



# SUSTAINABILITY REPORT 2025



## Contents

<b>1</b>	<b>About this report</b> .....	<b>2</b>
<b>2</b>	<b>Foreword by the management</b> .....	<b>2</b>
<b>3</b>	<b>Company portrait</b> .....	<b>3</b>
<b>4</b>	<b>Products</b> .....	<b>4</b>
<b>5</b>	<b>Sustainability management</b> .....	<b>5</b>
<b>6</b>	<b>Labour conditions and human rights</b> .....	<b>6</b>
6.1	General.....	6
6.2	Employee satisfaction, social dialogue and working conditions.....	7
6.2.1.	Employee satisfaction.....	7
6.2.2.	Social dialogue.....	7
6.2.3.	Working conditions (benefits & awards).....	8
6.3	Performance, remuneration and fair pay.....	10
6.4	Employee development.....	10
6.5	Diversity.....	11
6.6	Occupational health and safety.....	12
6.6.1.	Accidents at work and first aid.....	12
6.6.2.	Handling hazardous substances.....	13
6.7	Social commitment.....	14
<b>7</b>	<b>Environment</b> .....	<b>15</b>
7.1	Energy consumption and greenhouse gases.....	15
7.2	Water and resources.....	19
7.3	Biodiversity and land use.....	20
7.4	Products, raw materials, chemicals, waste.....	21
<b>8</b>	<b>Business ethics</b> .....	<b>23</b>
8.1	Whistleblower Protection Act.....	24
8.2	Information security.....	24
8.3	Data protection.....	25
<b>9</b>	<b>Sustainable procurement</b> .....	<b>26</b>
9.1	Suppliers and service providers.....	26
9.2	Packaging and dispatch.....	26
9.3	Product conformity.....	27
<b>10</b>	<b>Acknowledgement</b> .....	<b>28</b>

# 1 About this report

This sustainability report was created to measure and monitor our effectiveness internally and to report on our performance to external stakeholders. It is the fifth sustainability report of ViscoTec Pumpen- u. Dosiertechnik GmbH. It relates to our entire company for the period from 1 January 2025 to 31 December 2025. We will continue to aim for an annual reporting cycle in the future.

At the beginning of the process, a materiality analysis was carried out with the support of external sustainability consultants in order to determine the key content and topics for us.

In preparing this document, we have taken care to express gender equality. However, for reasons of better readability, the simultaneous use of masculine and feminine language forms has been avoided. All personal designations apply equally to both genders.

## Disclaimer

We have compiled the data, figures and information contained in this sustainability report with the utmost care. Nevertheless, we cannot rule out errors. Therefore, we cannot accept any liability or guarantee for the correctness and accuracy. Insofar as this report also contains statements about future developments, we have prepared these on the basis of forecasts. Even if these have been carefully prepared, future developments that cannot yet be foreseen may lead to different results. Statements about future developments are therefore not to be taken as certain. We reserve the right to update this sustainability report without further notice.

# 2 Foreword by the management

We are proud to be part of a company that is socially committed out of conviction and sees sustainability not as a trend, but as a call to action. ViscoTec not only sees itself as an innovative technology leader, but our company is also aware of its social and ecological responsibility in society at all times.

For us, acting responsibly means not least that we respect the interests of our employees, customers, our local neighbourhood and investors. We are expressly committed to principles relating to human rights, labour standards, environmental protection and anti-corruption that go far beyond the legal requirements. We want our production and our products to have a positive impact on our employees, customers and the environment. At ViscoTec, sustainability is evident in all areas, from the reduction of energy consumption to the development of new products that ensure the most resource-efficient production, use and disposal possible.

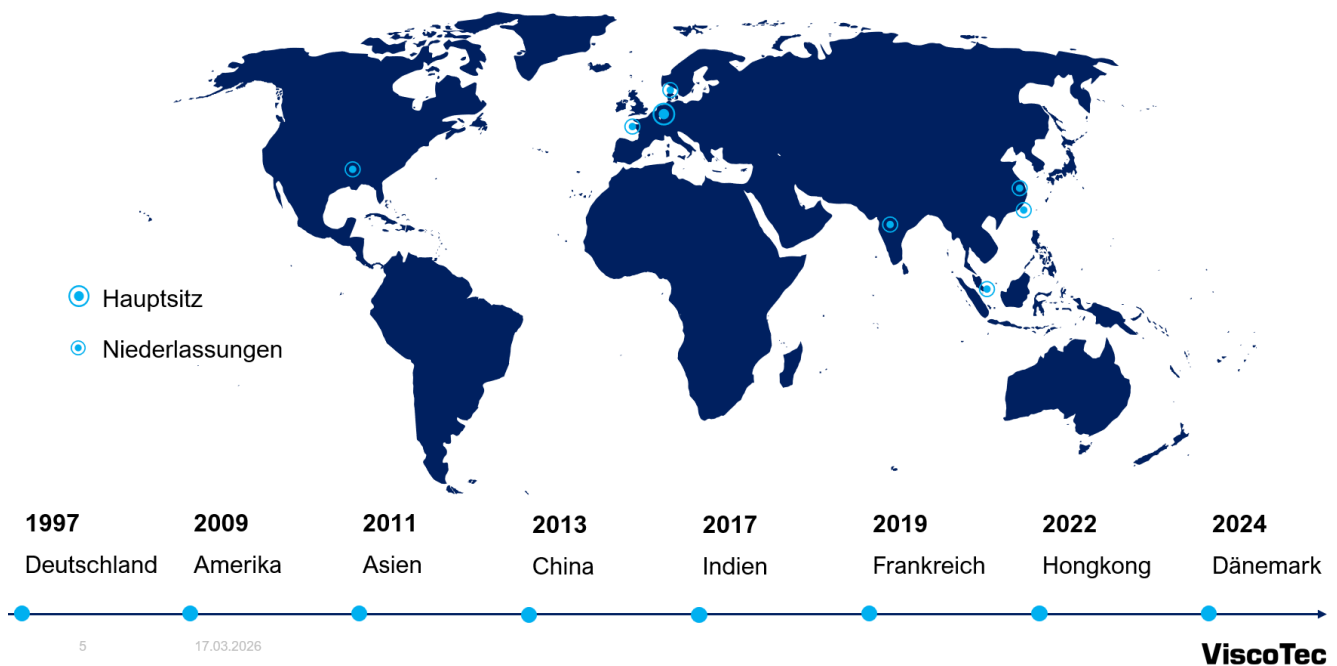
All of these actions are not about making more profit or marketing. Instead, we are convinced that we owe it to our future generations.

**Franz Kamhuber**  
CEO

### 3 Company portrait

ViscoTec Pumpen- u. Dosiertechnik GmbH is a manufacturer of systems that are required for conveying, dosing, applying, filling, processing and removing low-viscosity to high-viscosity materials. ViscoTec's customers come from a wide range of industries such as automotive, aerospace, electronics, general industry, plastics, new energies, food, biochemistry, pharmaceuticals, cosmetics and medical technology. The focus of the technology is on dosing (1K/2K), applying, filling and product processing such as degassing or drum emptying of a wide variety of products. The company's core expertise lies primarily in the processing of liquids or pastes that are highly viscous, solids-laden, abrasive or shear-sensitive. To verify the special requirements, ViscoTec carries out excellent technical centre tests on its own premises - in close cooperation with customers and material manufacturers.

ViscoTec developed from a department of Resch Maschinenbau GmbH. The department focussed on the production of pump technology for the food, pharmaceutical and chemical industries. ViscoTec Pumpen- u. Dosiertechnik GmbH was founded in 1997. In 2008, the brand "preeflow®" was introduced. In the following years, the subsidiaries ViscoTec America Inc. in Georgia (2009), ViscoTec Asia Pte Ltd in Singapore (2011), ViscoTec Shanghai Ltd. in Shanghai (2013), ViscoTec India Pvt. Ltd. (2017), ViscoTec France SASU (2019), ViscoTec Hong Kong (2022) and ViscoTec Nordic in Denmark (2024) were founded. The organisational structure divides the business units into Systems & Engineering, Hygienic Solutions, Components & Devices (preeflow brand) and Single Use (Puredyne brand).



