



SUSTAINABILITY REPORT 2023



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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 fourth sustainability report of ViscoTec Pumpen- u. Dosiertechnik GmbH. It relates to our entire company for the period from 1 January 2023 to 31 December 2023. 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.

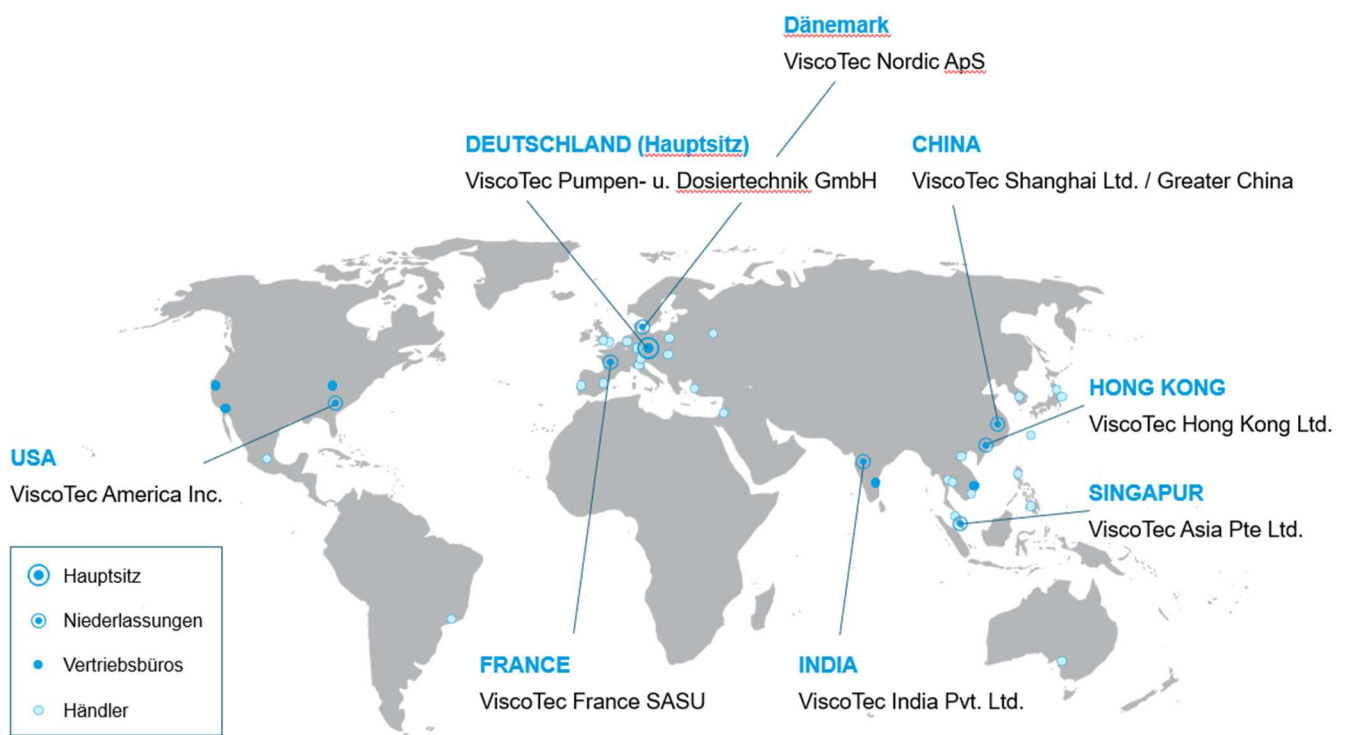
Franz Kamhuber
Management "commercial area"

