

**We bring quality
to light.**



 **Instrument
Systems**

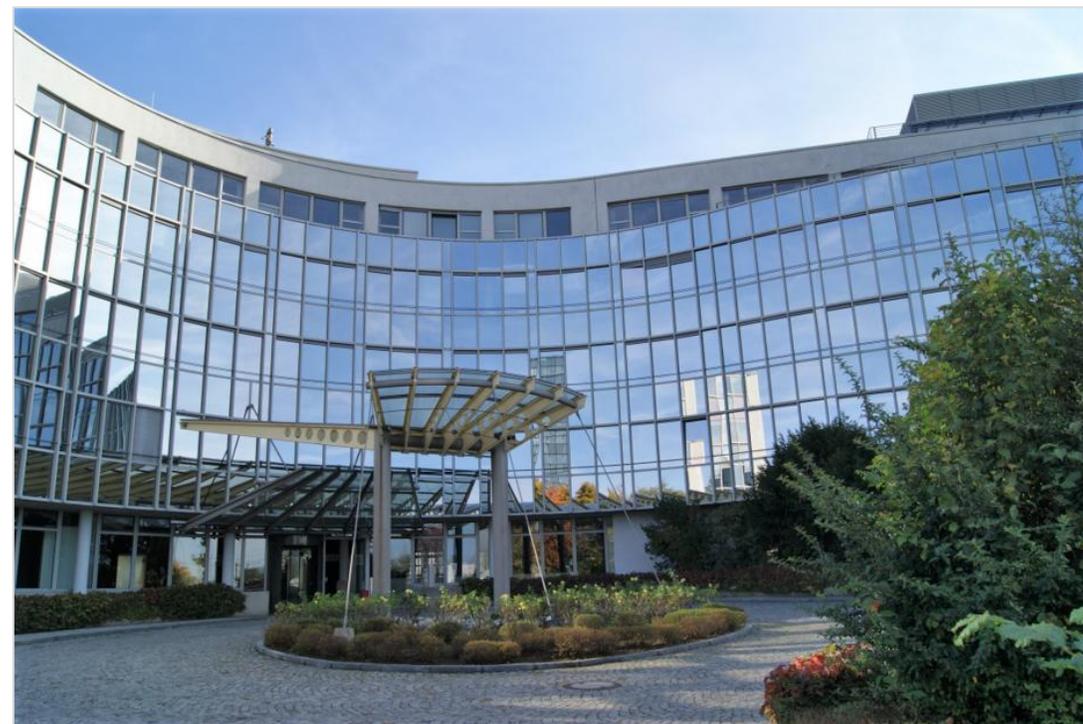
KONICA MINOLTA Group

Employee Sustainability @ Instrument Systems GmbH

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Who We Are

- ▲ Founded 1986 in Munich
- ▲ Member of Konica Minolta Group
- ▲ Light measurement solutions for
 - Display Industry
 - LED/SSL Industry
 - Automotive & Aviation Industry
- ▲ Munich site (Headquarters)
 - High-end spectroradiometers
 - Turn-key display measurement equipment
- ▲ Berlin site
 - Turn-key automotive (exterior) lighting measurement systems (**Optronik Line**)



