Leonhard Lang

Making an impact

Sustainability Report 2025

in accordance with the VSME Standard

Contents

1 Foreword

Dear Reader,

As a family-owned business with over 150 years of history, sustainability is second nature to us. When one takes a long-term perspective, sustainability is no longer a nice-to-have but an economic imperative at the core of everything one does.

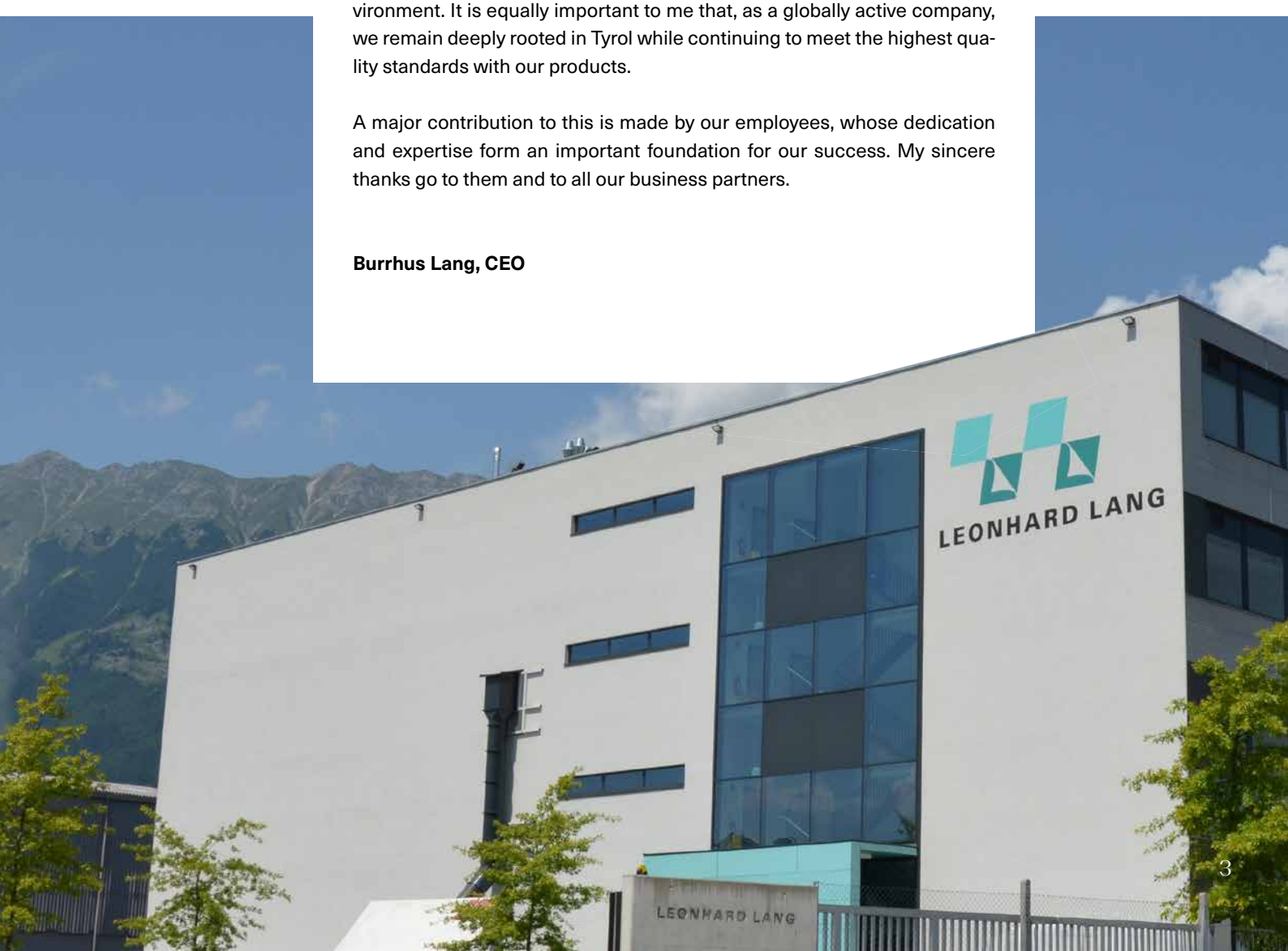
For decades, we have placed great emphasis on environmental protection and on material and energy efficiency. As early as the late 1990s, we established and certified an environmental management system. This has guided our thinking and actions to this day.

With this report, we seek to precisely capture specific aspects and impacts of our activities, thereby creating a basis for decision-making as well as fertile ground for product, material, and process innovations.

It is a matter of personal importance to me to lead our company in a way that ensures its continued existence for future generations and secures the necessary economic success to do so in harmony with people and the environment. It is equally important to me that, as a globally active company, we remain deeply rooted in Tyrol while continuing to meet the highest quality standards with our products.

A major contribution to this is made by our employees, whose dedication and expertise form an important foundation for our success. My sincere thanks go to them and to all our business partners.

Burrhus Lang, CEO



2 Introduction

With this report, we are publishing our first voluntary sustainability report in accordance with the VSME standard, providing insight into our responsibilities, ambitions, and strategic direction in the field of sustainability. Although companies of our size are currently not subject to mandatory requirements under the VSME, we have made a conscious decision to conduct a structured materiality analysis. We are convinced that only those who understand the environmental, social, and business impacts of their own actions can develop effective and future-oriented measures.

We conducted the analysis in accordance with the principles of double materiality, examining sustainability aspects from two perspectives:

1. **Impact perspective (inside-out)** –
   Where do we, as a company, have positive and negative impacts on people and the environment?
2. **Financial perspective (outside-in)** –
   Which sustainability aspects create financial risks and opportunities for our company?

