



Sustainability Report 2025

Dear Readers,

At PTW, sustainability is more than a requirement – it is part of who we are. As a company dedicated to making radiation safer, we see our responsibility not only in improving patient safety, but also in contributing to a more sustainable and responsible future for society as a whole.

Looking back at 2025, I am convinced that we have taken meaningful steps forward on this journey. This report reflects both the progress we have made and the areas where we know we still have work ahead of us.

One of the most important developments over the past year is that sustainability has become even more embedded in how we run our business. It is no longer a separate initiative – it is increasingly part of our daily decisions, our processes, and our way of thinking across the organization.

At the same time, we continued to move forward on climate protection. Our goal of reducing Scope 1 and 2 emissions remains a clear direction for us, and we are making steady progress through increased energy efficiency, the expansion of renewable energy, and new approaches to our energy infrastructure.

An important achievement in 2025 was the further improvement of our EcoVadis sustainability rating, where we were awarded a Silver Medal, placing PTW among the top-rated companies in the EcoVadis network. We also made good

progress in areas that are less visible but equally important – such as improving resource efficiency, developing our products with sustainability in mind, and optimizing production and logistics processes.

What stands out to me personally is the growing engagement of our employees. Sustainability is no longer driven by a small team alone – it is increasingly shaped by ideas, initiatives and contributions from across the company. This is exactly the culture we want to foster.

At the same time, we know that sustainability does not stop at our company boundaries. Strengthening responsibility across our value chain and maintaining an open dialogue with our partners remain key priorities for us going forward.

Looking ahead, our ambition is clear: we want to continue on this path with determination – not simply to meet expectations, but to make a real contribution. This includes being transparent about both our successes and the challenges we face.

I would like to thank all our employees, partners and stakeholders who are contributing to this journey. Their commitment is what makes real progress possible.

With best regards,



Tobias Schüle
Managing Director
and Sustainability Team Lead
PTW Freiburg GmbH



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Abbreviations used in the report

AA	Work Instruction ("Arbeitsanweisung")	LMS	Learning Management System
BOM	Bill of material → BOMcheck = Online database through which companies exchange information on conflict minerals in products for reporting and regulatory obligations	MDR	Medical device regulation
BV	Work Agreement ("Betriebsvereinbarung")	MFCA	Material flow cost accounting
CIP	Continuous improvement process	NO_x	Nitrogen oxides
CO₂e	Carbon dioxide – equivalent = Measure of the greenhouse effect of various gases compared to carbon dioxide (CO ₂)	OEM	Original Equipment Manufacturer
DE	Germany	PM	Particulate matter
DGMP	German Society for Medical Physics	PTW	Physikalisch-technische Werkstätten
DMA	Double Materiality Assessment	PV	Photovoltaics
DNK	German Sustainability Code	QRM	Quality Assurance in Radiology and Medicine
DPP	Digital Product Passport	REACH	Registration, Evaluation, Authorization and Restriction of Chemicals = EU Chemicals Regulation
DSB	Digital bulletin board	RoHS	Restriction of (the use of certain) Hazardous Substances = EU Directive on the Restriction of Certain Hazardous Substances in Electrical and Electronic Equipment
EMAS	Ecomanagement and Audit Scheme = Environmental management system	SBTI	Science Based Targets Initiative
ESG	Environment, Social, Governance	SCMPCR	South Asia Centre for Medical Physics and Cancer Research
ESRS	European Sustainability Reporting Standard	SDG	Sustainable Development Goal
FTE	Full-Time Equivalent (40 h / week, unless otherwise stated)	SO₂	Sulfur dioxide
GRI	Global Reporting Initiative	SOP	Standard Operating Procedure
IAEA	International Atomic Energy Agency	VSME	Voluntary Sustainability Reporting Standard for SME
IEEKN	Energy Efficiency and Climate Protection Networks Initiative	WEEE	Waste from Electrical and Electronical Equipment
IRO	Impact, Risk, Opportunity		
LED	Light-emitting diode		

General information

PTW – an overview

PTW – Freiburg Physikalisch-Technische Werkstätten Dr. Pychlau GmbH is a leading global manufacturer of dosimetry solutions for radiation therapy, diagnostic imaging and metrology. Founded in 1922, PTW is a pioneer in medical radiation measurement and has contributed for over a century to improved patient safety in radiation medicine. Its technologies enable clinical professionals worldwide to accurately verify complex radiation systems.

PTW is a family owned company with more than 100 years of history, operating twelve subsidiaries and employing 480

people worldwide. With annual sales and total assets exceeding EUR 70 million each, the company stands for stable growth and a strong international presence. At its sites in Freiburg and Umkirch, PTW covers a large part of its production processes in-house, reflecting its commitment to precision, quality and continuous innovation. In addition, PTW operates one of the world's oldest and largest accredited calibration laboratories for ionizing radiation and promotes professional exchange through the PTW Dosimetry School.

Making Radiation Safer.

For over 100 years, we have been driven by one goal – to improve the quality of modern radiation medicine by setting new standards in dosimetry. This is what motivates us and unites us as a team.

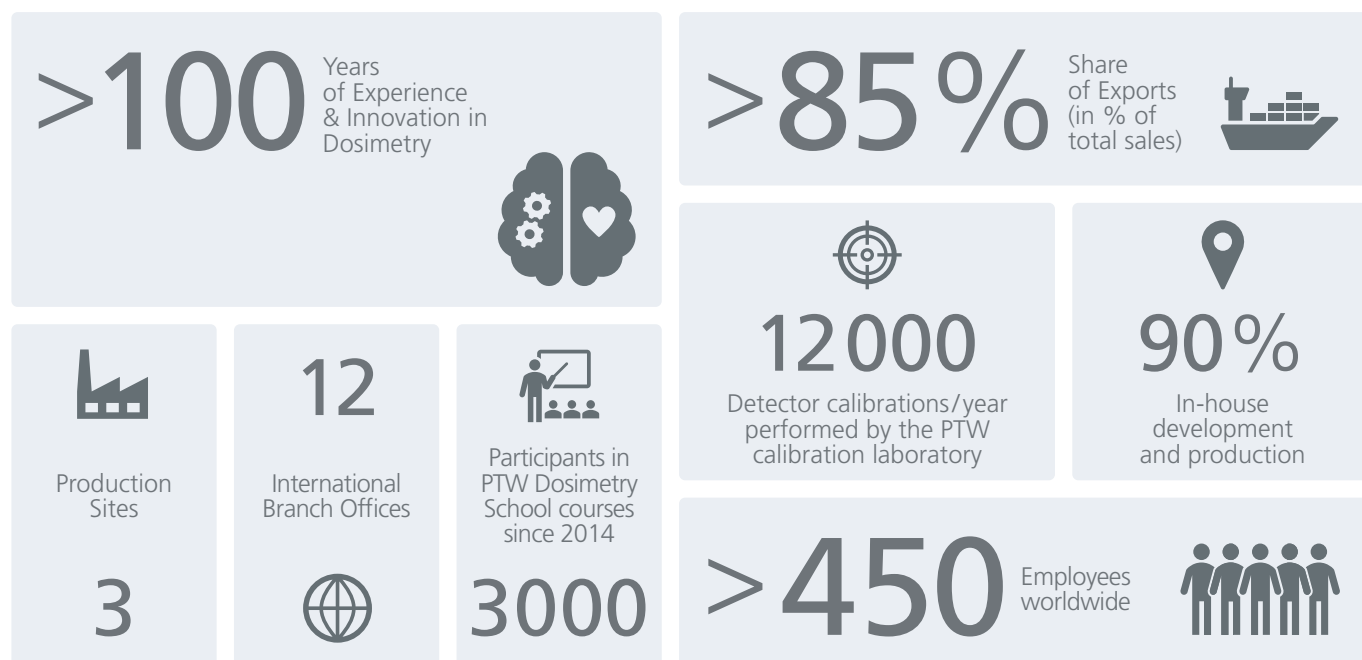


Fig. 1: Key figures: overview of PTW's business activities.

PTW's work supports safe and efficient patient treatment worldwide. Guided by a long-term perspective and future oriented thinking, the company aims to minimize the environmental impact of its operations and to act responsibly and transparently, in line with applicable regulations and its core values.



Our value chain - Sustainability along the product life cycle

Value creation at PTW encompasses a variety of processes – from the procurement of specialized materials to internal and external manufacturing to the worldwide use and end-of-life of our products. Different ecological, social and economic impacts arise in each phase, which we systematically analyze and address through targeted measures. Some of these

measures have already been implemented while others are in the planning stage or are currently being piloted. The following paragraphs provide an overview of the most important stages of PTW's value chain as well as key challenges and approaches to promote sustainability and responsibility.

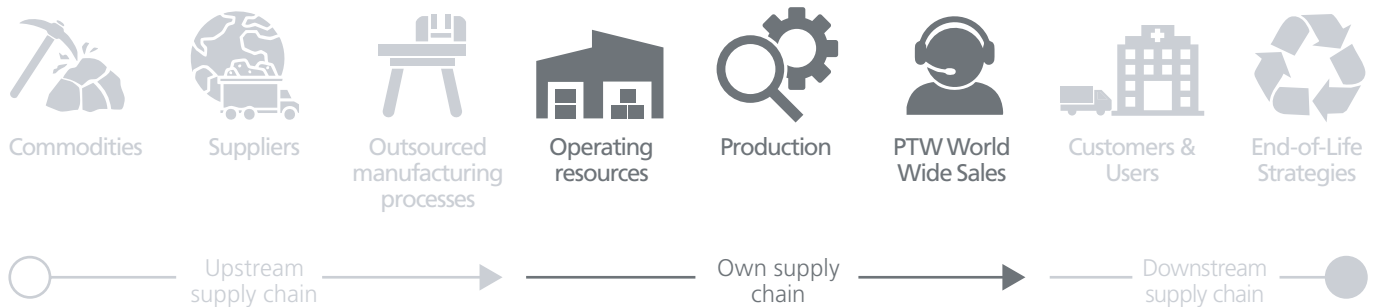


Fig. 2: PTW's value chain.



Commodities

PTW uses specialized materials such as metals, plastics, electronics, and chemicals from primary (mining) and secondary (recycling) sources. Sustainability and regulatory requirements, including MDR, RoHS and REACH, play a central role in material selection. Key risks include market volatility, environmental impacts and social conflicts associated with raw material extraction. Further risks are continuously assessed. To address these challenges, PTW evaluates alternative materials and recycling approaches.



Suppliers

Suppliers are a key factor for product quality, innovation and sustainability. PTW cooperates with direct and indirect suppliers across various categories, including raw materials, electronics, manufacturing, packaging and logistics. The main challenges include supply bottlenecks, geopolitical dependencies and increasing regulatory demands. PTW already applies BOMcheck requirements, Supplier Code of Conduct and supplier evaluations, that also assess the presence of environmental certificates. Sustainability training has been conducted for the procurement team and additional steps have been identified, such as further integrating ESG aspects into supplier audits.



Outsourced manufacturing processes

PTW partially outsources specialized manufacturing processes (e.g. plastics processing, electronics production). This approach provides flexibility, cost efficiency and access to specific technologies. At the same time, it involves risks related to quality assurance, ESG transparency and supply chain dependencies. External partners are selected based on relevant certifications and compliance with regulatory requirements such as RoHS and REACH.



Operating resources

PTW relies on a range of internal and external operating resources, including energy, IT, logistics, maintenance and consulting services. These resources are essential for daily operations and sustainability performance. Key ESG aspects include greenhouse gas emissions, resource efficiency, circular economy and compliance. Risks mainly relate to fossil energy use, hazardous substances and limited ESG data from service providers. PTW already uses electricity from certified renewable energy sources. Further measures, such as renewable heat supply, are currently being examined.



Production

Production is central to both quality and sustainability at PTW, covering mechanical manufacturing, assembly, calibration and service at several locations. Sustainability aspects focus on energy use, emissions, resource efficiency, circular economy and social standards. PTW uses electricity from certified renewable energy sources, energy efficient machinery and solar power from its own photovoltaic systems. At the Umkirch site, for example, waste heat from machines is used to heat the building. Further measures, such as recycling initiatives and the substitution of hazardous substances, are planned or already implemented. Key risks arise from energy consumption, critical raw materials and regulatory requirements. PTW counters these challenges through internal and external audits, CO₂ monitoring and sustainable production strategies in accordance with ISO 14001 and LEAN.



PTW Worldwide

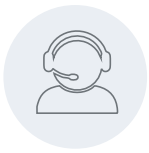
Beyond its main production sites (Freiburg, Umkirch, QRM), PTW operates eleven additional subsidiaries worldwide, primarily focused on sales and service, with one site also involved in development activities. Although these entities do not manufacture products, they contribute to Scope 3 emissions through transport, business travel and IT, for example. In addition, Scope 1 and 2 emissions stem from energy use and company vehicles. Challenges include differing local ESG standards and emissions from global logistics. PTW addresses these step by step through harmonized ESG guidelines, training and standardized reporting, alongside ongoing CO₂ monitoring.