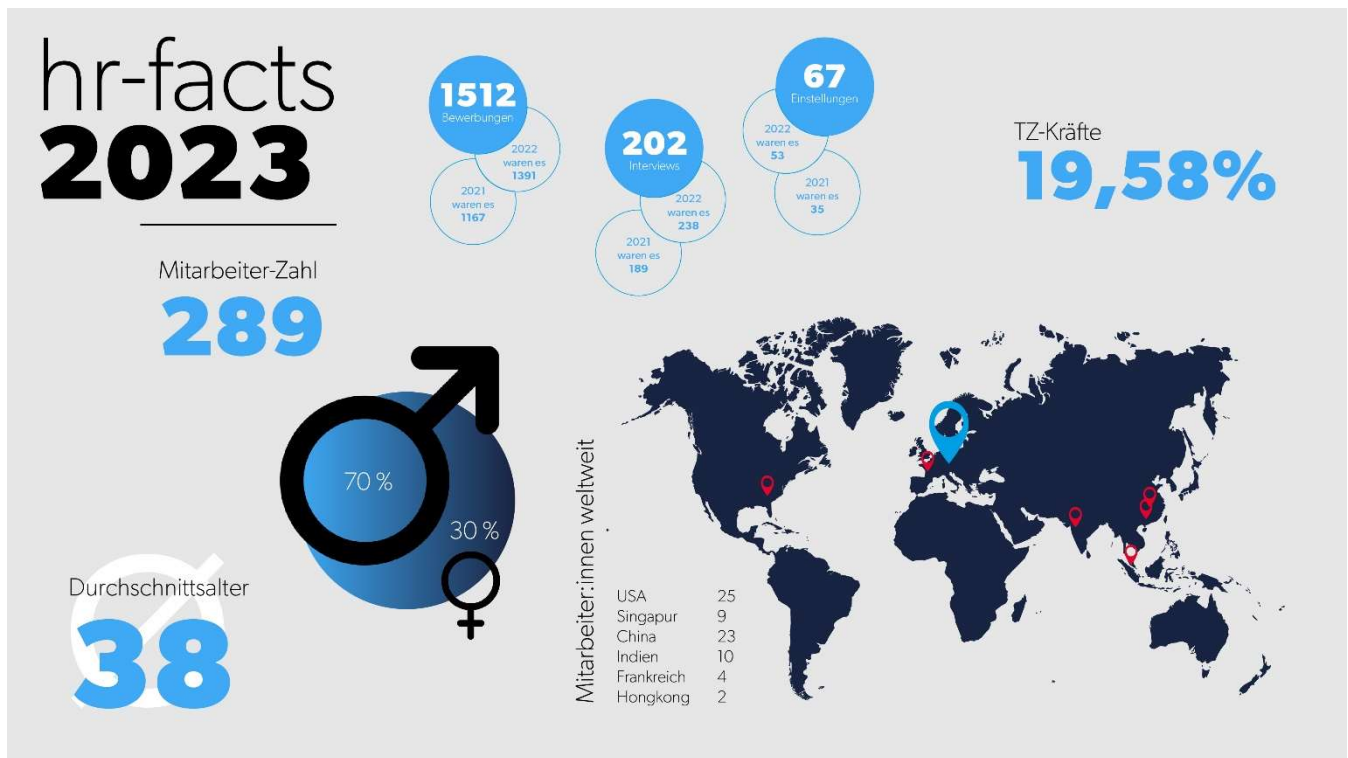
Martin Stadler
Management "technical area"

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 μl 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:

In 2023, an anonymous and voluntary employee satisfaction survey was conducted in conjunction with a survey on psychological risk assessment. The survey was conducted digitally using an online questionnaire.

Results:

The participation rate was again very good. We received many comments, suggestions, ideas and remarks on the questions asked and can look back on very positive feedback overall. The results of the survey were analysed, discussed and evaluated with the management. This was followed by a presentation of the results and the measures derived. The resulting findings will also be followed up in 2024, with corresponding improvements implemented and benefits realised. A new survey in 2025 is already being planned.

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.

Measures:

Employee representation was introduced back in 2013 as a permanent representation of all company employees - consisting of two democratically elected representatives. The term of office for the elected representatives is 2 years. New elections were held in 2023. All employees can contact the employee representatives with their concerns confidentially and anonymously.

In order to continuously improve as an employer, ViscoTec asks every departing employee for an exit interview to find out the reasons and motivations. In this way, we hope to be able to derive measures for the future. Our employee representatives are heavily involved in this process and offer the employee a non-binding, voluntary interview.

