



## SUSTAINABILITY REPORT 2024



# Table of contents

Preamble	4
About this report	5
Key facts from the 2024 <sup>4</sup> fiscal 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
End-of-life and waste management	17
Gross GHG emissions from Scope 1, 2, and 3 categories, as well as 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 devices and systems, we are pleased to present the second sustainability report of LAUDA DR. R. WOBSE R GMBH & CO. KG. Following our first report for the year 2023, we are continuing our commitment to transparency and documenting our sustainability performance for the year 2024.

We are particularly proud that LAUDA received the EcoVadis Silver Medal in March 2025. With a rating of 70 out of a possible 100 points, we are now among the top 15 percent of all companies assessed worldwide. This award impressively confirms that our systematic approach to sustainability management is effective and that sustainable business practices and entrepreneurial success go hand in hand.

A key component of this success was the publication of our first sustainability report at the end of 2024, which enabled us to systematically document our sustainability activities. This second report builds on that and considers all the key figures collected.

According to the latest status of the EU Commission's Omnibus Initiative, LAUDA is not subject to CSRD reporting. Nevertheless, we continue to be guided by the requirements of the Corporate Sustainability Reporting Directive

and the European Sustainability Reporting Standards. Out of a sense of corporate responsibility, we are sticking to our ambitious environmental goals.

At LAUDA, sustainability is a conscious decision and a corporate culture that guides our daily actions. 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 an essential factor for long-term corporate success.

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

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

**Dr. Gunther Wobser Dr. Marc Stricker Dr. Mario Englert**

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

# About this report

The LAUDA sustainability report is based on the European Directive on Sustainability Reporting (CSRD<sup>1</sup>) and its Sustainability Reporting Standards (ESRS<sup>2</sup>).

## Declaration on the labeling of reporting

Each section of the report prepared in accordance with the ESRS standard is marked as follows:

### Water consumption (E3-4)

Bold: Labeling of the respective data point

E3<sup>3</sup>: Identification of the ESRS standard (here: water and marine resources)

-4: Number of the respective data point of the ESRS standard (here: water consumption).

## Reporting boundaries

The information in this report refers to the sustainability performance of LAUDA DR. R. WOBSEER GMBH & CO. KG at its Lauda-Königshofen site. In 2024, we published our first sustainability report for 2023. This report for 2024 is the second sustainability report to include key figures from 2022 onwards, where available.

When preparing the report, the requirements of the Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) were considered where possible and appropriate, although LAUDA will not be subject to reporting requirements in the coming years, at least according to the current status of the “Omnibus” package presented by the EU Commission.

Lauda-Königshofen, October 2025

<sup>1</sup> CSRD: Corporate Sustainability Reporting Directive

<sup>2</sup> ESRS: European Sustainability Reporting Standard

<sup>3</sup> E3: Third ESRS standard relating to environmental issues



**SILVER | Top 15%**

**ecovadis**

Sustainability Rating

**MAR 2025**

**EcoVadis Silver Rating: Confirmation of our sustainability strategy**

In March 2025, LAUDA received the Silver Rating for sustainability from EcoVadis and, with 70 out of 100 points, ranks among the top 15 percent of all companies evaluated worldwide. This award confirms our holistic approach to sustainability and the successful integration of sustainable practices in all areas of the company – from product development and the supply chain to our social commitment.

# LAUDA

## Key facts from the 2024<sup>4</sup> fiscal year

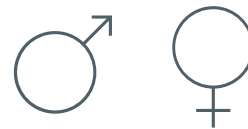
We are LAUDA – the world leader in precise temperature control. Our constant temperature equipment and systems are at the heart of important applications, contributing to a better future. As a complete one-stop supplier, we guarantee the optimum temperature in research, production and quality control.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

417



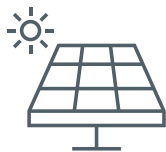
Number of employees at LAUDA DR. R. WOBSE  
R GMBH & CO. KG in 2024 (Lauda-Königshofen site)

