



Sustainability Report 2024

Dear Readers,

For PTW, sustainability is not only a central component of our mission, but also an essential building block for our future viability. As a medical technology company dedicated to making radiation safer, we have a responsibility – not only for the health and safety of patients in radiation medicine, but also for the environment and the society in which we live and work.

We are proud to look back on a year full of significant progress in our sustainability work. This Sustainability Report documents these successes. The introduction of an environmental management system in accordance with EMAS and certification in accordance with ISO14001 demonstrate our commitment to transparent and effective environmental management.

In 2024, we expanded our sustainability team to join forces to tackle the many challenges. In several workshops for sustainable product design, we were able to set the course for even greater consideration of environmental aspects in product development. We have also made progress in our climate protection efforts: With the „Zielgerade 2030“ initiative, we are working to reduce our Scope 1-3 emissions. A KEFF+ check in March 2024 helped us to further analyze our energy efficiency potential while considerations on a new heating concept show sustainable alternatives to reduce our direct emissions. In addition, we have successfully introduced a new waste concept that significantly improves our waste management and contributes to resource conservation. Our

measures to promote sustainable mobility have also been further expanded – including the receipt of the Mobilsiegel.

These achievements are a testament to how seriously we take our commitment to sustainability. But our work is far from finished. Looking ahead shows us new opportunities and challenges. Even though the obligation to report under the Corporate Sustainability Reporting Directive (CSRD) will no longer apply to PTW for the time being with the EU Omnibus Package, we are sticking to our ambitious goals and continue to prepare to anchor sustainability in our reporting processes in a structured and transparent way. At the same time, we are developing concepts for expanding the use of renewable energies – for example through photovoltaics – converting our vehicle fleet to electric mobility and further driving forward the development of environmentally friendly products.

To us, sustainability means responsibility – for the environment, for our employees, for our partners and for future generations. It is crucial that we walk this path together. I cordially invite you to enter into dialogue with us and actively participate in a more sustainable future.

My special thanks go to our employees, whose commitment and creativity have made this progress possible in the first place. Let us continue to take responsibility together so that we can not only make radiation safer, but also contribute to a liveable, healthy and sustainable future.

With best regards,



A handwritten signature in blue ink, appearing to read 'T. Schüle', written in a cursive style.

Tobias Schüle
Managing Director
and Sustainability Team Lead
PTW Freiburg GmbH



Contents

Abbreviations used in the report.....	5
General information.....	6
PTW – an overview.....	6
Our value chain - Sustainability along the product life cycle.....	8
Reporting Limits and Reporting Period.....	12
Sustainability Governance & Stakeholder Engagement.....	14
Double materiality analysis (DWA) & further assessments.....	17
Scope of the report.....	18
Environmental information.....	21
Climate change.....	22
Material Impacts, Risks & Opportunities (IROs).....	22
Internal company policy.....	22
Goals & Measures.....	23
Key figures.....	27
Environmental pollution.....	30
Material Impacts, Risks & Opportunities (IROs).....	30
Internal company policy.....	30
Goals & Measures.....	31
Key figures.....	32
Water.....	33
Material Impacts, Risks & Opportunities (IROs).....	33
Internal company policy.....	33
Goals & Measures.....	34
Key figures.....	35
Biodiversity & Ecosystems.....	36
Material Impacts, Risks & Opportunities (IROs).....	36
Internal company policy.....	36
Goals & Measures.....	37
Key figures.....	39
Resource Use & Circular Economy.....	40
Material Impacts, Risks & Opportunities (IROs).....	40
Internal company policy.....	40
Goals & Measures.....	41
Key figures.....	44
Social Responsibility.....	46
Own workforce.....	47
Material Impacts, Risks & Opportunities (IROs).....	47
Internal company policy.....	47
Goals & Measures.....	49
Key figures.....	51
Workers in the value chain.....	55
Material Impacts, Risks & Opportunities (IROs).....	55
Internal company policy.....	55
Goals & Measures.....	55

Key figures.....	56
Consumers & End Users.....	57
Material Impacts, Risks & Opportunities (IROs)	57
Internal company policy	57
Goals & Measures	58
Key figures.....	59
Governance – Corporate Governance.....	61
Material Impacts, Risks & Opportunities (IROs)	62
Internal company policy	62
Goals & Measures	63
Key figures.....	66
Sustainability at PTW	67