## 4 Products

Quality is one of the core value propositions of the ViscoTec, preeflow and Puredyne brands. Regardless of the application in which our products are used: From precise microdispensing in the  $\mu\text{l}$  range to speed-proportional bead dispensing, from potting applications, two-component mixing applications or high-precision filling under the highest hygiene requirements in the pharmaceutical industry to media preparation and drum emptying of puncture-proof pastes.

In addition to precision and reliability as direct benefits for our customers, there is also a major advantage for the environment. Thanks to high-quality and durable products, valuable resources are conserved. Our dosing pumps have a comparatively long service and utilisation time on the market. And if individual components wear out, the majority of the remaining components can be reused after repair or maintenance. This applies to our entire portfolio - from 1K and 2K dosing pumps to preparation and dispensing systems through to 3D print heads.

Combining efficiency with sustainability - that is our aim.

### **Importance of product quality for our customers, for consumers, for the environment**

When developing new products, the requirements of our customers and the benefits for their processes are the permanent focus of our approach. In addition, our developers are encouraged to consider both ecological and, increasingly, social aspects. Customized solutions are created through early and systematic exchange with customers, suppliers and material manufacturers. In cooperation with various universities, we are constantly researching further optimization possibilities or new areas of application. New findings are constantly incorporated into product development.

## 5 Sustainability management

In our company, there is deliberately no position at management level with overarching responsibility for economic, environmental and social issues. We have formed teams that deal with the various aspects of corporate social responsibility in the individual areas and functions on a topic-specific basis.

### **Labour conditions and human rights team**

Consisting of managers and employees from the management, HR department, employee representatives and occupational safety, among others.

### **Environment team "Green conscience"**

Consisting of managers, hazardous substances officers and employees from the entire company with special commitment.

### **Business Ethics Team**

Consisting of executives and employees from management and quality management, among others.

### **Sustainable Procurement Team**

Consisting of managers and purchasing staff, among others.

The teams constantly exchange information with each other and also work across teams on individual topics. They support the management in realising goals by identifying alternative courses of action and deciding on procedures.

The teams define the key content and topics for our company, describe the objectives and work out the need for action. They are responsible for ensuring that the success of the measures can be measured using a key figure and provide their information for the preparation of the annual report.

We are always interested in recruiting further committed employees to enrich our company and integrate them into our teams.

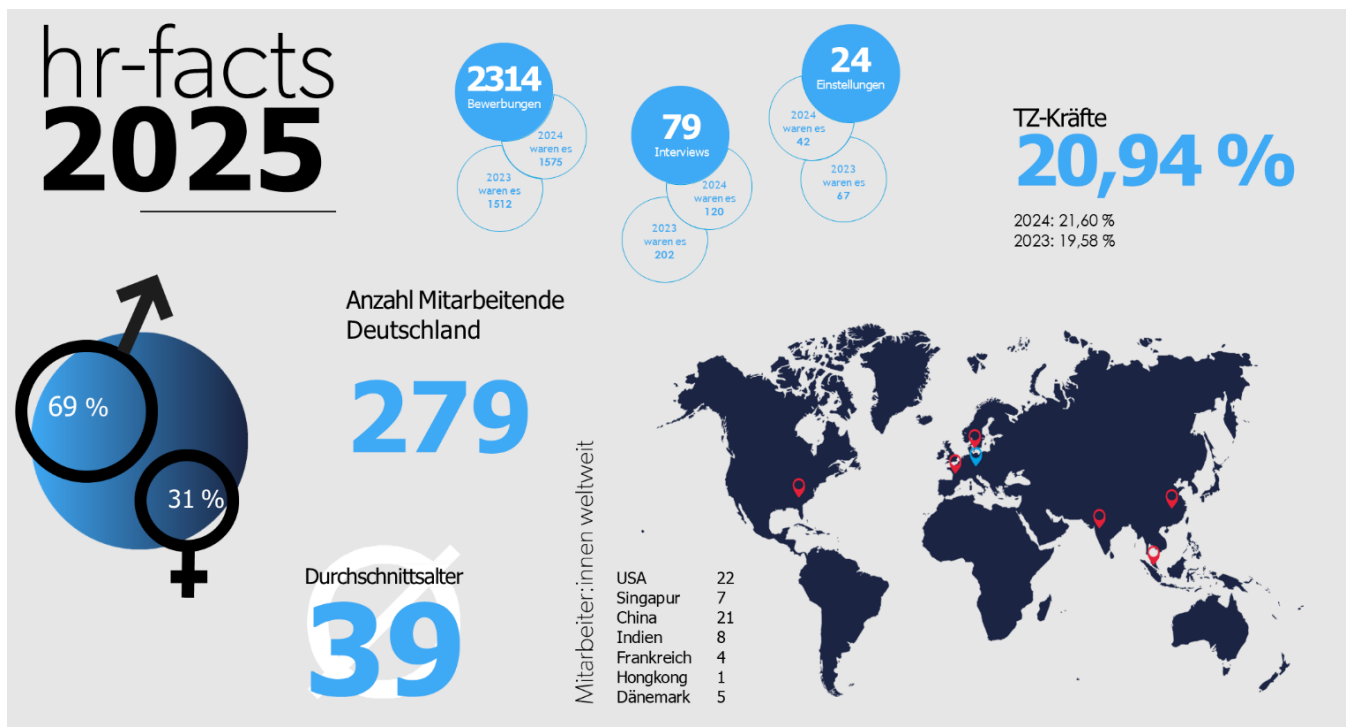
## 6 Labour conditions and human rights

### 6.1 General

We are committed to human rights and decent working conditions - in every country and for each of our employees within the ViscoTec Group. Only when we are certain that each party lives up to and is committed to the personal rights to physical integrity, freedom of expression, equality and religious freedom are business relationships sustainable and solid for us.

We always pay particular attention to the weakest among us, the children and consequently all future generations. We see protecting them as part of our corporate responsibility, knowing that it is not an easy task. It goes without saying that we comply with the applicable occupational health and safety regulations at our main plant and every branch, as does the consistent implementation and promotion of diversity. For us, diversity and equal opportunities, regardless of gender, skin colour, ethnic origin, age, disability or religion, are at the heart of our daily activities. We reject discrimination and pursue it with the same rigour as harassment in the workplace.

Human rights are basic norms that serve to safeguard the dignity and equality of all. They are universal, inalienable and indivisible rights to which every human being is equally entitled. This definition is laid down in the "International Bill of Human Rights". ViscoTec respects the human rights of its employees and aims to always exceed the minimum standards with its working conditions - true to our motto: Precise dosing is our passion - this only works with the best employees, because the well-being of each individual employee is very important to us. We offer our colleagues a wide range of opportunities for training and further education, attractive social benefits and a friendly, informal working atmosphere. Creativity and teamwork are encouraged for each individual. Personal commitment is rewarded not only with voluntary social benefits, but also with a motivated and varied working environment.



## 6.2 Employee satisfaction, social dialogue and working conditions

### 6.2.1. Employee satisfaction

#### Goals:

Regular employee surveys should be carried out to reflect satisfaction with regard to work tasks, working conditions and communication, and to identify potential for improvement and opportunities.

#### Measures:

The last employee satisfaction survey took place in 2025 and was conducted anonymously and voluntarily. The survey was conducted digitally using an online questionnaire. The next employee survey is firmly planned for 2027.

#### Results:

The participation rate was again very good. In addition to the quantitative ratings, we received numerous comments, suggestions, and ideas. The results of the survey were analysed, discussed and evaluated with the management. The results were subsequently analysed, discussed by the management team, and evaluated in terms of potential actions. The resulting outcomes were tracked in 2025, corresponding improvements were implemented, and benefits were realised.

### 6.2.2. Social dialogue

#### Goals:

Good communication between employees and management at all times. This also includes listening to employees who do not want to approach their line manager or the management themselves. The term of office for elected representatives is two years. A new employee representative body was elected in 2025.

#### Measures:

Employee representation was introduced back in 2013 as a permanent representation of all company employees - consisting of two democratically elected representatives. All employees can contact the employee representatives confidentially and anonymously with their concerns.

To continuously improve as an employer, ViscoTec asks every departing employee to participate in an exit interview to understand the reasons and motivations behind their departure. We hope this will enable us to identify measures for the future. Our employee representatives are closely involved in this process and offer employees a non-binding, voluntary conversation.

Similarly, as part of the company's return-to-work program (e.g., for employees on long-term sick leave), it is possible to involve the employee representatives as a neutral party to achieve the best possible outcome for the employee concerned.