M: 77,5 % F: 22,5 %



Gender distribution at LAUDA DR. R. WOBSE  
R GMBH & CO. KG in 2024

100 %



Electricity from renewable energies<sup>5</sup>

34 %



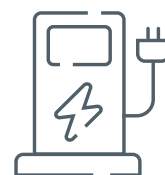
Proportion of purely electric cars in the fleet,  
plus one hydrogen vehicle

99 %



Waste recovery rate

22



Charging points for electric cars

<sup>4</sup> As of December 31, 2024

<sup>5</sup> Of which 28 percent is generated by the company's own photovoltaic system



**Compliance with 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 extend far beyond our company premises and have a direct impact on the environment and society. For this reason, we are 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 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

LAUDA products play a significant role in health research and medical care. Health and well-being are important values for the family-owned company. For instance, LAUDA devices are used to cool patients during open heart surgery. LAUDA devices are also used in drug and vaccine production, including the development of vaccines for the novel coronavirus.

## SDG No. 13: Climate action

LAUDA contributes to the achievement of this SDG through various measures, in line with Principle Nine of the UN Global Compact – businesses should accelerate the development and spreading 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 requirements of our own infrastructure
- Energy-conscious behavior





### Corporate responsibility and ethics

For LAUDA, corporate social responsibility (CSR) is crucial to long-term success. This is based on a solid ethical foundation, which serves as a moral compass for decisions and actions and is anchored in our sustainability policy and code of conduct.

# Corporate responsibility and ethics

**Key elements of corporate responsibility relating to ethics are corruption prevention, whistleblower procedures, information security, and data protection. LAUDA attaches great importance to involving all employees professionally in these issues.<sup>6</sup>**

## Corruption prevention

LAUDA is committed to complying with all applicable anti-corruption laws. We value 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. Any suspected cases are investigated and clarified. No incidents are known to have occurred during the reporting period or beyond, i.e., in previous years.

## Whistleblower procedures and reports

LAUDA has implemented the Whistleblower Protection Act (Hinweisgeberschutzgesetz – HinSchG), the German legalization of the EU Whistleblower Directive. Both internal and external interested parties can report violations via a defined and confidential information 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.

Since the procedure was established, there has been one report in 2022 relating to the overdue safety inspection of electrical equipment. LAUDA investigates such cases thoroughly and immediately. The cause was the absence of the coordinating department due to illness. As a long-term measure, the monitoring process was outsourced to a professional service provider.

## Information security and data protection

The protection of information is essential to the success of LAUDA and is enshrined 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 and expertise. Thanks to our high security measures, there has only been one successful attempt to hack into our IT system to date, during which the identity of an employee was stolen. Decisive action prevented any major damage. Among other things, this was the reason for further tightening our protective measures.

	2022	2023	2024
Number of confirmed corruption cases	0	0	0
Number of reports via whistleblower procedures	1	0	0
Number of confirmed information security incidents	0	1	0

<sup>6</sup> Due to low case numbers, no employees were trained in business ethics in 2024.



### **Our contribution to the environment**

At LAUDA, having a positive impact on the environment is an integral part of our corporate strategy. We see sustainability as a continuous improvement and commitment that 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 consists of the consumption of electricity, gas, and fuels. Energy management is one of the core processes within our certified environmental management system. We are continuously working to optimize our energy requirements and thus continuously improve our positive contribution to the environment. All employees are made aware of individual energy-efficient behavior.