Abbreviations used in the report

AtG	Atomic Energy Act	CIP	Continuous improvement process
BOM	Bill of material BOMcheck = Online database through which companies exchange information on conflict minerals in products for reporting and regulatory obligations	LED	Light-emitting diode
CBAM	Carbon Border Adjustment Mechanism = European CO ₂ -Border Adjustment Mechanism	LMS	Learning Management System
CO₂e	Carbon dioxide – equivalent = Measure of the greenhouse effect of various gases compared to carbon dioxide (CO ₂)	MDR	Medical device regulation
CSRD	Corporate Sustainability Reporting Directive	MFCA	Material flow cost Accounting
DE	Germany	OEM	Original Equipment Manufacturer
DGMP	German Society for Medical Physics	PTW	Physikalisch-technische Werkstätten
DMA / DWA	Double Materiality Assessment / Doppelte Wesentlichkeitsanalyse	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 Standards	SDG	Sustainable Development Goal
FTE	Full-Time Equivalent (40 h / week, unless otherwise stated)	StrlSchG	Radiation Protection Act
HGB	Commercial Code	StrlSchV	Radiation Protection Ordinance
IAEA	International Atomic Energy Agency	VSME	Voluntary Sustainability Reporting Standard for SME
IRO	Impact, Risk, Opportunity	WEEE	Waste from Electrical and Electronical Equipment
KEFF+	Regional Competence Centre for Resource Efficiency		

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, the company is one of the pioneers in medical radiation measurement and has since made an important contribution to greater patient safety in modern radiation medicine. PTW technologies enable clinical radiation professionals around the world to accurately review highly complex radiation devices.

PTW has been a family-run company for over 100 years with twelve subsidiaries and 443 employees worldwide (according

to consolidated financial statements 2024 according to HGB). With annual sales and total assets of over 70 MEUR each, PTW stands for solid growth and international presence. We are very proud of the depth of the production processes at our plants in Freiburg and Umkirch, where the consistent pursuit of precision and quality underlines our continuous innovation and commitment to the highest standards in the field of medical dosimetry. In addition, PTW operates one of the oldest and largest accredited calibration laboratories in the field of ionizing radiation in Freiburg and promotes the exchange of knowledge in clinical dosimetry with the 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.

