°LAUDA



SUSTAINABILITY REPORT
2025

°FAHRENHEIT. °CELSIUS. °LAUDA.

Table of Contents

Preamble	4
About This Report	5
Key Facts from the 2025 Financial Year	7
Compliance With the United Nations Principles and Goals for Sustainable Development	9
Corporate Responsibility and Ethics	11
Energy Consumption and Energy Mix	13
Protection of Water, Air and Soil	15
Hazardous Substances and Substances of Very High Concern	16
Product End of Life and Waste Management	17
Gross Scope 1, 2, and 3 GHG Emissions and Total GHG Emissions (E1-6)	18
Social Responsibility (Labor and Human Rights)	20
Sustainability and Procurement	25

Preamble



Dear Readers,

As the world's leading manufacturer of temperature control equipment and systems, we are pleased to present the third Sustainability Report of LAUDA DR. R. WOBSER GMBH & CO. KG. Following our second report for the year 2024, we are consistently continuing our path of transparency and documenting our sustainability performance for the year 2025.

We are particularly proud that LAUDA received the EcoVadis Silver Medal in March 2026. With a score of 73 out of a possible 100 points, we are already among the top 15 percent of all companies assessed worldwide. This award impressively confirms that our systematic approach to sustainability management is working, and that sustainable business practices and corporate success go hand in hand.

A key building block of this success was the publication of our first Sustainability Report at the end of 2024, which enabled us to document our sustainability activities systematically. This third report builds on it and considers all the key figures collected.

Based on the status of the European Commission's Omnibus initiative, LAUDA is not subject to CSRD reporting obligations. Nevertheless, we continue to align ourselves with the requirements of the Corporate Sustainability Reporting Directive and the European Sustainability Reporting Standards. Out of corporate responsibility, we are sticking to our ambitious environmental targets.

At LAUDA, sustainability is a conscious decision and a lived corporate culture that guides our daily actions. It covers everything from energy efficiency and emission reduction to responsible use of resources, social responsibility and ethical corporate governance. As a recognized global market leader, we are convinced that holistic business practices are a key factor in long-term corporate success.

Together with our employees, customers, and partners, we are working to continuously improve our products and processes and to minimize our ecological footprint.

You are warmly invited to support us on this exciting journey and to learn more about our commitment to a sustainable future.

Dr. Gunther Wobser **Dr. Marc Stricker**

Management
LAUDA DR. R. WOBSER GMBH & CO. KG

About This Report

The LAUDA Sustainability Report is based on the European Corporate Sustainability Reporting Directive (CSRD[1]) and its Sustainability Reporting Standards (ESRS[2]).

Statement on the Labeling of Reporting
Each section of the report that was prepared in accordance with the ESRS standard is labeled as shown in the following example:

Water Consumption (E3-4)

Bold: Label of the respective disclosure requirement

E3[3]: Identification of the ESRS standard (here: Water and Marine Resources)

-4: Number of the respective disclosure requirement of the ESRS standard (here: Water Consumption)

Reporting Scope
The information in this report refers to the sustainability performance of LAUDA DR. R. WOBSER GMBH & CO. KG at the Lauda-Königshofen site. In 2024, we published a sustainability report for 2023 for the first time. This report for 2025 is the third Sustainability Report and considers key figures from 2023 onward, where recorded.

In preparing the report, the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) were taken into account where possible and appropriate, although, according to the current status of the Omnibus procedure presented by the European Commission, LAUDA will not be subject to reporting obligations, at least in the coming years.

Lauda-Königshofen, October 2026

[1] CSRD: Corporate Sustainability Reporting Directive
[2] ESRS: European Sustainability Reporting Standard
[3] E3: Third ESRS Standard Relating to Environmental Topics



EcoVadis Silver Rating: Confirmation of Our Sustainability Strategy

In March 2026, LAUDA received the EcoVadis Silver Rating for sustainability and, with a score of 73 out of 100 points, ranks among the top 15 percent of all companies assessed worldwide. This award confirms our holistic approach to sustainability and the successful integration of sustainable practices into all areas of the company, from product development and the supply chain to our social commitment. For more information, please visit our EcoVadis recognition page, which you can reach via the QR code next to this text or at **www.lauda.de/en/ecovadis**.

LAUDA

Key Facts from the 2025 Financial Year[4]

We are LAUDA – the world leader in precise temperature control. Our constant temperature equipment and systems are at the heart of important applications, contributing to a better future. As a complete one-stop supplier, we guarantee the optimum temperature in research, production, and quality control. We are the reliable partner for Aerospace, Electromobility, Hydrogen, Chemistry, Pharmaceuticals/Biotech, Semiconductors, and Medtech. We have been inspiring our customers for more than 70 years with our expert mentoring and innovative solutions – every day anew and all over the world.