**Results:**

During the reporting period, 3 meetings were held on a wide range of topics. Reports were taken and published. All reports can be viewed and accessed by our employees.

Exit talks also took place in 2025. Our employee representatives conducted and documented these interviews with the relevant employees. Appropriate measures for improvement were derived together with the employer.

**6.2.3. Working conditions (benefits & awards)**

Attractive working conditions and benefits as well as family friendliness are a priority for us. We attach great importance to a good work-life balance. Because we can only achieve our goals with satisfied employees.

**Goals:**

In order to retain motivated employees in the long term, we implement measures designed to effectively increase employee satisfaction. Our aim is to continue to enter into long-term partnerships with our employees - as the full potential of an employee usually only unfolds after comprehensive training and with increasing professional experience. We want to promote employee satisfaction through appropriate measures in order to be able to work successfully with our workforce in the long term.

**Measures:**

We are constantly working on improving working conditions and introducing new benefits to increase employee satisfaction.

**Results:****Company health management:**

During the reporting period, the company's workplace health management program was further expanded. In addition to existing offerings (e.g., EGYM Wellpass), a Health Day was held again in 2025 under the theme "Health for Body and Mind." The event featured a variety of information booths, expert presentations, and interactive activities designed to raise awareness of physical and mental health and support health-promoting routines in everyday work life. Additionally, a CHM page was set up on the intranet. It consolidates all relevant information on CHM, BEM, health promotion, and occupational safety and health. This provides employees with a central platform that is accessible at all times.

Another important step was the introduction of care navigators. These serve as the first point of contact for employees who need support with care and support issues. They offer employees in this challenging life situation initial guidance and appropriate information resources.

**Lifetime working time account:**

Since June 2024, we have introduced the lifetime working time account as a new benefit for our employees. This account offers the opportunity to save working hours flexibly in order to be able to take a financed break from work at a later date. These savings earn interest and can be used for various purposes, e.g.: Sabbaticals or an earlier retirement.

Our aim is to create a working environment in which everyone feels valued and supported. With the lifetime working time account, professional and personal goals can be harmonised even better.

**Weekly working hours:**

Effective January 1, 2025, the standard weekly workweek for full-time employees was reduced from 40.0 to 38.5 hours. With this measure, we are sending a clear signal in favour of sustainable work practices

and actively supporting our employees' work-life balance. At the same time, we are contributing to the long-term health, motivation, and productivity of our workforce.

### Awards:

#### „Bayerns Best 50“

In 2025, ViscoTec was once again honoured with the prestigious “Bayern’s Best 50” business award. This distinction is awarded to medium-sized companies demonstrating exceptional growth potential that impress with their entrepreneurial vision, sustainable growth, and strong economic performance. The award specifically recognizes our successful corporate development, the creation of new jobs, and our consistent focus on quality, technological expertise, and responsible corporate governance. Being included once again in the “Bayern’s Best 50” motivates us to continue on our growth path and further expand our position as a forward-looking and high-performing company.



In addition, we are particularly pleased to receive further recognition: ViscoTec has been awarded a **special prize for sustainable business practices** as part of the BAYERN'S BEST 50 initiative. This decision recognizes our commitment to environmental, economic, and social sustainability—and it demonstrates that sustainability is not just a strategy for us, but a reality we live by.

### Goals:

We also want to act fairly and responsibly when recruiting new employees. The recruitment process should be transparent and comprehensible.

### Measures:

Each applicant goes through a selection process including documentation of the interview using an interview guide/criteria catalogue. By determining a ranking at the end of all interviews, we achieve a reliable decision-making process based on facts. The decisions in favour of or against an applicant can be credibly demonstrated on the basis of these documents.

We regularly offer a bonus for important and hard-to-fill positions. Employees of our company have the opportunity to ‘recruit’ suitable friends/acquaintances and encourage them to apply to ViscoTec. If they are hired, the recruiter receives the corresponding ‘employee recruitment bonus’ (see also 6.3 Performance, remuneration and fair compensation).

### Results:

In the reporting period, we received over 2300 applications, some of which went through our selection process, resulting in new hires. Employee recruitment bonuses were distributed as part of the recruitment process.

### 6.3 Performance, remuneration and fair pay

#### Goals:

We are committed to a transparent, performance-oriented remuneration policy. We want to pay salaries in line with the market and thus remain competitive. In addition, we want to create an incentive through appropriate social benefits.

#### Measures:

We base our compensation structure on wage trends in the metal and electrical industry and use these as a benchmark for fair and competitive pay. In addition, we conduct regular individual salary reviews that consider personal performance, qualifications, and professional development. We also offer voluntary benefits to provide our employees with additional support.

#### Results:

In 2025, the agreed-upon wage adjustment for the metal and electrical industry took effect on April 1, representing a 2% increase. In addition, an individual wage review was conducted, taking into account personal performance and development.

We not only comply with the Pay Transparency Act, which takes effect in June 2026, but have already implemented parts of it ahead of schedule.

### 6.4 Employee development

Regular employee appraisals are aimed at assessing the individual performance and productivity of employees.

#### Goals:

We want sustainable, systematic and holistic HR management with full support from the HR department and joint development of measures.

We carry out an evaluation of individual employee performance at least once a year and include the employee's self-assessments in order to maintain the employees' commitment to their own performance and the general organisational goals.

#### Measures:

Following the successful implementation of the Performance and Potential Matrix (PPM) in previous years, we continue to use this tool to assess our employees' performance and development potential in a more targeted manner. The LPM is an effective tool from holistic human resources management (HRM) that evaluates and visualizes employees' performance and development potential while also taking compensation and potential compensation trends into account. This matrix makes it possible to categorize employees based on their current performance and future potential and to derive appropriate measures. Performance fundamentally consists of two directly related dimensions: hard skills (job-specific) and soft skills (person-specific). In doing so, we prioritize maximum objectivity over subjectivity. Evaluation and assessment are based on established indicators. A standardized evaluation scheme with predefined criteria and a clear evaluation scale ensures that subjective assessments and any potential (human) errors in judgment and perception can be significantly reduced.

#### Results:

The Performance and Potential Matrix provides us with a clear overview of our employees, enables targeted development initiatives (e.g., strategic or operational HR development), and supports strategic

decisions in HRM. It is an effective tool for identifying talent, designing career plans, and optimizing the use of resources to enhance individual and collective performance within the company.

The results of the LPM are fully documented in our HR management system, rexx.

**Goals:**

We want to ensure that every employee can identify with ViscoTec's visions and goals, has a uniform understanding of our company policy and quality and knows the necessary processes and rules of conduct.

**Measures:**

Induction programme adapted to the job for each new employee with topics including:

- Introduction to ViscoAcademy / Employee Representation
- Key data and ViscoTec's self-image
- Business areas at ViscoTec
- Software applications
- Product management presentation
- Our quality management
- Complaints management
- Environmental Management
- Privacy Policy and Information Security

**Results:**

All employees hired during the reporting period successfully completed the induction programme. The results were documented.

## 6.5 Diversity

The proportion of women in technology and STEM professions is not yet as high as we would like it to be. However, a clearly noticeable trend can already be seen in the application process. A positive trend has also been recognisable in recruitment and in the ratio of women to men for several years. We also encourage part-time work - around 20.94% of our employees work part-time at ViscoTec.

**Goals:**

We want to continuously raise our profile as an attractive employer in the region with suitable campaigns and interesting areas of application. Our long-term goal is a stable female quota of  $\geq 25\%$  of the workforce. The proportion of women in management positions should reach 15% in the short term if possible.

**Measures:**

To get more women interested in technology and STEM professions, we take part in Girls' Day every year. On this day, we specifically promote our technical apprenticeships to girls and young women. By organising an interesting and varied event, we proactively counteract the shortage of skilled workers and also inspire young women to take up technical roles.

**Results:**

The proportion of women in the reporting period was higher than in the previous year - meaning that we have been recording a continuous upward trend for several years. The proportion of female managers was on a par with the previous year.

## 6.6 Occupational health and safety

We attach great importance to promoting the well-being and health of our employees. The health resources of our employees have a positive impact on their performance and thus on the success of the company. ViscoTec's framework concept emphasises that the health of employees is a high priority. Every employee makes an indispensable contribution to achieving the goals we have set ourselves. In order to minimise absences due to illness, we are committed to many measures within the framework of occupational health management (OHM). The focus initiative in 2025 was the further expansion of the occupational health management programme at ViscoTec and the mental health risk assessment.