It is also possible in the context of company integration management (e.g. for employees on long-term sick leave) to involve the employee representatives as a neutral party in order to achieve the best possible result for the person concerned.

Results:

In the reporting period, 3 meetings were held on a wide range of topics. Minutes were taken and published.

Exit interviews also took place in 2023. Our employee representatives conducted and documented these interviews with the relevant employees. 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. After all, 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 suitable 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: Since August 2023, we have offered all our employees the opportunity to take part in the Wellpass company fitness programme. We take care of our employees' health in the form of subsidised EGYM Wellpass membership.

Vacation:

As a further benefit for our employees, we have decided to introduce two days of additional leave from 1 January 2023. This additional contractual leave will be granted in addition to the existing annual leave and is of course intended to promote relaxation. In total, our employees will therefore receive 32 days of holiday per year.

Lunch catering:

In addition, our lunch subsidy was extended to other selected restaurants.

Awards:

"MOST WANTED EMPLOYER 2023"

ViscoTec takes 2nd place as "Most Wanted Employer 2023" in the mechanical and plant engineering sector.

In the overall ranking of 1,000 companies, ViscoTec achieved an excellent 189th place and compared to 2022 (4th place Mechanical & Plant Engineering // 210th place in the overall ranking) we were even able to improve our position.



"KUNUNU TOP COMPANY 2023"

ViscoTec was once again recognised as a Top Company by kununu in 2023. This repeated recognition underlines our ongoing commitment to excellent corporate culture and social responsibility. As a multi-award-winning company, we remain committed to creating an inspiring work environment based on values such as teamwork, diversity and sustainability. These awards motivate us to continue on our path as a pioneer in shaping a positive working environment.



"Erfolgreich.Familienfreundlich" (Bavaria's Top 20)

Bavaria's Top 20 were honoured on 15 June 2023 as part of the "Erfolgreich.Familienfreundlich" competition by Bavaria's Minister of Labour Ulrike Scharf (StMAS) and Bavaria's State Secretary for Economic Affairs Roland Weigert (StMWi) at the Munich Residence. The aim of the award is to honour family-friendly corporate policies and their positive effects on the image and economic success of companies. At ViscoTec, family friendliness is very important to us - and we are continuously committed to creating a positive work-life balance for our employees. It is also important to us that we as a company recognise the needs of our employees and their families and support them when necessary. This award encourages us to continue on our course and further intensify our efforts to promote a family-friendly working environment.



ViscoTec is also one of Germany's 100 most innovative SMEs, a result based on the "InnovationsChampions 2023" study conducted by management consultants Munich Strategy on behalf of WirtschaftsWoche.

The greatest possible transparency and communication contribute significantly to employee satisfaction. This makes goals, strategies and decisions comprehensible.

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".

Results:

Over 1,500 applications were received in the reporting period, some of which went through our selection process, resulting in new hires. Employee recruitment bonuses were paid out 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:

ViscoTec proactively increases the remuneration of the entire workforce as an early compensation for inflation - to minimise any financial hardship. Furthermore, we always exceed the statutory minimum wage and bring forward planned statutory increases. We also participate in the inflation compensation premium initiated by the German government.

Results:

ViscoTec is increasing the remuneration of the entire workforce across the board due to inflation. We are passing on the full amount of the inflation compensation premium to our employees.

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 aim to conduct an evaluation of individual employee performance at least once a year, incorporating employee self-assessments to maintain employee commitment to their own performance and overall organisational goals.

Measures:

Introduction of a performance and potential matrix (PPM) in 2023 The PPM is an effective tool from holistic personnel management/human resources management (HRM) that evaluates and visualises the performance and development potential of employees, but also includes remuneration and possible remuneration development. This matrix makes it possible to categorise employees on the basis of their current performance and future potential and to derive appropriate measures. Performance basically consists of 2 directly related dimensions, namely hard skills (job-specific) and soft skills (person-specific). In doing so, we emphasise the greatest possible objectivity instead of subjectivity. Evaluation and assessment are based on defined indicators. A standardised assessment scheme with predefined criteria and a comprehensible assessment standard mean that subjective assessments and any (human) errors of judgement and perception can be significantly reduced.

