



Sustainability report

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At 2G, we understand sustainability as responsible corporate action geared to a long-term perspective. This includes the dimensions of environment and climate, the principles of good corporate governance, employees and social responsibility as well as the interests of our stakeholders, shareholders and customers. Our actions today should have a lasting positive impact in the future. We want to make a demonstrable contribution to reducing harmful impacts on people, society and the environment over the long term.

We are aware that sustainable action promotes the economic value of our company, determines our commitment to technological innovations and product developments, enhances the quality and reliability of our products while also increasing the motivation of all employees and enabling our customers to contribute more efficiently and sustainably to greater resource conservation and climate protection. Our superordinate principle is to act with a long-term horizon. Consequently, short-term profit maximization is not our top priority. 2G also perceives its corporate responsibility in securing the future of the company for the next generation.

Our ambition is to generate growing demand for our products, with potential customers being convinced of their quality and the future viability of 2G vis-à-vis the products of other suppliers. This can translate into market share gains and rising profit margins for 2G. Consequently, we endeavor to incorporate sustainability into all our business decisions, while weighing up the related risks and opportunities. Sustainability forms as much a part of the 2G brand as our claim to global technology leadership for gas-operated

CHP systems, large heat pumps and (energy) system solutions. Consequently, 2G is aspiring to sector leadership in terms of sustainability and new technologies. We will not rest on our laurels simply because the technological standard of our products and services is already very high and our CHP units, achieving rates of up to 90%, and our large heat pumps, delivering COP values (Coefficient of Performance) of between 3 and 5, are highly efficient.

Within its corporate organization, 2G is working towards ensuring a resilient energy supply, a comprehensive waste and recycling system, durable and resource-conserving products, environmentally friendly and material-efficient production, responsible procurement, and logistics as well as efficient service. To this end, we adhere to the Kaizen principle of continuous improvement and, as an appreciative employer, we strive to put people center stage and enable them to make meaningful and effective contributions with their work.

2G acknowledges the need for global climate action and is committed to the 2015 Paris Agreement target of limiting temperature increases to 1.5 degrees Celsius vis-à-vis pre-industrial levels as far as possible. As a company, we have a responsibility to further develop our products by enhancing efficiency, reducing greenhouse gas emissions and lowering the total cost of ownership in such a manner that our products can make increasing contributions to such ambitions. From the customer's point of view, this already applies today: climate protection with 2G's CHP systems is worthwhile because the systems are highly attractive in terms of their cost efficiency. The investments

pay off all the more the higher the energy and CO₂ certificate prices are.

In the production process and in administration, we are likewise striving to make our contribution to reducing greenhouse gas emissions through the utilization of renewable energies and resource conservation. This is documented by our ISO certifications for quality management, energy and environmental management, which have been regularly confirmed for many years. In order to leverage further potential in these areas, an energy and environmental management team comprising a member of the Executive Board and management from the areas of production, sales, regulatory affairs and quality assurance meets on a quarterly basis.

We have made our commitment externally visible and binding by joining the United Nations Global Compact. The annual progress report is published on the website of the UN Global Compact (unglobalcompact.org).

As a listed company, we are increasingly in the focus of institutional investors who base their investment decisions on ESG (environment, social, governance) criteria. In many cases, the data for such ESG criteria are determined by service providers.

Institutional Shareholder Services Inc. (ISS) is one of these relevant service providers. 2G is awarded Prime Status by ISS, placing it among the top 20% in the relevant "Industry" peer group.



At the beginning of 2024, 2G entered into a structured process to fulfill the legal requirements for sustainability reporting that will apply as from the reporting year 2025 and to develop a sustainability strategy. The process essentially comprises the

- definition of the core topics and the associated action areas as well as materiality analysis and definition of the associated objectives and targets,
- the identification of taxonomy-eligible and compliant economic activities and the definition of the associated key figures, and
- the definition of the sustainability strategy, including the definition of the necessary measures.

This means that 2G will present the sustainability report, which was previously prepared on a voluntary basis, in accordance with the uniform EU reporting standards (ESRS) for the first time for the 2025 reporting year.