392



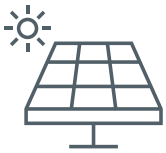
Number of Employees at LAUDA DR. R. WOBSER GMBH & CO. KG in 2025 (Lauda-Königshofen site)

M: 78,3 % F: 21,7 %



Gender Distribution LAUDA DR. R. WOBSER GMBH & CO. KG in 2025

100 %



Electricity from Renewable Energies[5]

32 %



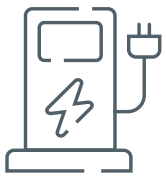
Share of Fully Electric Cars in the Vehicle Fleet

97 %



Waste Recovery Rate

22



Charging Points for Electric Cars

[4] As of December 31, 2025
[5] Of which 25 percent generated with our own photovoltaic system



Fulfillment of the United Nations Principles and Goals for Sustainable Development
At LAUDA, we are aware of our responsibility as a leading company in temperature control technology. We understand that our actions reach far beyond our company premises and have a direct impact on the environment and society. For this reason, we have committed to integrating the 17 Sustainable Development Goals of the United Nations and the ten universally recognized principles of the United Nations Global Compact into our corporate strategy and our sustainability policy.

Compliance With the United Nations Principles and Goals for Sustainable Development

Sustainability management at LAUDA considers the 17 Sustainable Development Goals and the ten sustainability principles of the United Nations. Below are two examples of SDGs that are linked to activities at LAUDA.

SDG No. 3: Good Health and Well-Being

With its products, LAUDA makes a significant contribution to health research and medical care. Health and well-being are a very important concern for the family company. For example, LAUDA devices are used to cool patients during heart operations. LAUDA devices are also used in the production of medicines and in the manufacture of vaccines, most recently in connection with COVID-19.

SDG No. 13: Climate Action

LAUDA contributes to achieving this Sustainable Development Goal through various measures, in line with Principle Nine of the United Nations Global Compact: businesses should accelerate the development and diffusion of environmentally friendly technologies. These include:

- Development of energy-efficient devices
- Use of environmentally friendly refrigerants
- Use of renewable energies
- Expansion of the photovoltaic system
- Increasing use of electric cars
- Optimization of the energy demand of our own infrastructure
- Energy-conscious behavior





Corporate Responsibility and Ethics

For LAUDA, corporate responsibility (Corporate Social Responsibility, CSR) is crucial for long-term success. Its foundation is a sound ethical orientation, serving as a moral compass for decisions and actions, which is anchored in our sustainability policy and the Code of Conduct.

Corporate Responsibility and Ethics

Key elements of corporate responsibility relating to ethics are the prevention of corruption, the whistleblower procedure, information security, and data protection. It is very important to LAUDA to involve all employees professionally in these topics.[6]

Prevention of Corruption

LAUDA is committed to complying with all applicable anti-corruption laws. We attach importance to ethical business practices and actively support efforts to prevent, detect and punish fraud and money laundering. LAUDA does not tolerate any form of corruption or bribery. LAUDA employees are strictly required to avoid any actions that could be interpreted as fraud or money laundering. To this end, we regularly provide training on topics such as the Supply Chain Act and the prevention of corruption. Any suspected cases are pursued and investigated. No incidents are known, either during the reporting period or beyond it, i.e. in the preceding years.

Whistleblower Procedure and Reports

LAUDA has implemented the Whistleblower Protection Act (Hinweisgeberschutzgesetz, HinSchG), the German transposition of the so-called EU Whistleblower Directive. Both internal and external interested parties can report violations through a defined and confidential channel. This includes, for example, violations of product safety, occupational health and safety, money laundering, corruption, data protection, and information technology security. It also applies to violations of the sustainability policy and the Code of Conduct.

Information Security and Data Protection

The protection of information is essential to the success of LAUDA and is anchored in our information security policy. We are committed to ensuring the confidentiality, integrity, and availability of all information and personal data through appropriate technical and organizational measures, as well as the necessary personnel resources and expertise. Thanks to our high security precautions, there has so far been only one successful intrusion into the IT system, in which an employee's identity was stolen. Greater damage was avoided through decisive action. Among other things, this was the reason for further tightening our protective measures and further developing the annual mandatory training on IT security and data protection for all employees.

	2023	2024	2025
Number of Confirmed Cases of Corruption	0	0	0
Number of Reports Received via the Whistleblower Procedure	0	0	0
Number of Confirmed Information Security Incidents	1	0	0

[6] Due to low case numbers, no employees were trained in business ethics in 2025.