The analysis identified the following key areas, which are of particular importance to us and our partners:

Environment

E1 Climate Change
- Energy
- Climate protection
- Adaptation to climate change

E2 Pollution
- Substances of concern
- Air pollution
- Water pollution
- Microplastics

E3 Water and Marine Resources
- Water

E4 Biodiversity and Ecosystems
- Direct drivers of biodiversity loss

E5 Circular Economy
- Waste
- Resource inflows, including resource use
- Resource outflows related to products and services

Social

S1 Company Workforce
- Working conditions
- Equal treatment and equal opportunities for all

S2 Workers in the Value Chain
- Working conditions
- Equal treatment and equal opportunities for all

S4 Consumers and End Users
- Personal safety of consumers and/or end users
- Social inclusion of consumers and/or end users
- Information-related impacts for consumers and/or end users

Governance

G1 Business Conduct
- Animal welfare
- Management of relationships with suppliers, including payment practices
- Political engagement and lobbying activities

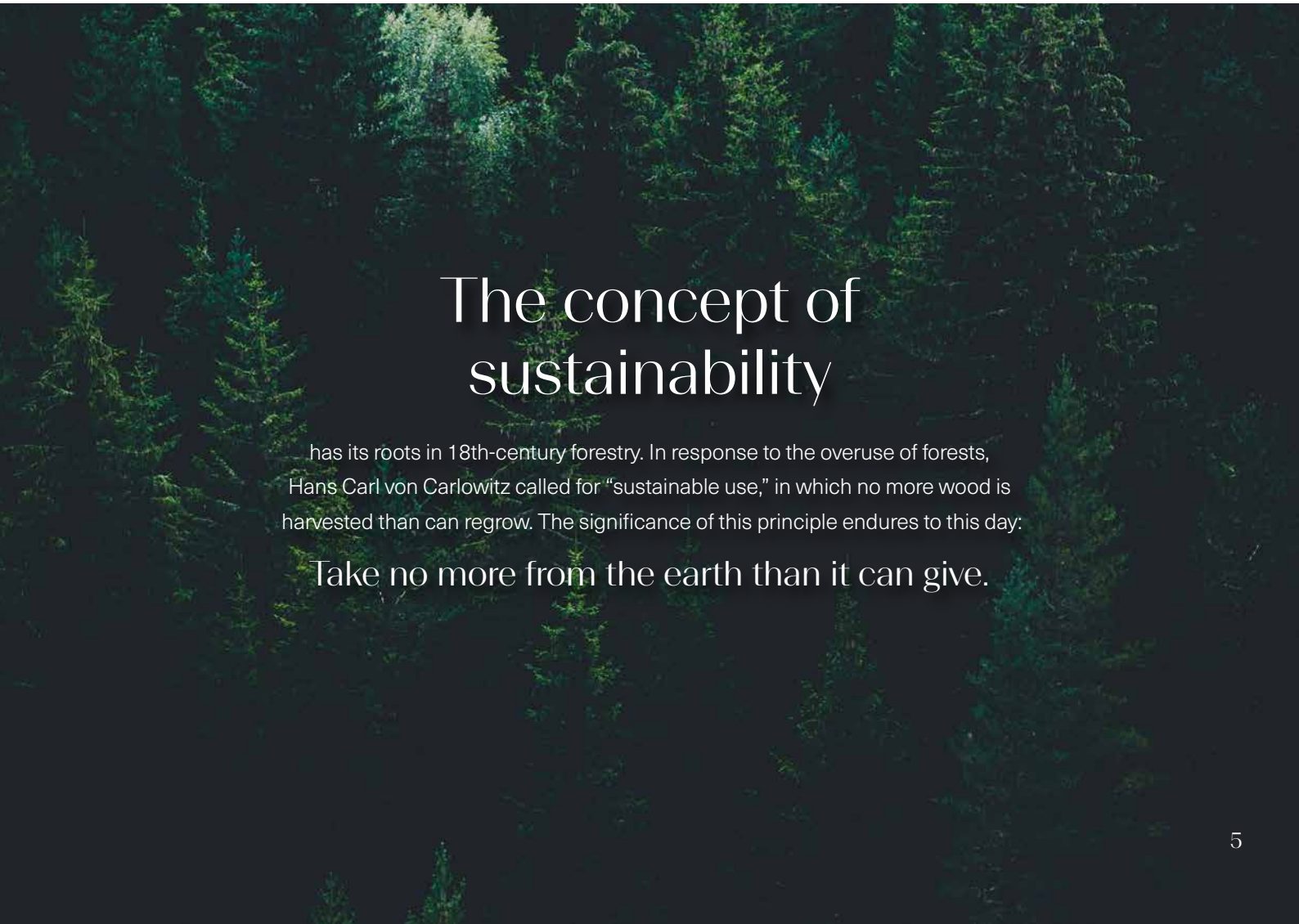
In the area of **Environment**, this includes in particular climate protection and energy, the reduction of pollution, the responsible use of water resources, the protection of biodiversity, and further development towards a circular economy.

In the area of **Social Responsibility,** the focus is on fair working conditions, equal treatment, and equal opportunities for employees within the company. Equally important are the protection and involvement of consumers, including a transparent information policy.

In the area of **Governance,** the focus is, among other things, on integrity in corporate management and responsible supplier relationships.

As Leonhard Lang GmbH, we are committed to high standards of ethics, integrity, and responsible conduct. Our Code of Conduct serves as a guide for our daily actions, conveys our shared values, and forms one of the foundations of our corporate culture. We act honestly, fairly, and with the utmost care in all business activities and decisions. Compliance with the law in all business relationships is a matter of course for us.

These topics reflect what has always been important to us: a responsible approach to the environment and resources, respectful collaboration with people, and responsible corporate governance. With our first sustainability report, we aim not only to document where we stand today but also to clearly show the direction in which we want to develop. Our ambition is to embed sustainability consistently throughout the entire company—as a guiding principle that strengthens our actions, fosters our capacity for innovation, and makes a positive contribution to society and future generations.



The concept of sustainability

has its roots in 18th-century forestry. In response to the overuse of forests, Hans Carl von Carlowitz called for “sustainable use,” in which no more wood is harvested than can regrow. The significance of this principle endures to this day:

Take no more from the earth than it can give.

3 General Information

3.1 Basis for Preparation

[B1]

We have prepared this sustainability report on an individual basis in accordance with the VSME standard for the reporting period from January 1, 2025, to December 31, 2025 (any deviating periods are disclosed separately). We selected Option A and report fully in accordance with the basic module. This voluntary framework for small and medium-sized enterprises includes disclosures on sustainability strategy, governance, and relevant key figures. In addition, we disclose information under C1 and C2 from the comprehensive module. We thus also report on our strategy and business model in relation to sustainability and describe our procedures, guidelines, and future initiatives for the transition to a more sustainable economy.