Results:

The individual performance of 100% of our employees was assessed. The performance and potential matrix provides us with a clear overview of all our employees, enables targeted development measures (e.g. strategic or operational personnel development) and supports strategic HRM decisions. It is an effective tool for identifying talent, designing career plans and optimising the use of resources in order to increase individual and collective performance within the company.

The results of the LPM are fully documented in our personnel management system.

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:

- Presentation ViscoAcademy / Employee representation
- Key data and ViscoTec's self-image
- Business areas at ViscoTec
- Software applications
- Product management presentation
- Our quality management
- Complaints management

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 discernible in recruitment and in the ratio of women to men for several years. We also encourage part-time work.

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 proportion of women 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 seen 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 as part of occupational health management (OHM). The focus initiative in 2023 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
- Publication of recipes for a healthy and balanced diet

Results:

The sickness rate at ViscoTec was well below average - the industry average in the metal sector as a whole (M&E) is around 5.5% in Bavaria and 7.0% across Germany. The usual seasonal waves are also recognisable in 2023 - a generally slightly higher sickness rate was recorded due to the ongoing coronavirus pandemic, in particular various quarantine-related absences, which can be equated to sickness-related absences. In order to minimise sickness-related absences, ViscoTec is implementing numerous measures as part of its occupational health management programme.

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 taken into account.

Results:

Four meetings of the Occupational Safety Committee (ASA) were held during the reporting period. All results were documented and distributed to the responsible employees in the form of meeting minutes.

The following figures are available from the German Social Accident Insurance Institution (BGHM) for the 2023 reporting period.

	Comparison (same industry & similar size)	ViscoTec 2023
Occupational accident rate (factor 1,000 to the number of full-time employees)	28,2	8,6
Rate of occupational accidents with lost time (factor of 1 million to hours worked) Lost time injury frequency rate (LTIR)	18,9	5,8

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
- Preparation of risk assessments by the occupational safety specialist
- Inspections of areas where hazardous substances are handled
- Inspection of hazardous materials storage facilities
- Maintaining the material database
- 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 risk assessments have been updated.

In the reporting period, 291 product samples were received for testing. 327 product samples (4.611 tonnes) were disposed of by an external service provider with proof of disposal and 52 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:

ViscoTec's aid and donation campaign for the earthquake victims in Turkey & Syria.

Donation to UNICEF.

Results:

We were able to achieve a great result with the fundraising campaign for the earthquake victims in Turkey and Syria, which was launched at short notice. Our employees raised a total of around €2,500 in donations - €2,000 of which came from donated overtime and €500 from additional cash donations. As an employer, ViscoTec also contributed generously and rounded up the donations to a total of €5,000. In addition, our trainees from all branches of training organised a cake sale in the company foyer on their own initiative. The campaign was a great success - a total of €716.50 was raised and ViscoTec generously rounded up the proceeds to a proud sum of €2,000.00.

As Christmas donations, € 2,000.00 from our trainee cake sale was handed over to the Spielstube in Töging - an organisation of the German Child Protection Association / Burghausen-Altötting District Association. A further €3,000.00 was donated to the Anna Hospice Association.

7 Environment

The environmental report is intended to serve all employees and observers,

- to record the environmental impact of ViscoTec's business operations in Germany
- to pursue and promote sustainable development and the responsible use of our resources
- to explain environmental protection in thought and action and to identify potential for improvement

As part of this environmental report, the management encourages and demands that all employees act responsibly and actively to protect the environment and health. Sustainability is presented transparently to employees, all stakeholders and the wider social environment in an annual environmental report.

A key issue for us in terms of environmentally friendly sustainability is achieving the most climate-friendly production possible. Three areas stand for this:

1. Energy consumption and greenhouse gases

Guiding principle Energy and emissions: We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in line with targets or offset them in a climate-neutral manner.

2. Water and resources

Resources guiding principle: We increase resource efficiency, raise raw material productivity and reduce the utilisation of natural resources.