Our Contribution to the Environment

At LAUDA, a positive impact on the environment is an integral part of the corporate strategy. We understand sustainability as continuous improvement and commitment, which is reflected in our products, processes, and actions. LAUDA is committed to continuously improving its contribution to the environment through targeted investments and innovations.

Energy Consumption and Energy Mix

Energy consumption at LAUDA comprises the consumption of electricity, gas and fuels. Within our certified environmental management system, energy management is one of the core processes. We are continuously working on optimizing our energy demand and thus on continuously improving our positive contribution to the environment. All employees are made aware of the importance of individual energy-efficient behavior.

Consumption of Electricity, Gas and Fuels

LAUDA is demonstrably one of the non-energy-intensive companies, i.e. the ratio of energy costs to revenue, the so-called energy intensity, was 0.64 percent in 2023, 0.24 percent in 2024 and 0.17 percent in 2025. Comparative figures from other industries, such as the paper industry (8.5 percent) or the glass industry (5 percent), show the comparatively low influence of energy costs on the business activities of LAUDA. Even within the related peer group of medical technology (0.5 to 1.2 percent) or measurement and control technology (0.9 to 1.5 percent), LAUDA is at the lower end of the scale. Nevertheless, the company is continuously working to reduce this share further, for example by converting lighting in the company to LED where possible. Absolute electricity consumption fell by 3.2 percent from 2023 to 2025.

LAUDA needs gas exclusively for heating its buildings. In this context, gas consumption rose in 2025 owing to the cold winter. This can be demonstrated by means of the officially determined heating degree days. These amounted (measured by the nearest official German Meteorological Service climate station in Darmstadt) to 3,075 (231 heating days) in 2023, 2,865 (220 heating days) in 2024 and 3,232 (242 heating days) in 2025.

Fuel consumption rose marginally by 4.8 percent. To make it possible to determine the cause and, where applicable, to take improvement measures at an early stage, a quarterly evaluation of the kilometers driven has been implemented. The key figure kWh/million euros rose while revenue declined. This supports our analysis that our energy consumption is influenced primarily by supplying the buildings and not by production output or revenue.

Consumption of Renewable Energy

Since 2022, LAUDA has purchased electricity from a local provider. The electricity is generated from 100 percent renewable energy within a radius of 50 kilometers and therefore carries the product name “Heimatstrom”. The electricity is generated from wind, water and heat and is therefore CO_2-neutral. In 2023, photovoltaic capacity was significantly expanded through the construction of covered parking spaces. In 2025, approximately 39 percent of the electricity used was already generated in-house. Of this, LAUDA was able to consume 25 percent directly. The rest was fed into the power grid. Our hybrid and electric company cars as well as our electric company bicycles are charged by the electricity generated on the company premises by our photovoltaic system.

	Unit	2023	2024	2025
Total Electricity	kWh	1,582,340	1,492,806	1,531,799
Of which Electricity from Photovoltaics	kWh	41,250	355,708	379,750
Fuel Consumption from Natural Gas	kWh	1,425,002	1,321,494	1,596,128
Fuel	kWh	548,274	550,246	576,785
Total	kWh	3,555,616	3,364,546	3,704,712
Total per Employee	kWh/ Number of Employees[7]	8,526	8,068	9,450
Total/Sales	kWh/Million euros[7]			

[7] Related to the Lauda-Königshofen site of LAUDA DR. R. WOBSER GMBH & CO. KG

Energy Consumption and Energy Mix (E1-5)

	Unit	2025
Total Energy Consumption for Own Operations (Electricity, Gas, Fuel)	kWh	3,704,712
Total Energy Consumption from Fossil Sources (Natural Gas and Fuel)	kWh	2,172,913
Total Energy Consumption from Nuclear Sources	kWh	0
Percentage of Energy Consumption from Nuclear Sources in Total Energy Consumption	%	0
Total Energy Consumption from Renewable Sources (Electricity)	kWh	1,531,799
Fuel Consumption from Renewable Sources (Electricity Consumption of Internal Charging Infrastructure)	kWh	61,794
Consumption of Purchased or Acquired Electricity, Heat, Steam, and Cooling from Renewable Sources	kWh	1,531,799
Consumption of Self-Generated Renewable Energy Not Used as Fuel (Self-Generated Electricity from Photovoltaics)	kWh	379,750
Share of Renewable Energy in Total Energy Consumption in Percent	%	41
Fuel Consumption from Coal and Coal Products	kWh	0
Fuel Consumption from Crude Oil and Petroleum Products	kWh	576,785
Fuel Consumption from Natural Gas	kWh	0
Fuel Consumption from Other Fossil Sources	kWh	0
Consumption of Purchased or Acquired Electricity, Heat, Steam, or Cooling from Fossil Sources	kWh	0
Percentage of Fossil Energy Sources in Total Energy Consumption	%	59
Generation of Non-Renewable Energy	kWh	0
Generation of Renewable Energy	kWh	449,950
Energy Intensity from Activities in High Climate Impact Sectors (Total Energy Consumption per net Revenue)	MWh/Million euros in Sales[8]	63.3
Total Energy Consumption from Activities in High Climate Impact Sectors	%	100