■ 12 branches, headquarters, and subsidiaries

■ Sales and service partners

■ Countries served by PTW or PTW sales and service partners





Sales

As one of the global market leaders in dosimetry solutions, PTW supplies customers in more than 160 countries. Sales and services are supported by an international network of twelve subsidiaries and over 50 largely exclusive distribution partners. These partners handle sales, logistics and customer support worldwide. Sales activities generate primarily Scope 3 emissions, for example from transport, storage and business travel, as well as Scope 1 and 2 emissions related to office buildings. Key challenges include differing ESG standards, limited supply chain traceability and packaging materials. Further risks are continuously assessed. PTW is reviewing and developing approaches such as a Code of Conduct, digitalized processes, recyclable packaging solutions and CO₂ tracking, some of which are already in place while others are in pilot or planning stages.



Customers & Users

PTW products are used in hospitals and calibration laboratories worldwide. They support patient safety and contribute to resource-efficient healthcare processes through their long service life, digital quality assurance processes and precise measurements, which help to avoid incorrect treatments and unnecessary use of energy intensive equipment. Challenges include electronic waste, material use and increasing ESG requirements. PTW relies on energy-efficient technology and digital solutions. Relevant standards such as ISO 13485, ISO 27001, MDR, RoHS and REACH are taken into account.



End-of-Life Strategies

PTW aims to reduce environmental impacts at the end of a product's life and to conserve resources. Key challenges include the proper disposal of electronic components worldwide, secure handling of sensitive data and compliance with complex regulatory requirements. Initial approaches such as the Digital Product Passport (DPP) are being prepared. In addition, concepts including modular product design, service based models, refurbishment, reuse and recycling strategies are currently under review and development.



Reporting Limits and Reporting Period

PTW's Sustainability Reports are usually published over the course of the year for the previous year. This Sustainability Report therefore refers to the year 2025 and contains the corresponding data for the reporting period.

The report covers PTW's activities as well as relevant aspects of the value chain. The key figures and targets mentioned in this report relate mainly to the headquarters in Freiburg and the production facility in Umkirch. These locations represent

the core of PTW's business operations, where the majority of the employees are located and where the main production takes place.

Other locations, including subsidiaries, are mentioned when they fall specifically within the context of this report. However, our visions, values and guidelines apply in all our institutions, in all countries.

	Headquarters PTW Freiburg (GmbH)	Production site Umkirch (GmbH)	QRM (GmbH)
	Lörracher Straße 7 & 9, Unterwerkstraße 3 79115 Freiburg, Germany	Am Gansacker 14, 79224 Umkirch, Germany	Baiersdorferstraße 22 91096 Möhrendorf, Germany
	N 47° 59' 6.912" E 7° 49' 42.207"	N 48° 2' 24.896" E 7° 45' 51.846"	N 49° 39' 10.525" E 11° 0' 24.715"
	Development, Production, Sales & Service	Production	Development & Production
	337 FTE (base: 35 h / week)	28 FTE (base: 35 h / week)	13 FTE (base: 40 h / week ¹)
	Founded in 1922	Commissioned in 2017	Founded in 1999, part of the PTW Group since 2020

	PTW North America Corporation	PTW France SARL	PTW Asia Pacific Ltd
	6 Mars Ct. NJ 07005, USA	7 Avenue de L'Atlantique 91940 Les Ulis, France	2-12 Au Pui Wan Street Fotan, N.T. Hong Kong
	N 40° 56' 49.29" W 74° 23' 13.984"	N 48° 40' 55.745" E 2° 1' 57.652"	N 22° 23' 54.456" E 114° 11' 34.548"
	Sales & Service	Sales & Service	Sales & Service
	15 FTE (base: 40 h / week)	8 FTE (base: 40 h / week)	4 FTE (Basis 40 h / week)
	Founded in 1995	Founded in 2001	Founded in 2004

	PTW Equipamentos e Instrumentos Medicos LTDA	PTW Benelux BV	PTW Radiation Measurement Instrument (Beijing) Co. Ltd.
	Av. Evandro Lins e Silva 840 S 2017, 2018 Rio de Janeiro, Brazil	Rivium 2e straat 22 2909LG Capelle aan den IJssel, Netherlands	2 Sheng-Gu-Zhong Street 100029 Beijing, China
	S 23° 0' 13.464 " W 43° 19 ' 35.078"	N 51° 55' 45.012 E 4° 34' 40.007	N 39° 57' 16.632 " E 116° 30' 10.439"
	Sales & Service	Sales, Service, Software Development	Sales & Service
	8 FTE (base 40 h / week)	13 FTE (base 40 h / week)	9 FTE (base 40 h / week)
	Founded in 2005	Founded in 2006, part of the PTW Group since 2016	Founded in 2007

	PTW – UK Limited	PTW Dosimetry India PVT LTD	PTW Dosimetria Iberia S.L.U.
	Autumn Park Business Centre, Grantham, NG31 7EU, United Kingdom	ACE Towers, 73/75, Dr Radhakrishnan Road, Mylapore 600004 Chennai, India	Calle Profesor Beltrán Báguena, no. 4, 46009 Valencia, Spain
	N 52° 54' 45.148 " W 0° 38' 47.77 "	N 13° 1' 45.12 " E 80° 16' 14.879 "	N 39° 28' 49.801 " W 0° 23' 20.734 "
	Sales & Service	Sales & Service	Sales & Service
	5 FTE (base 40 h / week)	21 FTE (base 40 h / week)	8 FTE (base 40 h / week)
	Founded in 2008	Founded in 2011	Founded in 2012

	PTW Dosimetrija RUS LLC	PTW Africa SMLC
	Melnitsky lane, 1 105120 Moscow, Russia	1218 Zahraa Nasr City 11528 Cairo, Egypt
	N 55° 45' 13.998 " E 37° 39' 30.125 "	N 30° 2' 55.473 " E 31° 23' 8.437 "
	Sales & Service	Sales & Service
	1 FTE (base 40 h / week)	7 FTE (base 40 h / week)
	Founded in 2021	Founded in 2024

Sustainability Governance and Stakeholder Engagement



Fig. 3 Sustainability governance at PTW and the involvement of relevant stakeholders.

Sustainability is a high priority at PTW. A dedicated core team reports directly to management, with one of the managing directors serving as co-leader and sharing responsibility for the sustainability area. This ensures that sustainability is firmly integrated into decision-making processes and is aligned with business goals.

Since sustainability is an interdisciplinary concern and requires the participation of employees from several departments, we

have defined clear responsibilities for specific tasks and areas and use existing structures for this purpose. For example, we have appointed the executives as environmental management representatives for their respective areas and departments. They communicate sustainability-related information within their teams, delegate tasks and manage projects. They also forward ideas, suggestions and concerns from their employees to the central sustainability team.

Employee Engagement

In order to create a direct channel to employees, an internal email address was set up at the beginning of 2024 to submit ideas and suggestions on the topic of sustainability. In 2025, more than 40 contributions were received, from which concrete projects have already emerged. This measure promotes the active participation and commitment of employees in the area of sustainability. In the Sustainability Report, all implemented measures that come from the collection of ideas are marked with this symbol .

While PTW currently has no financial incentives such as bonuses or variable compensation related to sustainability goals, the company promotes employee engagement through non-monetary measures such as training on sustainability and EMAS – both for all employees and specifically for individual departments – as well as through participation in external initiatives such as Stadtradeln and Cleanup Day. These activities strengthen sustainability awareness and active participation in the company.

Internal & external communication

We communicate our guidelines and sustainability activities via our annual report, social media such as LinkedIn and via a dedicated section on our website. In addition, we regularly provide information about our activities on the internal bulletin board (DSB) and on our internal platform PTW Connect.

Our Partners & Memberships

To support our strategic, scientific, environmental and sustainability-related objectives, we collaborate with external experts and actively participate in relevant networks, associations and organizations.



As a founding member of the *Freiburg Climate Pact*, we support local climate protection measures.



PTW supports the International Atomic Energy Agency (IAEA)'s Rays of Hope initiative to strengthen radiation therapy dosimetry and quality assurance, particularly in low- and middle-income countries. PTW's accredited calibration laboratory is also a member of the IAEA/WHO Secondary Standard Dosimetry Laboratory (SSDL) Network, supporting internationally harmonized and traceable dosimetry standards.



We are cooperating closely with the *Zielgerade 360* to balance and reduce our CO₂e emissions.



Through the "Zielgerade 360" initiative, PTW participates in a network under the Energy Efficiency and Climate Protection Networks initiative (IEEKN).

Our Certificates & Awards

QRM GmbH

Certified according to
ISO 9001:2015

Pages
50-51, 53-58

PTW Freiburg GmbH

Certified according to
ISO 14001:2015

Pages
9, 19-37, 53-58

PTW Freiburg GmbH

Certified according to
ISO 13485:2016

Pages
10, 50-51, 53-58

PTW Freiburg GmbH

Certified according to
ISO/IEC 17025:2018

Pages
50-51, 53-58

PTW Freiburg GmbH

Certified according to
ISO 27001:2022

Pages
10, 53-58



Pages
15-17, 20-37,
53-58



Pages
2, 17, 57



Pages
20-24

Our cornerstones: The Sustainability Mission Statement & Environmental Policy

Our *sustainability mission statement* and our *environmental policy* are central, cross-divisional foundations of our sustainable actions. They define our business model, our values and

how we deal with environmental, social and economic challenges and reflect our commitment to continuous improvement.



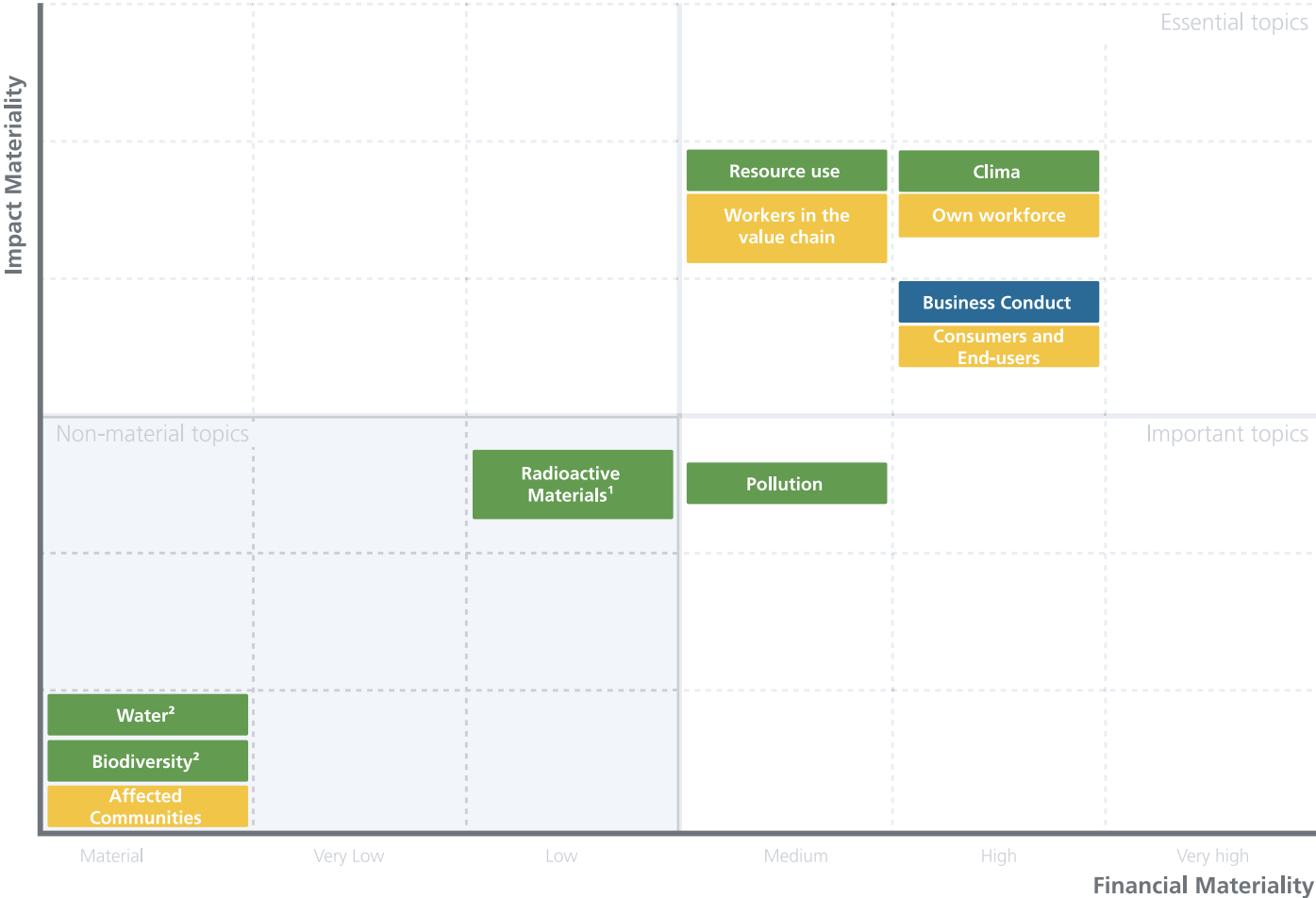
Fig. 4: PTW's sustainability mission statement was created in March 2024 as part of the EMAS process and is regularly reviewed. It is based on PTW's general corporate mission statement and has been adapted in line with sustainability requirements.