Leonhard Lang GmbH is a limited liability company (GmbH) under Austrian law. Our business activities are classified under NACE code 26600, "Manufacture of irradiation, electromedical and electrotherapeutic equipment".

The following financial figures refer to the balance sheet date of 31 January 2026 and are preliminary figures as of 19 February 2026. Unless otherwise stated, all other information in this report relates to the calendar year.

Key figure	Amounts in EUR
Total assets	46,531,335.00
Revenue	79,490,538.76

This report covers our main site in Innsbruck, Austria (Archenweg 56, 6020 Innsbruck / 47.26697°, 11.44478°) and our sales office in Brunn am Gebirge, Austria (Franz-Schubert-Straße 7, 2345 Brunn am Gebirge / 48.11122°, 16.30110°). From April 2026, our sales office will be located in Mödling, Austria (DI Wilhelm Haßlinger-Straße 3, 2340 Mödling / 48.08308°, 16.29971°).

In total, we employ 418 people at these locations (headcount as of December 31, 2025, including employees on parental leave).

Leonhard Lang GmbH recently received sustainability-related certification under ÖKOPROFIT (issued by the Tyrolean Chamber of Commerce, Ökoprofit Tirol, on November 29, 2025). The initiative promotes reduced resource consumption, concrete environmental measures, and economically sustainable practices. This award confirms our commitment to reducing our environmental impact and implementing sustainable processes, through which we contribute to the environment and society.

ÖKOPROFIT Tirol

Our other certifications:

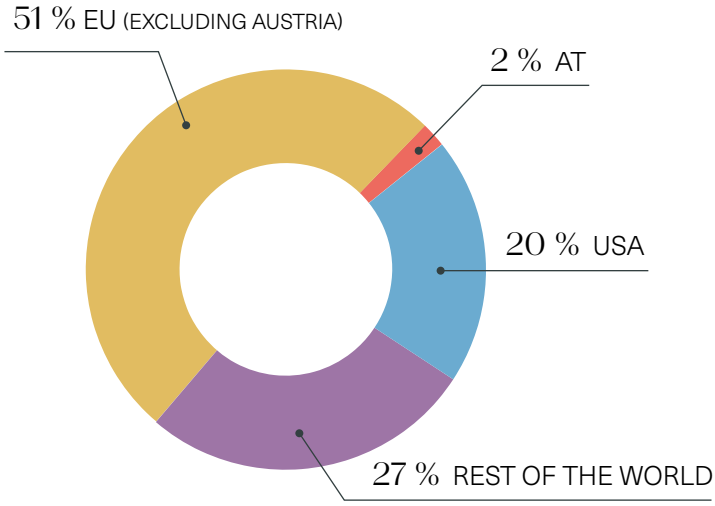
- → Environmental Management ISO 14001
- → Quality Management ISO 13485
- → MDSAP
- → EU Quality Management System Certificate (MDR – Class IIa and Class IIb)

3.2 Strategy – Business Model and Sustainability Initiatives

[C1]

We manufacture electrodes for ECG, EEG, other clinical parameters, high-frequency surgery, defibrillation, and stimulation.

Since the company was founded, all production has taken place in Austria. The products manufactured are distributed worldwide. Direct sales are made in approximately 75 countries, while indirect sales cover a significantly larger number of countries. Our largest markets by revenue are the European Union (excluding Austria) (51%), the United States (20%), and the rest of the world (27%).



Our key business relationships are with international distribution partners as well as with medical device manufacturers, for whom we produce original accessories. Direct sales to hospitals, doctors, and rehabilitation centers take place only in Austria.

Core elements of our corporate strategy are closely linked to sustainability considerations. However, as a manufacturer of medical devices, we are subject to very strict hygiene regulations and safety requirements. In many areas of application, our products are therefore designed as single-use products and are disposed of after use in order to ensure patient safety and infection prevention. As a result, recycling and the reuse of materials—and thus circular economy approaches for our products—are only possible to a very limited extent.

3.3 Policies, Guidelines, and Future Initiatives for the Transition to a More Sustainable Economy

[B2/C2]

We have established specific goals, specific measures, and future initiatives for key environmental and social aspects. These are structured by topic, have clear timelines, and are supported by documented procedures. Our sustainability efforts include, among other things, quantified targets for reducing energy and resource consumption as well as greenhouse gas emissions by 2030. In the environmental area, they focus on energy and climate change, pollution, water, and the circular economy. In the social area, they focus on our own workforce, occupational health and safety, and training and professional development measures.

The table below provides an overview of the areas in which we already have formalized approaches to relevant environmental, social, and governance topics:

Subject area	Does your company already have sustainability-related procedures, policies, or future initiatives that address any of the following sustainability aspects?	Have objectives been established in connection with the guidelines?
Climate change	✓	✓
Environmental pollution	✓	✓
Water and marine resources	✓	✓
Biodiversity and Ecosystems	✗	✗
Circular economy	✓	✓
The company‘s workforce	✓	✓
Workers in the value chain	✗	✗
Affected communities	✗	✗
Consumers and end users	✓	✗
Company Policy	✓	✓