[8] Lauda-Königshofen site of LAUDA DR. R. WOBSER GMBH & CO. KG

Protection of Water, Air and Soil

Protecting water, air and soil is a critical concern for the future of our planet. At LAUDA, we take this responsibility seriously and align our technologies and operating processes to minimize our ecological footprint. Our commitment goes beyond compliance with legal requirements, as we strive to preserve these essential resources for future generations.

Water Consumption (E3-4)

Water plays a special role at LAUDA, the temperature control specialist. With our chillers, our customers avoid the consumption of fresh tap water. Our own freshwater consumption is approximately 5,600 m^3 per year. Heat is generated during the testing of devices and systems as part of product development and, in particular, during final testing in production. Instead of using freshwater, this heat is removed from the point of origin by means of water ring mains and heat exchangers and is released to the environment elsewhere via heat exchangers. The amount of freshwater saved as a result was determined for the first time for 2023 and currently stands at approximately 11,350 m^3. Without these savings, freshwater consumption would have been more than twice as high. LAUDA is applying its expertise here to conserve the valuable resource of water.

Protection of Soil and Water

The company premises at the Lauda-Königshofen site are located in a water protection area. Measures have been implemented across the entire company premises to prevent hazardous substances that escape in the event of an incident from penetrating the soil and groundwater. All liquid hazardous substances are stored or transported in collecting trays.

Protection of Air

Due to the business activities of LAUDA, no significant air pollution arises, such as dust, noise, or odor emissions.

	Unit	2023	2024	2025
Total Freshwater Consumption	m^3	5,497	5,311	6,210
Total Volume of Reused Water	m^3	13,100	13,850	11,350
Total Water Consumption in m^3 in Areas at Water Risk	m^3	0	0	0
Total Volume of Stored Water and Changes in Storage	m^3	0	0	0
Water Intensity	m^3/Million euros[9]	74.8	88.0	106.0

[9] Revenue at the Lauda-Königshofen site of LAUDA DR. R. WOBSER GMBH & CO. KG

Hazardous Substances and Substances of Very High Concern

LAUDA, as a leading manufacturer of temperature control equipment, attaches great importance to the responsible handling of potentially hazardous substances. Hazardous substances can pose immediate risks to health, safety, or the environment, while substances of concern could have long-term negative effects. SVHC[10] are substances classified as particularly critical by the European Chemicals Agency (ECHA).



Handling of Hazardous Substances

Environmental protection and the responsible handling of hazardous substances are of the highest priority at LAUDA. We therefore rely on:

- **Minimization:** Wherever possible, we avoid the use of hazardous substances and rely on alternatives.
- **Transparency:** All hazardous substances are recorded in a register. Safety data sheets and operating instructions are accessible to all employees concerned and are updated as needed.
- **Training:** Regular training ensures the safe handling of hazardous substances.
- **Substance inventory:** A substance inventory enables LAUDA to respond quickly to regulatory changes, such as the training obligation for isocyanates introduced in 2023, and to train the employees concerned

Substances of Concern and Substances of Very High Concern (SVHC[10]) (E2-5)

LAUDA uses substances that fall under the REACH Regulation in some products and in the manufacturing process, including substances of very high concern (SVHC). These are mainly lead, lead oxide and various siloxanes, which are used in temperature control fluids, mixtures and electronic components. After processing, these substances are firmly bound in the products. New substances are continuously reviewed for their relevance to the REACH Regulation. For detailed information on products containing SVHCs in accordance with the REACH Regulation, please refer to the LAUDA REACH Declaration on the LAUDA corporate website.

The universal PFAS restriction procedure under REACH is very relevant for LAUDA and is being followed with great interest. According to current estimates, the procedure is more likely to be concluded at the end of 2026/beginning of 2027.

[10] SVHC = Substances of Very High Concern

Product End of Life and Waste Management

Waste management, including the handling of products at the end of their life, is a central process for LAUDA and is established in the environmental management system. It covers the safe handling, segregation, storage, and disposal of waste and hazardous materials. The aim is to minimize risks, meet legal requirements, and reduce the ecological footprint. Effective waste prevention, recycling initiatives, and emergency planning regarding the handling of hazardous waste are key aspects.