Double materiality analysis (DMA) & further assessments

To identify our key ESG themes, we conducted a comprehensive double materiality analysis (DMA) in 2024 that included all of PTW’s activities as well as all subsidiaries worldwide. This process involved a wide range of stakeholders, including PTW departments and subsidiaries, the works council, the youth and trainee representatives, the representative body for severely disabled employees, end users, suppliers, OEMs, neighbors, banks, insurance companies, environmental and waste experts, and our sustainability partners.

The results are presented in Figure 5 and all material topics are covered in this report.

As part of our EMAS commitments, an analysis and evaluation of the direct and indirect environmental aspects was also carried out at our Freiburg and Umkirch sites. The topics identified as relevant were also included in the report. Finally, we have also taken into account the topics identified by EcoVadis as relevant to our industry sector to ensure a comprehensive and externally aligned perspective. Material impacts, risks and opportunities (IROs) are regularly identified and assessed both within the framework of our DMA and through our EMAS system. They are at the beginning of each topic in this report.



¹ Additional topics identified through internal assessment.
² Non-material topics according to CSRD/DMA, but relevant for EMAS or EcoVadis, were nevertheless taken into account in operations.

Fig. 5: The results presented are based on the DMA carried out in 2024. In addition to the topics specified in the ESRS, we also included additional aspects identified as material by stakeholders during the process.

This sustainability report was prepared on the basis of the VSME guidelines (basic and comprehensive module), and its structure is based on the European Sustainability Reporting Standards (ESRS). In addition, elements from other frame-

works such as the Global Reporting Initiative (GRI) and the German Sustainability Code (DNK) were taken into account. A reference to the relevant sections of the various standards is provided at the beginning of each topic.



Environmental Information

Our Vision

At PTW, we view sustainability as a core value that shapes our future. We strive to go beyond legal requirements and foster a culture of transparency, responsibility, and continuous improvement.

Our goal is to strengthen durability and resource efficiency in product development while increasingly integrating additional principles of the circular economy. We also aspire to adapt our facilities to support well-being, biodiversity, and climate resilience, wherever feasible.

Targets such as reducing our Scope 1 and Scope 2 greenhouse gas emissions by 75 % by 2030 (calculated on a market-based basis for our Freiburg and Umkirch sites) and the gradual reduction of Scope 3 emissions guide our efforts. This vision motivates us to act responsibly and thoughtfully, taking responsibility for people, the environment, and future generations.

Our vision is aligned with the following goals of the 17 (*Sustainable Development Goals – SDGs*), adopted by the Member States of the United Nations under the 2030 Agenda.



Climate change

Material Impacts, Risks & Opportunities (IROs)



Negative impact		Direct greenhouse gas emissions	
Negative impact	Indirect emissions from the supply chain		
Chance		Energy cost savings	
Chance		Climate adaptation & resilience	
Chance		Improved energy independence	

Internal Company Policy

We are committed to combating climate change through environmentally responsible action and the careful use of our planet's resources. Our efforts to analyze and reduce CO₂ emissions with the clear goal, aligned with the principles of the Science Based Targets initiative, of reducing our market-based Scope 1 and 2 emissions by 75 % by 2030 compared to the 2023 base year, demonstrate an initiative-taking stance in dealing with the challenges of climate change. The following guidelines translate these commitments into concrete rules across the organization and support the reduction of energy-related emissions and climate risks.

Guideline	Purpose	Scope of application
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide
EMAS Validation	Improve environmental performance systematically and transparently.	PTW Freiburg and Umkirch
ISO 14001 Certification (ISO 14001:2015)	Identify, manage and reduce environmental risks.	PTW Freiburg and Umkirch
BV on bicycle leasing with Jobrad	Facilitate access to bicycles and e-bikes in order to promote health, environmental awareness and lower-emission mobility.	All employees of the company
BV Support for electromobility	Promote lower-emission mobility, reduce local emissions and support e-vehicle commuting.	PTW Freiburg and Umkirch including temporary workers
AA Company Cars	Define procedures and rules for the procurement and use of company cars.	PTW Freiburg and Umkirch
AA business trips and reimbursement of travel expenses and out-of-pocket costs	Among other things, ensure the resource-efficient and cost-effective execution of business trips to reduce environmental and climate impacts.	PTW Freiburg and Umkirch

Goals and Measures



Climate protection is already firmly embedded in PTW’s corporate strategy and core operational processes. By joining the Zielgerade 360 initiative, the company has committed to reduce market-based Scope 1 and 2 emissions by 75 % by 2030 compared to the 2023 base year while simultaneously striving for a significant reduction in Scope 3 emissions. In this context, PTW is also part of the Energy Efficiency and Climate Protection Networks Initiative (IEEKN).

Another focus is on designing lower-emission employee mobility. PTW actively promotes bicycle mobility (🚲), including through participation in JobRad and Stadtradeln, the expansion of bicycle infrastructure with (partially) covered bicycle parking spaces, charging points for e-bikes and e-scooters, as well as supplementary services such as a repair station with tools and an air pump. In addition, the company provides targeted financial incentives for using public transportation by subsidizing the RegioKarte Job and the Deutschlandticket for employees.

The company’s commitment to low-emission mobility solutions was recognized in 2024 by the City of Freiburg with the Mobil-Siegel award (🚲).

Switch to 100% electricity from certified renewable energy sources



Since 2024, PTW has been sourcing 100 % of the electricity used at its Freiburg, Umkirch and QRM locations from certified renewable energy sources. In addition, PTW Iberia also uses certified renewable electricity. By expanding the use of renewable electricity at our locations, we are actively contributing to the reduction of our CO₂ emissions.

● completed

📍 Location: PTW - Freiburg, Umkirch, Iberia and QRM



82 %

of our global electricity consumption was covered by electricity from certified renewable energy sources.

Annual internal energy audits



We conduct internal energy audits annually to identify the largest electricity consumers and to tap into further savings potential.

🔄 recurring | 📍 Location: PTW - Freiburg, Umkirch, Russia

Expansion of photovoltaics



The roofs of several of our buildings at QRM and in Freiburg and Umkirch are already equipped with photovoltaic modules (PV) with an installed capacity of 242 kWp. There is further potential, which must be analyzed in greater detail in the coming years.

🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch



14 %

of the electricity consumption at our German sites was covered by our own PV systems.

Conversion to LED lighting



By 2030, the remaining light sources are to be gradually replaced by LEDs.

🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch and QRM

Renewable heat supply concept



We are currently evaluating options for a new heat supply concept at our Freiburg site. The objective is to reduce reliance on natural gas and transition to lower-emission and renewable heat sources by 2030, where technically and economically feasible. Other site-specific solutions are already in place: at the Umkirch production site, waste heat from machinery is used to support building heating, while QRM uses wood chips as a biomass-based heat source. At PTW Iberia, heating is provided electrically using electricity from certified renewable energy sources. In addition, several international office locations, including PTW Asia Pacific, PTW Latin America, PTW India and PTW Africa, do not require dedicated heating systems due to the climatic conditions in their respective regions.

🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch, Iberia and QRM

Adaptation of our company car regulation to promote an electric company fleet



Since 2024, all new company vehicles are to be electric or hybrid. The vehicles can be charged at our company's own charging stations, which are powered by photovoltaics or electricity from certified renewable energy sources.

● completed | 💡 employee idea
📍 Location: PTW - Freiburg, Umkirch and QRM



34 %
of PTW's global company
fleet is fully electric.

Revised business travel policy



Our revised business travel policy is now in place and integrates environmental, climate and social considerations into the planning, booking and execution of business trips. Whenever practically feasible, air travel is avoided, accommodation options with recognized environmental certifications are considered where available, and electric vehicles are used for rental cars.

● completed | 📍 Location: PTW Freiburg

Key figures

Emissions

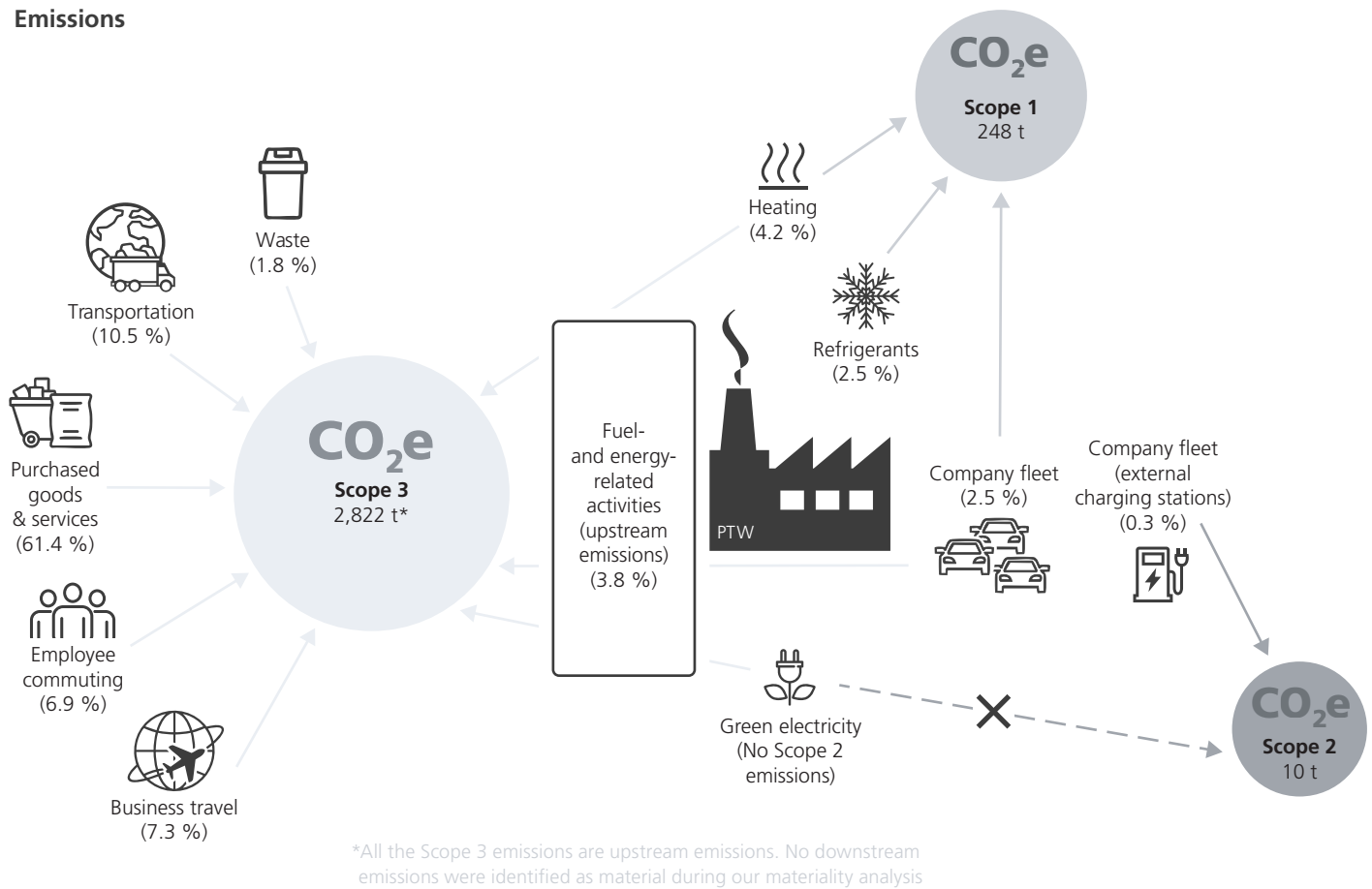


Fig. 6: In 2025, a total of 3,079 t CO₂e were emitted across the German PTW sites Freiburg, Umkirch and QRM. Scope 3 emissions accounted for by far the largest share, with 2,822 t CO₂e, representing around 91.7% of total emissions. These Scope 3* (all upstream) emissions consist of purchased goods and services, transportation, employee commuting, business travel, waste, and fuel- and energy-related upstream emissions. Scope 1 emissions amounted to 248 t CO₂e and mainly resulted from heating, refrigerants and the company fleet. Scope 2 emissions amounted to 10 t CO₂e and were caused by electricity used for external charging of company vehicles, where no proof of renewable electricity was available. Electricity purchased for the German sites is supplied from certified green electricity and own PV systems.