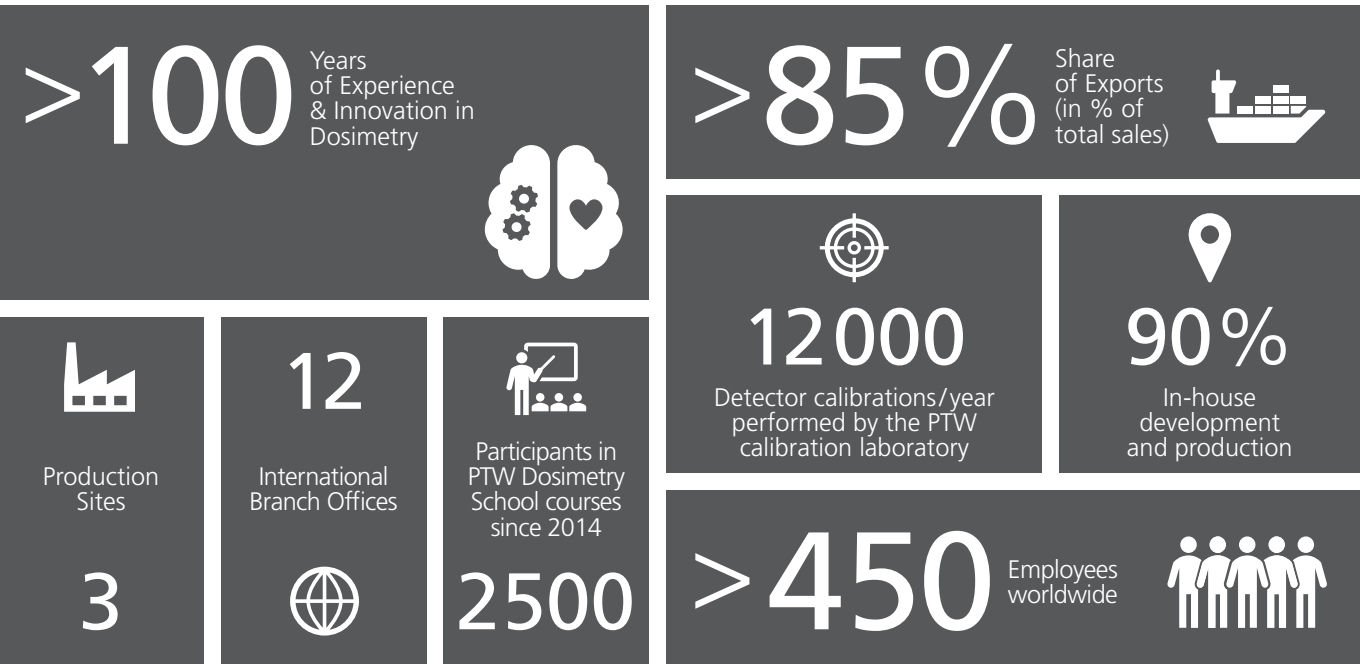


Fig. 1: Key figures: overview of PTW's business activities.

Our work makes a significant contribution to ensuring safe and efficient patient treatment. Our commitment to health and safety standards also extends to environmental sustainability: we strive to reduce the impact of our operations on the environment as much as possible and to make a positive contribution to public health.

As a family-run company with a decades-long tradition, we attach particular importance to long-term planning and future-oriented action. This basic attitude forms the basis of

our commitment to sustainability and reflects our awareness of the importance of environmental protection for future generations. In doing so, complying with and proactively transgressing applicable environmental regulations are in line with our fundamental values and our claim to act responsibly and comprehensibly.



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 our value chain as well as key challenges and approaches to promote sustainability and responsibility.

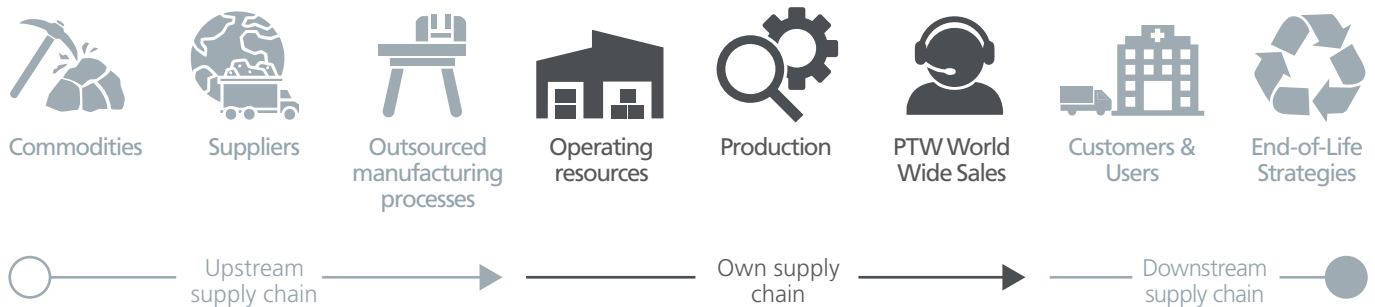


Fig. 2: PTW's value chain.

Commodities

PTW uses specialized materials such as metals, plastics, electronics, and chemicals from primary (mining) and secondary (recycling) sources. Sustainability and regulatory requirements (e.g. MDR, RoHS, REACH) play a central role. The most important risks include market volatility, environmental pollution and social conflicts – other risks are analyzed on an ongoing basis. To minimize this, PTW is examining, among other things, the use of alternative materials and recycling strategies.

Suppliers

Suppliers are essential for quality, innovation and sustainability. PTW works with direct and indirect partners from different categories (raw materials, electronics, production, packaging and logistics). Challenges include supply bottlenecks, geopolitical dependencies and increasing regulatory requirements. PTW is already implementing measures such as supplier evaluations, BOM-check and a Code of Conduct for suppliers. Further steps such as ESG audits of suppliers and training on sustainable purchasing are being planned, and certifications such as ISO 14001 or EMAS will be taken into account in the selection of partners.

Outsourced manufacturing processes

PTW partially outsources specialized manufacturing processes (e.g. plastics processing, electronics production) to external partners. Advantages are flexibility, cost efficiency and technological access. Risks include quality, ESG transparency and supply chain dependency. The selection of partners is made taking into account relevant certifications (e.g. B. ISO 9001, ISO 13485, ISO 14001) as well as regulatory requirements such as RoHS, REACH and others.