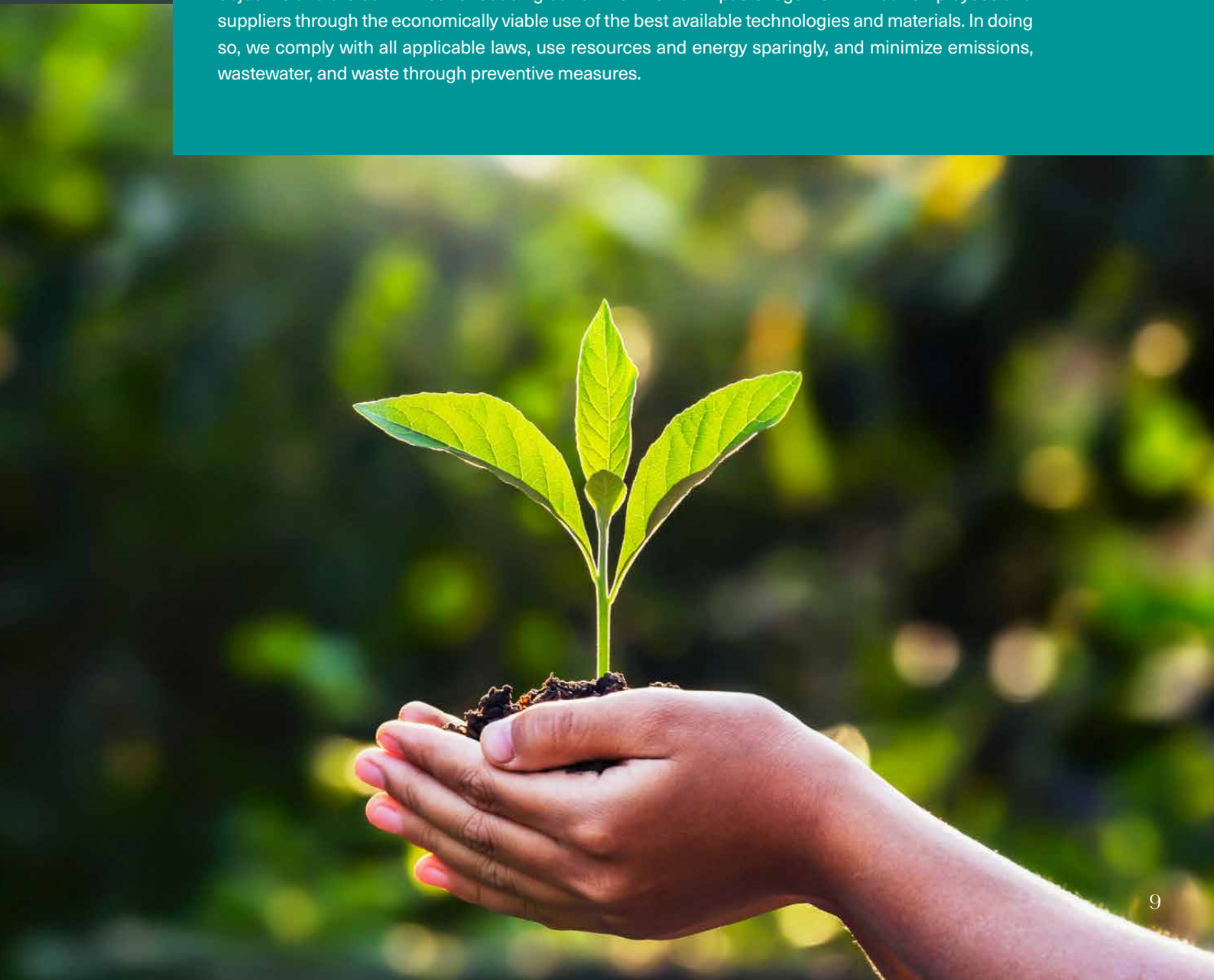
The guidelines referred to are currently not publicly available. The principles set out in them are described on the following pages.

Environmental Procedures, Guidelines, and Initiatives

Our most important formalized principles in the environmental area are our environmental policy, which was developed internally as early as 1998, and the requirements of our environmental management system in accordance with ISO 14001. In addition, regularly conducted energy audits and our recently obtained ÖKOPROFIT certification provide clear guidelines.

Excerpt from our Environmental Policy:

We regard environmental protection, alongside economic and social considerations, as a key corporate objective and are committed to reducing our environmental impacts together with our employees and suppliers through the economically viable use of the best available technologies and materials. In doing so, we comply with all applicable laws, use resources and energy sparingly, and minimize emissions, wastewater, and waste through preventive measures.



Energy & Climate Change

In the area of energy and climate change, we pursue several clearly defined goals, each of which is accompanied by specific measures and future initiatives.

A key objective is to raise employees' awareness of energy and environmental issues.

To achieve this, training sessions are carried out, an environmental team that meets at regular intervals has been established, and relevant content has been integrated into the quality management manual. In addition, we plan to provide further impulses in everyday working life in the future, including through visual prompts, for example on water consumption and sustainable mobility. We already offer bike leasing, enabling employees to purchase an e-bike or bicycle at more favorable terms through attractive leasing conditions. We also provide protected bicycle parking spaces and e-bike charging stations. Through the city bike station located next to our company in the Rossau district, which we co-finance, employees can use city bikes on site at an attractive discounted rate. In addition, we promote the use of public transport through financial subsidies.

Another objective is to reduce relative energy consumption by 25% by 2030 compared to 2020.

This target is being pursued through efficiency improvements in the new building, machine optimization, energy audits, compressed air audit measures including leak detection, exhaust-air heat recovery, and the increased use of groundwater. Our vehicle fleet is already largely electrified. Once replacement becomes necessary, the purchase of two additional electric vehicles will be considered. Future initiatives include relocating production activities, specifically moving production lines to a more energy-efficient building, as well as examining district heating solutions for Plants 1 and 4.

In addition, we are pursuing the objective of reducing the CO_2 emissions intensity from Scope 1 and Scope 2 by 20% by 2030 compared with 2023, relative to net revenue.

To achieve this goal, we are implementing measures such as heat recovery from compressed air, conversion to LED lighting, partial roof renovation, replacement of a heating boiler, and the operation of photovoltaic systems at Plants 1, 2, and 4. Future initiatives include research into raw-material-saving electrodes and alternative gels, as well as process and material optimizations to support target achievement.

Another goal is to expand data collection on Scope 3 elements by 2027.

To achieve this, the plan is to systematically collect supplier data and optimize transport and route planning — to the extent permitted by the prevailing geopolitical conditions — with a particular focus on rail transport.

Environmental pollution (air, water, soil)

In the area of air, water, and soil pollution, our overarching goal is to minimize emissions into all three environmental media.

To achieve this goal, we have implemented a waste management concept, appointed a waste management officer, carry out annual exhaust gas measurements on heating boilers, maintain solvent balances and a company-wide manual for quality and environmental management. In addition, we plan to conduct life cycle assessments for selected products in the future to transparently evaluate environmental impacts along the product life cycle. Depending on the area of application, we are also using water-based inks and coatings and gradually replacing primers with corona pretreatment.

Another goal is to ensure low-emission production processes and their continuous optimization.