Table 1: Market-based emissions by location 2025

GHG emissions	Freiburg	Umkirch	QRM	Total
Scope 1 [t CO ₂ e]	234	13	1	248
Scope 2 [t CO ₂ e]	10	0	0	10
Scope 3 [t CO ₂ e]*	2,713*	70*	39*	2,822*
Total [t CO₂e]	2,957	83	40	3,079



51.21 t CO₂e
per MEUR turnover
Greenhouse gas intensity in
Freiburg, Umkirch & QRM

*As part of the collaboration with Zielgerade 360 a materiality analysis of Scope 3 CO₂ emissions at the three production sites was carried out together with the relevant departments. The topics identified as material for the Freiburg and Umkirch sites were procured goods and services, capital goods, energy- and fuel-related activities, upstream transport, waste disposal, business trips and commuting. Similar priorities emerged for the QRM site: procured goods and services, capital goods, energy- and fuel-related activities, waste disposal, business travel, commuting and downstream transport.

Energy

Table 2: Energy consumption in Freiburg, Umkirch and QRM 2025.

Energy consumption	2024		2025	Unit	Renewable share
Electricity ¹	1,015,567	↑	1,040,899	kWh	97.6 % ³
Fuel consumption (diesel & gasoline) ²	187,597	↓	142,833	kWh	0.0 %
Heating energy (Natural gas & wood chips) ⁴	825,609	↓	736,925	kWh	4.0 % ⁵
Total energy consumption	2,028,774	↓	1,920,657	kWh	54.3 %

¹ Includes all electricity consumed at our facilities in Freiburg, Umkirch and QRM, as well as the charging of our electric vehicles (both internal and external).

² To convert gasoline consumption into kWh, a factor of 9.02 / l was used; for diesel consumption, a factor of 9.96 / l was applied.

³ All electricity consumed at our facilities in Freiburg, Umkirch and QRM is sourced from our own PV systems or consists of electricity from certified renewable energy sources. 70 % of the electricity used to charge our electric vehicles was drawn from external charging stations. As we lack proof regarding the origin of this electricity, it has not been included in our renewable energy share.

⁴ To convert wood chip consumption into kWh, a factor of 4.07 / kg was used.

⁵ The renewable share of heating energy results from the use of wood chips as a renewable biomass-based heat source at the QRM site.

Environmental Pollution

Material Impacts, Risks & Opportunities (IROs)



Negative Impact	Dealing with substances of concern
Chance	Reduce operating costs for energy consumption and waste management through more efficient processes

Internal company policy

Our business activities do not cause any significant environmental pollution, as we do not release any hazardous substances. Hazardous substances are handled in small quantities and under strict internal guidelines. Our environmental policy obliges us to continuously improve our environmental performance, to comply with all relevant environmental requirements and to integrate ecological aspects into our processes at an early stage. Environmental impacts are systematically analyzed and minimized.

Guideline	Purpose	Scope of application
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide
EMAS Validation	Improve environmental performance systematically and transparently.	PTW Freiburg and Umkirch
ISO 14001 Certification (ISO 14001:2015)	Identify, manage and reduce environmental risks.	PTW Freiburg and Umkirch
Operating Instructions for Hazardous Goods Cabinet	Define the use and operation of safety and hazardous substances cabinets.	PTW Freiburg and Umkirch
Various operating instructions for certain hazardous substances	Define the storage and handling of specific substances.	PTW Freiburg and Umkirch
AA Disposal of waste and residual materials	Define steps, responsibilities and legal requirements for proper waste disposal.	PTW Freiburg and Umkirch
SOP Risk Management	Define the risk management process to identify, assess and minimize risks throughout the product life cycle.	All marketed PTW medical devices throughout the product life cycle
AA Company Cars	Define procedures and rules for the procurement and use of company cars.	PTW Freiburg and Umkirch
Operating regulations for external companies	Ensure occupational safety, fire protection, health protection and environmental protection on PTW premises.	External companies, subcontractors and visitors on PTW premises in Freiburg and Umkirch
AA Emergency	Define the procedures and required conduct in emergency situations.	PTW Freiburg and Umkirch
Leakage Emergency Plan	Define the procedures for leaking operating fluid (hazardous substance).	PTW Freiburg and Umkirch

Goals and Measures

At PTW, the prevention of environmental pollution is ensured through clear regulations, defined responsibilities, and technical protective measures. The proper handling and storage of these substances are strictly regulated in written work instructions.

The monitoring and control of hazardous substances used is managed centrally via a hazardous substances database and is the responsibility of a designated hazardous substances officer. Where technically and organizationally feasible, the substitution of hazardous substances is pursued to further reduce potential environmental impacts.

Particularly strict protective measures apply to specific activities, such as the calibration of devices using radioactive sources. The radioactive materials required for this purpose are used exclusively in the calibration laboratory at the Freiburg site and in very small quantities. Proper handling is ensured through state-of-the-art dosimetry, comprehensive safety measures, and an existing emergency plan. Monitoring is carried out by designated radiation protection officers.

Furthermore, by consistently adhering to regulatory requirements, PTW ensures that environmental and safety aspects are taken into account as early as the product development phase and throughout the supply chain. These include, in particular, the requirements of RoHS, REACH, and the WEEE Directive.

Cleanup Day



Since 2024, we participate in World Cleanup Day every year, working together with various PTW employees and with the support of their families to promote a clean environment. In addition, PTW supports the educational project "Worldcleanup macht Schule".

🔄 recurring | 📍 Location: PTW Freiburg



Key figures

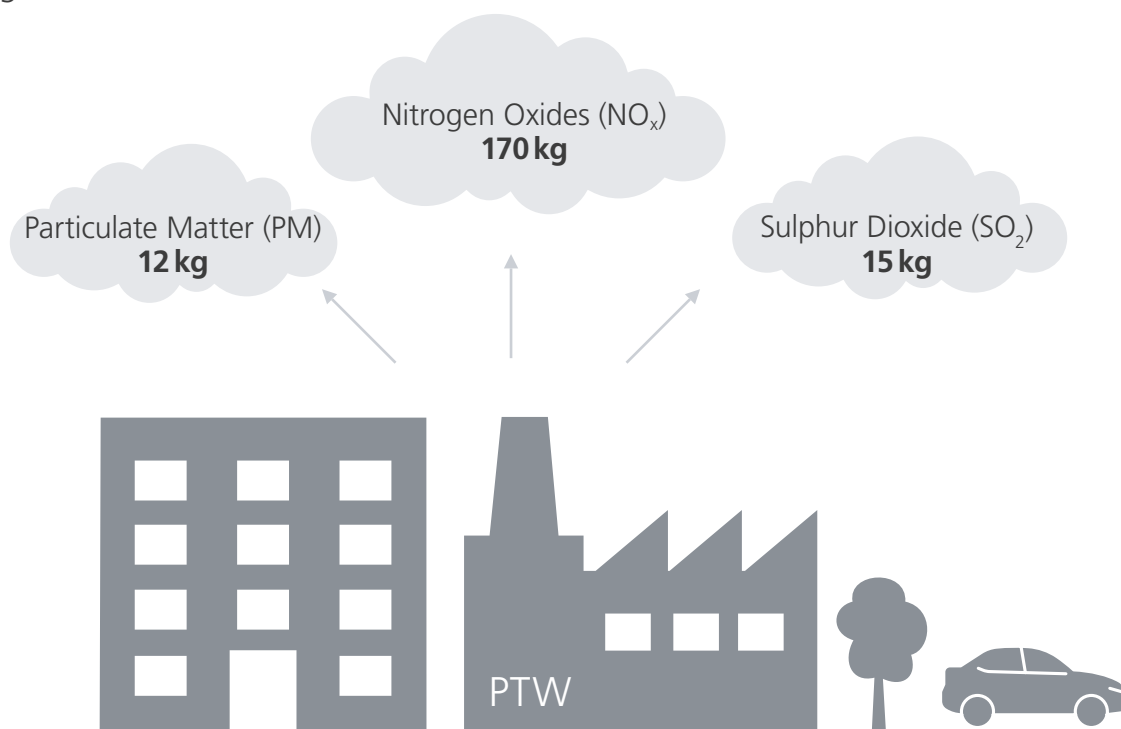


Fig. 7: The use of company vehicles, natural gas – and wood chip heating produce air pollutants in Freiburg (84 %), Umkirch (6 %) and QRM (10 %). These are reported separately from CO₂ emissions, as they primarily affect air quality and health, but also have indirect climate effects in some cases.

Water

Material Impacts, Risks & Opportunities (IROs)



Risk		Flooding due to natural events	
Risk		Water scarcity	
Chance		Efficient use of water	

Internal company policy

The responsible use of water is an integral part of our environmental policy. Although our direct water consumption is relatively low, we are striving for a continuous reduction. Water use in production is limited – small quantities required for cooling processes are kept in the cycle for a long time and then disposed of properly. Wastewater treatment is not a significant concern, as our operations do not result in contamination. Our goal is to further reduce water consumption while consistently adhering to ecological standards. The following guidelines translate these commitments into concrete rules across the organization and support the efficient use of water and the reduction of water-related risks.

Guideline	Purpose	Scope of application
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
EMAS Validation	Improve environmental performance systematically and transparently	PTW Freiburg and Umkirch
ISO 14001 Certification (ISO 14001:2015)	Identify, manage and reduce environmental risks.	PTW Freiburg and Umkirch



Goals & Measures

Review of all water sources and identification of improvement opportunities to reduce water consumption



Although our direct influence on water is limited, we aim to dedicate ourselves to this topic in the coming years by identifying measures to further reduce our water consumption. We plan to successively review all water sources and derive suitable measures – such as installing water-saving faucets.

○ open | 📍 Location: PTW - Freiburg, Umkirch

Rainwater retention and infiltration system



At our Freiburg site, a retention and infiltration system is implemented beneath the visitor parking area. This system supports rainwater retention and controlled infiltration, contributing to improved water management and increased resilience to heavy rainfall events.

● completed | 📍 Location: PTW Freiburg

Key figures

Table 3: Water withdrawal and consumption at PTW worldwide in 2025

	Water withdrawal	Water consumption ¹
All sites ²	3,328.7 m ³	2.8 m ³
Sites in areas with water stress ^{2,3}	282.9 m ³	2.8 m ³

¹ Water consumption = water withdrawal – water discharge. Small amounts of water required for cooling processes are kept in the cycle for a long time and then disposed of properly. Water not used in cooling processes remains uncontaminated and is safely discharged via the sewer systems. For office sites, water discharge is assumed to equal water withdrawal; therefore, net water consumption is reported as 0 m³.

² Some of the data (especially from the international sites) used is based on estimates and calculations, assuming 50 L of water withdrawal per FTE attendance day.

³ Water-stressed sites were identified based on the WRI Aqueduct Water Risk Atlas. Sites classified as “High” or “Extremely High” baseline water stress are considered water stressed. This includes QRM, PTW Beijing, PTW India, PTW Russia and PTW Africa.



Biodiversity & Ecosystems

Material Impacts, Risks & Opportunities (IROs)

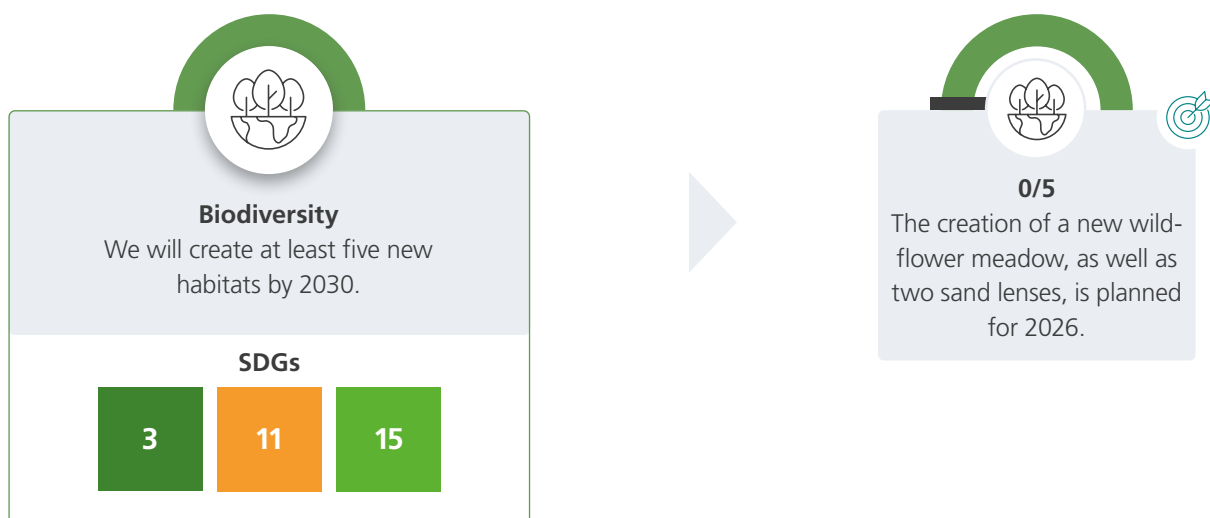
	Upstream supply chain	Own supply chain	Downstream supply chain
Negative impact		Soil sealing	
Negative impact		Heat island effect	
Chance		Renaturation or greening	

Internal company policy

Based on the Freiburg climate adaptation concept, our facilities are located in an area that is particularly susceptible to heat island effects – caused primarily by the heavy sealing of the areas. This can increase local heat accumulation, affect groundwater recharge and have negative impacts on biodiversity. We are therefore committed to promoting biodiversity and reducing negative impacts on the local environment.