3. Products, raw materials, chemicals, waste

Product responsibility guiding principle: We take responsibility for our services and products by analysing the value creation process and the product cycle for sustainability and creating transparency in this regard.

Our aim is to improve our company's energy balance in the long term and strive for climate-neutral production of our products. To achieve this, processes must be optimised, opportunities for the use of renewable energy sources must be created and programmes for investing in climate protection projects must be used.

7.1 Energy consumption and greenhouse gases

We are utilising more and more renewable energies, increasing energy efficiency and reducing greenhouse gas emissions in line with our targets and investing in climate protection projects for remaining emissions.

Goals:

- Precise recording of all consumption, including the primary energy used
- Increase in renewable sources of primary energy
- Reduction in the relative total energy requirement (in relation to turnover)
- Identify current status and opportunities for improvement

- Compensation or investment in climate protection projects in the amount of Scope 1 and 2 emissions

Measures:

- Construction of a new building for assembly with offices according to the latest energy standards (based on KFW 40)
- Utilisation of a new PV system on the new company building
- Use of renewable energies for heat generation (wood pellets)
- Job Rad to promote the use of bicycles instead of cars for commuting
- Upgrading the vehicle fleet with electric vehicles
- Expansion of the charging infrastructure for company vehicles and private electric vehicles
- Provision and maintenance of a platform for finding carpooling opportunities for colleagues
- Further expansion and planning of the use of renewable energies in new buildings and conversions on the company premises
- Maintaining the company's "green conscience" as a representative of environmental interests
- Educating/informing employees about correct waste separation and providing collection bins in communal areas and coffee kitchens

Results:

The amount of self-generated energy from PV utilisation rose sharply compared to the previous year thanks to the commissioning of a PV system on the new company building. An increase in the demand for purchased electricity is due to the operation of the new building. Gas consumption remained roughly constant this year compared to the previous year. Fuel consumption rose slightly compared to the previous year, which can be explained by increased travelling and greater use of company vehicles. The return to pre-pandemic operations with less mobile work is also an explanation for the higher fuel consumption. Total energy consumption per million euros of turnover rose to roughly the same level as before the pandemic due to the more difficult financial year. Total energy consumption increased due to the company's growth and the year-round operation of the new company building, as well as the increased consumption of company vehicles. Firing with wood pellets in combination with the new, well-insulated company building is also much less significant than providing heat for the older building complex using gas heating.

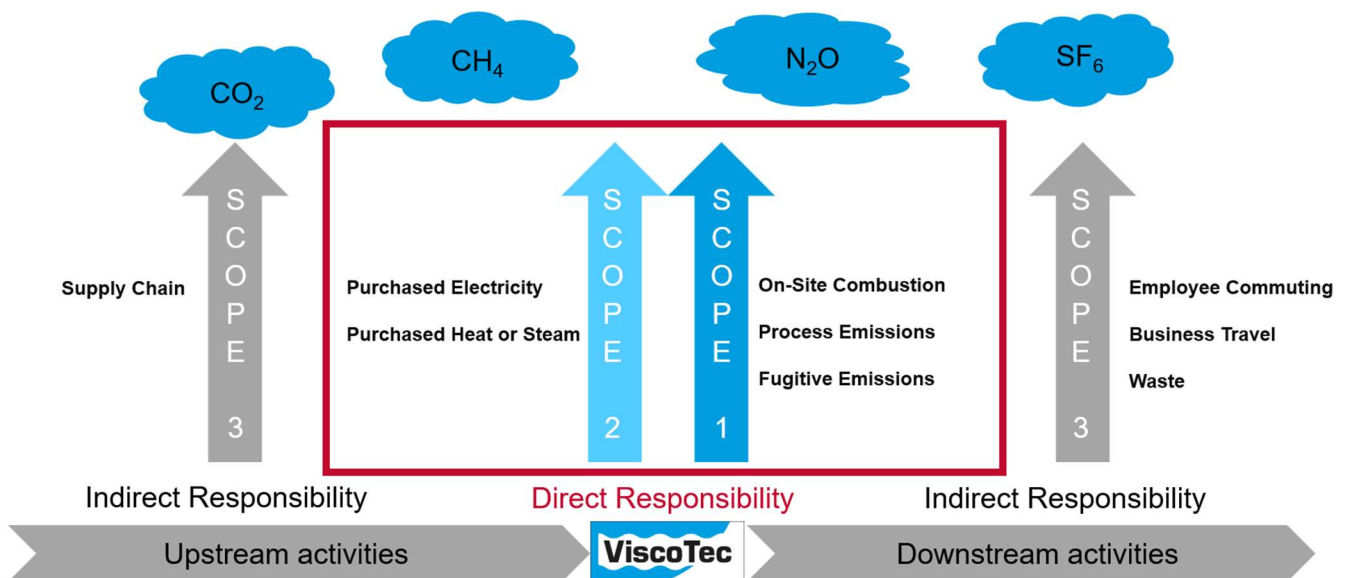
Across all energy sources, the share of renewable energies in the site's total primary energy requirements has risen steadily in recent years. The utilisation of the new PV system has increased the share to a total of 40.5 %. The analysis includes all purchased or self-utilised forms of energy, including heat and transport.