To this end, printing has been converted to water-based inks since 2023, more environmentally friendly refrigerants such as R32 are used in parts of production, and LED conversions are being carried out. These measures are anchored in our environmental management system in accordance with ISO 14001. As a future initiative, the expansion of the existing exhaust air purification system is also planned as part of an expansion of production.

Furthermore, we aim to increase the use of environmentally friendly raw materials, with a focus on European sources.

Measures to this end include switching the glycerin source from palm oil to rapeseed oil, replacing solvents with more environmentally friendly substances, and using bio-based materials as part of the Eco-Line. Future initiatives include the advancement of low-pollution gels, research into substances with lower environmental impacts, and the increased use of regional suppliers and nearshoring, taking economic conditions into account.

A further objective is to continuously reduce pollutant discharges into wastewater.

Wastewater discharge is contractually regulated and subject to ongoing limit monitoring. Chemical analyses, including for silver, zinc, and tin, are carried out regularly to ensure continued compliance with the applicable limits. Adjustments to the components in gel formulations are intended to minimize pollutant levels. The requirements of the Indirect Discharger Ordinance are met, and groundwater is returned after thermal use.

In addition, the goal has been set to completely avoid PVC materials in production by 2030.

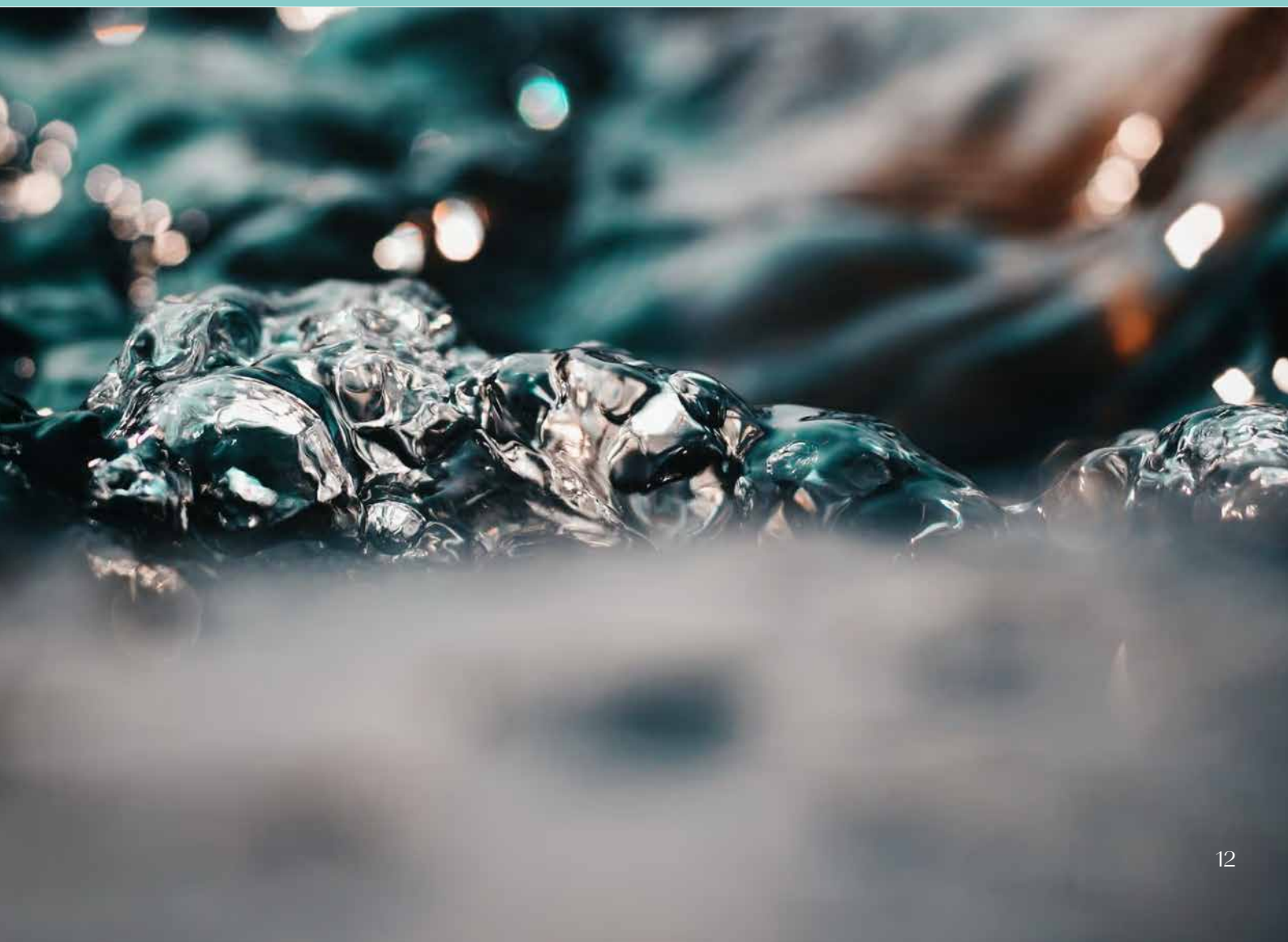
The continuous reduction of PVC in cable insulation has already been implemented, as has the switch to plastic-free hand wash paste in 2021. Future initiatives include the development of PVC-free alternatives and the expansion of supplier partnerships to substitute PVC.

Water

In the area of water, the goal is to reduce relative water consumption by 20% by 2030 compared to 2023.

To achieve this goal, efficiency improvements in gel production and cooling are being implemented, systematic water monitoring is being conducted, and groundwater is being used instead of drinking water for cooling processes.

Future initiatives include the development of additional cooling concepts based on groundwater and the evaluation of alternatives to using drinking water for irrigating green spaces.



Circular Economy, Waste and Materials

A key objective is the continuous expansion of material and packaging loops in production and logistics.

To achieve this goal, internal transport boxes are reused, and Euro pallets are used within the standard exchange system. In addition, closed packaging loops have been established with business partners.

Another goal is to increase the proportion of recycled material in the packaging of purchased materials.

These packaging materials already contain around 80% recycled content. This level is being further increased through ongoing optimization in procurement. In addition, we are gradually switching to recyclable packaging solutions, for example by using cardboard instead of wood for overseas pallets. A future initiative is the development of new recyclable packaging concepts.