The following guidelines translate these commitments into concrete rules across the organization and support the reduction of biodiversity-related impacts and risks.

Guideline	Purpose	Scope of application
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide
EMAS Validation	Improve environmental performance systematically and transparently	PTW Freiburg and Umkirch
ISO 14001 Certification (ISO 14001:2015)	Identify, manage and reduce environmental risks.	PTW Freiburg and Umkirch



PTW promotes biodiversity at its sites by deliberately avoiding the use of herbicides and pesticides, as well as through nature-oriented design measures such as green roofs, landscaped courtyards, and partially unpaved areas.

Biodiversity Analysis at the PTW Freiburg Site



Free consultation and site visit by an expert from the City of Freiburg's "Artenschutz in der Stadt" grant program to analyze potential measures for promoting biodiversity at our site in Freiburg.

● completed | 📍 Location: PTW Freiburg

Spreading flower seeds and refraining from regular mowing



Lawn mowing was largely avoided to allow the development of a wildflower meadow in front of one of our buildings. In addition, a small wildflower meadow will be actively created in 2026 by sowing wildflower seeds.

🔄 recurring | 💡 employee idea | 📍 Location: PTW Freiburg

Construction of a wild bee hotel



In 2025, we worked with employees from various departments to build a wild bee hotel and set it up on our company grounds.

● completed | 💡 employee idea | 📍 Location: PTW Freiburg



Creating a sand lens for wild bees



In addition to the wild bee hotel, two sand lenses will be introduced by 2026 to create additional habitats for ground-nesting insects.

🔄 ongoing | 📍 Location: PTW Freiburg

Installing nesting aids for birds and bats



In 2026, we will install bird nesting aids in the trees to provide suitable breeding grounds for native bird species. We are also installing bat boxes on one of our buildings to provide these animals with a place to shelter.

🔄 ongoing | 📍 Location: PTW Freiburg

Key figures

Biodiversity-sensitive areas

PTW does not own any land and does not operate any sites near biodiversity-sensitive areas.¹

¹ The following source was used for this finding: UNEP-WCMC and IUCN (2023), Protected Planet: The World Database on Protected Areas (WDPA) and the World Database on Other Effective Area-based Conservation Measures (WD-OECM) [Online], March 2023, Cambridge, United Kingdom: UNEP-WCMC and IUCN. Available at protectedplanet.net.

Table 4: Sealed and near-natural area at PTW worldwide 2025

Land sealing & near-natural area

	Area	Unit
Total sealed area ²	15,067	m ²
Total nature-oriented area on-site ³	4,786	m ²
Total nature-oriented area off-site ⁴	0 / not applicable	m ²
Total use of land ⁵	23,790	m ²

² Total sealed area includes the sealed parts of owned locations (Freiburg & Umkirch, calculated using the factors from §23 (4) of Freiburg city drainage statute) and the occupied floor space of leased office units (e.g. in multi-tenant buildings).

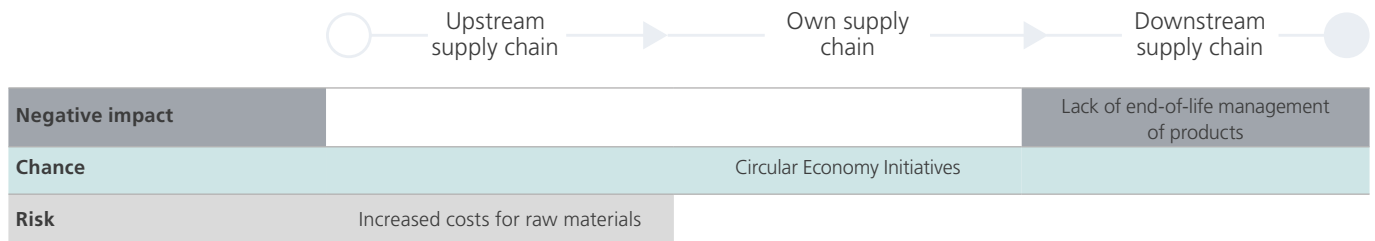
³ Near-natural areas are found only in Freiburg and Umkirch, as at all other locations, only building space is rented.

⁴ No off-site areas available

⁵ Total land use includes the full site area of owned locations (Freiburg & Umkirch) and the occupied floor space of leased office units (e.g. in multi-tenant buildings).

Resource use & circular economy

Material Impacts, Risks & Opportunities (IROs)



Internal company policy

The responsible use of resources and the promotion of circular economy principles are central components of our environmental policy. We strive to use materials efficiently, reduce waste and support long product and component lifetimes where feasible. Environmental considerations are taken into account during product development, with a focus on durability, quality and long service life. We also aim to improve material circularity and explore opportunities to recover and reuse materials where feasible. The following guidelines translate these commitments into concrete rules across the organization and support the efficient use of resources and the reduction of resource-related impacts and risks.

Guideline	Purpose	Scope of application
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide
EMAS Validation	Improve environmental performance systematically and transparently.	PTW Freiburg and Umkirch
ISO 14001 Certification (ISO 14001:2015)	Identify, manage and reduce environmental risks.	PTW Freiburg and Umkirch
AA Disposal of waste and residual materials	Define steps, responsibilities and legal requirements for proper waste disposal.	PTW Freiburg and Umkirch
Design guideline mechanical construction	Define internal rules for functional, manufacturable and standards-compliant mechanical design.	PTW Freiburg and Umkirch, Development Department, construction

Goals and Measures



Resource use

We ensure that all PTW shipping packaging is 100 % recyclable by 2030.

SDGs

9

12

13

PTW takes resource efficiency and circular economy considerations into account across development, production and administrative processes. In a cross-functional workshop held in 2024, approaches were developed to improve the circularity, durability, and energy efficiency of products, and these have been continuously refined ever since.

PTW develops products designed for long service life and offers repair services to help extend product use. In the IT sector, returned devices are preferably reused internally or – after refurbishment – offered to employees for further use; IT equipment and office furniture that are no longer needed can be donated to charitable causes (💡).

Developing circular economy approaches for our products



To identify opportunities for extending product lifetimes and improving circularity, various business model concepts are currently being evaluated. A pilot project for “dosimetry as a service” is already being implemented in Germany, while the feasibility of take-back solutions is under evaluation. In addition, leasing is already available as a financing option for one pilot product.

 ongoing |  Location: PTW worldwide

Digital user manuals



From 2025, user manuals will primarily be provided digitally, with printed copies available only on request.

 completed |  Location: PTW worldwide

Material flow analysis and material flow cost accounting (MFCA) based on ISO 14051



We are already actively working on the analysis of our material flows. In the future, we would like to create a complete and plausible annual analysis of all material flows.

🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch

Conducting audits at waste disposal service providers



In order to ensure environmentally responsible waste management and compliance with relevant standards, an audit was conducted at one of our waste management partners in 2025. The goal was to assess processes and environmental practices. Further audits at additional service providers are planned for the coming years to continuously improve transparency and performance in waste handling.

● completed | 📍 Location: PTW worldwide

LEAN – Production



We are implementing and continuously developing LEAN principles in our production at the Freiburg and Umkirch sites. The aim is to optimize processes, reduce material consumption and minimize waste along the production flow.

🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch

Digitalization and Paperless Production



We are gradually digitalizing our processes by equipping production workstations with screens and introducing integrated digital platforms. This enables production-relevant documents to be accessed digitally instead of printed, reducing paper consumption and improving process efficiency and data availability.

🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch

Optimization of Warehousing and Logistics Structures



We consolidated our storage structures in 2025 by closing external warehouse locations and centralizing storage at our Freiburg site. This reduced transport activities, handling efforts and material movements, while improving process efficiency and reducing resource use.

● completed | 📍 Location: PTW - Freiburg, Umkirch

Modernization and targeted investments in resource-efficient production

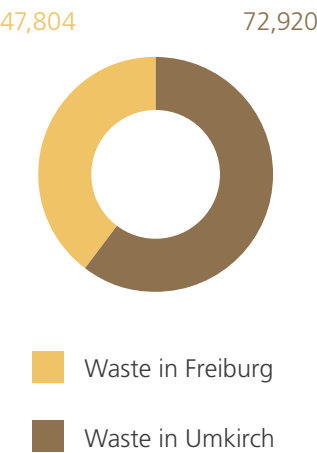


We are modernizing our production equipment and infrastructure, including storage systems, updated machinery and specialized workstations. These investments aim to improve material handling, reduce losses and increase overall resource efficiency in production.

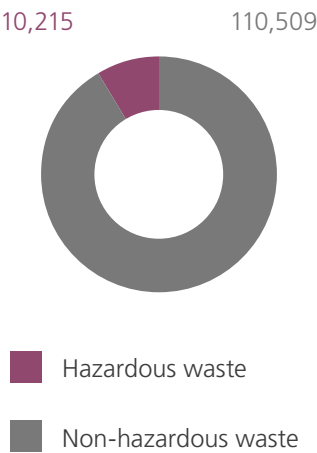
ongoing | Location: PTW - Freiburg, Umkirch

Key Figures

2025 waste by location [kg]



Waste in 2025 [kg]



2025 waste treatment method [kg]



Fig. 8: Distribution of waste quantities [kg] in 2025 in Freiburg and Umkirch. The total amount of waste was 120.7 tons.

¹ The waste that is sorted and sent to recycling or reuse operators (e.g. the amount of waste put into recycling containers or sorting of waste into certain categories of materials and delivery to waste treatment facilities) rather than the waste that gets effectively recycled or reused.



Social Responsibility

Our Vision

We envision PTW as a company that seeks to act responsibly and contribute to the communities in which we operate through meaningful engagement and collaboration. Our goal is to foster a culture rooted in empathy, inclusivity, and ethical conduct, where diversity is valued and community engagement is encouraged.

We are committed to maintaining a healthy, respectful, and supportive work environment, free from harassment and discrimination. We promote work-life balance, advocate for

fair compensation, and provide company-funded language courses to facilitate integration.

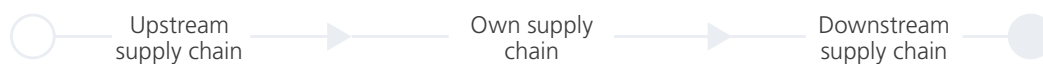
Looking ahead, we aim to further strengthen our role as a socially engaged company through partnerships, support for local initiatives, and the promotion of education and inclusion. We want to remain a place where people build long-term careers, while also attracting talent who are inspired by our values.

Our vision is aligned with the following goals of the 17 (*Sustainable Development Goals – SDGs*), adopted by the Member States of the United Nations under the 2030 Agenda.



Own workforce

Material Impacts, Risks & Opportunities (IROs)



Risk		Increased labor costs	
Chance		Recruiting top talent	
Chance		Reduced incidents in the workplace	
Chance		Access to a diverse talent pool	
Chance		Employee retention and satisfaction	
Positive Impact		Implementation of fair collective agreements	
Positive Impact		Granting of collective bargaining rights	
Positive Impact		Flexible working arrangements	
Positive Impact		Employee well-being programs	

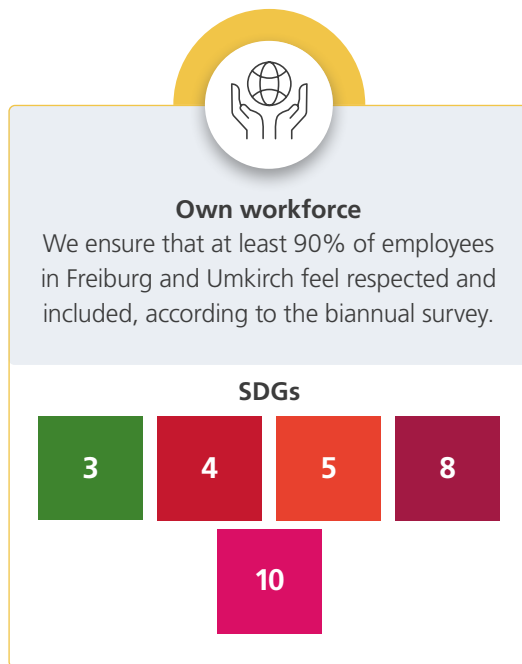
Internal company policy

Our commitment to social responsibility plays a central role in our corporate policy and focuses on ensuring fair and safe working conditions for all employees. We comply with all applicable occupational health and safety regulations and promote a safe and healthy working environment. We are committed to fair labor practices, including the prevention of discrimination, harassment, child labor, forced labor and human trafficking. We foster open communication and support social dialogue, including employee participation and collective agreements where applicable. We also promote employee development through training, career management and equal opportunities, contributing to employee well-being, satisfaction and retention. The following guidelines translate these commitments into concrete rules across the organization and support fair working conditions, employee well-being and the reduction of workforce-related risks.