Waste Management (E5-2)

LAUDA consistently seeks opportunities to avoid waste. Wherever possible, reusable packaging is used. This applies to both intralogistics and cooperation with suppliers. For example, housing for the devices manufactured, as well as packaging for motors and printed circuit boards, are reused several times in a process agreed with the supplier.

97 Percent
RECOVERY RATE

Where waste cannot be avoided, it is consistently separated by type. We work with certified service providers in this process. The recovery rate of waste is very high and stands at almost 100 percent in 2025.

Product End of Life (E5-2, E5-4, E5-5)

LAUDA supplies products exclusively to companies and organizations (business to business). The disposal of the devices is usually carried out by the end customer. To ensure sustainable disposal, customers receive additional information in the operating instructions. Irrespective of this, LAUDA offers customers a take-back option for devices in accordance with the WEEE[11] Directive and the German Electrical and Electronic Equipment Act (ElektroG). The process is established, and the take-back rate in 2025 is 16 percent. The data collected is reported annually to the Elektro-Altgeräte-Register (German national register for waste electrical equipment).

	Unit	2023	2024	2025
Non-Hazardous Waste	Tons	144	100	100
Hazardous Waste	Tons	15	15	24
Recovered Waste Volume	Tons	157	114	128
Recovery Rate	%	**99**	**99**	**97**
Number of Returned Devices	Tons	6.1	6.6	15
Number of Devices Placed on the Market	Tons	242	189	92
Share of Devices Taken Back	%	**2.5**	**3**	**16**

[11] WEEE = Waste of Electrical and Electronic Equipment

Gross Scope 1, 2, and 3 GHG Emissions and Total GHG Emissions (E1-6)

LAUDA carried out a complete greenhouse gas emissions analysis. The calculations were performed with the EcoVadis Carbon Calculator. The basic data required for this was supplemented by assumptions and estimates, with the help of database information.

Scope 1
Scope 1 emissions include direct emissions on the company premises, primarily from the combustion of gas, as well as from mobile combustion of gasoline and diesel. In 2025, 476 metric tons of CO_2 equivalent were recorded. LAUDA continues to pursue the specific goal of reducing Scope 1 emissions to net zero by 2030.

Scope 2
Regarding Scope 2 emissions (indirect emissions on the company premises, for example from purchased electricity if it is not generated from renewable energy sources), only electricity consumption is significant. Because electricity from renewable energy sources is used without exception, the value for these emissions is zero in the years 2023 to 2025.

Scope 3
Scope 3 emissions are emissions outside the company premises, for example from the manufacture of purchased products (upstream) or the use of LAUDA devices at the customer's site (downstream). These account for 99.7 percent of total emissions (185,805 of 186,281 metric tons of CO_2 equivalent in 2025). The largest share, at approximately 97 percent, comes from downstream emissions (180,718 metric tons of CO_2 equivalent). These are dominated by emissions from the category "Use of sold products". For this reason, LAUDA strives to continuously develop its product portfolio regarding energy efficiency, for example by frequency-controlled compressors. As a climate target, the LAUDA Sustainability Policy, based on the Science Based Targets initiative and the requirements of the CSRD, sets out to reduce Scope 3 emissions by 52 percent, taking planned revenue growth into account (economic emissions intensity).

	Unit	2023[12]	2024[12]	2025[12]
Total	tCO_2e	202,439	172,375	186,281
Scope 1	tCO_2e.	445	417	476
Scope 2	tCO_2e	0	0	0
Scope 3	tCO_2e	202,056	172,008	185,805
Scope 3 Upstream	tCO_2e	28,592	24,405	5,087
Scope 3 Downstream	tCO_2e	173,463	147,603	180,718

[12] Calculated with EcoVadis Carbon Calculator



Social Responsibility
LAUDA is an international family-owned company with roots in Tauberfranken. This connection is reflected in our relationship with our employees and in our diverse social commitments. The continuous training and further education of our trainees and all employees is the foundation for sustainable growth.

Social Responsibility (Labor and Human Rights)

As a medium-sized, family-run company, we are closely connected with our employees and deeply rooted in the region. Through modern workplaces, attractive working time models, and additional benefits, combined with exciting tasks and products, we can attract employees and retain them in the long term. Our apprentices get to know the company from the ground up and are the basis for our future growth.