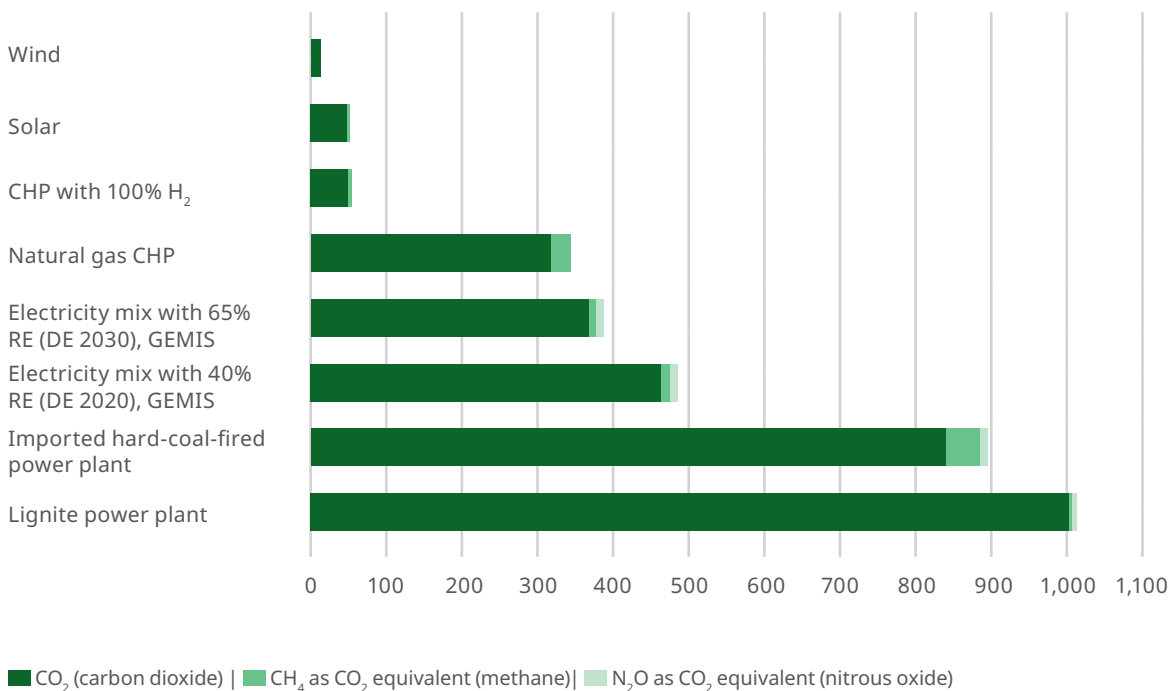
Sustainability strategy embedded in CHP system development and service

As one of the leading international manufacturers of gas-fired cogeneration systems, 2G aspires to technology leadership and thereby continuously reduce the environmental footprint of its systems and services. The cogeneration of electrical and thermal energy makes CHP technology more efficient and much more climate compatible than conventional energy generation methods – achieving efficiencies of 90% and more. Compared to conventional power and heat generation, CHP saves at least 25% of primary energy in a

resource-conserving manner. CO₂ emissions are reduced by 40% to 60% compared to coal-fired power plants. CHP units fueled by natural gas already produce around 40% to 50% lower greenhouse gas emissions than conventional power generation from coal, while biogas-driven CHP units save up to 90%. Diagram below: the use of hydrogen will reduce greenhouse gas emissions by around 95%.

Greenhouse gas emissions of different types of electricity generation incl. upstream chain emissions

in g CO₂ eq/kWh_{el}



Greenhouse gas emissions of different types of electricity generation incl. upstream emissions in grams of CO₂ equivalent per kWh of electricity (g CO₂ eq per kWh_{el}); the bar “Electricity mix with 40% renewables (Germany 2020)” shows the amount of emissions released for electricity generation in Germany with a share of 40% renewables in 2020. Source: 2G Energy AG, 2021