Our Success Factors



**Ongoing
innovations in R&D**



**Top expertise in
optical measurement**



**Maximum
customer orientation**



**Focus on premium
products**

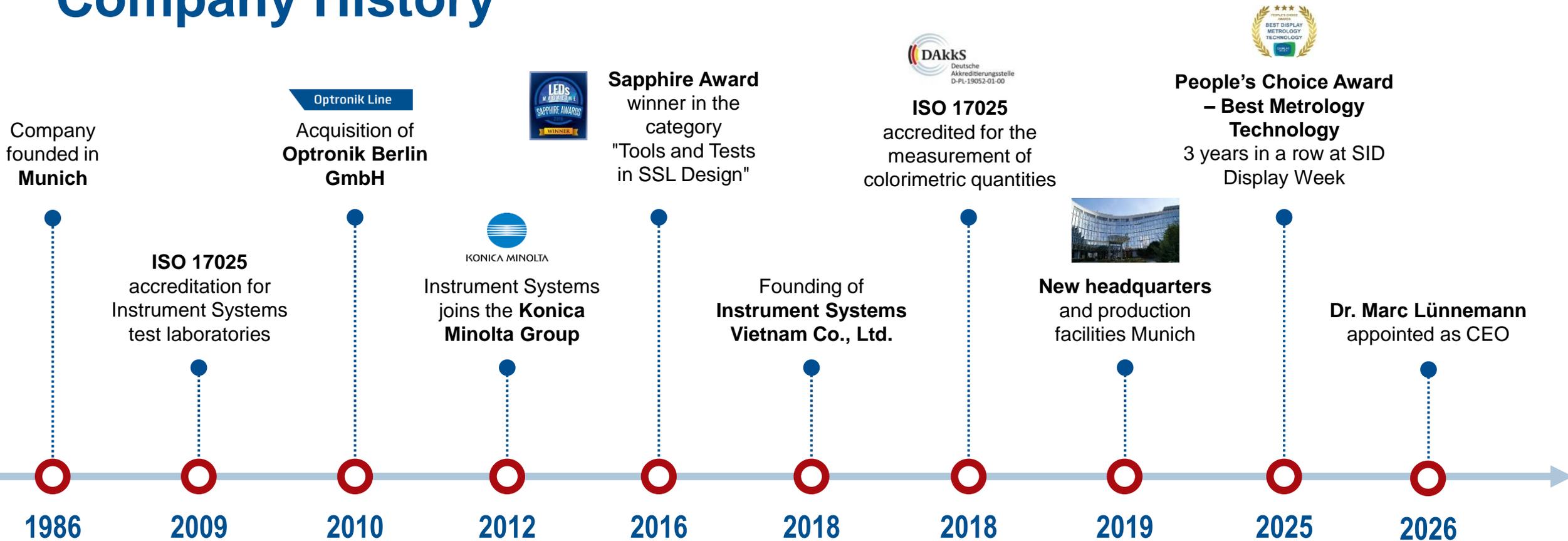


Lean organization



**Excellent metrology
know-how**

Company History



What does Sustainability mean to us?

Energy & Resources

- ▲ Efficient use of energy and resources
- ▲ Reducing our environmental footprint

Sustainable Products

- ▲ Long-lasting, upgradeable systems
- ▲ Designed for durability
- ▲ Modular application (multiple use)



Social Responsibility

- ▲ Responsible partnerships and ethical conduct
- ▲ Charity initiative supporting selected NGOs

Employee Wellbeing

- ▲ A central part of our sustainability strategy
- ▲ Supporting health, balance, and long-term motivation

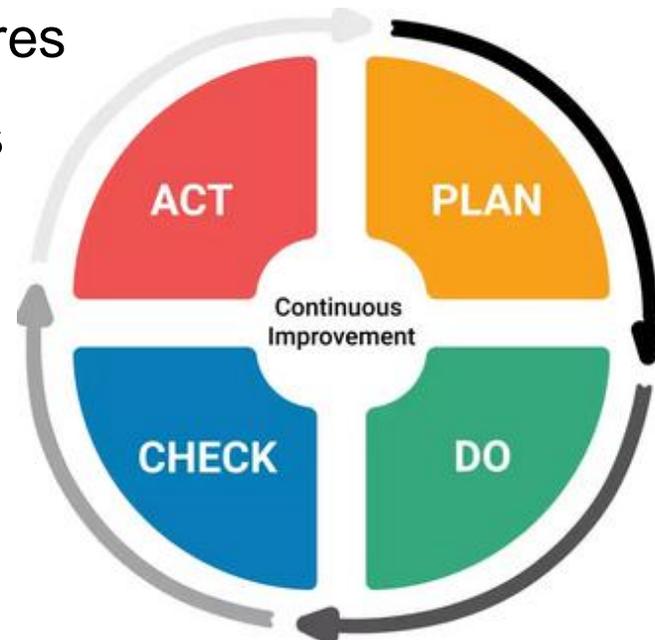
Our Approach to Sustainable Employee Wellbeing