LAUDA Employees as a Strong Foundation (S1-6, S1-15, GRI 2-30, GRIO 401-1)

In 2025, a total of 392 employees were employed at LAUDA in Lauda-Königshofen (2024: 417; 2023: 417). Of these, 86.2 percent were full-time employees, and 13.8 percent were part-time employees. Nearly all employees at the site, namely 98.5 percent, are employed on permanent contracts.

Employee turnover in 2025 was 7.8 percent (2024: 7.4 percent). New hires were distributed across the age groups as follows: under 30 years 50 percent, 30 to 50 years 33 percent and over 50 years 17 percent. Departures were distributed as follows: under 30 years 26 percent, 30 to 50 years 44 percent and over 50 years 29 percent.

Corporate Culture (G1-1)

The central element of the corporate culture at LAUDA is the "LAUDA Lighthouse". The LAUDA vision, mission, and strategy are anchored there and provide guidance for the actions of LAUDA.

Driven by the vision "Improving the world together with exact temperatures", LAUDA continuously develops its products and sells them worldwide. In doing so, we attach importance to acting in accordance with sustainability criteria and to conserving and protecting our environment.

	2023	2024	2025
Female (Permanent)	97	92	84
Male (Permanent)	286	318	302
Female (Temporary)	8	2	1
Male (Temporary)	26	5	5

(Headcount by Employment Type and Gender, 2023 to 2025)

	2023	2024	2025
Women (Full-Time Employees)	64	60	53
Men (Full-Time Employees)	295	300	285
Women (Part-Time Employees)	34	34	32
Men (Part-Time Employees)	24	23	22

LAUDA

The LAUDA Lighthouse

Why.
That is our vision.
That is what drives us:

TOGETHER WE IMPROVE THE WORLD WITH PRECISE TEMPERATURES.

How. That is our mission. What we do successfully:

We are LAUDA – the world leader in precise temperatures. Our Constant temperature equipment and systems are at the heart of important applications, contributing to a better future. As a full-service provider we guarantee the optimum temperature in research, production and quality control. We are the trusted partner for electromobility, hydrogen, chemical, pharmaceutical/ biotech, semiconductor and medical industries. For over 65 years we have been inspiring our customers with our competent consulting and innovative solutions, anew every day – globally.

With what. That is our strategy. This is how we move forward:

Ambitious growth
Generating adequate profits
Reliability and further shortening of delivery times
Leading position in digital transformation
Customer-centric business orientation
User-focused new developments
Positioning as an international top employer
Creation of a dynamic innovation culture
Cost savings and efficient processes through less interfaces
Relentless quality and environmental management

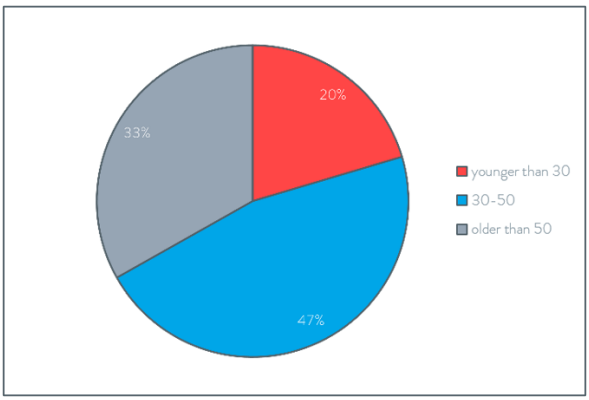
Whereby. These are our values and convictions that provide security and stability:

At LAUDA, we are committed to our tradition as a modern family-owned company.
At LAUDA, we remain the global market leader and set benchmarks.
At LAUDA, we strive for innovation.
At LAUDA, we are synonymous with sustainability and a high level of environmental awareness.
At LAUDA, we regard high quality as the basis of everything we do.
At LAUDA, we combine regional solidarity with an openness to the world.
At LAUDA, we uphold traditional commercial virtues.
At LAUDA, we offer an inspiring working environment with many different development opportunities.
At LAUDA, we persuade our customers with our own personnel and with qualified partners.

Future means adapting to constantly changing conditions and continuously rethinking and improving our own processes. Employees can therefore submit innovative ideas and suggestions for improvement via the LAUDA idea portal "Tracktion". The ideas are evaluated by the heads of department responsible and, ideally, implemented.

Whether an idea contributes to the sustainability of LAUDA is also considered. In 2025, 60 ideas were submitted via this channel. Ideas with a particular relevance to sustainability are recognized in a separate category at the annual idea awards.

Diversity (S1-9, S1-12, S1-16)
The age structure of LAUDA employees is shown in the figure below. The average age in 2025 was 42 years. The proportion of women in 2025 was 21.7 percent, which is slightly lower than in the previous year.