## Consumption of electricity, gas, and fuel

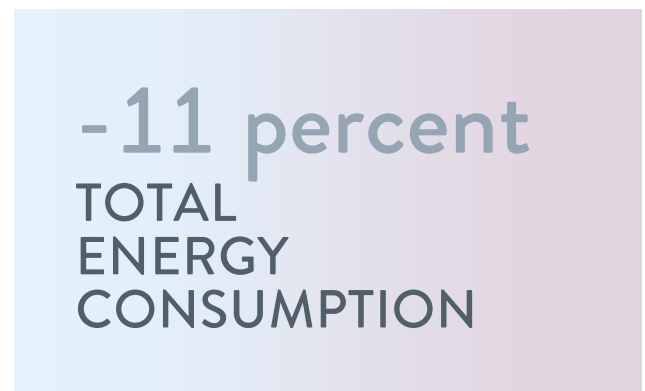
Absolute electricity consumption fell by 5.2 percent between 2022 and 2024 because of environmental management measures, such as switching to LED lighting in the company wherever possible. Gas consumption was reduced by 24 percent and fuel consumption by 12 percent by optimizing the heating control system. This is made possible by the ongoing conversion of the vehicle fleet to hybrid or purely electric vehicles. By 2030 at the latest, the entire vehicle fleet is to consist of purely electric cars.

Total energy consumption was reduced by 11 percent between 2022 and 2024. Per employee, energy consumption was reduced from approximately 9,500 kWh to around 8,000 kWh. This corresponds to a reduction of 16 percent. The kWh/million euro ratio rose despite declining sales. This supports our analysis that our energy consumption is significantly influenced by the supply of buildings and not by production output or sales.

## Consumption of renewable energies

LAUDA has been purchasing electricity from a local supplier since 2022. This electricity is generated entirely from renewable energy sources within a 50-kilometer radius. Because of this, it is called "Heimatstrom" (local

electricity). It is generated from wind, water, and heat and is therefore CO<sub>2</sub>-neutral. The switch to local electricity has saved around 1,600 tons of CO<sub>2</sub> since 2022.



Our own photovoltaic system generates around eight percent of the electricity we consume. In 2023, photovoltaic capacity was significantly expanded with the construction of roofed parking spaces. By 2024, we were already generating around 28 percent of the electricity we use ourselves. Our hybrid and electric company cars, as well as our company electric bicycles, are charged with electricity generated on the company premises by our photovoltaic system.

	Unit	2022	2023	2024
Total electricity	kWh	1.573.888	1.582.340	1.492.806
Of which electricity from photovoltaics	kWh	139.929	121.699	418.766
Fuel consumption from natural gas	kWh	1.641.090	1.425.002	1.321.494
Fuel	kWh	571.535	548.274	550.246
<b>Total</b>	<b>kWh</b>	<b>3.786.513</b>	<b>3.555.616</b>	<b>3.364.546</b>
Total/employees	kWh/number of employees <sup>7</sup>	9.562	8.568	8.068
Total/sales	kWh/million euros <sup>7</sup>	49.888	48.375	55.798

<sup>7</sup> With regard to the Lauda-Königshofen site of LAUDA DR. R. WOBSEER GMBH & CO KG

## Energy consumption and energy mix (E1-5)

	Unit	2024
Total energy consumption for own operations	kWh	3.364.546
Total energy consumption from fossil sources	kWh	1.321.494
Total energy consumption from nuclear sources	kWh	0
Percentage share of energy consumption from nuclear sources in total energy consumption	%	0
Total energy consumption from renewable sources	kWh	1.492.806
Fuel consumption from renewable sources	kWh	55.917
Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	kWh	1.152.199
Consumption of self-generated renewable energy that is not used as fuel	kWh	418.766
Percentage share of renewable energies in total energy consumption	%	44
Fuel consumption from coal and coal products	kWh	0
Fuel consumption from crude oil and petroleum products	kWh	0
Fuel consumption from natural gas	kWh	1.321.494
Fuel consumption from other fossil sources	kWh	550.246
Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil fuel sources	kWh	0
Percentage share of fossil fuels in total energy consumption	%	55
Production of non-renewable energy	kWh	0
Renewable energy generation	kWh	418.766
Energy intensity of activities in sectors with high climate impact (total energy consumption per net sales)	MWh/million € in sales <sup>8</sup>	55,8
Total energy consumption from activities in sectors with high climate impact	%	100