ACT

- ▲ Improve existing measures
- ▲ Adjust to evolving needs

Check

- ▲ Track participation and feedback
- ▲ Review impact and satisfaction



Plan

- ▲ Identify employee needs through surveys and dialogue
- ▲ Set wellbeing priorities and goals

Do

- ▲ Implement benefits and health initiatives
- ▲ Support learning and team engagement

Do – Putting Wellbeing into Practice



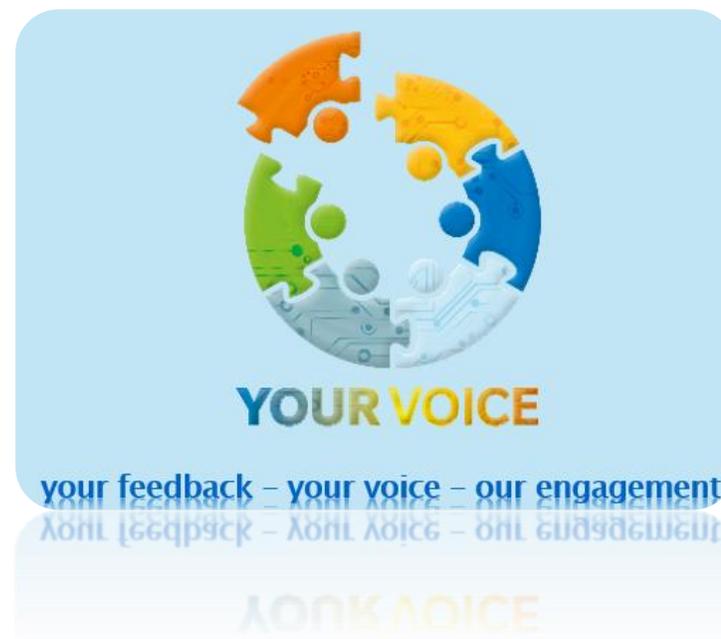
- ▲ JOB-Ticket, bike & electronics leasing
- ▲ **Urban Sports Club** partnership
- ▲ **pme Family Service**: Employee Assistance Program
- ▲ Free bike-check day
- ▲ Canteen discount, complimentary beverages & fresh fruit
- ▲ Company pension plan
- ▲ Bonuses/gift vouchers on special occasions
- ▲ 30 days of annual vacation, plus special leave & educational leave
- ▲ Flexible working hours and part-time options
- ▲ Opportunity to work remotely
- ▲ Free employee parking
- ▲ EV charging stations
- ▲ Company and team events

| | |
|---|---|
| <p>Our team currently consists of</p> <p>180 colleagues from</p> <p>31 nations</p> | <p>23%</p> <p>of our employees regularly cycle to work and look forward to our shower facilities</p> |
| <p>The fastest time-to-hire from the first interview to signing the contract was only</p> <p>72 hr</p> | <p>25%</p> <p>of our colleagues use our flexible part-time options, some also with leadership responsibility</p> |
| <p>x2 varieties of milk & x4 plant-based alternatives are available for our complimentary coffee</p> | <p>4,137 kg of fresh fruit annually help to trigger brilliant ideas</p> |
| <p>20 YEARS</p> <p>68% of our employees have been with us for at least 5 years, some even more than 20 years.</p> | <p>3 NGOs</p> <p>We support three selected non-profit organizations with our annual Christmas Charity Action</p> |



Check – Listening & Measuring

- ▲ Your Voice (internal feedback)
- ▲ Kununu (external feedback)
- ▲ Semi-annual employee feedback survey
- ▲ Betriebsrat (Works Council)



THANK YOU!

For more information, please reach out to our global network or the sales team at Instrument Systems.



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