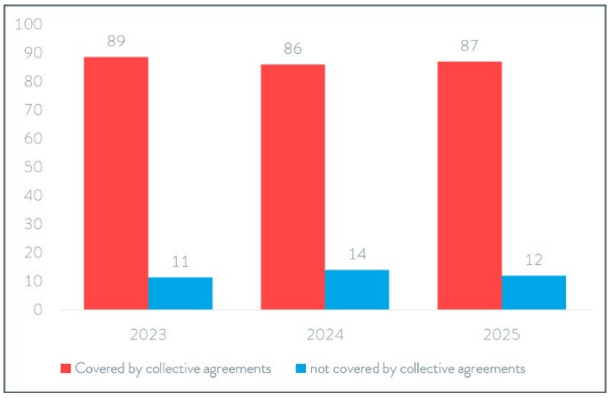


Age structure of employees, 2025

The management team at the Lauda-Königshofen site consists of 92 percent men and 8 percent women. The percentage of employees in management positions who come from minority groups and/or vulnerable groups is zero percent. The average unadjusted gender pay gap between men and women remained unchanged at ten percent in 2025.

Around six percent of LAUDA employees were represented by the representative body for employees with severe disabilities in 2025. This figure has remained constant over the past few years.

Working Conditions and Benefits (S1-1, S1-8, S1-10, S1-14, S1-15)
Fair working conditions are a central component of the LAUDA personnel policy. Many operational matters at LAUDA are therefore governed by the applicable collective agreement and set out in company regulations and works agreements. As in previous years, most LAUDA employees are employed under collective agreements. In 2025, the figure was 87 percent. All LAUDA employees are paid well above the stated living wage.



Distribution of employees under and outside collective agreements, 2025

One of the central goals of LAUDA is to create attractive working conditions for its employees. Besides salary, this includes work-life balance, occupational safety and health. LAUDA cares that employees can pursue private matters alongside their everyday working lives, such as childcare, caring for relatives, or voluntary work. To meet this aspiration, LAUDA offers a 35-hour week, flexible part-time models, remote work and the option to take a career break within the scope of operational possibilities.

An important aspect of working conditions at LAUDA is ensuring a safe working environment for employees. This includes preventing occupational accidents and hazards as well as preventive health measures. The qualified occupational safety specialist at LAUDA provides advice on occupational safety issues. The mandatory annual safety briefings are systematically tracked, and necessary training and certificates are renewed regularly.

To prevent accidents at the workplace and to ensure safe and ergonomic working conditions, workstations, production routes, and machines are designed and modernized accordingly.

In 2025, approximately 527,378 working hours were worked (2024: 496,658; 2023: 546,511). During this time, six occupational accidents were reported (2024: two; 2023: four). Lost days due to work-related injuries and illnesses were reported as 114 for 2025 (2024: 46; 2023: 96).

LAUDA offers a range of additional benefits regarding provision and health. For the long-term security of employees, LAUDA offers the option of a company pension scheme. The bicycle leasing offer, available since 2023, contributes to health and sustainability. Approximately eight percent of employees use it. In addition, fitness studio memberships are fully covered, or subsidies for other sports activities can be applied for. A particular highlight in terms of sport is participation in various running events, for which the LAUDA running group trains weekly. A fixed part of the LAUDA culture is the so-called "LAUDA Soup", which is offered free of charge to all employees during the daily breakfast break.

Education and Training (S1-1, S1-13)
Apprentices are a key building block for the future of LAUDA. To continuously improve the quality of the LAUDA apprenticeship occupations and dual study programs, LAUDA is regularly audited by the IHK Heilbronn-Franken (Heilbronn-Franken Chamber of Industry and Commerce) in accordance with the requirements of the Dualis certificate. As of December 31, 2025, 28 apprentices and five dual-study students were working at LAUDA.

An annual training budget is also defined for long-standing LAUDA employees so that they can continuously develop their skills. Depending on needs and subject area, they can attend external training courses and certifications. This also allows new topics, such as AI, to be established in the company more quickly. The learning offer is complemented by "Lunch&Learn" sessions, in which the lunch break can be actively used to exchange experience under the motto "by us, for us". In 2025, the average number of training hours per employee was approximately seven hours.

Social Commitment
Because of its close ties to the region, LAUDA is involved in cultural, scientific, social and sporting topics in many ways.

The LAUDA FabrikGalerie celebrates its 30th anniversary in 2025 and is an established fixture of the regional art scene, located on the company premises. In changing exhibitions, it offers regional and supraregional artists a stage. Through partnerships, for example with the ZDI Mainfranken in Würzburg, LAUDA also supports the research and start-up scene in the region in 2025. Regional clubs, such as FV Lauda, are supported through regular sponsoring and donations.