Guideline	Purpose	Scope of application
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide
BV Protection against bullying	Promote a respectful, discrimination-free and safe working environment.	PTW Freiburg and Umkirch: All employees, external company employees and official interactions with third parties
BV Mobile Working	Define conditions for flexible, self-determined and family-friendly mobile working.	PTW Freiburg and Umkirch including temporary workers
BV on catering	Provide access to subsidized, local and socially acceptable lunch options.	PTW Freiburg and Umkirch
BV Whistleblower Protection Systems	Define conditions for confidential and protected reporting of legal and compliance violations.	PTW Freiburg and Umkirch
BV Hansefit	Provide cost-effective access to fitness, health and wellness facilities.	PTW Freiburg and Umkirch
BV Childcare	Support working parents through childcare subsidies and organizational support.	PTW Freiburg and Umkirch
BV on working hours	Ensure transparent, legally compliant, and flexible working time arrangements through binding regulations regarding the recording, distribution, and balancing of working hours.	PTW Freiburg and Umkirch
Collective agreement for the metal and electrical industry	Ensure transparent, fair and consistent salary structure without bias and subjective influencing factors.	PTW Freiburg and Umkirch
BV Employee Evaluation	Assess employee performance and conduct fairly and transparently and support employee development.	PTW Freiburg and Umkirch
Code of Conduct	Define the ethical principles and legal framework for the conduct of PTW employees and business partners.	All employees and business partners of PTW worldwide
BV on bicycle leasing with Jobrad	Facilitate access to bicycles and e-bikes in order to promote health, environmental awareness and sustainable mobility.	PTW Freiburg and Umkirch
Operating regulations for external companies	Ensure occupational safety, fire protection, health protection and environmental protection on PTW premises.	External companies, subcontractors and visitors on PTW premises in Freiburg and Umkirch
AA Emergency	Define the procedures and required conduct in emergency situations.	PTW Freiburg and Umkirch

Goals and Measures



At PTW, initiatives focused on the company's own workforce are designed to promote health, equal opportunity, inclusion, professional development, and work-life balance. An open corporate culture characterized by flat hierarchies and the consistent use of informal address forms the foundation for respectful collaboration, equal treatment, and mutual appreciation.

PTW places great importance on health and well-being in the workplace. This includes ergonomically designed workstations (💡), air-conditioned offices with drinking water available, regular health checkups, and a wide range of sports and exercise opportunities, such as through partnerships with Hansefit. PTW also pays the entry fees for participation in team events such as the Freiburg Marathon or B2Run, thus promoting team spirit and a healthy, active lifestyle of our employees. On our premises, common areas and outdoor spaces are available for relaxation.

To support work-life balance, PTW offers flexible working hours and the option of remote work. Families are additionally supported through reserved childcare spots and subsidies for childcare costs. Community and a sense of belonging are strengthened through regularly organized team, department, and company events.

The professional development of the workforce is actively supported, for example through training and continuing education programs. International employees are also given the opportunity to participate in German language courses to promote their integration and inclusion. Regular feedback meetings further contribute to satisfaction, engagement, and ongoing communication.

Internal communication



Our digital bulletin board can be viewed by all employees in Freiburg and Umkirch via their own workstations or public screens. It promotes internal communication and engagement. Our digital platform PTW Connect ensures transparent information sharing and closer exchange with our international subsidiaries.

- completed
- 📍 Location: PTW worldwide

Employee survey



We plan to regularly conduct employee surveys covering topics such as job satisfaction, respect and inclusion, and ethical business conduct at PTW in order to better understand employee needs and continuously improve working conditions.

- open | 📍 Location: PTW - Freiburg, Umkirch

Survey and focus groups to record the needs and preferences of employees



In 2024, a survey was conducted among employees on existing and desired employee benefits. As part of the evaluation, working groups deal with the various topics (e.g. health, mobility, etc.)

- 🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch

Integrating Sustainability Content into LMS



We plan to integrate sustainability content into our Learning Management System (LMS) to raise employee awareness. The LMS will become a key part of the onboarding process for new employees and will also serve as a platform for ongoing training on sustainability-related topics.

- 🔄 ongoing | 📍 Location: PTW - Freiburg, Umkirch

Evacuation drill

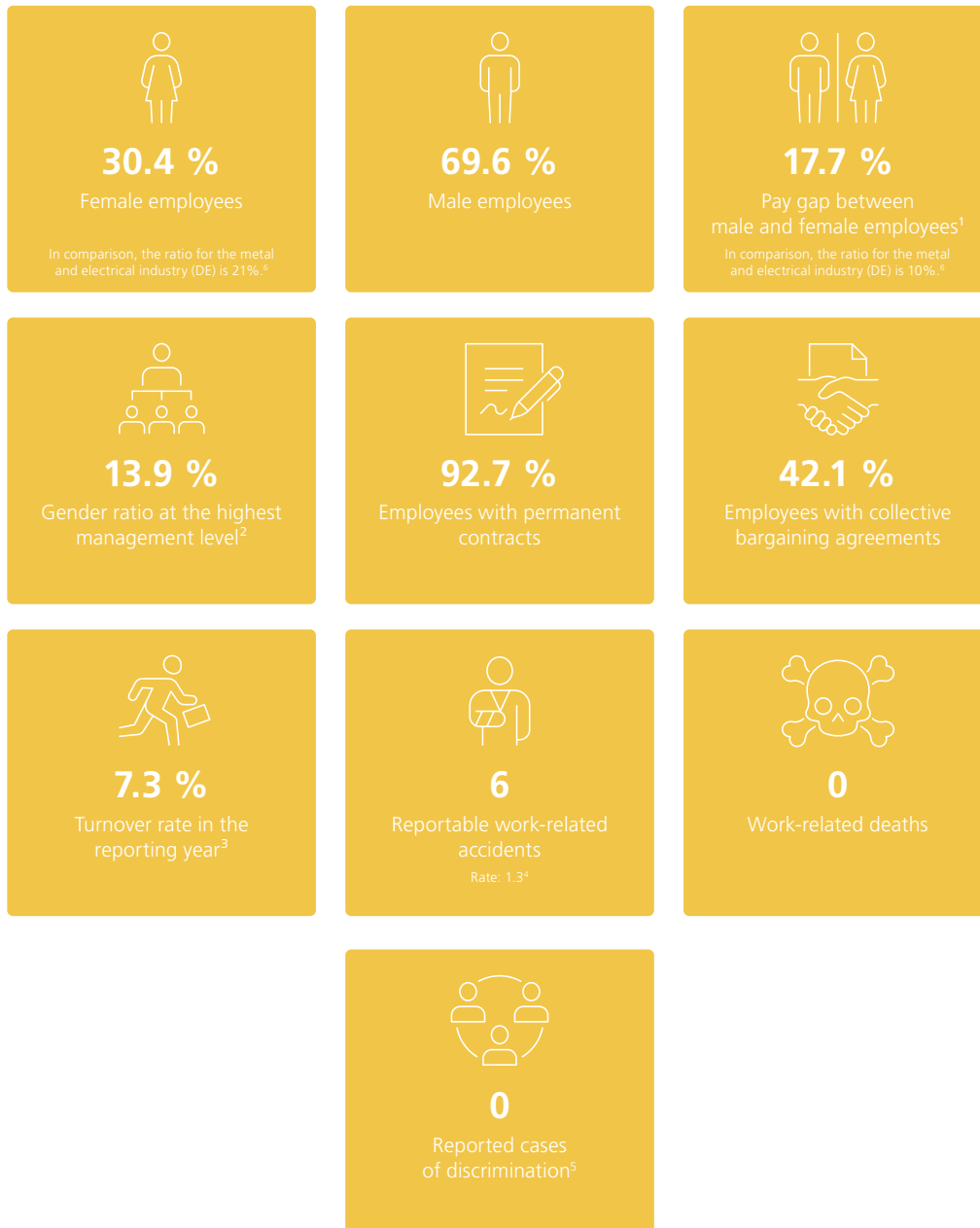


In addition to our annual fire safety briefings, an evacuation drill was conducted in Freiburg in 2025, to test emergency preparedness and ensure the safety of employees in case of incidents.

- completed | 📍 Location: PTW Freiburg

Key figures

PTW Group Workforce Overview – 2025



¹ To calculate the percentage wage difference, the average gross hourly wage of female employees was subtracted from the average gross hourly wage of male employees and divided by the average gross hourly wage of male employees. The hourly wage refers to a 40-hour week.

² To calculate the gender ratio, the number of women at the highest management level was divided by the number of men at the highest management level. For this calculation the highest management level includes our three male headquarters-based managing directors, the managing directors of the international branch offices and our department heads and directors.

³ To calculate the turnover rate, the number of employees who left during the reporting year was divided by the average number of employees during the reporting year and multiplied by 100.

⁴ To calculate the rate of reportable work-related accidents the number of work-related accidents in the reporting year was divided by the total number of hours worked in a year by all employees and multiplied by 200 (as given in the VSME Standard).

⁵ Identified via following reporting channels: conflict counselors, the representative body for severely disabled employees, the works council, HR, and our whistleblower system.

⁶ Source: IG Metall

Nationalities at PTW

Count per Country

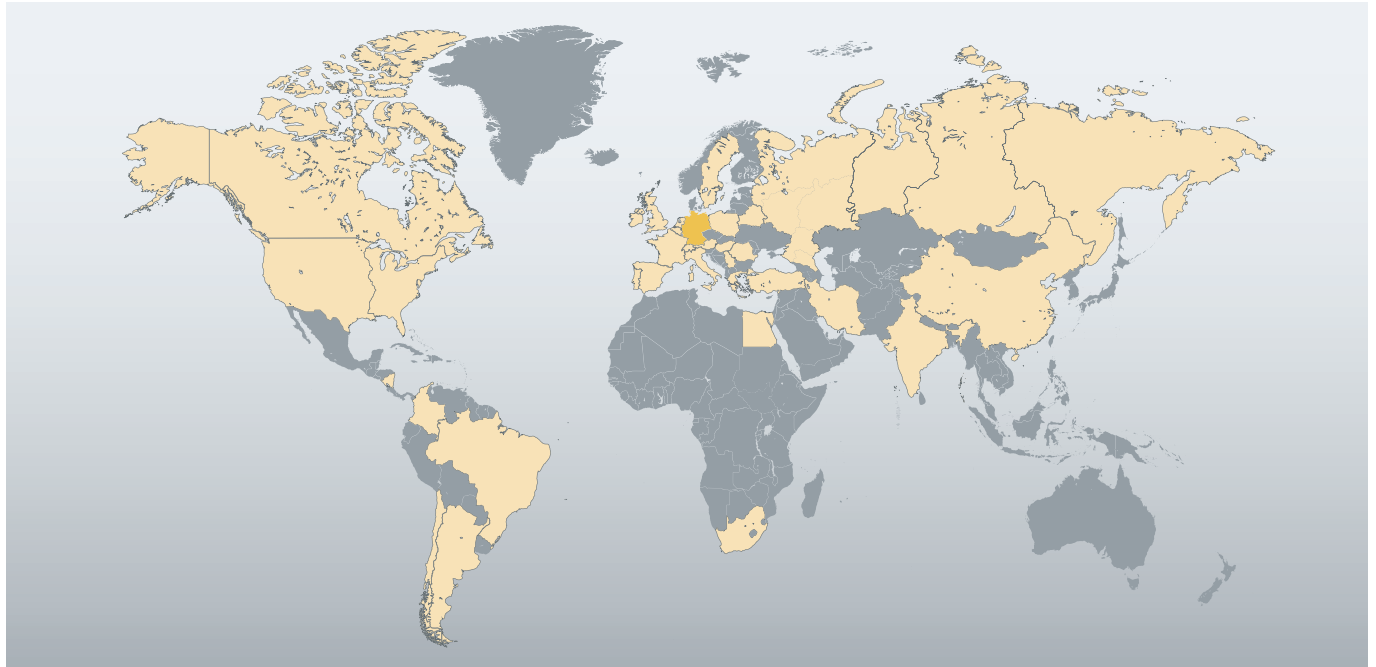


Fig. 9: PTW's workforce reflects a broad international background. Countries highlighted in yellow show where employees' nationalities are represented across the company. Altogether, our workforce represents 34 different nationalities worldwide.