CHP systems are the backbone of the energy transition

As the backbone technology of the energy transition, natural gas CHP systems are indispensable for secure supplies in their complementary function to fluctuating generators harnessing wind and solar. This is due to the fact that the demands on generation plants in terms of flexibility are rising sharply as the expansion of renewables progresses. At the same time, the operating hours in which the controllable power is still required are trimmed. This makes large gas-fired power plants economically unattractive for operators. CHP systems, by comparison, provide highly flexible and demand-driven residual load when the wind is not blowing and the sun is not shining. In addition, decentralized CHP systems represent rotating masses in the electrical system and secure grid frequency. This is

especially significant for sensitive grid stability as the shutdown of nuclear and coal-fired power plants progresses. In addition, decentralized CHP systems reduce the need for the cost-intensive expansion of the transmission grid. Last but not least, all newly delivered 2G CHP systems in the 100 kW to 1 MW power range can be converted to operate with 100% hydrogen as part of regular maintenance – whereby the costs involved amount to between 10 and 15% of the new purchase value. For this reason, they already represent a secure investment in climate-neutral energy supplies today.

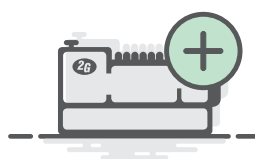
The future role that CHP systems will play in providing consumers with a secure and climate-friendly supply of electricity and heat is changing on several levels and 2G has prepared for this at an early stage. This includes operations with climate-friendly gas types such as biomethane and hydrogen as well as more efficient and flexible

Requirements for CHP in the future



Operation with hydrogen and renewable gases

- Compatible with hydrogen, biomethane and biogas
- Flexible switch from conventional to renewable gases



Increase in installed CHP capacity per project

- Larger CHP units
- Less operating hours
- Combination with peripheral components



Intelligent and digital integration into the energy mix

- Immediate reaction to market signals
- Less downtime
- Smart maintenance
- Self-learning machines

CHP systems that are combined with peripheral components such as heat storage units, cooling absorption systems or ORC systems. This also increases the significance of digital equipment and the system integration for efficient system control and intelligent, predictive maintenance.

2G has now become a manufacturer of large heat pumps

This change was one of the decisive factors in the acquisition of the Dutch manufacturer of large heat pumps NRGTEQ B.V. in August of the reporting year. This is because heat pump technology is one of the key technologies for decarbonizing the national and international heating sector. The proven functional principle achieving efficiencies of between 300% and 500% enables the highly efficient supply of regenerative heat in industry, commerce, municipalities and large residential properties. With this acquisition, we are taking this situation into account and consistently positioning ourselves as a full-service provider for decentralized energy supply concepts. 2G has been developing and marketing water-to-water as well as air-to-water and brine-to-water heat pumps with a thermal output of 100 kW to 2,600 kW since the fourth quarter of 2023. We also anticipate growing sales potential for the combination of CHP systems and heat pumps from a single source. Thanks to this adaptation, we now offer complete solutions and can adjust projects individually to customer requirements and specific energy needs. Depending on the weather and the current electricity exchange price, heat can be provided cost-effectively, climate-friendly and safely – both technologies complementing each other perfectly. A key element in increasing the share

of renewable energies in the heating sector is the use of electricity generated from renewable sources to produce heat – for example from biogas or hydrogen-powered CHP systems when the sun is not shining or the wind is not blowing sufficiently. This is a good example of what is known as sector coupling.

At 2G, we have implemented this combination in an extended product called Green Cube: the Green Cube is a modularly configurable standard product that can be tailored to the individual needs of local authorities and private investors. On-site environmental heat sources, existing wind and solar parks, bioenergy and optional storage facilities are embedded in the production of electricity and heat. In this way, we are offering our customers complete turnkey solutions that combine their decarbonization goals with a secure and cost-efficient supply of heat and electricity. As a standardized container solution, we can create complete energy centers within a few months and install them at the customer's premises: large heat pumps, CHP unit, heat storage as well as control systems from a single source. We supply the digital interfaces and the control software. These are the best prerequisites for accelerating the energy transition with an intelligent standard product and local potential. Our customers are increasingly looking for such solutions to find their individual course towards 100 percent renewable energy, while at the same time ensuring supply security and cost-efficient operation.

Overall, the 2G Group is transforming itself from a product provider to an integrated solution provider for decentralized, highly efficient energy supply systems. This enables us to

cover a broader range of generation, operating and services for a secure energy supply, while expanding our customer base both nationally and internationally.