LAUDA is a founding sponsor of Futurelabs gGmbH, a non-profit company based in Lauda-Königshofen. It supports young people from schools, universities, and companies in the region in developing important key skills to strengthen them for their future and professional careers. The premises of Futurelabs gGmbH are regularly made available to the local climate working group Lauda-Königshofen as a repair café. Volunteers, including employees, repair defective household appliances here free of charge.



Sustainability and Procurement

As a technology leader, we see it as our responsibility not only to develop innovative products, but also to be a pioneer in sustainable procurement. We work closely with our partners and suppliers to jointly develop solutions that make both economic and ecological sense.

Sustainability and Procurement

At LAUDA, we understand that our actions have far-reaching consequences – not only on our immediate environment, but on the entire supply chain and beyond. In the following section, we take a closer look at our specific measures and goals in sustainable procurement and show how LAUDA is actively contributing to shaping a more sustainable future.

31 Percent
SHARE NUMBER SUPPLIERS ISO 14001

41 Percent
SHARE OF PURCHASING VOLUME SUPPLIERS ISO 14001

99 Percent
SHARE OF PURCHASING VOLUME LOCAL SUPPLIERS (EU)

Our Three Pillars

- Ecology: Reduction of emissions, conservation of resources and circular economy
- Social: Human rights, fair working conditions, and ethical procurement
- Economy: Long-term, partnership-based supplier relationships

Key Figures at a Glance

The following key figures document the current status of our activities in sustainable procurement across the key categories for the 2025 reporting year.

Supplier Assessment, Code of Conduct and Due Diligence Obligations

LAUDA has firmly embedded sustainability criteria in its supplier qualification process. The aim is for all qualified suppliers to sign the LAUDA Code of Conduct, which defines minimum standards for human rights, environmental protection, fair working conditions, anti-corruption, and data protection.

Assessment Criteria

- Environment: ISO 14001, EMAS
- Social: ISO 45001 occupational health and safety management system
- Governance: Code of Conduct, anti-corruption, transparency, human rights
- Economic: Quality, delivery reliability, price stability

Legal Framework

LAUDA is currently not within the scope of the LkSG (German Supply Chain Due Diligence Act). Where possible, it already implements the essential content of the Act on a voluntary basis, such as compliance with human rights, fair working conditions and environmental standards in the supply chain and embeds it in its internal processes and supplier requirements.

Conflict Minerals and Responsible Raw Material Sourcing
LAUDA pays particular attention to the responsible procurement of conflict minerals, especially the so-called 3TG metals: tin, tantalum, tungsten and gold. These raw materials are found in electronic components and fasteners and may be mined in high-risk areas in violation of human rights.

LAUDA attaches great importance to sourcing these raw materials exclusively from sources that demonstrably do not contribute to the financing of armed conflicts. To the best of its current knowledge, LAUDA does not use any metals from conflict regions.

Packaging, Transport and Circular Economy
LAUDA strives to continuously increase the share of reusable packaging for the transport and storage of incoming materials. This reduces the consumption of single-use materials, decreases waste volumes and lowers emissions from packaging production. At the same time, where suitability is equivalent, LAUDA gives priority to suppliers with locations in Germany and the EU to shorten transport routes.

Targets and Measures 2026
We at LAUDA are firmly committed to consistently further developing the sustainable design of our procurement and supply chain processes and to supporting all suppliers on their path toward greater sustainability.

In this process, LAUDA aims to increase both the share of suppliers with ISO 14001 certification and the purchasing volume with ISO 14001-certified suppliers. To this end, the supplier assessment has been extended to include criteria on social responsibility, creating a further incentive system for suppliers on their path toward greater sustainability.

In addition, LAUDA wants to continuously increase the share of suppliers that signed the LAUDA Code of Conduct. In addition to the integration into the supplier qualification process that has already taken place, the top 50 suppliers from the key categories that have not yet signed the LAUDA Code of Conduct will be actively contacted with a request to sign it.

LAUDA continues to actively work on expanding its share of reusable packaging. In 2026, in addition to implementing existing potential, the aim is to identify further opportunities that will have a positive effect on the share of reusable packaging.

Region	Share of Suppliers	Share of Purchasing Volume
Germany	91 %	93 %
Europe/EU	99 %	99 %
Asia	0 %	0 %
Other	1 %	1 %

LAUDA DR. R. WOBSER GMBH & CO. KG
Laudaplatz 1 • 97922 Lauda-Königshofen • Germany
www.lauda.de

7-718-e-1/10.26