suitable new products, technologies and applied fields is an integral part of our business strategy. For Eppendorf, opportunities emerge in particular through the use of our products in areas that offer great potential for growth, such as laboratories where medical and basic scientific research is performed, the biotechnology and pharmaceutical industries, the health and food industries and other industrial sectors. These industries profit from favorable factors such as increased life expectancy, rising health demands, and demands on food quality and safety as well as environmental protection. This is particularly true for fast-growing economies that need to catch up in these areas.

In addition, opportunities arise from exchange-rate changes that are favorable for Eppendorf. In particular, increases in the value of the U.S. dollar against the euro have a positive effect on our business.

7 Outlook

Global economic growth between resilience and recession

Geopolitical risks and uncertainty over economic policy determine the outlook for the global economy in 2023. Rarely before have the markets been threatened by so many risk factors at once. Accordingly, the outlook for the coming year is somewhat subdued.

The further, as yet uncertain, development of the Russian-Ukrainian war, relations between the West and major economies in Eastern Asia, and trade dynamics within the Western world will all have a major impact on the global economy in 2023.

The significantly higher energy and food prices of 2022, which are expected to remain at this high level at least some time in 2023, have driven inflation to record highs in many countries. This in turn is likely to cause further increases in production costs, which will reduce the purchasing power of private households if they are passed on to consumer prices. Higher inflation is expected to prompt central banks to tighten monetary policy again in 2023 through further interest rate hikes. Key interest rates are expected to peak in the summer of 2023. Higher interest rates lead to a deterioration in financing conditions, thus dampening demand.

According to current forecasts, the global economy will grow more slowly in 2023 than in the previous year. A moderate recession is expected for the eurozone and the United States, which will only start to ease in the second half of the year. China is expected to face fewer difficulties due to an easing of the strict coronavirus containment measures, resulting in higher growth. With the authorities in China abandoning the zero-COVID policy, the global economy should benefit from a boost in demand and a stabilization of commodity prices.



Change in gross domestic product

in %	Forecast 2023
China	4.4
Asia/Pacific	4.2
Worldwide	2.7
United States	1.0
Europe	0.7
Germany	-0.3

Source: International Monetary Fund (estimates as of Friday, February 3, 2023)

Eppendorf continues profitable growth

Increased economic uncertainties mean that Eppendorf is facing major challenges. However, contrary to general forecasts, Eppendorf remains optimistic about fiscal year 2023 as a whole and expects the global economic climate to be positive. Our forecast for the full 2023 financial year points to demand for our products being slightly lower than in the previous year, but stable overall, resulting in further profitable growth. Despite the still highly strained situation in the supply chains, we anticipate revenue growth in the single-digit percentage range. Eppendorf, too, will be confronted with significantly higher material and energy costs in 2023, making sensitive cost management a necessity. From today’s perspective, our profitability is very likely to be impacted. We currently expect our EBIT margin to remain at the level of 2022.

We intend to make further investments in our global infrastructure, development and technology as we carry on implementing the **Eppendorf 2025** strategy. By continuing to invest in research and development and thus in innovative, sustainable products, we hope to strengthen our market position. These investments will increase our expenditures in 2023, but will contribute to the consistent further development of the company and thus to Eppendorf’s long-term success. With the **Eppendorf 2025** strategy, we are paving the way for our targeted transformation from a pure equipment and consumables manufacturer to a leading company for the entire field of sample management – aligned with the needs of our global customers.

In view of the many challenges we successfully mastered in 2022, we are confident that we will achieve the goals we have set for 2023.