Employment Contracts by Country at PTW

Count per Country

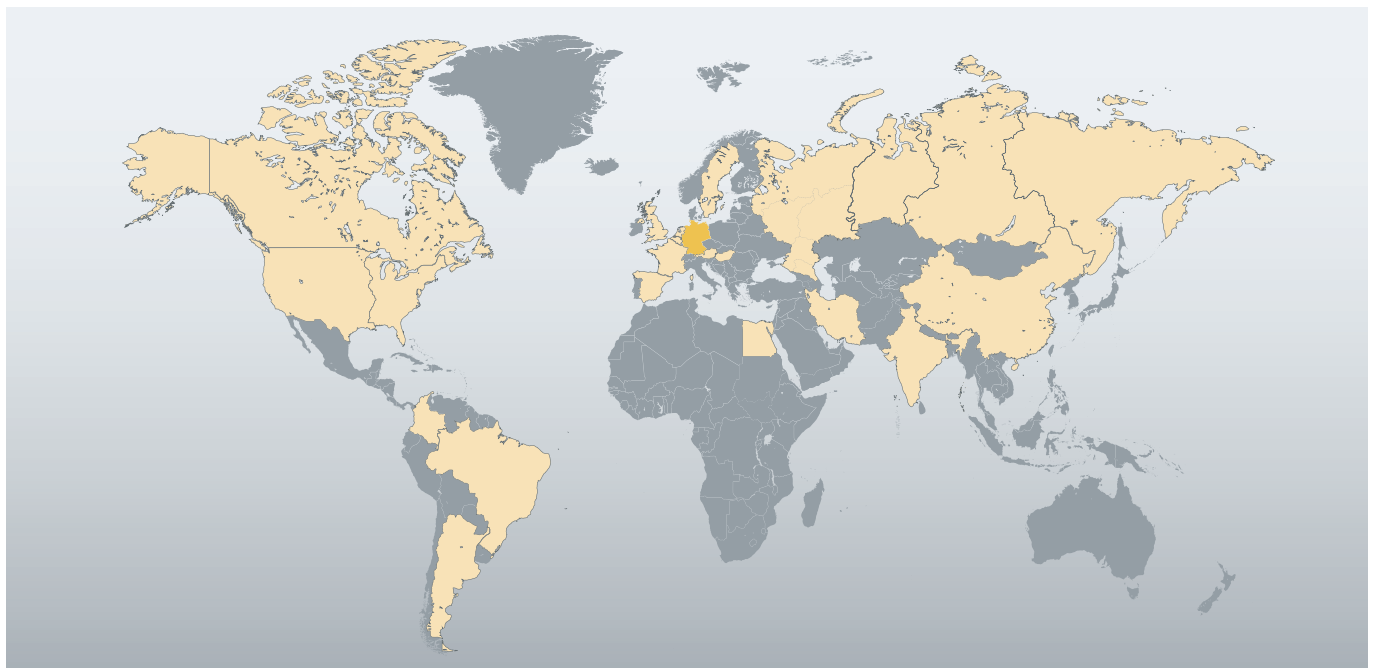


Fig. 10: In addition to our PTW sites, employees hold employment contracts across several countries worldwide. Countries highlighted in yellow show where PTW employment contracts are represented. Altogether, PTW employment contracts are held in 18 countries worldwide.

Company Tenure

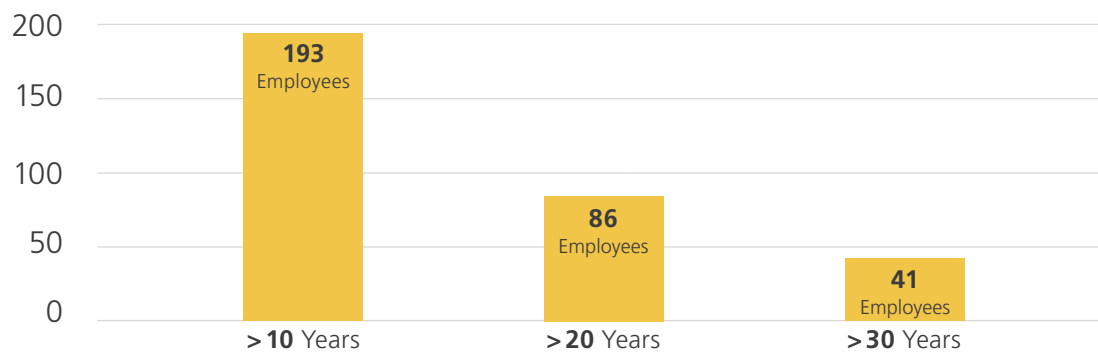


Fig. 11: Our employees often stay with PTW for a long time. In 2025 the average tenure was 11.18 years. Based on a total workforce of 480, around 40% of the global workforce has been with the company for over 10 years.

Workers in the Value Chain

Material Impacts, Risks & Opportunities (IROs)

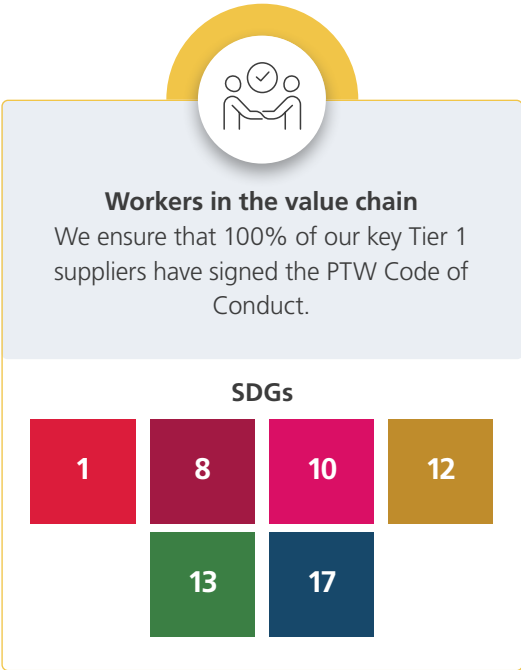
	Upstream supply chain	Own supply chain	Downstream supply chain
Risk	Legal and regulatory risks		
Risk	Lack of transparency at Tier 2 suppliers		
Risk	Possible social conflicts and unfair working conditions		
Positive impact	Job security in the local economy		
Chance	Strengthened supplier relationships		

Internal company policy

We are committed to fair working conditions and responsible business practices along our entire value chain. Ensuring that our suppliers comply with human rights and labor standards is a central element of our corporate governance. We promote long-term partnerships with our suppliers based on transparency, trust and clear expectations, including a binding Code of Conduct. Through these measures, we aim to minimize risks, increase supply chain resilience and contribute to positive social impacts, particularly with regard to working conditions in the supply chain. The following guidelines translate these commitments into concrete rules across the organization and support responsible supply chain management and the reduction of supplier-related risks.

Guideline	Purpose	Scope of application
Code of Conduct	Define the ethical principles and legal framework for the conduct of PTW employees and business partners.	All employees and business partners of PTW worldwide
Quality Assurance Agreement	Define the contractual technical and organizational framework between PTW and the supplier	Individual supplier Agreements
Operating regulations for external companies	Ensure occupational safety, fire protection, health protection and environmental protection on PTW premises	External companies, subcontractors and visitors on PTW premises in Freiburg and Umkirch

Goals and Measures



Code of Conduct for suppliers with a focus on labor rights and safety



Our actions are guided by a strong ethical foundation and full compliance with applicable laws. These principles are outlined in our Code of Conduct, which serves as the basis for responsible and sustainable business practices. We expect our business partners and suppliers to share this commitment. Furthermore, we encourage them to promote and implement the principles of our Code of Conduct throughout their own supply chains.

🔄 ongoing | 📍 Location: PTW worldwide

Sustainability training of our procurement team



In 2025, we conducted a sustainability training for our procurement team, delivered by the internal Sustainability team, to strengthen awareness and support more sustainable purchasing decisions across all areas of procurement e.g. strengthening the consideration of environmental and social criteria in supplier selection and management.

● completed | 📍 Location: PTW Freiburg

Key figures

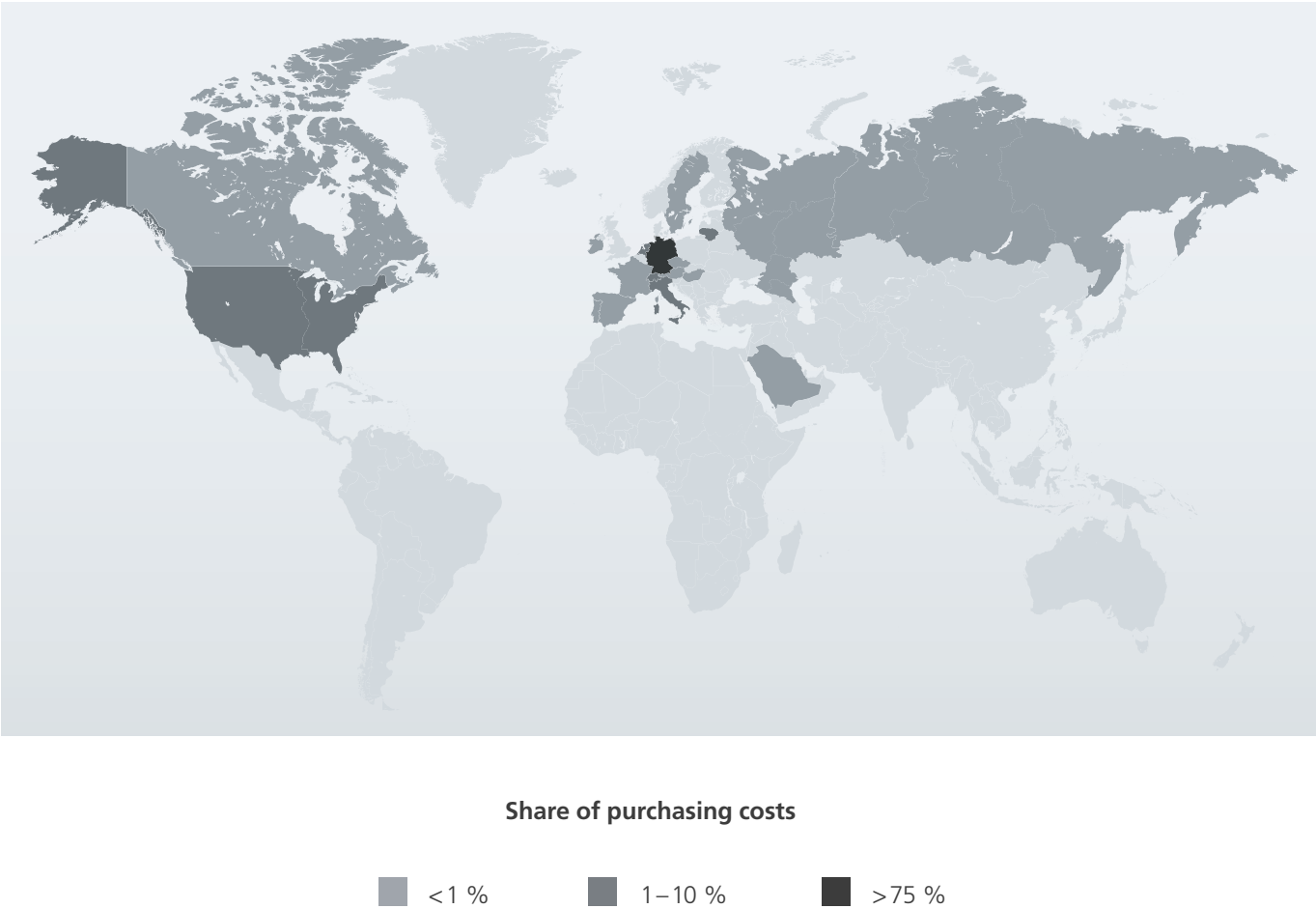
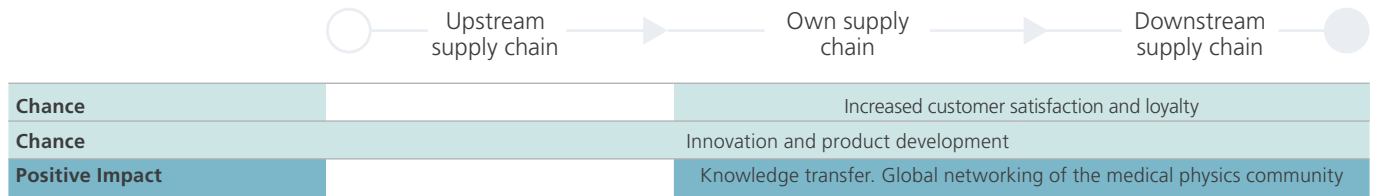


Fig. 12: Headquarters of PTW Tier 1 suppliers and purchasing share by cost.

90 % of our Tier 1 suppliers are based in Germany; a total of 94% are located in the European Union. According to the current [FATF](#) and [EU](#) lists, which identify countries with increased risk in the area of governance, money laundering and terrorist financing, none of our suppliers is located in a country classified as a high-risk country (black or grey list). In addition, we assessed the countries where our Tier 1 suppliers are headquartered with regard to labor rights, based on risk analyses conducted by [ITUC](#) and [amfori](#). Four supplier countries – representing 0.5 % of our Tier 1 suppliers – are listed as high-risk in these assessments.