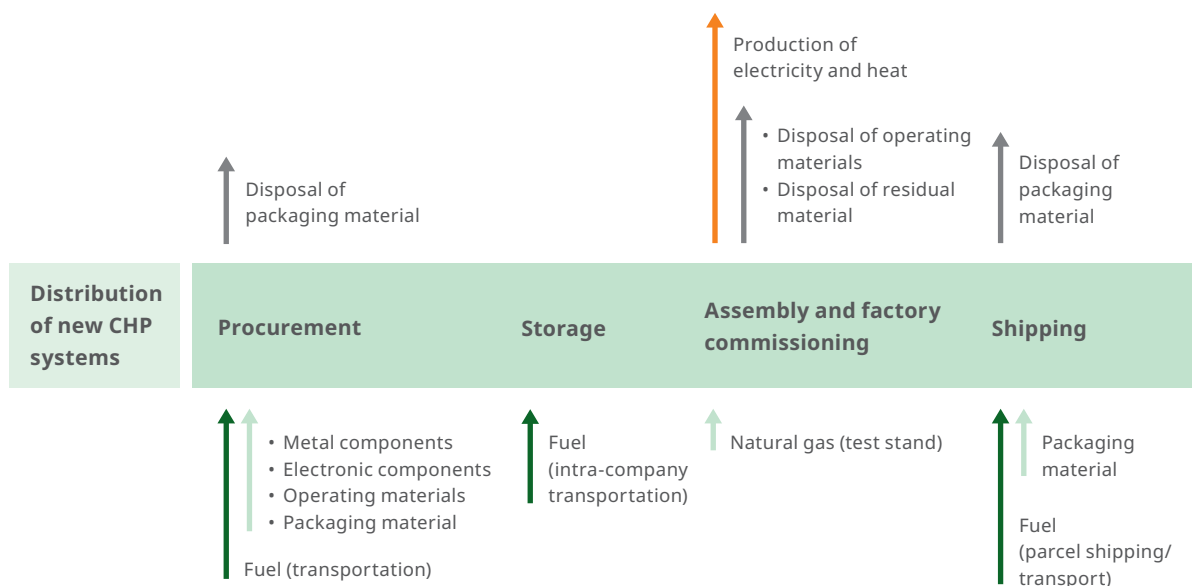
Comprehensive life cycle management

Already when our CHP series are still at the development stage, we factor economic, environmental and social criteria into our choice of materials, service and maintenance optimization, immissions and emissions, as well as the recyclability and lifecycle management for our systems. This includes the compact design and construction, interface management, the modular structure of the CHP systems and heat pumps, repowering options, the reduction of oil consumption, the conversion of refrigerants to a natural basis such as ammonia, the reduction of noise and exhaust emissions, as well as the software-based, system-oriented controllability

of system operation and integration into existing infrastructures. While all this is done within the framework of legal requirements and standards, we above all align these factors with our aim of continuously reducing the total cost of ownership. This strengthens our competitive position and ensures the economic attractiveness of our product portfolio for our customers.

We are systematically advancing system service digitalization, including our online platforms my.2-g.com and I.R.I.S. (including predictive maintenance), which we developed in-house, as well as augmented reality applications. This leads to more efficient services, a considerable extension of the intervals between maintenance units and thus overall to a reduction in service and maintenance costs and higher availability of the CHP systems and heat pumps. Where product development and product equipment are concerned, 2G consistently relies on durable