<sup>8</sup> Lauda-Königshofen site of LAUDA DR. R. WOBSE GMBH & CO. KG

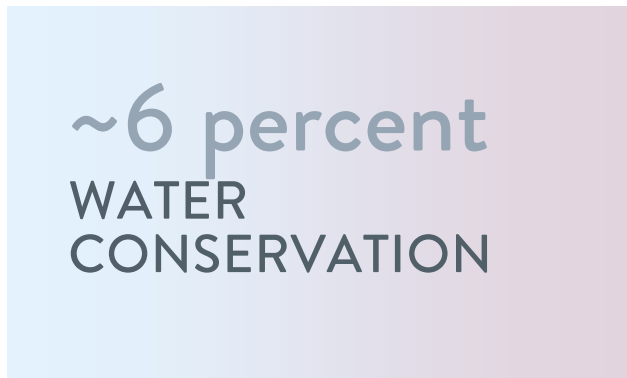
# Protection of water, air, and soil

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

## Water consumption (E3-4)

At the temperature control specialist LAUDA, water plays a special role. With our recirculating chillers, our customers avoid consuming fresh tap water.

Our own consumption of fresh water is approximately 5,500 m<sup>3</sup> per year, with a downward trend of approximately 11 percent from 2021 (6,000 m<sup>3</sup>) to 2024. Testing devices and systems as part of product development generate heat, particularly during final production testing. This heat is removed from the point of origin using water ring lines (instead of fresh water) and heat exchangers and released into the environment at another location via heat exchangers.



The amount of fresh water saved as a result was calculated for the first time in 2023 and amounts to approximately 13,000 m<sup>3</sup>. In 2024, this figure was improved to just under 14,000 m<sup>3</sup>. Without these savings, freshwater consumption would have been more than three times higher. 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 throughout the entire company premises to prevent hazardous substances from entering the soil and groundwater in the event of an accident. All liquid hazardous substances are stored or transported in collection trays.

## Protection of air

The business activities of LAUDA do not cause any significant air pollution, such as dust, noise, or odor emissions.

	Unit	2022	2023	2024
Total freshwater consumption	m <sup>3</sup>	5.862	5.497	5.311
Total volume of reused water	m <sup>3</sup>	n. a.	13.100	13.850
Total water consumption in m <sup>3</sup> in areas affected by water risks	m <sup>3</sup>	0	0	0
Total volume of water stored and changes in storage	m <sup>3</sup>	0	0	0
Water intensity	m <sup>3</sup> /million euros <sup>9</sup>	77,3	74,8	88,0

<sup>9</sup> Sales at the Lauda-Königshofen site of LAUDA DR. R. WOBSE GMBH & CO. KG

# Hazardous substances and substances of very high concern

As a leading manufacturer of temperature control equipment, LAUDA places great importance on 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<sup>10</sup> are substances classified as particularly critical by the European Chemicals Agency (ECHA).



## Handling hazardous substances

Environmental protection and the responsible handling of hazardous substances are top priorities at LAUDA. That is why we focus on:

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

## Substances of concern and substances of very high concern (SVHC<sup>10</sup>) (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 checked for their relevance to the REACH Regulation. Detailed information on products containing SVHCs in accordance with the REACH Regulation can be found in the LAUDA REACH Declaration on the LAUDA company website.

The universal PFAS restriction procedure under REACH is highly relevant to LAUDA and is monitored with great interest. Current estimates suggest that the procedure is likely to be completed in late 2025/early 2026.

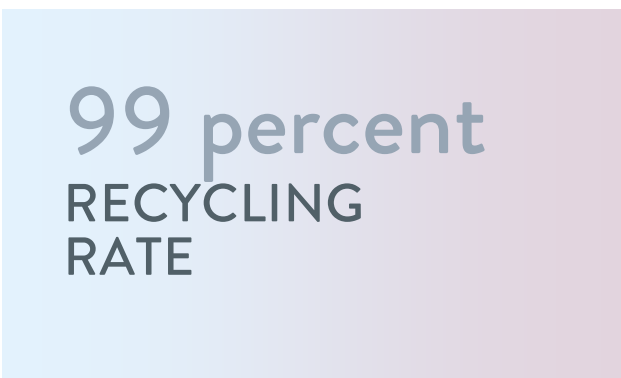
<sup>10</sup> SVHC = Substances of Very High Concern

# End-of-life and waste management

Waste management, including the handling of end-of-life products, is a key process for LAUDA and is established in the environmental management system. This covers the safe handling, separation, storage, and disposal of waste and hazardous materials. The aim is to minimize risks, to comply with legal requirements, and to reduce the ecological footprint. Effective waste prevention, recycling initiatives, and emergency planning about the handling of hazardous waste are key aspects.