Eppendorf SE
Hamburg, April 12, 2023
The Management Board



Axel Jaeger
Chief Financial
Officer



Eva van Pelt
Co-CEO &
Chief Commercial Officer



Dr. Peter Fruhstorfer
Co-CEO &
Chief Business Officer



Dr. Wilhelm Plüster
Chief Technology
Officer

Consolidated financial statements

Consolidated income statement

in € thousand	2022	2021
Revenue	1,233,671	1,100,489
Cost of sales	-513,745	-422,762
Gross profit	719,926	677,727
Distribution and marketing expenses	-298,218	-254,148
Research and development expenses	-76,012	-64,458
General and administrative expenses	-124,740	-92,299
Operating profit	220,956	266,822
Other operating income	20,333	18,005
Other operating expenses	-11,056	-7,947
Amortization of intangible assets from business combinations	-4,665	-4,882
Earnings before interest and taxes (EBIT)	225,568	271,998
Interest income	2,500	710
Interest expenses	-2,283	-2,580
Other financial income (expense)	1,656	1,489
Share of profit of associates	286	242
Profit before tax	227,727	271,859
Income tax expense	-70,013	-82,088
Net profit for the period	157,714	189,771
thereof attributable to		
- equity holders of the parent	156,814	188,853
- non-controlling interests	900	918

Consolidated statement of comprehensive income

in € thousand	2022	2021
Net profit for the period	157,714	189,771
Items that may be reclassified to profit or loss in the future		
Gains/losses from the measurement of hedging instruments	-	-1,281
Gains/losses from currency translation	948	12,728
Items that will not be reclassified to profit or loss		
Gains/losses from the remeasurement of defined benefit plans	38,496	727
Gains/losses from the measurement of financial instruments	-1,859	45,960
Other comprehensive income after tax	37,585	58,134
Total comprehensive income	195,299	247,905
thereof attributable to equity holders of the parent	194,377	246,969
thereof attributable to non-controlling interests	922	936

Consolidated balance sheet

Assets

in € thousand	Dec. 31, 2022	Dec. 31, 2021
Cash and cash equivalents	261,509	345,353
Trade receivables and contract assets	195,106	181,718
Inventories	336,229	242,029
Current tax refund claims	31,129	20,300
Other financial assets	3,745	3,474
Other current receivables	12,113	13,614
Current assets	839,831	806,488
Property, plant and equipment	282,001	239,944
Right-of-use assets	76,853	47,820
Intangible assets	240,451	250,195
Investments in associates	962	896
Other financial assets	163,432	164,365
Other financial assets	715	768
Other noncurrent receivables	2,294	1,358
Deferred tax assets	73,938	97,083
Noncurrent assets	840,646	802,429
Total assets	1,680,477	1,608,917

Equity and liabilities

in € thousand	Dec. 31, 2022	Dec. 31, 2021
Trade payables	69,134	52,516
Current contract liabilities	13,663	12,716
Financial liabilities	16,575	11,813
Provisions for income taxes	12,839	39,617
Other current provisions	103,728	91,793
Other financial liabilities	14,864	20,220
Other current liabilities	17,251	18,466
Current liabilities	248,054	247,141
Provisions for pensions and similar obligations	140,718	197,283
Noncurrent contract liabilities	199	257
Financial liabilities	120,190	122,536
Other noncurrent liabilities	1,370	782
Deferred tax liabilities	10,399	23,020
Noncurrent liabilities	272,876	343,878
Subscribed capital	51,132	51,132
Other equity items	1,106,998	964,432
Non-controlling interests	1,417	2,334
Equity	1,159,547	1,017,898
Total equity and liabilities	1,680,477	1,608,917