Life cycle analysis of a CHP system

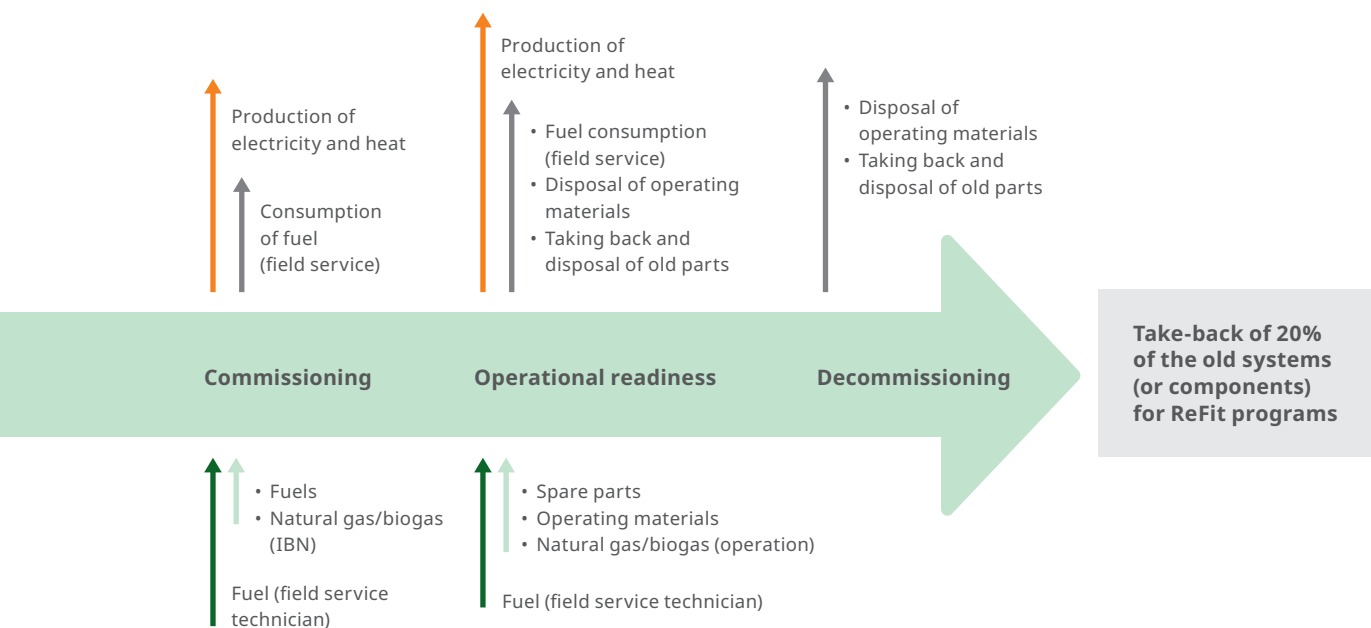


materials. This applies equally to CHP modules as well as to heat pump construction.

The products used are reprocessed and redeployed in the same function at the end of their application cycles. This applies equally to CHP modules and heat pump construction. Ideally, this occurs more than once. By adopting this “long-life” approach, 2G has established resource-conserving reconditioning for central components such as motors and generators, as well as for classic wearing parts such as filters, spark plugs and electronic components. We can offer our customers attractive prices with the refurbished systems from the “ReFit” program and thereby reduce the consumption of raw and other materials.

R&D advancing system efficiency

Our own, in-house Research & Development department with 33 employees continuously optimizes engine and pump technology, peripheral devices, exhaust gas aftertreatment systems and catalytic converter technology. The second area of responsibility comprises the further development of the integration of control software in the CHP systems, the heat pumps and the service, as well as the system control of combined systems as in the Green Cube for example. One outstanding example of the R&D team’s successful work is certainly the development of the hydrogen-powered CHP system based on a standard natural gas CHP unit. Other examples include the in-house developed my.2-g.com and I.R.I.S. platforms developed in-house, which monitor and control the operation of the systems in the field in a variety of ways. Shortly after taking over the large heat pump manufacturer, we



set ourselves the task of advancing the further development of heat pumps with higher thermal output ranges, higher flow temperatures and natural refrigerants. We have already presented an initial prototype with a thermal output of 200 kW and a flow temperature of up to 90 °C. The refrigerant opted for is the highly efficient, non-flammable refrigerant R-515B.



Developed within an extremely short span of time: new large heat pump delivering 200 kW thermal output and a flow temperature of up to 90 °C

Going forward, we are also constantly putting proven technologies and products on the test bench. We have evaluated options for increasing performance for all series. The measures range from recalculating the crankshaft, changing the firing order, improving knock detection and cylinder head strength to increasing the displacement by stepping up the stroke or using other engines. This will enable us to achieve performance gains of 20 to 35% across all series over the next few years. With regard to the agenerator series, we have developed an integrated, compact SCR catalytic converter system for exhaust gas aftertreatment of nitrogen oxide emissions. In the current year, we are aiming to

reduce nitrogen oxide emissions from 100 mg to less than 50 mg.