## Waste management (E5-2)

LAUDA consistently seeks ways to avoid waste. Reusable packaging is used whenever possible. This applies to both intralogistics and cooperation with suppliers. For example, housing for manufactured devices and packaging for motors and circuit boards are reused multiple times in a process coordinated with the supplier.



Where waste cannot be avoided, it is consistently sorted by type. We work with certified service providers to achieve this. The waste recycling rate is very high and will be almost 100 percent by 2024.

## End of product 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, the customer receives additional information in the operating instructions. Regardless of this, LAUDA offers customers a take-back option for devices in accordance with the WEEE<sup>11</sup> Directive and the German Electrical and Electronic Equipment Act (Elektro- und Elektronikgerätegesetz – ElektroG). The process is established, and the take-back rate will be 3 percent in 2024. The data collected is reported annually to the Waste Electrical Equipment Register.

	Unit	2022	2023	2024
Non-hazardous waste	Tons	147	144	100
Hazardous waste	Tons	16	15	15
Amount of waste recycled	Tons	156	157	114
Recycling rate	%	96	99	99
Amount of equipment taken back	Tons	6,6	6,1	6,6
Amount of equipment placed on the market	Tons	172	242	189
Proportion of equipment taken back	%	3,8	2,5	3

<sup>11</sup> WEEE = Waste of Electrical and Electronic Equipment

## Gross GHG emissions from Scope 1, 2, and 3 categories, as well as total GHG emissions (E1-6)

LAUDA conducted a comprehensive greenhouse gas emissions analysis. The calculations were performed using the EcoVadis Carbon Calculator. The necessary baseline data was supplemented by assumptions and estimates based on database information.

### Scope 1

Scope 1 emissions comprise direct emissions on company premises, primarily from the combustion of gas, gasoline, and diesel. Exactly 366 tons of CO<sub>2</sub> equivalent were recorded for 2024, representing a decrease of 22.6 percent compared to 2022 (449 tons of CO<sub>2</sub> equivalent). The ongoing electrification of the vehicle fleet—currently 14 of 44 company vehicles plus one hydrogen vehicle—contributed significantly to the reduction in CO<sub>2</sub> emissions. The fleet's emissions were reduced from 130 g CO<sub>2</sub>/km to precisely 59 g CO<sub>2</sub>/km. LAUDA is pursuing the specific goal of reducing Scope 1 emissions to net zero by 2030.

### Scope 2

With regard to Scope 2 emissions (indirect emissions on company premises, e.g., from purchased electricity if it is not generated from renewable energies), only electricity consumption is significant. Due to the exclusive use of electricity from renewable energies, the value for these emissions will be zero in the years 2022 to 2024.

### Scope 3

Scope 3 emissions are emissions outside the company premises, e.g., from the manufacture of purchased products (upstream) or the use of LAUDA equipment by customers (downstream). These account for 99.8 percent of total emissions (172,008 of 172,375 tons of CO<sub>2</sub> equivalent in 2024). The largest share, at around 86 percent, is accounted for by downstream emissions (147,603 tons of CO<sub>2</sub> equivalent). This is dominated by emissions in the category “use of sold products.” For this reason, LAUDA strives to continuously develop its product portfolio in terms of energy efficiency, e.g., using frequency-controlled compressors. Based on the Science-Based Target Initiative and the requirements of the CSRD, the sustainability policy of LAUDA has set a climate target of reducing Scope 3 emissions by 52 percent, considering planned sales growth (economic emission intensity). The reduction already achieved from 204,801 tons of CO<sub>2</sub> equivalent (2022) to 172,008 tons of CO<sub>2</sub> equivalent (2024) confirms the effectiveness of the measures introduced.