Consolidated statement of changes in equity

in € thousand	Subscribed capital	Reserves	Net retained profits	Other comprehensive income	Equity attributable to shareholders of Eppendorf SE	Non-controlling interests	Total
January 1, 2021	51,132	581,314	255,925	-81,542	806,829	2,129	808,958
Change in pension obligations	–	–	–	718	718	9	727
Gains/losses from the measurement of financial instruments	–	–	–	45,960	45,960	–	45,960
Gains/losses from the measurement of hedging instruments	–	–	–	-1,281	-1,281	–	-1,281
Currency translation	–	–	–	12,719	12,719	9	12,728
Other comprehensive income after tax	–	–	–	58,116	58,116	18	58,134
Net profit for the period	–	–	188,853	–	188,853	918	189,771
Total comprehensive income	–	–	188,853	58,116	246,969	936	247,905
Reclassification	–	2,317	-3,140	12	-811	-299	-1,110
Allocation to retained earnings	–	65,197	-65,197	–	–	–	–
Release of retained earnings	–	–	416	–	416	–	416
Dividend for prior year	–	–	-37,838	–	-37,838	–	-37,838
Dividend to non-controlling shareholders	–	–	–	–	–	-432	-432
Dec. 31, 2021 / Jan. 1, 2022	51,132	648,828	339,019	-23,415	1,015,564	2,334	1,017,898
Change in pension obligations	–	–	–	38,496	38,496	–	38,496
Gains/losses from the measurement of financial instruments	–	–	–	-1,859	-1,859	–	-1,859
Currency translation	–	–	–	926	926	22	948
Other comprehensive income after tax	–	–	–	37,563	37,563	22	37,585
Net profit for the period	–	–	156,814	–	156,814	900	157,714
Total comprehensive income	–	–	156,814	37,563	194,377	922	195,299
Allocation to retained earnings	–	90,870	-90,870	–	–	–	–
Dividend for prior year	–	–	-47,553	–	-47,553	–	-47,553
Change in scope of consolidation	–	-4,258	–	–	-4,258	-1,839	-6,097
December 31, 2022	51,132	735,440	357,410	14,148	1,158,130	1,417	1,159,547

Consolidated cash flow statement

in € thousand	2022	2021
Profit after tax	157,714	189,771
Depreciation, amortization and impairment losses	49,170	42,407
Amortization of rights-of-use	15,549	12,371
Gains/losses on the disposal of property, plant and equipment, intangible assets and other financial assets	-52	-1,631
Change in rights-of-use (excluding amortization)	-44,821	-17,125
Change in other current provisions	11,785	9,729
Change in pension provisions	-56,565	-128
Change in pension provisions in other comprehensive income	38,496	727
Change in deferred tax assets and liabilities	10,524	-3,038
Change in inventories	-92,426	-55,760
Change in trade receivables and contract assets	-13,221	-6,619
Change in trade payables	16,455	13,080
Other changes	3,111	55,113
Cash flows from operating activities	95,719	238,889
Payments for investments in property, plant, equipment and intangible assets	-87,556	-73,445
Proceeds from disposal of property, plant, equipment and intangible assets	607	2,665
Payments for the acquisition of subsidiaries, equity-accounted entities and other financial assets	-10,930	–
Dividends received from associated companies	239	158
Dividends received from other financial assets	1,656	1,489
Cash flows from investing activities	-95,984	-69,133
Dividends paid to shareholders of Eppendorf SE	-47,553	-37,838
Dividends paid to non-controlling interests	–	-432
Repayment of non-current borrowings	-24,733	-22,705
Repayment of lease liabilities	-15,142	-12,493
Cash flows from financing activities	-87,428	-73,468
Cash change in cash and cash equivalents	-87,693	96,288
Effect of exchange rate changes on cash and cash equivalents	3,849	8,931
Change in cash and cash equivalents	-83,844	105,219
Cash and cash equivalents at Jan. 1	345,353	240,134
Cash and cash equivalents at Dec. 31	261,509	345,353

Report of the Supervisory Board

Focal points of the Supervisory Board’s activities

The year 2022 was again marked by the effects of the global coronavirus pandemic. In addition, we had to deal with the effects of the war in Ukraine, which is not only inflicting hardship on many of the country’s inhabitants, but is also having a lasting impact on the global economy. For Eppendorf, this meant above all higher energy costs and rising inflation rates. Added to this were bottlenecks in supply chains all over the world, repeated lockdowns in the market region of China and a rise in protectionism at a global level.

Despite these challenges, our consolidated revenue increased by 12.1% to €1,233.7 million in 2022. Given the circumstances last year, this is an outstanding achievement, made possible above all by the high level of commitment shown by our employees and the excellent collaboration between our often international teams.

By consistently pursuing our **Eppendorf 2025** strategy, we are laying the foundation for Eppendorf’s continued success in the future. Among other things, we adjusted our corporate structure and initiated many projects of strategic importance.

Collaboration between Management Board and Supervisory Board

In the year under review, the Supervisory Board of Eppendorf SE continuously monitored and advised the Management Board. The Management Board provided the Supervisory Board with regular, timely and comprehensive information about the company’s business performance and major business transactions. In addition, the Chairman of the Supervisory Board was kept constantly informed by the two Co-CEOs and was consulted in cases of doubt or far-reaching decisions.