ViscoTec maintains a fleet of company vehicles. Since 2021, the type of fuel has been presented for a more precise classification. It can be seen that total consumption has risen again slightly compared to the previous year. It is highly likely that the increased resumption of field operations in sales and service following the coronavirus restrictions contributed to the increase in demand. The recording of "purchased power" describes the electrical energy purchased through charging current. However, the majority of the electricity for the electric vehicles is charged at the charging points on the company premises. The value shown is only external charging.

In addition to the purchased energy, ViscoTec maintains a photovoltaic system that can cover an increasingly large proportion of its electricity requirements. Wherever possible, the electricity is utilised for the company's own use and surplus energy is fed into the power grid. Since the first PV system was commissioned, around two thirds of the electricity generated each year has been used for the company's own needs. In 2023, absolute electricity generation from PV rose to around double that of the previous year.

Measures:

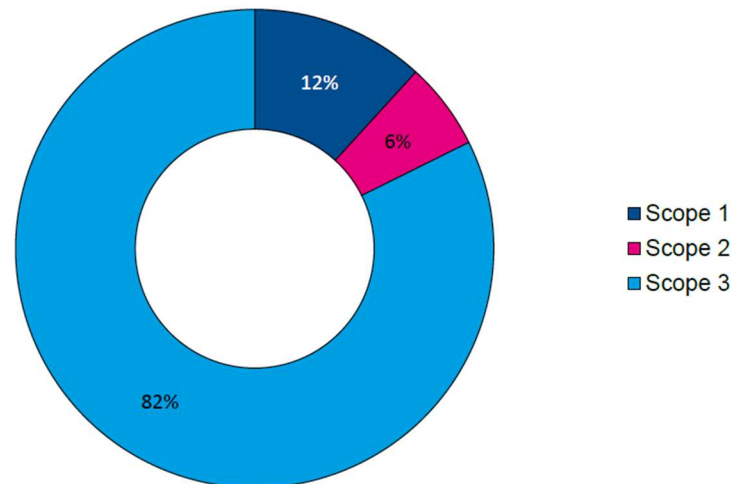
In 2021, ViscoTec prepared a CO₂ balance sheet for the main site in Töging for the first time in collaboration with the service provider "myclimate". All key points were included in the balance sheet in accordance with the Greenhouse Gas Protocol (GHG). The values in the balance are stated in tCO₂ e (tonnes of CO₂ equivalents). The accounting provides for a subdivision of emissions into "scopes". Scopes 1 and 2 relate to direct emissions from operations. Scope 3 describes all emissions caused by upstream and downstream processes. This collaboration was continued and the carbon footprint was drawn up.



Results:

Most emissions from transport by third-party companies.