**Goals:**

Our aim is to keep the sickness rate at a consistently low level or to reduce it and to constantly minimise sickness-related absences that may be associated with the work performed. We see health promotion as a common goal at ViscoTec.

**Measures (extract):**

- Ergonomic work furniture, such as height-adjustable desks
- Sponsorship of gym membership (EGYM Wellpass) for employees
- Health Day
- JobRad
- Running and MTB groups
- Weekly spinning round
- Regular fruit buffet
- Cold/hot water dispenser for sufficient fluid intake

**Results:**

The sick leave rate at ViscoTec was below average in 2025. The nationwide sick leave rate in the metal industry was 6.9% in 2024. In Bavaria, the overall sick leave rate was 5.9% in the same year. As in previous years, seasonal fluctuations can be observed in sick leave trends. Overall, a slight increase in the sick leave rate can be observed, which can be explained, among other things, by improved documentation and structural changes in the workplace. To keep sick leave to a minimum, ViscoTec implements a variety of measures as part of its workplace health management program (BGM).

### 6.6.1. Accidents at work and first aid

**Goals:**

Identifying potential sources of accidents, avoiding or minimising accidents at work and providing comprehensive health protection for all employees.

**Measures:**

Formation and maintenance of an occupational safety committee (ASA) in accordance with Section 11 of the Occupational Safety Act (ASiG) with permanent members:

- Occupational safety specialist at B.A.D. Gesundheitsvorsorge und Sicherheitstechnik GmbH
- Responsible company doctor at B.A.D. Gesundheitsvorsorge und Sicherheitstechnik GmbH
- Safety officer
- Hazardous substances officer
- Management

Creating and updating risk assessments, identifying and eliminating or minimising hazards. Near misses are also considered.

**Results:**

During the reporting period, the Occupational Safety and Health Committee (ASA) held four meetings. All outcomes were documented and distributed to the relevant staff members in the form of meeting minutes.

No figures are yet available for the 2025 reporting period from the German Social Accident Insurance Institution (BGHM).

	Vergleich (gleicher Wirtschaftszweig & ähnliche Größe)	ViscoTec 2024
Quote der Arbeitsunfälle (Faktor 1.000 zur Anzahl der Vollarbeiter)	23,3	8
Quote der Arbeitsunfälle mit Ausfallzeit (Faktor 1Mio. zu den geleisteten Arbeitsstunden) Lost time injury frequency rate (LTIR)	15,3	5,2

**6.6.2. Handling hazardous substances**

**Goals:**

Safe handling of hazardous substances, proper storage and correct disposal.

**Measures:**

- Instruction of employees via our annual online training courses
- Discussions of measures in the ASA Committee
- Inspection of hazardous materials storage facilities
- Maintaining the material database
- Preparation of necessary operating instructions
- Professional disposal by external service provider

**Results:**

The documentation of the hazardous substances present in the company was continuously updated and maintained in the material database. The hazardous substance storage areas were successfully inspected.

In the reporting period, 220 product samples were received for testing. 309 product samples were disposed of by an external service provider with proof of disposal and 45 samples were returned to the respective customers.

## 6.7 Social commitment

**Goals:**

ViscoTec wants to regularly support social projects and organisations - preferably in and from the region.

**Measures:**

Aid and donation campaign by ViscoTec for various organisations.

**Results:**

To mark Valentine's Day, instead of the traditional roses for female employees, a donation was made this year to the organization "Mir san Clowndoctoren," which supports sick children and the elderly by providing them with cheerful companionship.

As part of the "Cycle to Work" campaign, 500 euros were donated to the Töging a. Inn Volunteer Fire Department, and a foosball table was also donated to the neighboring container village to encourage community activities.

In addition, ViscoTec supported several regional organizations with donations of 500 euros each, including the "Tafel Mühldorf", the association "Herzenssache – Nähen für Sternchen und Frühchen e.V.," the "Herzenswunsch Hospizmobil" of the BRK-Kreisverbände Mühldorf and Altötting, and the "Ein Platz für Kinder" foundation. These organizations do valuable work for people facing difficult life situations.

Our trainees from all training programs took the initiative to organize a bake sale in the company lobby. The event was a huge success, raising a total of 674 euros, which ViscoTec generously rounded up to a round sum of 1,000 euros and donated to "Helfer vor Ort Töging."

In addition, employees and their family members took part in the ODU GmbH & Co. KG City Run, with the entry fees going toward a crowdfunding project to build a motor skills park in Mühldorf.

As part of its efforts to support young talent, ViscoTec welcomed trainees from the Don Bosco Vocational Training and Youth Center in Aschau am Inn. The participants gained practical insights into technical apprenticeship programs and had the opportunity to talk with our trainers and trainees.

Through these diverse activities, ViscoTec once again demonstrated a strong commitment to the community in 2025 and underscored its responsibility toward the region and the people who live there.

## 7 Environment

The Environmental Report is intended to serve all interested parties in

- assessing the environmental impact of ViscoTec's business operations at its German location
- monitoring and promoting sustainable development and the responsible use of our resources
- outlining our approach to environmental protection in both thought and action and identifying opportunities for improvement

As part of this environmental report, management encourages and requires all employees to act responsibly and proactively to protect the environment and human health. Sustainability is transparently presented through an annual environmental report, intended for both employees and all interested parties.

In 2025, preparations were made for the certification of the environmental management system in accordance with the ISO 14001:2015 standard. The management system was established in compliance with the standard. Important documents, including the objectives for environmental management, are available to all interested parties on the website [Sustainability - ViscoTec Pumpen- u. Dosiertechnik GmbH](#).

### 7.1 Energy consumption and greenhouse gases

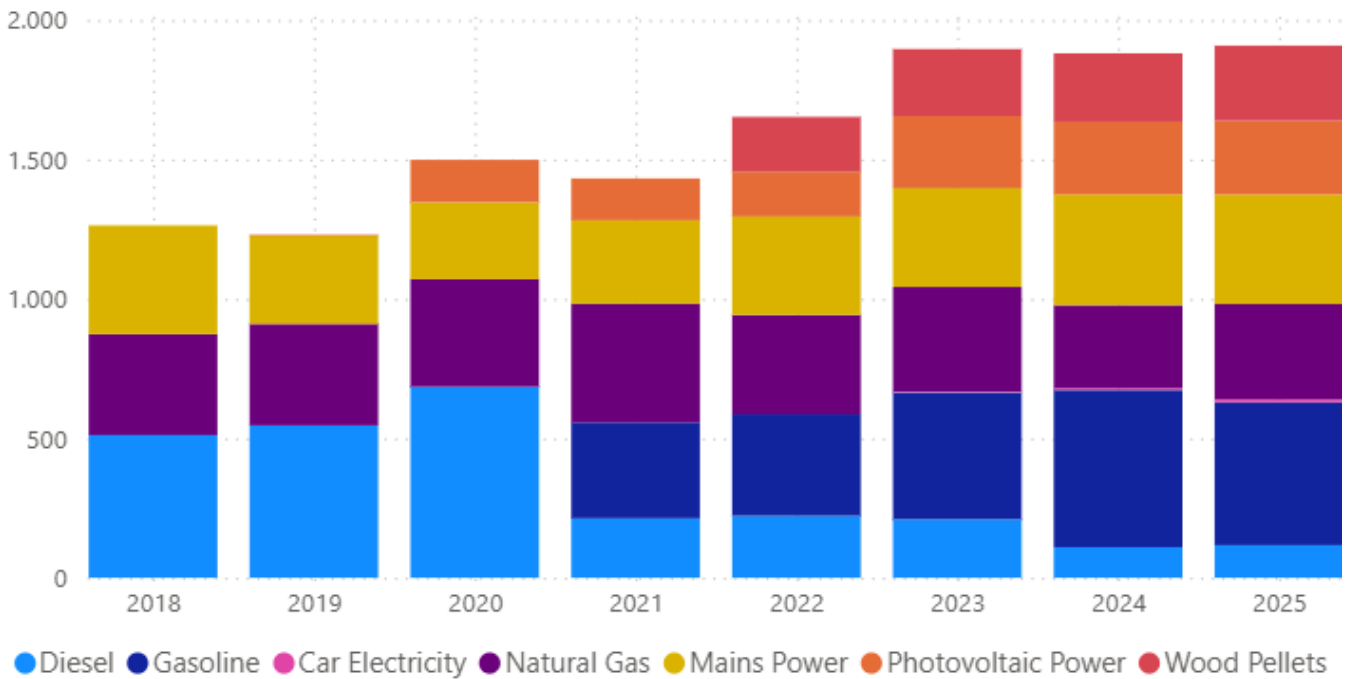
#### Measures implemented since 2020:

- Installation of solar panels on all company rooftops
- Use of 100% hydroelectric power from the local power plant to meet purchased electricity needs
- Use of renewable energy sources for heat generation (wood pellets)
- Investment in climate protection projects equivalent to the amount of Scope 1 and Scope 2 emissions generated
- Renewal of the vehicle fleet with electric vehicles
- Charging infrastructure for company vehicles and private electric vehicles
- Job Bike program to promote cycling over driving for commuting
- Preferred parking for carpoolers
- Support for the environmental advocacy group "Grünes Gewissen" within the company
- Training and educational programs on environmental topics

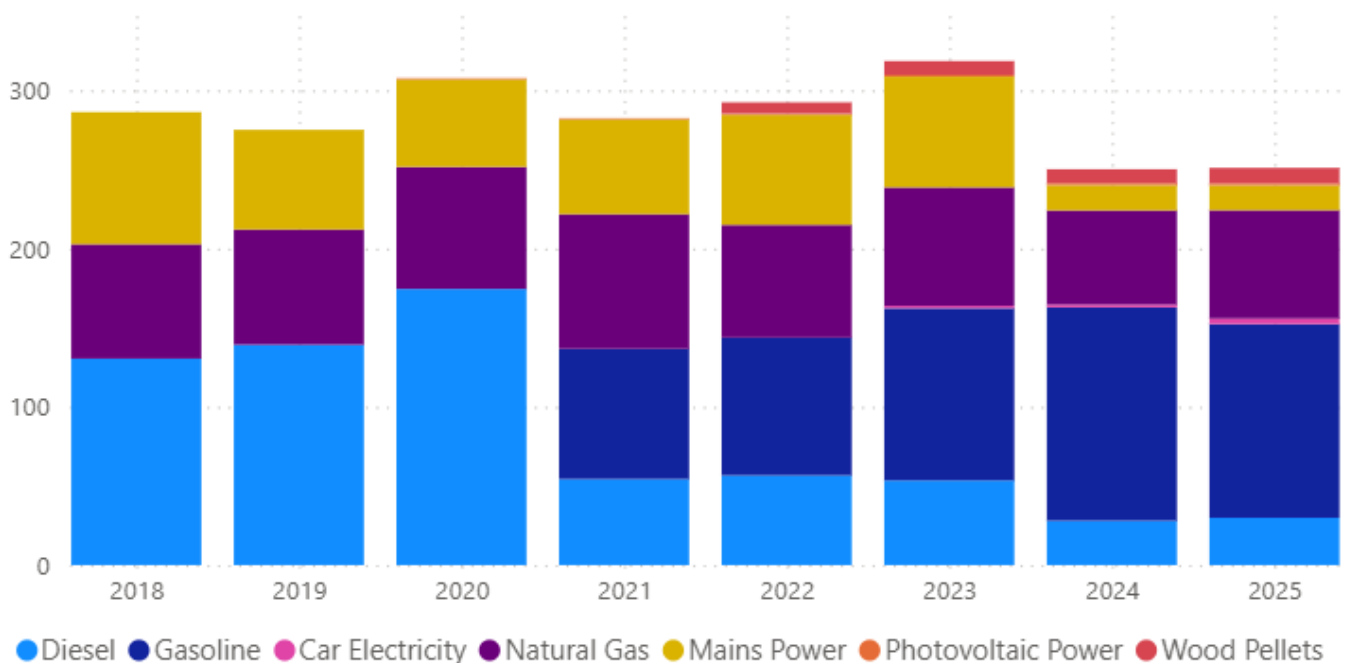
#### Results:

Total energy consumption in 2025 was 1.898 MWh. The demand for purchased electricity remained roughly the same as the previous year. This is covered 100% by renewable hydropower from the local Inn river power plant. Gas consumption increased slightly compared to the previous year. Gasoline consumption decreased slightly compared to the previous year thanks to the ongoing transition to electric vehicles. Diesel consumption remained roughly at the previous year's level. Heating energy from wood pellets rose slightly above the previous year's figure.