The introduction of FieldService, a single-platform strategy, represents another building block for the greater efficiency of our service offerings. Based on standardized software, services are supported and managed digitally via the platform, from stocking the service vehicle with spare parts and carrying out maintenance work to invoicing. Improving coordination between departments and the flow of information with the customer, it will help to increase customer satisfaction and further reduce the total cost of ownership.

Certified in accordance with quality, environmental and energy management standards and systems

We continuously review and improve our processes as part of the integrated management system (IMS). The central companies (2G Energy AG and 2G Energietechnik GmbH) are therefore certified in accordance with the ISO 9001 (quality), ISO 14001 (environment) and ISO 50001 (energy) standards. The focus is on identifying and implementing measures to reduce environmental impact, compliance with legal obligations and stronger environmental awareness among employees. In terms of energy management, 2G is committed to the continuous improvement of energy-related performance and more efficient utilization. In addition, 2G is certified in accordance with the ISO 27001 information security standard, which is the leading international standard for information security management systems and therefore an important cyber security certification. At its

Energy consumption 2021 to 2023, in t CO₂e

CO ₂ consideration			
Metric tons of CO ₂ equivalents (t CO ₂ e)	2023	2022	2021
Scope 1	2,672	3,052	3,007
Heat consumption	693	1,072	1,023
Fuel consumption	1,979	1,981	1,984
Direct emissions from industrial processes	0	0	0
Scope 2	187	166	246
Power consumption	187	166	246
District heating/cooling	0	0	0

core, the standard has three basic objectives: confidentiality, availability and integrity. On this foundation, we continue to optimize processes and structures with vigor.

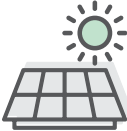


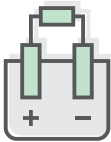




2G reduces CO₂ emissions

We did not continue the carbon footprint assessment commissioned for the first time in 2021. The recording of emissions, however, will be continued in a structured manner as part of the process to fulfill the legal requirements for sustainability reporting that will apply as from the 2025 reporting year. With the inventory carried out in 2021, we have created the foundation for identifying operational fields of action for more climate protection and sustainability. We continue to report individual key figures on carbon dioxide emissions, as shown in the table above. This data forms a key foundation for the company-specific materiality analysis as the basis for our future sustainability strategy. As in the previous year, there were no environmentally relevant incidents in the reporting year.

The major consumers in the company are fuels, followed by heat and electricity. In the short period from 2021 to 2023, 2G reduced its Scope 1 and 2 emissions by around 12%. We have achieved further improvements, particularly in terms of heat and power consumption. For example, the purchase of natural gas for heat generation has been switched to certified green gas since January 1, 2023, and a buffer storage tank fed from the CHP test stand operation has been installed. Following the installation of a 595 kWp photovoltaic system on a production hall, a total of half of the electricity consumption (approx. 250,000 kWh) is covered by the company's own generation. In addition, 2G has invested in energy efficiency measures such as new lighting concepts in the production halls, which have resulted in consumption savings amounting to around 30,000 kWh. With regard to the electricity requirements that 2G cannot cover itself, we have contracted electricity from renewable sources from a supplier.

A pilot test with an electrically powered heavy-duty forklift truck in logistics delivered convincing

2G energy supply at the Heek site in 2023

	<p>595 kWh photovoltaics</p>		<p>Small hydrogen storage unit</p>	
	<p>7 x 2.4 kWh electrolyzer</p>		<p>50 kW g-box 50plus</p>	
	<p>5 kWh fuel cell</p>		<p>E-charging stations</p>	

results. Until now, there was no alternative to diesel trucks for this type of use. This is attractive for 2G insofar as the surplus electricity generated on the factory premises from the CHP test stands and from the system test runs is available for charging before delivery. These sources are also primarily used to supply the charging stations for the company's own electric cars and employees' cars. 2G expanded the number of charging stations on its premises from 18 to 24 in the reporting year. The fuel consumption of our vehicle fleet declined slightly in spite of an increase in the number of vehicles due to the use of more electrically powered vehicles and more efficient driving behavior.