Furthermore, we aim to increase the recycling rate of raw materials used in production wherever functionally possible.

To achieve this, recycling programs for metals, paper, cardboard, plastics, wood, and transport boxes are being expanded. In addition, stamping grids and cable waste are returned for recycling, and reusable and deposit systems are used for containers, such as IBCs, and transport boxes. As a future initiative, we plan to develop additional recycling pathways for material waste difficult to recover.

A further objective is to reduce sortable commercial waste by 15–20% by 2030 compared to 2023, based on output weight.

This goal is being pursued through measures to minimize scrap and by optimizing transport and packaging solutions. As a future initiative, we plan to establish additional monitoring systems for waste streams. In addition, resource-efficient raw material management is planned.

Furthermore, we are pursuing the objective of developing resource-efficient products.

To achieve this, materials are being optimized, for example by adjusting film thicknesses, and sorting instructions are provided on packaging. To further reduce the use of fossil-based raw materials, a future initiative involves continuing research into bio-based raw materials.

Social – Procedures, Guidelines, and Initiatives

The most important formalized principles and guidelines in the social sphere include internal policies on business travel, flexible working hours, and employee reviews, as well as our employer branding strategy, which is currently being developed.

Own Workforce

Our employees are a cornerstone of our company.
We attach particular importance to interacting as equals and fostering a culture of mutual respect.

We are pursuing the objective of further developing a transparent communication culture within our workforce.

To achieve this goal, we provide a welcome folder as part of onboarding, have clearly defined onboarding processes including feedback meetings, operate an internal intranet app, and regularly conduct employee surveys on communication and transparency. Future initiatives include updating the welcome folder, introducing a buddy system for new employees, and further expanding the internal intranet app.

Standardized annual employee appraisals are already conducted with part of the workforce. By 2028, we plan to extend this appraisal format to all employees. In the future, the results will be used systematically to derive targeted measures for personnel development and further training where needs are identified.

In addition, we are pursuing the objective of reducing the employee turnover rate to below 10% by 2030.

To achieve this goal, we organize and support a variety of team-building activities and promote cross-departmental exchange formats. This allows employees to share common hobbies and interests and engage in social interaction beyond their day-to-day work.

Furthermore, an employer branding strategy is being developed, with operationalization planned for 2026.

A clear employer branding strategy helps us communicate our strengths as an employer externally. This enables us to attract new talent and provide guidance to our employees. It strengthens the sense of belonging and employee retention. The planned mentoring program will also contribute to this.

Occupational Safety and Health

In the area of occupational safety and health, our goal is to continuously expand our offerings to promote physical and mental well-being.

To achieve this objective, we are expanding awareness-raising measures for managers on mental health and stress prevention in order to identify employee stress and strain at an early stage.

In the production environment, we provide department-specific physical exercises to compensate for predominantly sedentary work. Illustrated exercise posters enable employees to perform the exercises independently, thereby promoting mobility and team spirit. Employees who make use of our bicycle mobility offerings also benefit from their positive effects on health.

Furthermore, employee discounts through Corporate Benefits are being expanded. Perks such as health packages are designed to enhance our employees' well-being. On certain occasions, we also present gifts such as gourmet packages from regional businesses.

As a future initiative, we plan to introduce a regional, fresh catering concept to promote healthy eating in 2026.

Ensuring occupational health and safety is our highest priority, which is why we have defined it as an explicit objective.

To achieve this goal, annual department-specific occupational safety training is conducted for all employees. In addition, regular exchanges between HR, safety representatives, and occupational safety specialists has been established, and the regular presence of the occupational physician on-site is ensured for consultation and support. As a future initiative, we plan to introduce a digital workplace assessment with regard to health protection and safety.

Trainings

Our goal is to strengthen sustainable human resources development by further expanding our leadership and human resources development strategy.

The focus is on identifying strategically relevant competencies and aligning them with existing qualifications in order to derive targeted training and professional development measures.

Target Tracking and Further Development

The targets, measures, and future initiatives defined by the company are documented and accompanied by clear timelines. The further development of sustainability activities is based on these objectives and the ongoing implementation of the measures described in the respective topic areas.

4 Environmental Indicators

Responsible environmental stewardship is an essential part of how we conduct our business. For many years, we have worked to systematically record, assess, and reduce our environmental impacts through appropriate measures. This is based on clear internal processes and continuous monitoring, which creates transparency while also identifying opportunities for improvement.

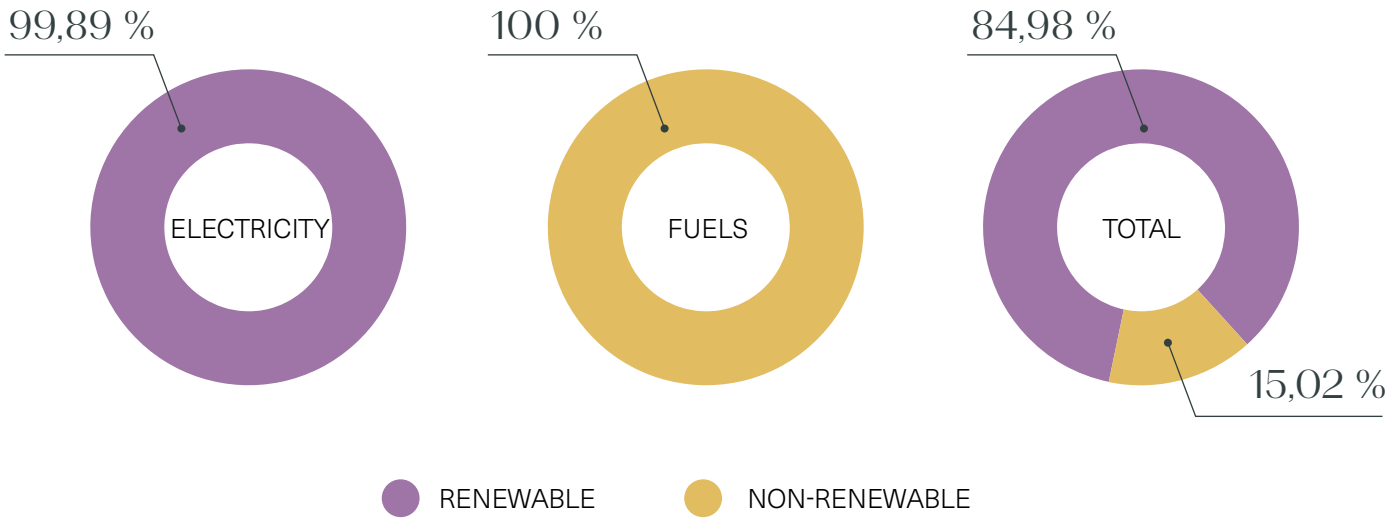
The following key figures show our environmental impacts in the reporting year 2025 across key topic areas — from energy and emissions data to relevant environmental aspects in production and operations, as well as water and waste streams. They serve as a management tool that enables us to measure progress, compare developments over time, and identify priorities for further optimization.