	Unit	2022 <sup>12</sup>	2023 <sup>12</sup>	2024 <sup>12</sup>
<b>Total</b>	tCO <sub>2</sub> eq.	205.251	202.439	172.375
<b>Scope 1</b>	tCO <sub>2</sub> eq.	449	383	366
<b>Scope 2</b>	tCO <sub>2</sub> eq.	0	0	0
<b>Scope 3</b>	tCO <sub>2</sub> eq.	204.801	202.056	172.008
<b>Scope 3 upstream</b>	tCO <sub>2</sub> eq.	28.977	28.592	24.405
<b>Scope 3 downstream</b>	tCO <sub>2</sub> eq.	175.824	173.463	147.603

<sup>12</sup> Calculated using EcoVadis Carbon Calculator, for comparability: recalculation from 2022



**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 have close ties to our employees and are deeply rooted in the region. Thanks to modern workplaces, attractive working time models, and additional benefits, coupled with exciting tasks and products, we can attract and retain employees in the long term. Our trainees get to know the company from the ground up and form the basis for our future growth.

### LAUDA employees as a strong foundation (S1-6, S1-15, GRI 2-30, GRIO 401-1)

In 2024, LAUDA employed a total of 417 people in Lauda-Königshofen (2023: 417; 2022: 396). Of these, 86.3 percent were full-time employees, and 13.7 percent were part-time employees. Almost all employees at the site, namely 98.3 percent, are employed on a permanent basis.

Staff turnover in 2024 was 7.4 percent (2023: 7.6 percent). New hires were distributed across the various age groups as follows: under 30 years of age 40 percent, 30 to 50 years of age 50 percent, and over 50 years of age 10 percent. Departures were distributed as follows: under 30 years of age 29 percent, 30 to 50 years of age 32.3 percent, over 50 years of age 38.7 percent.

### Corporate culture (G1-1)

The central element of the corporate culture at LAUDA is the “LAUDA Lighthouse.” It anchors the LAUDA vision, mission, and strategy, providing guidance for the company's actions.

Driven by the vision of “Improving the world together with precise temperatures,” LAUDA continuously develops its products and distributes them worldwide. In doing so, we attach great importance to acting in accordance with sustainability criteria and to conserving and protecting our environment.

	2022	2023	2024
Women (permanent)	95	97	92
Men (permanent)	266	286	318
Women (fixed-term)	7	8	2
Men (fixed-term)	28	26	5

(Number of persons by type of employment and gender 2022 to 2024)

**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:**

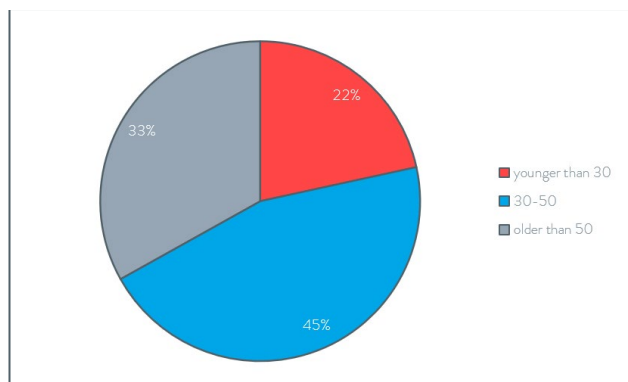
- At LAUDA, we are committed to our tradition as a modern family-owned company.
- At LAUDA, we remain the global market leader and set benchmarks.
- At LAUDA, we strive for innovation.
- At LAUDA, we are synonymous with sustainability and a high level of environmental awareness.
- At LAUDA, we regard 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.

The future means adapting to constantly changing conditions and continuously reviewing and improving our own processes. Employees can therefore submit innovative ideas and suggestions for improvement via the LAUDA ideas portal "Tracktion". The ideas are evaluated by the respective department managers and, ideally, implemented.