2G documents good corporate governance

Good corporate governance forms the basis of 2G's business activities. In the year under review, the Supervisory and Management boards issued, on a voluntary basis, a declaration of compliance

with the German Corporate Governance Code (DCGK) pursuant to Section 161 of the German Stock Corporation Act (AktG). With this declaration, the Management and Supervisory boards are underscoring their commitment to securing company as a going concern and to its sustainable value creation in the interests of the company, its shareholders and the public, in accordance with the principles of the social market economy. The declaration, together with several accompanying documents, is published on our website at 2-g.com in the Investor Relations area.

Societal commitment

2G perceives itself as a responsible member of society. This is why we play an active role in the region and support cultural and social projects in monetary form as well as through donations in kind. We support local sports associations and social facilities within the Münsterland region, for example. 2G also supports employees in

their social engagement, for example, by way of flexible working time regulations. We also promote knowledge exchange in the academic and scientific community. For example, we offer students the opportunity to write their seminar papers or bachelor's or master's theses within the context of topics relating to 2G.

Political commitment to CHP systems and supply security

Our social commitment also includes political support for the development of decentralized, renewable energy supply infrastructures. 2G has set itself the task of building up a network across party lines in order to influence the drafting of laws and funding frameworks in the interests of CHP technology. We repeatedly present convincing arguments to political decision-makers and industry associations at local, national and EU levels concerning the essential role that CHP systems should play. We also highlight the benefits of our innovative 2G technology, our successful R&D work and the growing number of jobs and apprenticeships at our company. In the reporting year, we welcomed the Federal Minister for Housing, Urban Development and Construction, Klara Geywitz, and the Minister for Economic Affairs, Industry, Climate Protection and Energy of the State of North Rhine-Westphalia, Mona Neubaur, to our headquarters in Heek. CEO Christian Grotholt accompanied the Minister President of North Rhine-Westphalia, Hendrik Wüst, on a delegation trip to Japan.

In pursuing this course, 2G is also endeavoring to make a constructive contribution to educating people about the technology and possibilities

of cogeneration. The aim is for natural gas-fired combined heat and power generation to be recognized as secure, decentralized power plant capacity in the first step in the transformation phase towards a climate-neutral electricity and heating system and to be taken into account across the board. In the second step, gas-fired CHP systems powered by biogas, sewage and landfill gases, biomethane and hydrogen will make a fundamental contribution to supply security as a climate-neutral producer of electricity and heat and an anchor of stability in combination with fluctuating renewables. And thanks to the interaction with large heat pumps, we have further powerful arguments at our disposal in our political work in terms of sector coupling. After all, the decarbonization of the heating sector will not succeed without sufficient renewable electricity.



Experience the energy transition at the destination in Nuremberg 2023

Company representatives are involved in various initiatives promoting the use of hydrogen, as well as in initiatives advancing CHP, and in political work to decarbonize energy supply. For example, 2G is represented in the NRW Renewable Energies Association (LEE), on the board of the German Renewable Energies Association (BEE), on the board of Cogen Europe and on the board of the

German Combined Heat and Power Association. A visible expression of this commitment is the annual political cycle tour “Energiewende erFAHREN”. The year 2023 saw the tour cycling to Nuremberg in the run-up to the state elections in Hesse and Bavaria.

Compliance culture with whistleblower system

A uniform corporate culture with shared values is crucial to unlocking the value-creating potential of teams and individuals within the company – and 2G promotes precisely such a culture. A respective Code of Conduct has been in place at the 2G Group since 2015. Accordingly, 2G clearly commits to complying with all applicable laws and regulations. The Code of Conduct sets out the values and principles for our business activities as well as our dealings with each other and with customers. The code’s contents include a ban on discrimination, protection against corruption, fair competition, the rights of all employees to fair treatment, and the handling of insider information. The code of conduct and the corporate guidelines contain binding compliance regulations that are valid across the entire Group. Within this regulatory framework, strengthening the compliance culture is an important element of our corporate culture. 2G strives to quickly identify and clarify possible misconduct within the company and enact the necessary remedial measures. 2G employees and external parties, such as contractors, service providers or business partners, can access a whistleblower system that has been in place since 2022, also anonymously. The system complies with the EU Whistleblower Directive EU 2019/1937.

In 2020, the code was expanded to include a separate code for 2G’s suppliers. It defines 2G’s principles and requirements for its suppliers of goods and services regarding their responsibility for people and the environment. These include, among others, respect for the fundamental rights of employees, the prohibition of child labor, freedom of association, the prohibition of corruption and bribery, and the resource-conserving use of water and energy and the avoidance of waste.