## Energy Consumption Total [MWh]

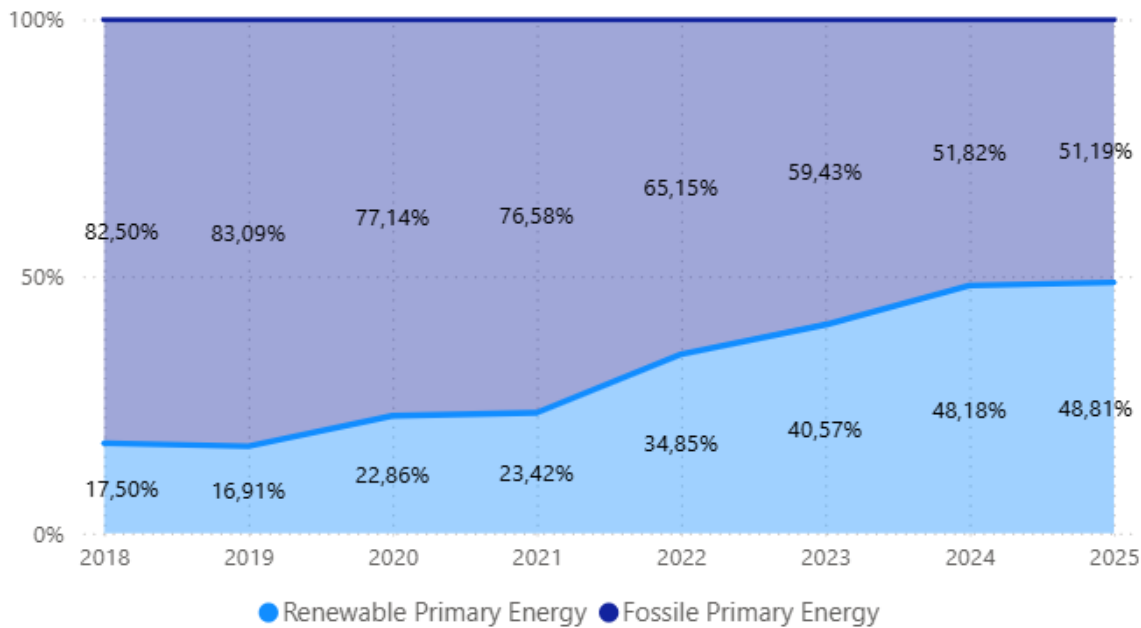


## Emissions of Energy Use [tCO2]

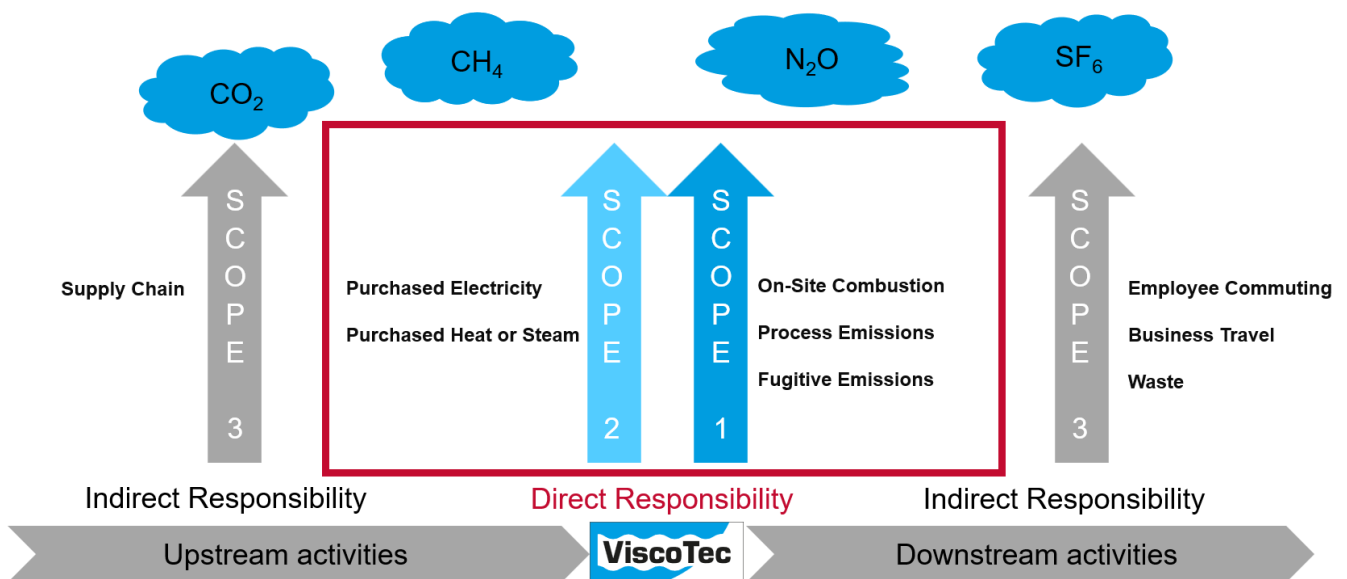


The share of renewable primary energy used rose slightly from 48.18% in 2024 to 48.81% in 2025.

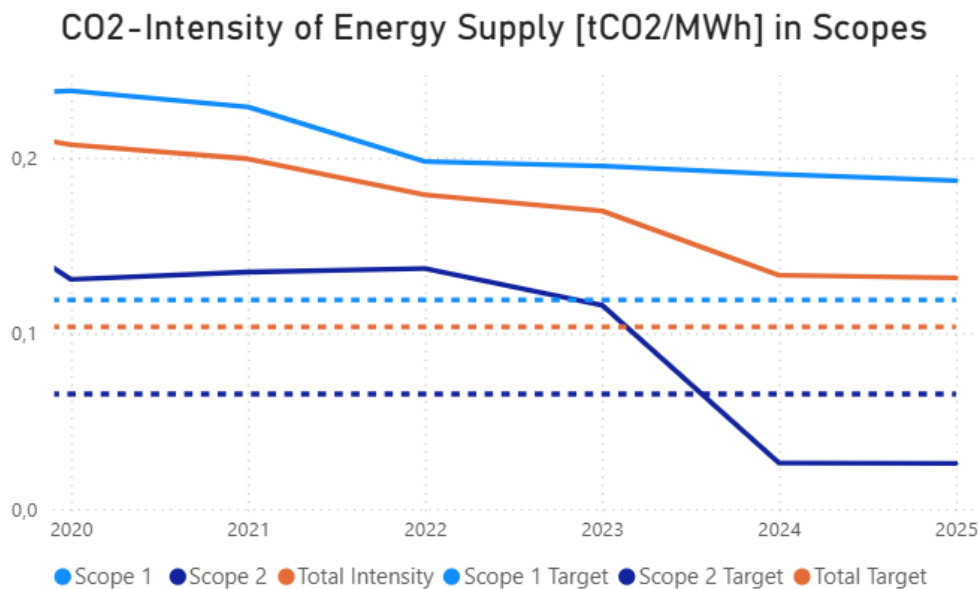
## Share of Renewable and Fossile Primary Energy



The reporting of greenhouse gas emissions has been transitioned to an internal calculation. All key requirements of the Greenhouse Gas Protocol (GHG) have been incorporated. The figures in the report are stated in tCO<sub>2</sub>e (tonnes of CO<sub>2</sub> equivalents). The reporting framework categorizes emissions into “scopes.” Scopes 1 and 2 refer to direct emissions from operations. Scope 3 describes all emissions resulting from upstream and downstream processes. The system boundaries of Scope 3 are difficult to define, and emissions arising there can only be influenced indirectly. Therefore, Scope 3 emissions were not considered in the calculation.



Expressing CO<sub>2</sub> emissions in terms of tons per MWh of energy consumed provides a more meaningful measure of environmental performance, independent of economic factors. The target value for Scope 2 CO<sub>2</sub> emissions per MWh was already achieved in 2024 and remains at a low level. Scope 1 emissions are heavily dependent on fuel consumption and declined only slightly. The overall emissions reduction target for 2030 is within reach, but further measures will be necessary to continue the positive trend.



In addition to carbon accounting, there are plans to take advantage of the opportunity to make a climate protection contribution through the nonprofit organization Char2Cool e.V. The climate protection contribution is to be paid for all Scope 1 and Scope 2 emissions from the site.

The Char2Cool e.V. program simultaneously addresses many different environmental and social issues in the Global South. For example, by harvesting and carbonizing water hyacinths (an invasive species), their decomposition into methane and CO<sub>2</sub> is prevented. These charcoal stores carbon long-term and is used to improve soil quality and restore local food security. This also protects endangered animal species, which are no longer subjected to the pressure of hunting.

Organization's website: [Char2Cool e.V. - Eines der effektivsten CO<sub>2</sub>-Kompensations Projekte weltweit](https://www.char2cool.de)



From an accounting perspective, ViscoTec aims to achieve “climate-neutral” status at its Töging site in accordance with the established criteria of “track, reduce, offset.” Since this status is currently achieved solely through offset payments - and this should not be considered truly climate-neutral - we are not satisfied with this and are stepping up our efforts to reduce emissions in order to move closer to the goal of genuinely climate-neutral operations.