Consideration is also given to whether the idea contributes to the sustainability of LAUDA. In 2024, 100 ideas were submitted via this channel, 24 of which relate to sustainability. One example is the designation and maintenance of a green space as a wildflower meadow.

### Diversity (S1-9, S1-12, S1-16)

The age structure of LAUDA employees is broken down as shown in the following figure, with the average age in 2024 being 41.7 years. The proportion of women in 2024 was 22.5 percent – slightly lower than in previous years.



Age structure of employees in 2024

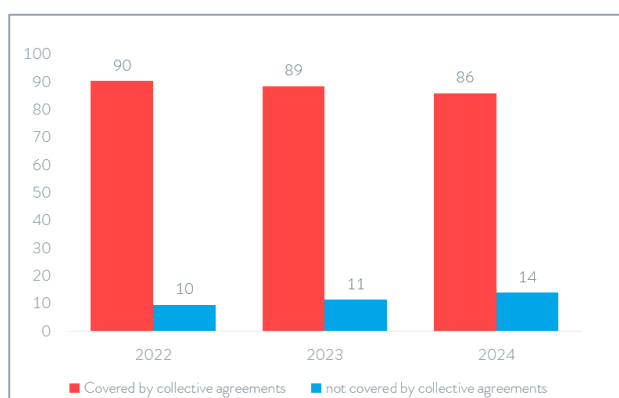
The management team at the Lauda-Königshofen site is made up of 92 percent men and 8 percent women. The percentage of employees in management positions who come from minority groups and/or vulnerable groups is zero percent.

The average unadjusted gender pay gap between men and women remained unchanged at 10 percent in 2024.

Around 6 percent of LAUDA employees were represented by the representative body for severely disabled persons in 2024. This figure has remained constant over the last few years.

### Working conditions and pension 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 issues at LAUDA are therefore regulated by the applicable collective bargaining agreement and laid down in company regulations and works agreements. As in previous years, the majority of LAUDA employees are employed under collective bargaining agreements – in 2024, this figure was 86.3 percent. All LAUDA employees earn significantly more than the minimum wage required to cover their living expenses.



Distribution of employees covered by collective agreements and those not covered by collective agreements in 2024

One of the key objectives of LAUDA is to create attractive working conditions for its employees. In addition to salary, this includes issues such as work-life balance, occupational safety, and health. LAUDA is committed to ensuring that its employees are able to pursue private interests such as childcare, caring for relatives, or voluntary work alongside their everyday professional lives. To meet this requirement, LAUDA offers a 35-hour week, flexible part-time models, home office, and the option to take a career break within the scope of the company's possibilities.

An important aspect of working conditions at LAUDA is ensuring a safe working environment for employees. This includes preventing accidents and hazards at work and implementing preventive health measures. At LAUDA, a qualified occupational safety specialist is available to answer questions about occupational safety. The mandatory annual safety training sessions are specifically followed up and the necessary training courses and certificates are regularly renewed.

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

In 2024, approximately 496,658 working hours were logged (2023: 546,511 and 2022: 515,255). During this period, two workplace accidents were reported (2023: four; 2022: three). Days lost due to work-related injuries and illnesses were reported as 46 for 2024, which represents a significant decrease compared to the previous year (96 cases).

LAUDA offers a range of additional benefits in terms of healthcare and wellness. To provide long-term security for its employees, LAUDA offers a company pension scheme. The job bike leasing scheme, which has been in place since 2023, contributes to health and sustainability. Around eight percent of the employees take advantage of this scheme. In addition, gym memberships are covered in full, and subsidies for other sporting activities can be applied for. A particular highlight in terms of sport is participation in various running events, for which the LAUDA running club trains weekly. An integral 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)**

Trainees are a key component for the future of LAUDA. To continuously improve the quality of vocational training and dual study programs at LAUDA, the company undergoes regular audits by the Heilbronn-Franken Chamber of Industry and Commerce in accordance with the requirements of the Dualis certificate. As of December 31, 2024, LAUDA had 27 trainees and five dual students.