2G as an attractive employer

2G employees are the driving force behind the company’s success. Over 900 employees in Germany and abroad are united behind the slogan “2G – better together”. The willingness and ability to work together across all levels and



The 2G Energy AG “we” brand

locations lives in this “we” brand. It promotes new approaches to teamwork and has an internal and external impact on customers and partners. Motivated and successful employees are crucial to the company’s long-term success and performance. The Group Human Resources department reports directly to the Chief Financial Officer and coordinates all the relevant human resources issues. These include a sustainable staffing policy, attractive and fair working conditions, the training of young technical

staff, and internal and external further training for staff as well as intercultural and technical communication within the Group.

Our success as a global company is founded on a corporate culture that is geared to the self-motivation, satisfaction, continuing professional development, health and diversity of our workforce. The aim is to achieve a high level of employee identification with our products, after-sales services and corporate culture. Our products are part of the solution on the way to a sustainable economy and society, are an essential part of the energy transition and supply security. These are strong arguments and good prerequisites for our efforts to create an appreciative working atmosphere with meaningful work contents and a diverse, stimulating and safe working environment. Based on this framework of values anchored in the Group, we are convinced that 2G is an attractive employer offering strong perspectives.

2G provides its employees with various voluntary social benefits and assistance. This includes, for example, 2G granting special payments and days off for the birth of children, followed by subsidies of up to 50% for childcare costs. A model for childcare during vacation periods was tested in the reporting year. The company also promotes employee health and fitness. For example, all employees at the German sites have the option of obtaining company bicycles through 2G by way of a salary conversion scheme. If employees wish to join a fitness studio forming part of the Wellpass association, 2G contributes part of the membership fee. 2G also contributes to the cost of visual display unit (VDU) spectacles as well

as prescription personal protective equipment (PPE) safety glasses.

Flexible working time models and part-time options are accorded high priority in order to provide employees with flexible structuring options to employees. In the year under review, 118 employees (2022: 131) made use of such options. The compatibility of work and family life is becoming increasingly important for many employees and represents a key factor in employer attractiveness. We are confident that the fundamentally positive experience with working from home, as practiced during the coronavirus pandemic, will lead to further flexible work-life balance models for employees in the future. 2G basically enables all employees outside of production activities to work from home with technical equipment, software and IT support.

At 2G, the training of young people in different production areas, as well as administration, takes top priority. We regularly participate in various training fairs and events to inform interested parties about our training opportunities, career trajectories and our product world. This is one way of securing qualified and motivated employees. In 2023, 15 young people (2022: 15) embarked on their apprenticeships at 2G, and a total of 44 young people (2022: 43) were undergoing vocational training. From the graduating class of 2023, we have taken on 14 trainees (2022: 10) based on employment contracts. We offer all employees attractive career perspectives with further training programs or management qualifications. At the 2G Campus, we provide a wide range of internal training



2G Campus with TrainingCenter

courses and opportunities to promote personal and professional development. This also includes online and classroom training for employees of foreign subsidiaries and network partners.

Key employee figures (as of December 31, 2023)

	2023	2022
Employees	949	868
of which female	167	143
Use of part-time offers	118	131
Employees at foreign subsidiaries	175	160
Share of female senior executives in %	13.59	12.50
Age structure of employees in Germany in years	37.8	37.5
Fluctuation ratio in %	5.83	5.00
Health ratio in %	95	96
Accidents per 100 employees	4	2.2
Participants in the job bike agreement (total)	285	250
Participants in the Wellpass association	68	40
New trainees	15	15
of which female	3	5
Trainees/dual university system	44	43
of which female	11	13

Number of employees per business division

	31/12/2023	31/12/2022
	Number of employees (of which part-time)	Number of employees (of which part-time)
Service	350 (14)	327 (28)
Purchasing, warehouse, production	244 (21)	216 (21)
Administration	122 (55)	110 (50)
Project management	88 (3)	82 (6)
Sales & marketing	85 (15)	77 (16)
Research & development	33 (4)	31 (2)
Quality management	27 (6)	25 (8)
Total	949 (118)	868 (131)