Scope 1 accounts for 12%, Scope 2 for 6% and Scope 3 for 82% of total emissions. The distribution across the respective scopes can be shown as follows:

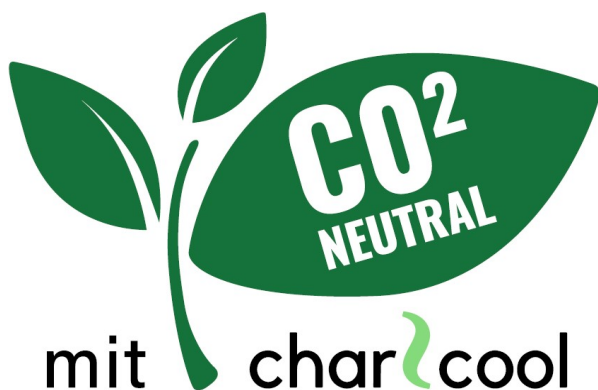


The carbon footprint is based on the internationally recognised standard "The GHG Protocol: A Corporate Accounting and Reporting Standard" and includes the climate-relevant greenhouse gases that fall under the company's "operational control". The data basis for the calculations comes from myclimate Release 0.2 Standard (based on ecoinvent 3.6, 3.8, 3.9) and the IPCC 2013 assessment method (GWP 100a). (Source: myclimate)

In addition to balancing, the option of investing a climate protection contribution with the non-profit organisation Char2Cool e.V. was used. The climate protection contribution was paid for all Scope 1 and Scope 2 emissions from the site.

The Char2Cool e.V. programme simultaneously addresses many different ecological and social problems in the Global South. For example, the removal and carbonisation of water hyacinths (an invasive species) prevents their decomposition into methane and CO₂. This charcoal stores carbon in the long term and is used to improve soils and restore local food security. This also protects endangered animal species, which are no longer exposed to the pressure of hunting.

Organisation page: [Char2Cool e.V. - One of the most effective CO2 compensation projects worldwide](#)



7.2 Water and resources

We are improving resource efficiency, increasing raw material productivity and reducing the use of natural resources to protect our environment. Water as a resource is conserved through sparing use in production, site maintenance and by employees. The company premises are not located in a critical zone for water protection. Waste water is treated by municipal sewage treatment before being discharged into water bodies. No hazardous or toxic waste water is produced. Small quantities of liquid waste are disposed of properly by specialised waste disposal companies.

Goals:

- Reduction in water consumption in relation to turnover
- Avoidance of hazardous waste water

Measures:

- No special water-related measures were implemented in 2023 due to the lack of necessity

Results:

Total absolute water consumption fell slightly in 2023. In relation to turnover, consumption also continued to fall.

7.3 Biodiversity and land use

Alongside the climate crisis, the promotion and preservation of biodiversity and species diversity is one of the most important ecological challenges of our time. However, the land requirements of commercial enterprises often conflict with ecological demands. ViscoTec therefore endeavours to minimise this conflict through efficient land use and careful site maintenance. ViscoTec's company premises are located in the immediate vicinity of the A94 motorway in Töging. There are no water or soil conservation areas in the vicinity.

Goals:

- Efficient utilisation of the available space
- Promotion of biodiversity on the company premises

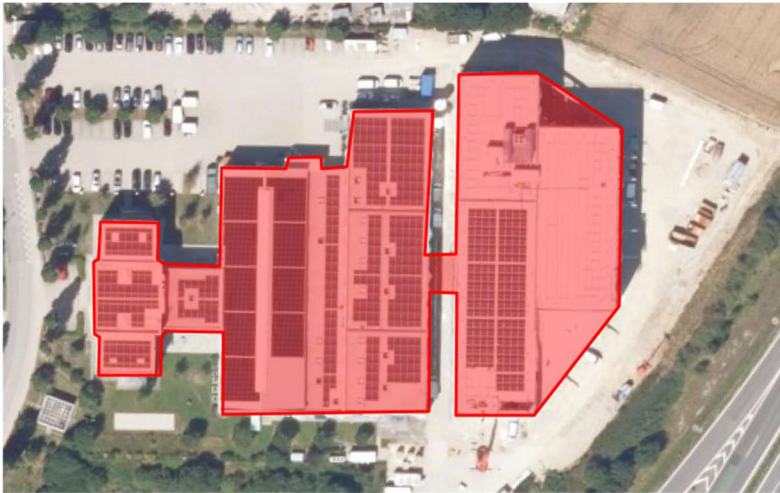
Measures:

- Construction work on a highly efficient company building was completed in 2022
- Designation of a flowering area on the company premises
- Sensitisation of employees for nature-oriented landscape conservation

Results:

The company premises are largely built on. In addition to production buildings, there are mainly areas for employee car parks. The ratio of sealed area to total area is around 80-90%. The unsealed sections

are planted with trees, lawns and a flower strip. Car park areas are paved to allow rainwater to seep away. The water from the roof areas is channelled into infiltration trenches and is thus available to the groundwater. The new building was constructed with three storeys to save space, with the option of adding further storeys if necessary.



7.4 Products, raw materials, chemicals, waste

We take responsibility for our services and products by analysing the value creation process and the product cycle for sustainability and creating transparency in this regard. ViscoTec attaches great importance to the proper disposal of waste materials. We therefore ensure the proper separation of recyclable materials that can be reintroduced into the material cycle. We also endeavour to reuse and use packaging materials sparingly.

Goals:

- Recording of waste quantities and categorisation
- Reduction and avoidance of internally generated waste, as well as externally generated waste
- Increasing the recycling rate for recyclable materials

Measures:

- Reduction of packaging material used
- Reduction in the quantity of product samples
- Improving the recyclability of cardboard packaging

Results:

The amount of hazardous waste produced hardly played a role in the total amount of waste. The largest item was residual waste, which remained constant in terms of quantity compared to the previous year. A new addition to the analysis was the separate item "commercial waste".

The total number of product samples decreased slightly, although the number of product samples disposed of increased. This is due to a carryover from previous years.

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:

Creation of a Code of Conduct that sets out the basic principles of our actions and supports us. Publishing and publicising our Code of Conduct.

Results:

The ViscoTec Code of Conduct has been drawn up, 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 sets out 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 17.07.2023]

Code of Conduct Suppliers [ViscoTec, Version 19.09.2023]

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 17.07.2023]

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:

protect the company's assets and information. This applies both to information that must be protected by law and to information that is of great value to our company. Confidentiality, integrity and availability are taken as a basis at all times. [Information Security Management System - ISMS, 5.2 Policy]

Measures:

To achieve these goals, we have set up a team to introduce, monitor and improve an information security management system (ISMS) in the company on a permanent basis. To this end, we have determined the requirements, expectations and scope, defined responsibilities and authorisations and described measures. A corresponding ISMS manual (not yet released) was created as binding documentation in order to clearly define the agreed objectives, measures and regulations.

Results:

There were no complaints regarding the protection of sensitive information in the reporting period. Additional requirements - above and beyond the legal framework - were implemented.

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, the supplier survey, a supplier evaluation using a questionnaire, personal discussions and supplier visits.

Results:

Coronavirus protective measures were legally active until April 2023. Due to the pandemic situation, it was not possible to carry out a specific review by means of a supplier visit during the reporting period, or we suspended it to protect those involved.

In our supplier evaluation using a questionnaire, 74% of our suppliers were able to provide us with DIN EN ISO 9001 certification.

68% of our suppliers confirmed that they have a sustainability programme, of which 60% were able to provide us with reports, documentation, publications and similar evidence.

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 special and continuously required components, we aim to avoid unnecessary waste and thus the wastage of resources.

Measures:

Reusable packaging specially adapted to the products is used for numerous purchased standard items in the area of turned and milled parts as well as for components in the electronics sector.

Results:

The amount of packaging waste has once again been significantly 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 for the benefit 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 identified substances, mixtures, articles and assemblies that come into consideration for the relevant regulations.

We have regularly compared the substances of very high concern (SVHC) with the substance database of the European Chemicals Agency (ECHA).

We have fulfilled our resulting obligations in accordance with the REACH Regulation (EC) No. 1907/2006.

We have actively confirmed product conformity as part of our supplier survey (Doc. No. QSD-001929).

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
- No information obligation according to Art.33 REACH Regulation (EC) No.1907/2006

88% of our suppliers (top 100 according to order volume) have confirmed to us in writing that they comply with legal product conformity requirements. 10% 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.