4.1 Energy and Greenhouse Gas Emissions

[B3]

Energy consumption in MWh for the 2025 reporting year:

	Renewable	Non-renewable	Total
Electricity	2,704.23	2.86	2,707.09
Fuels	0.00	475.01	475.01
Total	**2,704.23**	**477.87**	**3,182.10**



With the opening of the extension to our Plant 2 in early 2025, we were able to significantly expand our photovoltaic installations. With a total area of 5,062 m² across three plant roofs and facades, these systems generate approximately 1,000,000 kWh of renewable energy annually.

By generating our own electricity, we were able to avoid approximately 218 t CO2e in the reporting year compared with the location-based approach.

In the reporting year 2025, we were able to significantly reduce our heating oil consumption, as we relocated a large part of our warehouse to our more energy-efficient building. Since then, a former warehouse location has only needed to be heated to maintain a minimum temperature.

PV installation Plant 2, commissioned in
2018

PV installation Plant 1, commissioned in
2022

PV installation Plant 4, commissioned in
2023

PV installation Plant 2 (extension), commissioned in
2025

Greenhouse gas emissions are reported in accordance with the scopes defined in the Greenhouse Gas Protocol (GHG Protocol):
Scope 1 covers direct emissions from sources owned or controlled by the company (e.g., combustion of fuels in the company's own facilities or vehicles). Scope 2 covers indirect emissions from purchased energy such as electricity, heat, steam, or cooling, and Scope 3 covers additional indirect emissions along the upstream and downstream value chain.

The table below shows our greenhouse gas emissions for the reporting year for Scope 1 and Scope 2 in tons of CO_2 equivalent (t CO_2e), reported using the location-based method and, additionally, the market-based method. The calculation is based on currently available relevant data.

	Greenhouse Gas Emissions (tCO_2e)
Scope 1	130.3
Scope 2 (location-based)	350.3
Total GHG -Emissions (Scope 1 + Scope 2, location-based)	**480.6**
Scope 2 (market-based), additional disclosure	0.6
Total GHG Emissions (Scope 1 + Scope 2, market-based)	**130.9**

We plan to gradually expand our data collection to include additional, carefully selected Scope 3 categories in accordance with the GHG Protocol.

In the reporting year, greenhouse gas emissions from Scope 1 and Scope 2 amounted to 480.6 t CO_2e (location-based). Relative to revenue, this results in a greenhouse gas intensity of 6.05 t CO_2e per EUR million of revenue, equivalent to 6.05 g CO_2e per EUR of revenue. Using the market-based method, greenhouse gas emissions from Scope 1 and Scope 2 totaled 130.9 t CO_2e. This results in a greenhouse gas intensity of 1.65 t CO_2e per EUR million in revenue, equivalent to 1.65 g CO_2e per EUR of revenue.

This metric shows the amount of greenhouse gas emissions generated in relation to economic performance. It is particularly useful for comparing emissions trends over time, even when production volumes or revenue change. A decreasing greenhouse gas intensity may indicate that emissions per euro generated have been reduced, for example through efficiency measures or process optimization.

4.2 Air, Water, and Soil Pollution

[B4]

Our environmental policy is based on the clear principle that we minimize air emissions, wastewater discharges, waste, and other environmental impacts through preventive measures in production and across all our activities (see also the information under B2 on page 11 in the section on environmental pollution).

In accordance with legal requirements, we have our wastewater emissions tested every two years by an external agency. All values recorded during these tests fall within the legally permitted standards and are well below the applicable limit values (latest test report dated July 25, 2025).

An annual inspection of the exhaust gas values of our heating boilers is required by law. To ensure enhanced monitoring and the early detection of any potential deviations, we commission an additional measurement each year by a second independent body. Relevant parameters, such as CO, CO_2, efficiency, and others, are thus checked and compared against the legally prescribed limit values. As soon as a deviation from the limit values is identified in either of the two inspections, repair or maintenance measures are initiated without delay. This ensures that all heating boilers are operated permanently within the statutory limit values.
Based on current information, we do not emit any further pollutants that would require reporting to national authorities.

4.3 Biodiversity

[B5]

We do not have any sites located near areas with vulnerable biodiversity.

The following table shows the floor space of our four plants, all of which are located in the industrial zone in Innsbruck.

Land Use Type	Area (m^2)
Total Sealed Surface Area	23,843
Total Near-Natural Area	5,911
Total Land Use	**29,754**

With our **insect hotel** and plenty of green spaces, we've brought a touch of nature to our building, despite our location in an industrial area.

4.4 Water

[B6]

Our total water withdrawal in the reporting year 2025 amounted to 242,327 m^3, of which 234,248 m^3 came from our groundwater well, which we use for building temperature control (heating and cooling). After heat exchange, the withdrawn groundwater is returned to the aquifer via a return well.
The Rossau industrial area, 6020 Innsbruck, where all our plants are located, was assessed for water scarcity/water risk using the WRI Aqueduct Water Risk Atlas (geocoding).

The result indicates an Overall Water Risk: Low (0–1). This means there is no evidence that the site is located in an area with water scarcity as defined by standard water stress screenings (as of February 3, 2026). Consequently, we withdraw 0 m^3 of water from areas with high water scarcity.