Operating resources

PTW uses internal and external resources such as energy, IT, logistics, maintenance and consulting. These are crucial for production and sustainability. Relevant ESG aspects include CO₂ emissions (Scope 2 & 3), resource efficiency, the circular economy and compliance. Risks include fossil energy sources, hazardous substances and limited ESG data availability from external service providers. PTW already relies on certified green electricity. Further measures are currently being examined.

Production

Production is central to quality and sustainability at PTW. It includes mechanical manufacturing, assembly, calibration, and service at multiple locations. Sustainability aspects relate to Scope 1 and Scope 2 emissions, resource efficiency, circular economy and social standards. PTW relies on green electricity, energy-efficient machines and uses solar energy from its own photovoltaic systems on the roofs of its buildings, among other things. Our location in Umkirch demonstrates our commitment to energy efficiency, for example, by using machine waste heat to heat the building. Other measures such as recycling programs and the substitution of hazardous substances are being planned or already applied. ESG 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

In addition to the QRM production site, PTW is represented worldwide by 11 other subsidiaries that focus on sales and service. One of these companies is also active in the field of development. Although our international subsidiaries do not produce, they cause Scope 3 emissions from transport, business travel and IT. In addition, Scope 1 and Scope 2 emissions are generated by heating, electricity consumption and, company vehicles, among other things. Challenges lie in different local ESG standards and global transport emissions. PTW is gradually addressing these challenges through uniform ESG guidelines, training and standardized reporting in accordance with VSME and EMAS, as well as CO₂ tracking at the production sites.