A training budget is also defined annually for long-standing LAUDA employees to enable them to continue their professional development. Depending on requirements and subject area, external training courses and certifications can be attended. In order to take account of the specific characteristics of LAUDA, internal training courses are offered as part of "Learn@LAUDA" in the LAUDA training catalog. The learning program is supplemented by "Lunch & Learn" events, where the lunch break can be actively used to exchange experiences under the motto "by us, for us." New topics such as artificial intelligence are particularly popular. In 2024, the average number of training hours per employee was approximately seven hours.

### **Social commitment**

Thanks to its close ties to the region, LAUDA is involved in a wide range of cultural, scientific, social, and sporting activities.

The LAUDA Factory Gallery, established in 1995 on the company's premises, has become a fixture in the regional art scene and offers a stage for regional and national artists in changing exhibitions. Through partnerships, for example with the ZDI Mainfranken in Würzburg, LAUDA supports the research and start-up scene in the region. Regional associations, such as FV Lauda, are supported through regular sponsorship and donations.

LAUDA is a founding sponsor of Futurelabs gGmbH, a non-profit company based in Lauda-Königshofen. Young people from schools, universities, and companies in the region are supported in developing important key skills to strengthen 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, where volunteers, including employees, repair defective household appliances 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.

**39 percent**  
**PURCHASING**  
**VOLUME FROM**  
**14001 CERTIFIED**  
**SUPPLIERS**

### Suppliers with 14001 certifications

As part of its ongoing efforts to improve sustainability in the supply chain, LAUDA has set itself an ambitious goal: we aim to increase the proportion of our suppliers with ISO 14001 certification to at least 45 percent in terms of purchasing volume by 2025. This internationally recognized standard for environmental management systems is an important indicator of the ecological commitment of all LAUDA partners.

At the end of 2023, 26 percent of suppliers in the relevant key categories (primarily material supply for product manufacturing) had this certification. In 2024, LAUDA can report that, when looking at the same key categories, 39 percent of suppliers are already ISO 14001 certified. This shows that the efforts of LAUDA to work with environmentally conscious partners are already bearing fruit. LAUDA sources 43 percent of its purchasing volume from suppliers who are certified according to DIN ISO 14001.

These figures not only illustrate the current status, but also the enormous potential for future improvements. At LAUDA, we are determined to continue this positive development and support all suppliers on their path to greater sustainability. For example, one of the targets set for 2025 is to motivate and assist the five largest suppliers in terms of

purchasing volume who are not ISO 14001 certified to obtain certification or draw up a sustainability plan.

### Measures for sustainable procurement

LAUDA pursues a sustainable procurement strategy that takes ecological, social, and economic aspects into account when purchasing products and services. The LAUDA purchasing staff are specially trained for this purpose. Where possible, LAUDA uses reusable packaging for transport and storage in order to avoid the consumption of disposable materials. LAUDA pays particular attention to the responsible procurement of conflict minerals, especially 3TG metals (tin, tantalum, tungsten, and gold). LAUDA and its suppliers are committed to sourcing these raw materials only from sources that can be proven not to contribute to the financing of conflicts. LAUDA expects its suppliers to be transparent about the origin of the minerals they supply and to provide information in accordance with the Conflict Mineral Reporting Template (CMRT).

Based on current information, LAUDA does not use metals from conflict regions. LAUDA is continuously working to improve its database, regularly updating supplier information and including subcontractors. The goal of LAUDA is to further increase transparency in the supply chain and to consistently fulfill its responsibility for sustainable and ethical procurement.

LAUDA does not currently fall within the scope of the Supply Chain Due Diligence Act. Despite not being affected by the Supply Chain Due Diligence Act, we take our corporate responsibility very seriously. Compliance with human rights and environmental standards is part of our corporate philosophy. We are continuously working to make our supply chains sustainable and responsible. For this reason, as part of the supplier qualification process, we also require our suppliers to confirm their compliance with our Code of Conduct by signing it.