4.5 Resource Use, Circular Economy, and Waste Management

[B7]

As a manufacturing company, numerous material and product flows arise throughout our production process, resulting in unavoidable quantities of waste. Our environmental policy establishes the principle that we use resources sparingly. Our approach is to avoid waste wherever possible and to ensure that remaining waste streams are separated appropriately so they can be recovered in the best possible way.
As we manufacture medical devices that are predominantly designed as single-use products, reuse or reprocessing is often not possible for regulatory and hygiene reasons. This makes it all the more important for us to properly separate production waste, such as paper and cardboard, plastics and metals, as well as other sortable commercial waste, by material type.

Disposal and recovery is carried out by licensed waste management companies, which professionally handle the waste and route it to the appropriate recycling or disposal channels. Our waste management officer maintains a register of waste requiring consignment notes and hazardous waste, thereby ensuring the required documentation and traceability.
In addition, we are committed to the continuous expansion of our processes and production in line with the principles of the circular economy. The ongoing expansion of material cycles, particularly in production, is just as important to us as the development of resource-efficient products. Further details can be found under B2, page 13, in the section on Circular Economy, Waste, and Materials.

Waste volumes for the 2025 reporting year (in tons)

→ Total waste generated: 925.67 tons

→ Of which nonhazardous waste: 837.49 tons

→ Of which hazardous waste: 88.19 tons

→ Of which diverted for reuse or recycling: 805.51 tons

→ Reuse and recycling rate: 87,02 %

The following table presents the main types of waste generated by our company and how they are handled (recycled or disposed of):
Values are reported in tons with three decimal places.

Waste Type	Quantity	Reused/Recycled	Disposed
Scrap Metal	37.320	37.320	0.000
of which Aluminum	18.579	18.579	0.000
of which Copper	7.804	7.804	0.000
Steel Scrap	0.270	0.270	0.000
Other Scrap Metal	10.667	10.667	0.000
Waste Wood	29.260	29.260	0.000
Waste Paper and Cardboard	109.620	109.620	0.000
Plastic Film	13.600	13.600	0.000
Residual Waste	5.720	0.000	5.720
Plastic Waste (Non-Packaging)	620.086	601.472	18.614
Plastic Containers (Empty)	13.818	13.707	0.111
Other Nonhazardous Waste	8.061	0.481	7.580
Total Nonhazardous Waste	**837.485**	**805.460**	**32.025**
Waste Coatings (in Small Containers)	0.036	0.000	0.036
Waste Oil	3.308	0.000	3.308
Aqueous Waste (Solvent-Free)	57.844	0.000	57.844
Laboratory and Chemical Waste	0.252	0.000	0.252
Production Residues (Plastics)	20.511	0.000	20.511
Resin Residues (Not Cured)	0.308	0.045	0.263
Other Hazardous Waste	5.930	0.000	5.930
Total Hazardous Waste	**88.189**	**0.045**	**88.144**
Total Waste Generated	**925.674**	**805.505**	**120.169**

5 Social Indicators

Our employees are a key success factor for our company.

Our Code of Conduct sets out the principles of our corporate culture, reflecting our shared values and our commitment to our employees. We are committed to a working environment characterized by respect, fairness, and appreciation, and free from discrimination. We respect the cultural diversity within our company, with employees from 29 countries, and promote equal rights for all employees.

Decisions regarding hiring, development, and promotion are made exclusively on the basis of qualifications and performance. Compliance with labor laws is just as important to us as ensuring healthy and safe working conditions. We are committed to the continuous training and development of our employees.

In the following section, we present our social indicators for the reporting year 2025.

5.1 Workforce – General characteristics

[B8]

The table below shows the number of our employees. It includes details on full-time equivalents (FTEs), the number of individuals, type of contract, gender distribution, country of employment, and turnover. To ensure the figures are meaningful, we excluded seasonal workers, interns, and retirees when calculating the turnover rate.

Number of Employees (including employees on leave)	
Average	394.70
Full-Time Equivalents (FTE), as of Dec 31, 2025	389.49
Headcount, as of Dec 31, 2025	418.00
Fixed-Term Contracts	1
Permanent Contracts	417

Number of Female Employees	**257**
of which Salaried Employees	61
of which Blue-Collar Employees	196
Number of Male Employees	**161**
of which Salaried Employees	85
of which Blue-Collar Employees	76

Country of Employment	**100 % Austria**
Employee Turnover Rate	**13,74 %**

5.2 Workforce – Health and safety

[B9]

The table below provides an overview of our employees' health and safety. It shows the key statistics on workplace accidents.

Number of Reportable Workplace Accidents	**8**
of which Commuting Accidents	1
Accident Rate (reportable accidents per 100 FTEs)	2.05
Fatalities due to Work-Related Injuries/Illnesses	0

5.3 Workforce – Compensation, collective bargaining, and training

[B10]

All of our employees are covered by the collective bargaining agreement for the electrical and electronics industry and receive compensation that meets or exceeds the applicable minimum wage under the collective agreement.

The pay gap figure is an unadjusted metric. Qualifications, position, and length of service are not taken into account.

Percentage pay gap between female and male salaried employees: 24.12%

Percentage pay gap between female and male blue-collar workers: 21.53%

Percentage of employees covered by collective agreements: 100%

Trainings

The calculation of training hours is based on approximate values, as a precise determination is not possible with the data currently available. The average training hours per employee are calculated on the basis of all training formats, excluding external training programs exceeding 120 hours, as individual extensive measures can significantly influence and distort the average value.

The following table shows the average number of training hours per employee based on this calculation method:

Female employees:	4.94
Male employees:	7.00
Total employees:	**5.74**

Measures have already been implemented to improve future data collection, in particular the introduction of standardized recording processes for the duration of internal trainings, to enhance data quality and traceability.

6 Governance

6.1 Convictions and fines related to corruption and bribery

[B11]

During the reporting period, there were no convictions (number: 0) related to corruption or bribery, and no fines (total amount: 0 EUR) were imposed for such violations.

Legal Notice

Publisher:
Leonhard Lang GmbH
Archenweg 56
6020 Innsbruck
Österreich

Contact::
Phone: +43 512 33425
Email: medical@leonhardlang.at
Website: www.leonhardlang.at

Responsible for the content:
Sustainability Team at Leonhard Lang GmbH

Contact person::
Sabrina Erdmann

Technical consulting:
Ratzinger Consulting GmbH
Veronika Ratzinger

Graphic design and typesetting:
Formfroh – Creative Studio for Communication Design
Karin Wedl