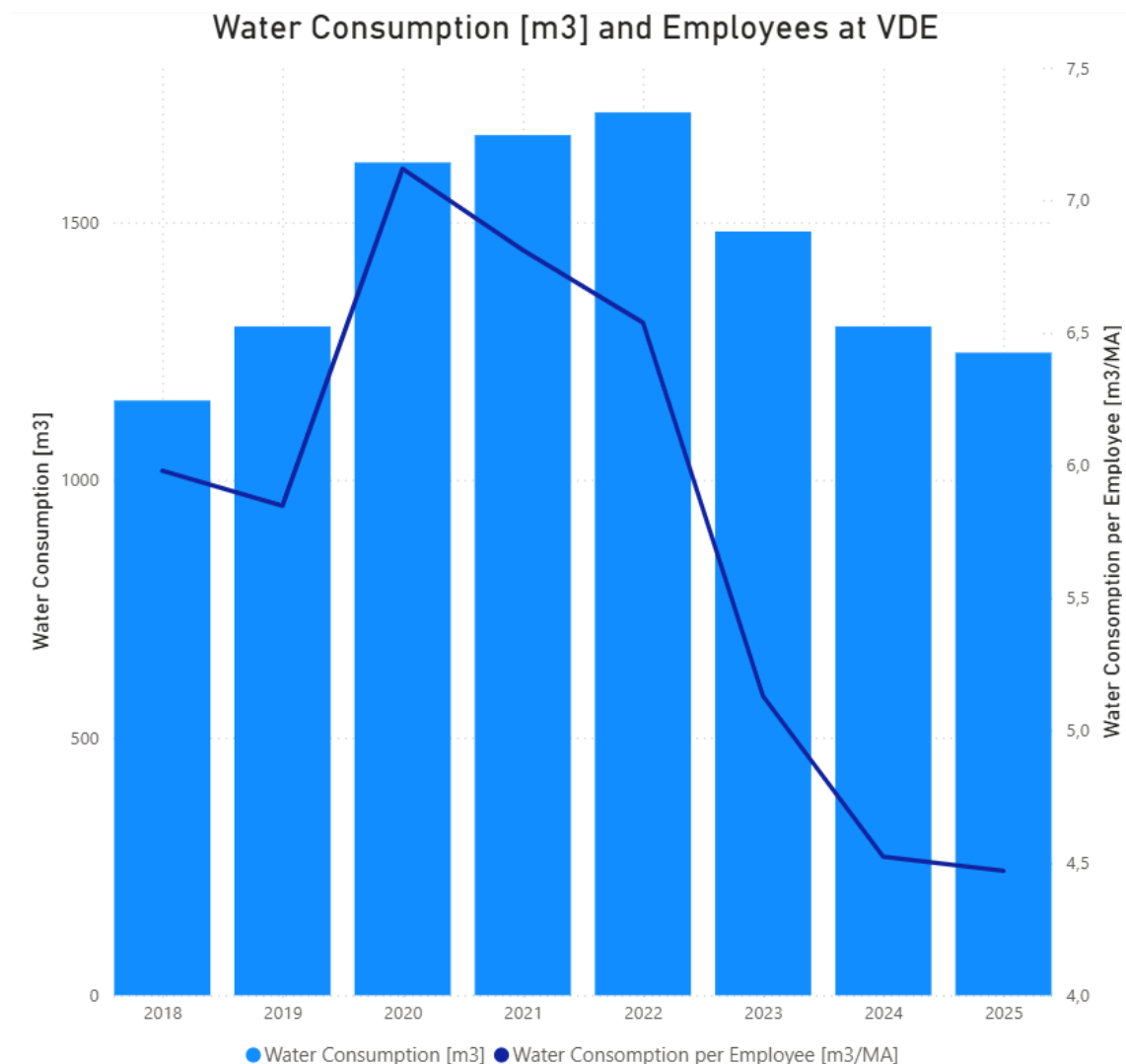
## 7.2 Water and resources

We improve resource efficiency, increase raw material productivity, and reduce our consumption of natural resources to protect the environment. We conserve water by using it sparingly in production, in grounds maintenance, and by our employees. The company premises are not located in any critical zone for water protection. Wastewater is treated at a municipal treatment plant before being discharged into water bodies. No hazardous or toxic wastewater is generated. Small quantities of liquid waste are properly disposed of by specialized waste management companies.

### Implemented Measures:

- In 2025, no specific water-related measures were implemented due to a lack of need

Total absolute water consumption decreased slightly in 2025. When adjusted for the number of employees, consumption also continued to decline.



### 7.3 Biodiversity and land use

Alongside the climate crisis, promoting and preserving biodiversity is one of the most important environmental challenges of our time. However, the land requirements of commercial enterprises often conflict with environmental needs. ViscoTec therefore strives to minimize this conflict through efficient land use and careful site management. ViscoTec's company premises are located in the immediate vicinity of the A94 highway in Töging. There are no water or soil protection areas nearby.

#### Implemented Measures:

- in 2025, the flower bed behind the company building was not replanted
- the employee raised beds were replanted

The company grounds are largely built up. In addition to production buildings, space is primarily reserved for employee parking lots. The ratio of paved area to total area is approximately 80–90%. The unpaved sections are planted with trees, lawns, and a flower strip. Parking areas are paved to allow rainwater to infiltrate. Water from the roof surfaces is directed into infiltration trenches and is thus available to the groundwater. The newest building was constructed as a three-story structure to save space, with the option to add additional stories if necessary.



## 7.4 Products, raw materials, chemicals, waste

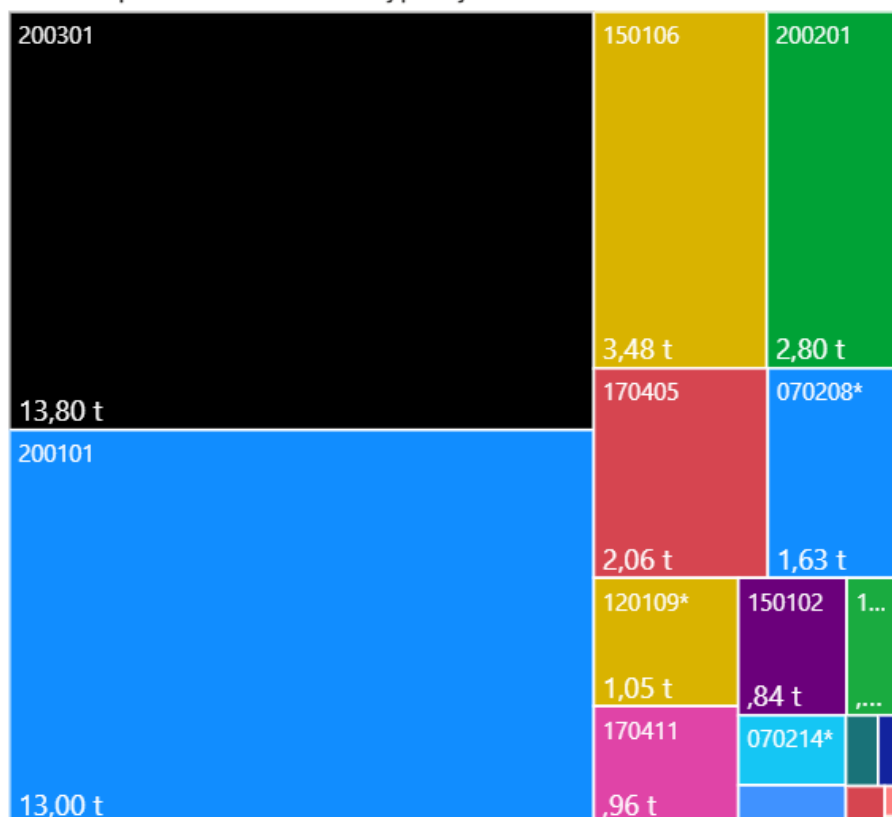
We take responsibility for our services and products by assessing the sustainability of our value chain and product lifecycle and ensuring transparency in this regard. Proper disposal of waste materials is a top priority for ViscoTec. Therefore, we avoid waste wherever possible and ensure the proper separation of recyclable materials that can be returned to the material cycle. We also strive to reuse and use packaging materials sparingly.

### Implemented Measures:

- ViscoTec is constantly refining its packaging concept to provide the best possible protection for shipments while also improving sustainability. To this end, we are in constant communication with our suppliers to evaluate the latest packaging options
- Waste management has been improved through the introduction of new waste categories and sorting options, as well as clearer labeling and transparency regarding disposal routes
- Data access and the presentation of waste volumes have been improved

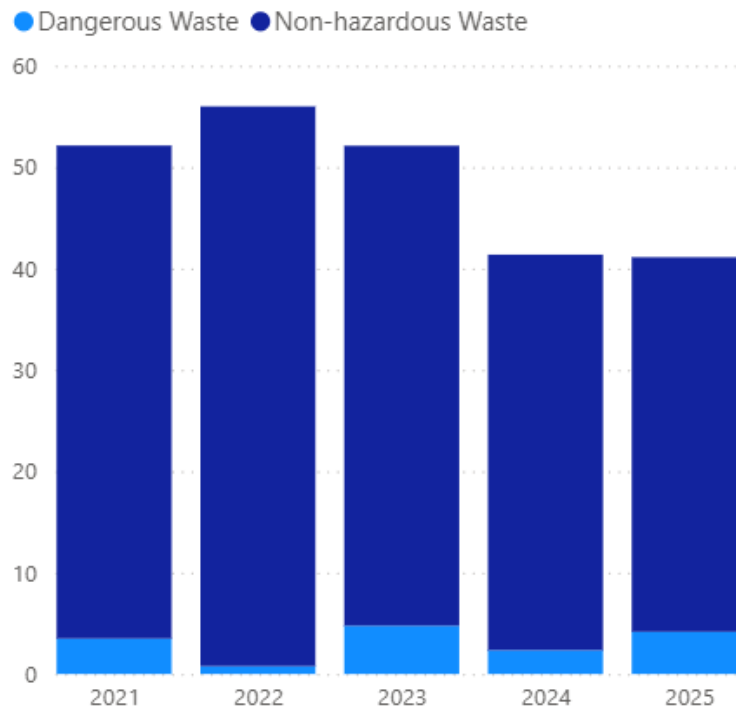
The breakdown shows the proportion of waste by type (AVV code) in terms of area. The largest category was residual waste, or commercial waste (black). Paper (blue) came in second, followed by “yellow bags”/light packaging in third place.

Sum of quantities of Waste Type by AVV Code



The total amount of waste generated remained roughly constant last year. Due to an increase in testing, the volume of hazardous waste that ViscoTec had to dispose of through certified waste management companies rose.

### Waste Quantities [t]



## 8 Business ethics

The correct behaviour of a company is not only determined by laws and regulations, but also by ethical and moral principles. This is all the more true the more internationally a company operates. Our customers are no longer only interested in the quality and good price-performance ratio of ViscoTec products.

Through compliance guidelines, which we introduced back in 2012, we voluntarily and out of conviction committed ourselves to adhering to and promoting special guidelines in our dealings with one another. Since 2023, our Code of Conduct has replaced the existing guidelines and supplemented them with other important and relevant topics.