Main issues discussed at the individual Supervisory Board meetings

The Supervisory Board convened for a total of four meetings during the fiscal year now ended. Three resolutions were adopted by written circulation procedure.

At the meeting to approve the financial statements on March 31, 2022, the Supervisory Board reviewed and approved the annual financial statements and the consolidated financial statements of 2021. There were also discussions about further investments in a new production site in Wismar, Germany and new strategies (bioprocess, digitalization and sustainability) were presented and approved by the Supervisory Board.

In the circular resolution of June 15, 2022, the Supervisory Board gave its approval to a further investment in Asia.

The Supervisory Board meeting on June 23 and 24, 2022, was devoted to the presentation and discussion of new strategies, for example relating to the Business Division Consumables, and their current status.

On August 25 and 26, 2022, the Supervisory Board approved by circular resolution a new investment to introduce additional production lines for pipette tips.

The Supervisory Board meeting of September 23 and 24, 2022, focused on analyzing the current business performance of the Eppendorf Group. Furthermore, there was discussion on the topic of our global footprint, and updates on various future strategies were presented.

At the Supervisory Board meeting on December 9, 2022, the Management Board reported on the

business performance in 2022. The Supervisory Board approved the 2023 budget and discussed the investment plans for 2023.

Moreover, the Management Board presented updates on already approved investments and plans for the organizational structure.

Activities of the Supervisory Board committees

The Supervisory Board continued to have two committees, an Audit Committee and a Compensation Committee, which prepare the deliberations and resolutions of the Supervisory Board. The chairpersons of these committees report regularly at meetings of the Supervisory Board about the work of the committees.

Both committees met twice in 2022.

Personnel matters

The appointment of Axel Jaeger as Chief Financial Officer was extended.

Annual and consolidated financial statements as of December 31, 2022

The consolidated financial statements were prepared in accordance with the International Financial Reporting Standards (IFRS). These accounts, the annual financial statements of Eppendorf SE, and the management reports for the company and the Group were examined by the auditor, Ernst & Young GmbH Wirtschaftsprüfungsgesellschaft, Stuttgart, which was elected by the Annual General Meeting and commissioned by the Supervisory Board. On April 12, 2023, the auditor issued an unqualified opinion. The documents named above and the associated audit reports, including the relevant reports prepared by the Management Board, were made available to all members of the Supervisory Board and were discussed.

The auditor informed the Audit Committee and the Supervisory Board of the key findings of its audit.

The Audit Committee and the Supervisory Board duly noted the results of the audit conducted by the auditor. In the course of their own reviews of the annual financial statements and management report of Eppendorf SE as well as the consolidated financial statements and consolidated management report, they found no cause for objection. The Audit Committee recommended that the Supervisory Board approve the annual financial statements and the consolidated financial statements of April 12, 2023. The Supervisory Board approved the consolidated financial statements prepared by the Management Board on April 12, 2023, and the annual financial statements of Eppendorf SE. The annual financial statements are hereby established. In addition, the Supervisory Board also reviewed and concurred with the proposal for the appropriation of profit.

The Audit Committee was additionally informed in detail about the work of the Internal Audit department in fiscal year 2022.

The Supervisory Board would like to thank the Management Board and all the employees of the Eppendorf Group in Germany and worldwide for their dedicated efforts and successful work for the company in fiscal year 2022.

Hamburg, April 12, 2023



Philipp von Loeper
Chairman of the Supervisory Board

Boards

Supervisory Board

Philipp von Loeper
Chairman

Prof. Dr. Elmar Hinz
Vice Chairman

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Vice Chairman

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Member of the Supervisory Board

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Co-CEO & Chief Business Officer

Eva van Pelt
Co-CEO & Chief Commercial Officer

Axel Jaeger
Chief Financial Officer

Dr. Wilhelm Plüster
Chief Technology Officer

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In the interest of better readability, we have refrained from using gender-specific language forms simultaneously in the financial section on pp. 39-62. All personal references apply equally to all genders. This report is also available in German.

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