Consumers and End Users

Material Impacts, Risks & Opportunities (IROs)



Internal company policy

Our commitment to social responsibility is an integral part of our corporate policy and encompasses the safety and quality of our products and services for customers and end users. We comply with all applicable regulations and strive to go beyond these requirements wherever possible. Patient safety is a central element of our responsibility and is ensured through strict quality standards and reliable processes. We aim to provide safe, effective and user-oriented products, contributing to customer satisfaction and trust. In doing so, we support innovation, knowledge transfer and collaboration within our field, contributing to positive impacts for users and society. The following guidelines translate these commitments into concrete rules across the organization and support product safety, customer satisfaction and the reduction of customer-related risks.

Guideline	Purpose	Scope of application
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide
ISO 13485 Certification (ISO 13485:2016)	Ensure the safe, effective and legally compliant development, manufacture and distribution of medical devices.	PTW Freiburg and Umkirch
ISO 9001 Certification (ISO 9001:2015)	Improve customer satisfaction, continuously improve processes and provide compliant products and services.	QRM
Clinical Evaluation SOP	Define the clinical evaluation process to ensure safe, effective and compliant medical devices.	All PTW medical devices
Design Verification and Validation SOP	Define the verification and validation process for medical device development.	All verification and validation activities in medical device development
Risk Management SOP	Define the risk management process to identify, assess and minimize risks throughout the product life cycle.	All marketed PTW medical devices throughout the product life cycle
ISO 17025 Certification (ISO/IEC 17025:2018)	Provide the framework for ensuring the competence of calibration laboratories and the accuracy, reliability and traceability of measurement results, supporting confidence in PTW's calibration services and internationally recognized calibration certificates.	Calibration Lab Freiburg

Goals and Measures

Transparent and ongoing communication with customers and end users on sustainability issues is a central component of PTW’s sustainability approach. PTW systematically informs customers and end users about sustainability issues through regular posts on LinkedIn, a continuously updated sustainability page on the company website, and an annual sustainability report. In this way, the company promotes transparency and an open dialogue regarding its sustainability activities.

Offering training for end users through the *PTW Dosimetry School*



The Dosimetry School was founded by PTW in 2014 and offers practical and theoretical courses on clinical dosimetry at cost price. Over time, this concept has been adopted by many subsidiaries and expanded to numerous countries, so that courses are now held in many different parts of the world. It promotes international exchange and the development of networks within medical physics.

🔄 recurring | 💡 employee idea | 📍 Location: PTW worldwide

Preventive Maintenance Training



These are training courses for application specialists. After our certified training, they are able to carry out fault diagnosis, service and small repairs at the customer’s site. This means that the product is always available to the customer in top condition through regular on-site service and does not always have to be sent to Freiburg for fault diagnosis and repair.

🔄 recurring | 📍 Location: PTW worldwide

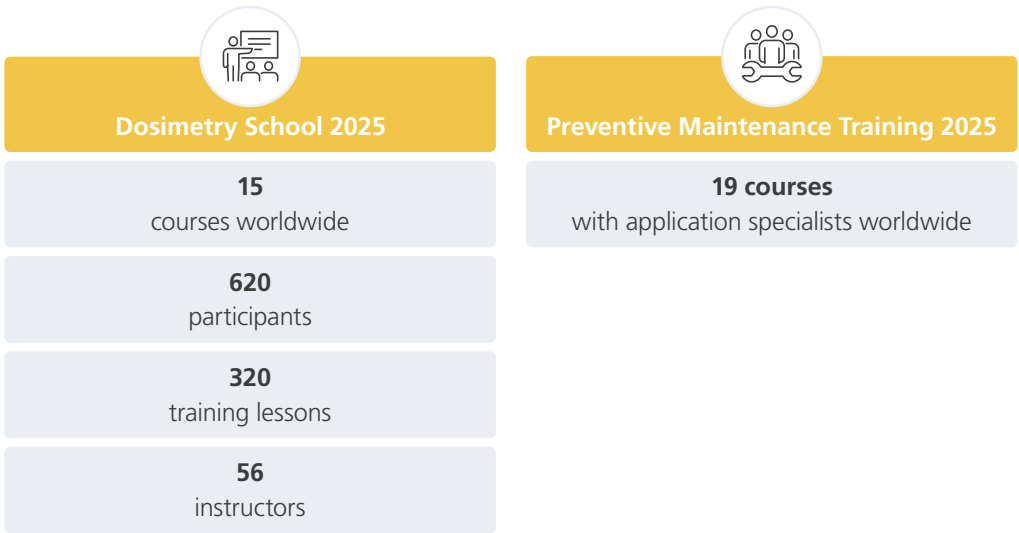
Support for educational projects



PTW supports various educational projects that deal with the topic of medical physics. These include the South Asia Centre for Medical Physics and Cancer Research (*SCMPCR*) in Bangladesh and the IAEA’s Rays Of Hope initiative.

🔄 recurring | 💡 employee idea | 📍 Location: PTW worldwide

Key figures





Governance

- Corporate Governance

Our Vision

We view responsible corporate governance as the foundation of PTW's future. It shapes how we manage resources, interact with employees, suppliers, and customers, and fulfill our environmental and social responsibilities. Our goal is to strengthen transparency, ethical decision-making, and long-term resilience.

We are committed to responsible innovation in radiation dosimetry, with the aim of reducing environmental impacts and enhancing the societal value of our products and solutions. As part of this vision, we seek to support local initiatives,

further strengthen the consideration of human rights and environmental requirements throughout our supply chain, and raise awareness through education and training.

We aim to strengthen sustainability and integrity standards throughout our supply chain while ensuring robust data and information security for our end users, fostering trust, accountability, and long-term value at every level.

Our vision is aligned with the following goals of the 17 (*Sustainable Development Goals – SDGs*), adopted by the Member States of the United Nations under the 2030 Agenda.



Material Impacts, Risks & Opportunities (IROs)



Chance		Increased innovation and productivity
Chance		Emergency management: greater safety, higher resilience, lower costs
Chance		Strategic advantage through voluntary sustainability reporting
Chance		Strategic advantage through voluntary sustainability reporting
Chance		Environmental management strengthens crisis resilience
Chance		Compliance safeguards quality, trust and reduces risks.
Risk	Geopolitical dependencies and market volatility	
Risk	Limited traceability in the supply chain	
Risk		Political inaction and disinformation in environmental and climate policy

Internal company policy

Sustainability is firmly integrated into our corporate governance and forms the basis for responsible business conduct. We comply with all applicable legal requirements and relevant standards, including environmental, quality, anti-corruption and information security regulations. Our approach includes the prevention of corruption, fraud, money laundering and conflicts of interest, as well as the responsible handling of information. We ensure transparency, integrity and compliance through established management systems, clear rules and continuous improvement processes. In doing so, we aim to minimize risks, strengthen resilience and maintain trust with our stakeholders. The following guidelines translate these commitments into concrete rules across the organization and support effective governance, responsible business conduct and the reduction of governance-related risks.

Guideline	Purpose	Scope of application
BV Profit Sharing	Involve employees in the company's economic success and strengthen motivation and identification with PTW.	PTW Freiburg and Umkirch
IT-User Policy	Define binding rules for the safe and compliant use of IT systems.	PTW Freiburg and Umkirch
Framework BV IT Systems	Define guidelines for the introduction and use of IT systems and ensure information security.	PTW Freiburg and Umkirch
Management Handbook	Determine the basic business processes and responsibilities	PTW Freiburg and Umkirch
Anti-Corruption Policy	Ensure compliance with anti-corruption laws and prohibit bribes, kickbacks and improper payments.	PTW worldwide
Environmental policy	Integrate environmental responsibility into all company processes.	PTW worldwide
Sustainability Mission Statement	Define PTW's sustainability principles and commitments.	PTW worldwide

Guideline	Purpose	Scope of application
EMAS Validation	Improve environmental performance systematically and transparently	PTW Freiburg and Umkirch
ISO 14001 Certification (ISO 14001:2015)	Identify, manage and reduce environmental risks.	PTW Freiburg and Umkirch
ISO 13485 Certification (ISO 13485:2016)	Ensure the safe, effective and legally compliant development, manufacture and distribution of medical devices.	PTW Freiburg and Umkirch
ISO 9001 Certification (ISO 9001:2015)	Improve customer satisfaction, continuously improve processes and provide compliant products and services.	QRM
Risk Management SOP	Define the risk management process to identify, assess and minimize risks throughout the product life cycle.	All marketed PTW medical devices throughout the product life cycle
Code of Conduct	Define the ethical principles and legal framework for the conduct of PTW employees and business partners.	All employees and business partners of PTW worldwide
Quality Assurance Agreement	Define the contractual technical and organizational framework conditions between PTW and the supplier.	Individual supplier agreements
Money Laundering Act (GwG) Compliance Guideline	Prevent money laundering and terrorist financing in line with applicable anti-money laundering law.	PTW Freiburg and Umkirch
AA Emergency	Define the procedures and required conduct in emergency situations.	PTW Freiburg and Umkirch
ISO 27001 Certification (ISO 27001:2022)	Ensure the confidentiality, integrity, and availability of internal IT services through a structured information security management system	PTW Freiburg and Umkirch: Management of internal IT services
ISO 17025 Certification (ISO/IEC 17025:2018)	Provide the framework for ensuring the competence of calibration laboratories and the accuracy, reliability and traceability of measurement results, supporting confidence in PTW's calibration services and internationally recognized calibration certificates.	Calibration Lab Freiburg

Goals and Measures



Responsible and transparent corporate governance forms the foundation for PTW's sustainable operations. Quality requirements for products and processes are ensured through established and certified quality management systems.

In 2024, the company introduced an environmental management system that has been validated under the Eco-Management and Audit Scheme (EMAS) since October 2024 and also meets the requirements of ISO 14001.

A structured risk management process supports the early identification, assessment, and control of potential risks. The company's further development is also supported by established continuous improvement processes (CIP).

To strengthen integrity and compliance, PTW has established a reporting channel in accordance with the Whistleblower

Protection Act. Employees can use this channel to report potential legal violations or serious misconduct securely, anonymously, and without fear of reprisal.

PTW also assumes responsibility at the international level: The partnership with the International Atomic Energy Agency (IAEA) as part of the Rays of Hope initiative contributes to improving dosimetry and quality assurance structures in radiation therapy, particularly in low- and middle-income countries.

Throughout the supply chain, PTW uses supplier evaluations to ensure that high standards for quality, on-time delivery, product availability, and valid quality and environmental certifications are met.

EcoVadis sustainability rating



In 2025, PTW participated in the EcoVadis sustainability assessment to obtain an external evaluation of its sustainability management and to identify further improvement opportunities. The assessment covers key areas such as environment, labor and human rights, ethics, and sustainable procurement. As a result, PTW was awarded a Silver Medal in 2025. With a score of 74/100, we are placed in the 90th percentile, ranking among the top 10% in the EcoVadis network. We use the results as an additional basis to identify improvement opportunities and to further strengthen our sustainability management.

Information security certification



In 2025, PTW Freiburg and Umkirch achieved ISO 27001:2022 certification, strengthening information security and ensuring the systematic protection of sensitive data.

● completed | 📍 Location: PTW - Freiburg, Umkirch

Anti-corruption training



An anti-corruption training was conducted by a member of the management board, with participation from all managers at PTW Freiburg and directors of the international subsidiaries, to reinforce awareness of ethical business conduct and compliance requirements.

● completed | 📍 Location: PTW worldwide

Financial support for projects



In 2025, PTW sponsored the Dietrich Harder Master's Thesis Award for the ninth time. This prize, endowed with 1,000 euros, is awarded at the annual meeting of the German Society for Medical Physics (DGMP) and honors outstanding scientific work in medical radiation physics.



Since 2020, the proceeds of our Black Forest Calendar have supported training and educational activities of the South Asia Centre for Medical Physics and Cancer Research (SCMPCR) in Bangladesh, which reaches medical physicists in South Asia, Europe, Africa and South America.



As part of our CleanUpDay in September 2025, PTW supported the educational project "World-cleanup macht Schule" with a donation. It enables school classes to carry out cleanups themselves and uses educational campaigns to raise awareness of waste separation and knowledge about recycling and the circular economy.

recurring | employee idea | Location: PTW worldwide

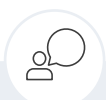


Key figures



0

confirmed corruption cases



0

whistleblower reports



0

confirmed information
security incidents



Sustainability at PTW

Our commitment to environmental and social responsibility plays a central role in our corporate policy. Our efforts to analyse and reduce greenhouse gas emissions, including our goal of reducing market-based Scope 1 and Scope 2 emissions at our Freiburg and Umkirch sites by 75 % by 2030 compared with the 2023 base year, demonstrate our commitment to addressing climate-related challenges. Adherence to strict environmental and quality standards, including the EMAS validation and ISO certifications, reflects PTW's

commitment to maintaining high operating standards while minimizing environmental impact. In addition, PTW places a strong emphasis on social responsibility, with initiatives aimed at creating a supportive and equitable work environment, promoting health and well-being, and supporting continuous learning and personal development. Through compliance, risk management and continuous improvement, PTW seeks to contribute to sustainable development within its sphere of influence while strengthening its own long-term resilience.

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