We deal with the following individual topics:

- Compliance with applicable laws
- Fair competition and compliance with antitrust regulations
- Anti-corruption, acceptance of gifts, donations and sponsoring
- Avoidance of conflicts of interest
- Information security and data protection
- Respect for human rights
- Ban on child and forced labour
- Promotion of diversity, equal treatment and anti-discrimination
- Freedom of association and collective bargaining
- Occupational health and safety
- Working hours and remuneration
- Environment, energy and climate protection
- Material compliance and conflict materials

### Goals:

As an international company and a trustworthy, reliable partner, our customers, business partners, employees and the public not only expect us to comply with the law, but also to recognise our social responsibility.

We maintain and strengthen this trust because it is a matter of course for us everywhere and at all times to maintain respectful, fair and open dealings, to respect basic ethical values and to act sustainably.

### Measures:

Creating and updating the ViscoTec Code of Conduct, which sets out the basic principles of our actions and supports us. Publishing and publicising our Code of Conduct.

### Results:

The ViscoTec Code of Conduct was created and updated, approved by the management and published. The Code of Conduct is available to all employees and interested parties. During quality management training, every new employee is introduced to the Code of Conduct and instructed to familiarise themselves with the content of the Code of Conduct and to comply with it in their daily work without exception.

A Code of Conduct has been drawn up for our suppliers, which defines the requirements and expectations of ViscoTec that must be observed and taken into account by suppliers and service providers. The Code of Conduct for Suppliers is sent out as part of the supplier survey and must be confirmed.

**Other applicable documents:**

Code of Conduct [ViscoTec, Version 14.01.2025]

Code of Conduct Suppliers [ViscoTec, Version 04.02.2025]

## 8.1 Whistleblower Protection Act

The Hinweisgeberschutzgesetz (HinSchG) is the German implementation of the EU Whistleblower Directive (EU) 2019/1937, which establishes standardised protection for whistleblowers throughout the EU. The Act regulates the protection of natural persons who have obtained information about breaches in the course of their professional activities and pass this on to reporting bodies (whistleblowers). The Whistleblower Protection Act prohibits any reprisals and retaliatory measures against whistleblowers.

**Goals:**

Employees should be able to report breaches of the ethical guidelines, as set out in the Code of Conduct, via a whistleblowing system. This provides us with the opportunity to be alerted to irregularities within the company at an early stage.

**Measures:**

Introduction and maintenance of a reporting system in which employees can anonymously report incidents that violate applicable laws, the Code of Conduct or other guidelines. The whistleblowers and other persons affected by a report are protected.

**Results:**

There were no reports of breaches of the Code of Ethics, applicable laws or other guidelines during the reporting period.

**Other applicable documents:**

Code of Conduct [ViscoTec, Version 14.01.2025]

## 8.2 Information security

As a company, we are part of a network and have a variety of relationships with our customers, suppliers and other interested parties. We are constantly exchanging data, documents, products, product samples and product specimens.

[Information Security Management System - ISMS, 4.1 Understanding the organisation and its context]

**Goals:**

Protecting the company's assets and information. This applies to both information that must be protected by law and information that is of significant value to our company. Confidentiality, integrity, and availability are always our guiding principles. To fully meet our customers' requirements, we have decided to have our information security management system certified in accordance with TISAX.

**Measures:**

To achieve these goals, we have established a team responsible for implementing, monitoring, and improving an Information Security Management System (ISMS) within the company on an ongoing basis. To this end, we have identified the requirements, expectations, and scope, defined responsibilities and authorities, and described measures. To clearly define the agreed-upon goals, measures, and regulations, a corresponding manual is being created as binding documentation.

**Results:**

During the reporting period, there were no complaints regarding the protection of sensitive information. Additional requirements—beyond the legal framework—were implemented. TISAX certification was granted. Our participant number is PY2KN2.

**Other applicable documents:**

Information Security Management System (ISMS) Manual

### 8.3 Data protection

As a responsible employer, we have protected the personal data of our employees, customers and suppliers from the outset. Regulation (EU) 2016/679 (European General Data Protection Regulation - GDPR) and the revised German Federal Data Protection Act (BDSG) have been applicable since 25 May 2018.

**Goals:**

We reliably protect personal data from unauthorised access and misuse and thus the privacy of our employees, customers and suppliers.

**Measures:**

We have appointed a data protection officer (external) and a data protection coordinator in order to fulfil all requirements arising from the regulations.

**Results:**

There were no complaints about breaches of data protection in the reporting period.

## 9 Sustainable procurement

Procurement is one of the pillars and levers of sustainability within the company. We demand the same high standards of ourselves from our suppliers. This applies both to the quality of the products and services supplied to us and to ensuring a sustainable process along the entire value chain. Social aspects, an awareness of ecological responsibility and ethical business behaviour are important to us. Together with our stakeholders, we want to consolidate and expand our efforts in the area of sustainability.

### 9.1 Suppliers and service providers

In the interests of our customers, we focus on impeccable quality and high standards for all purchased parts and services. In doing so, we endeavour to work together as partners.

#### Goals:

We expect zero-defect products from our suppliers with the aim of avoiding errors within the supply chain. We also expect our suppliers and service providers to maximise sustainable production and avoid wasting resources.

#### Measures:

We evaluate the effectiveness of measures at our suppliers and service providers based on the deliveries of purchased parts and the supplier assessment. This includes our ongoing supplier evaluation based on defined criteria and the supplier survey using a questionnaire.

#### Results:

In our supplier survey using a questionnaire, 78% were able to provide us with certification in accordance with DIN EN ISO 9001.

78% of our suppliers confirmed that they have a sustainability programme, of which 73% were able to prove this with reports, documentation, publications and similar.

### 9.2 Packaging and dispatch

In the area of logistics, unnecessary material consumption is optimised with regard to the packaging used.

#### Goals:

By reusing packaging and shipping materials for specialized components and those needed on an ongoing basis, we aim to avoid unnecessary waste and thus the squandering of resources.

#### Measures:

For many standard items we source in the areas of turned and milled parts, as well as for components in the electronics sector, we use reusable packaging that is specifically tailored to the products. In addition, we collect shipping packaging and strive to reuse cardboard boxes and packing materials, provided they are undamaged.

#### Results:

The amount of packaging waste has been further reduced.

### 9.3 Product conformity

The European authorities and national legislators issue strict rules, specifications and requirements with regard to product safety and environmental protection in the interests of customers and end consumers.

More and more of our customers are asking us to confirm the conformity of our products with directives, regulations, laws and standards. The aim of product conformity is to ensure that the various requirements are met by manufacturers and distributors.

#### Goals:

We want to protect our employees and customers as well as the environment from the harmful effects of chemical substances and mixtures and offer and sell our products on the market within the legal requirements.

#### Measures:

We receive regular advice and training:

- VDMA / Maschinenbau-Institut GmbH

We have implemented a central legal registry and continue to maintain it on an ongoing basis.

All substances, mixtures, articles, and assemblies that are subject to the relevant regulations have been identified.

We have regularly cross-referenced substances of very high concern (SVHCs) with the European Chemicals Agency's (ECHA) substance database and fulfilled our resulting obligations under the REACH Regulation (EC) No. 1907/2006.

As part of our supplier survey (Doc. No. QSD-001929), we have actively had product compliance confirmed.

#### Results:

Creation and maintenance of a substance database (Doc.No. QSD-002256).

Derived role as "downstream user" and resulting obligations:

- No obligation to register according to Art.7 para.1 REACH Regulation (EC) No.1907/2006
- No obligation to notify according to Art.7 para.2 REACH Regulation (EC) No.1907/2006
- Information obligation according to Art.33 REACH Regulation (EC) No.1907/2006

92 % of our suppliers (top 100 according to order volume) have confirmed to us in writing that they comply with legal product conformity requirements. 8% of suppliers are service providers or contract manufacturers, or were unable to provide us with any information.

## 10 Acknowledgement

Many thanks to all former and active members of the teams, but also to the many employees of the company for their active cooperation, the many ideas and, above all, for the consistent implementation of the measures. It is extremely important that the concept of sustainability is an integral part of daily work and that every employee develops an awareness of it.

Special thanks go to the management, which provides the necessary resources for projects, but especially the working hours.