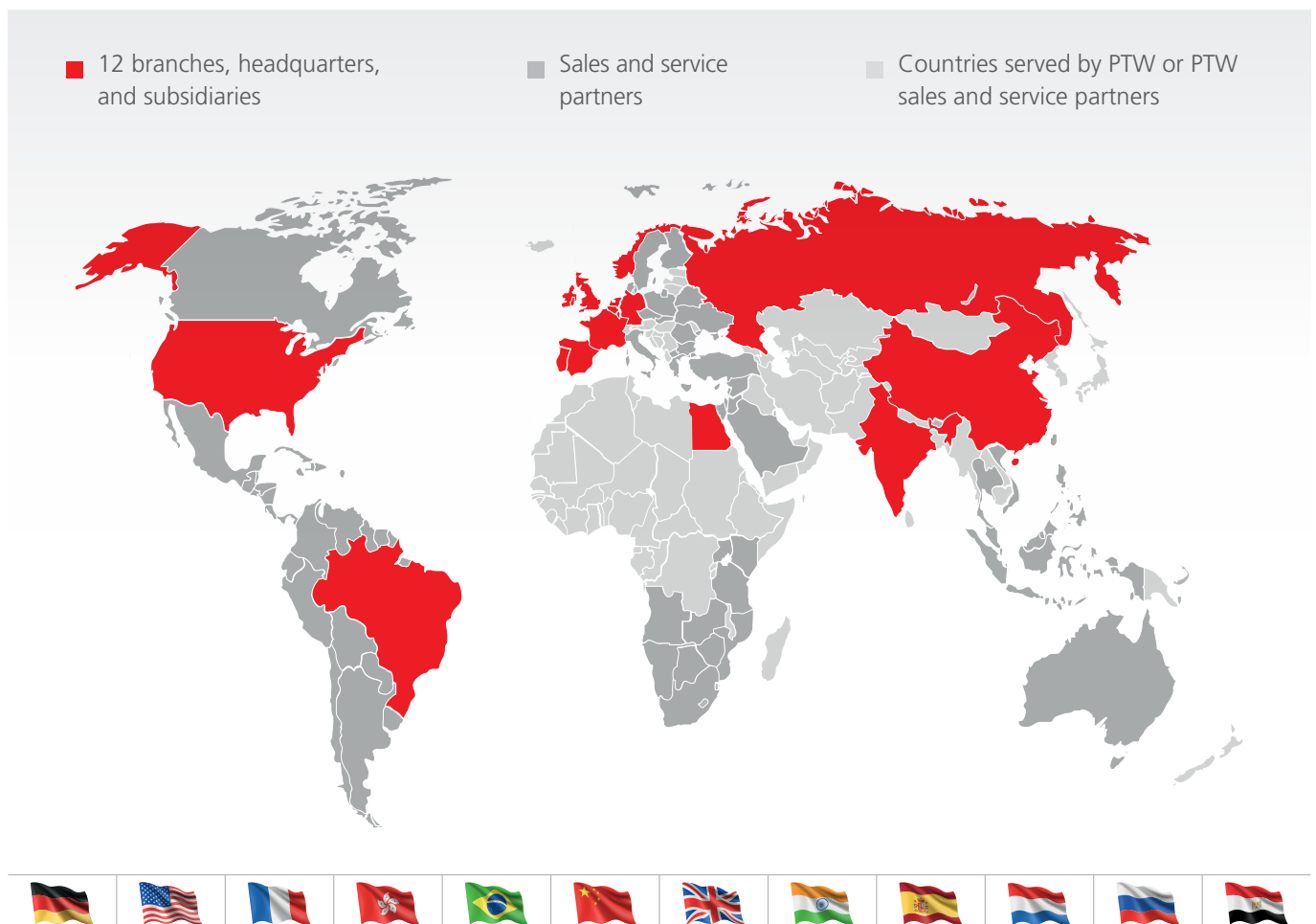


Fig. 3: Overview of PTW's business locations and sales countries.

Sales

As one of the global market leaders in dosimetry solutions, PTW distributes its products to over 160 countries worldwide. For this purpose, an international sales and service network has been established, which consists of 12 subsidiaries as well as over 50 international, mostly exclusive, distribution partners. Sales partners and dealers take care of sales, logistics and customer support worldwide. This generates Scope 3 emissions, especially from transport, storage and business travel, but also Scope 1 and Scope 2 emissions from the use of office buildings. Key challenges include different ESG standards, limited traceability in the supply chain, and packaging materials – and other risks are being analyzed on an ongoing basis. PTW is reviewing and developing measures such as a Code of Conduct, digitalization, recyclable packaging, and CO₂ tracking, some of which have already been implemented and others are in the planning or pilot phase.

Customers & Users

PTW products are used in hospitals and calibration laboratories worldwide. Their use creates Scope 3 emissions, especially through energy consumption, IT and waste disposal. At the same time, our products make a positive contribution to sustainability and patient safety. This is through their durability, digital quality assurance processes and precise measurements that help avoid incorrect treatment and reduce the use of the energy-intensive linear accelerator to the necessary level. Challenges include electronic waste, material use and increasing ESG requirements. PTW relies on energy-efficient technology and digital solutions. The Digital Product Passport (DPP) is currently under development. Relevant standards such as ISO 13485, ISO 27001, MDR, RoHS and REACH are taken into account.

End-of-Life Strategies

PTW pursues sustainable end-of-life strategies for dosimetry products to reduce environmental impact and conserve resources. The most important challenges are the professional disposal of electronic components worldwide, the secure handling of sensitive data and compliance with complex regulatory requirements. Initial measures such as the DPP are in preparation. Concepts such as modular product designs, dosimetry as a service, lending instead of selling, second-hand market, modularity, refurbishing and recycling strategies are currently being examined. Standards such as WEEE, RoHS, REACH as well as ISO 14001 and EMAS serve as orientation.








Reporting Limits and Reporting Period






PTW's sustainability reports are usually published in the course of the year for the previous year. This Sustainability Report therefore refers to the year 2024 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 our headquarters in Freiburg and the production facility in Umkirch. These locations represent






the core of our business operations, where the majority of our employees are employed and where the main production takes place.


Other locations, including our 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
	363 FTE (base: 35 h/week)	25 FTE (base: 35 h / week)	12 FTE (base: 40 h/week)
	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
	12 FTE (base: 40 h / week)	7 FTE (base: 40 h / week)	4 FTE (Basis 40 h / Woche)
	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
	5 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 Doismetry India PVT LTD	PTW Dosimetria Iberia S.L.U.
	Autumn Park Business Centre Dys-art Road, Grantham, NG31 7EU, United Kingdom	JAIN BHAWAN, 18/12 Delhi, India, 110005	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
	4 FTE (base 40 h / week)	17 FTE (base 40 h / week)	7 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)	5 FTE (base 40 h / week)
	Founded in 2021	Founded in 2024

Sustainability Governance and Stakeholder Engagement

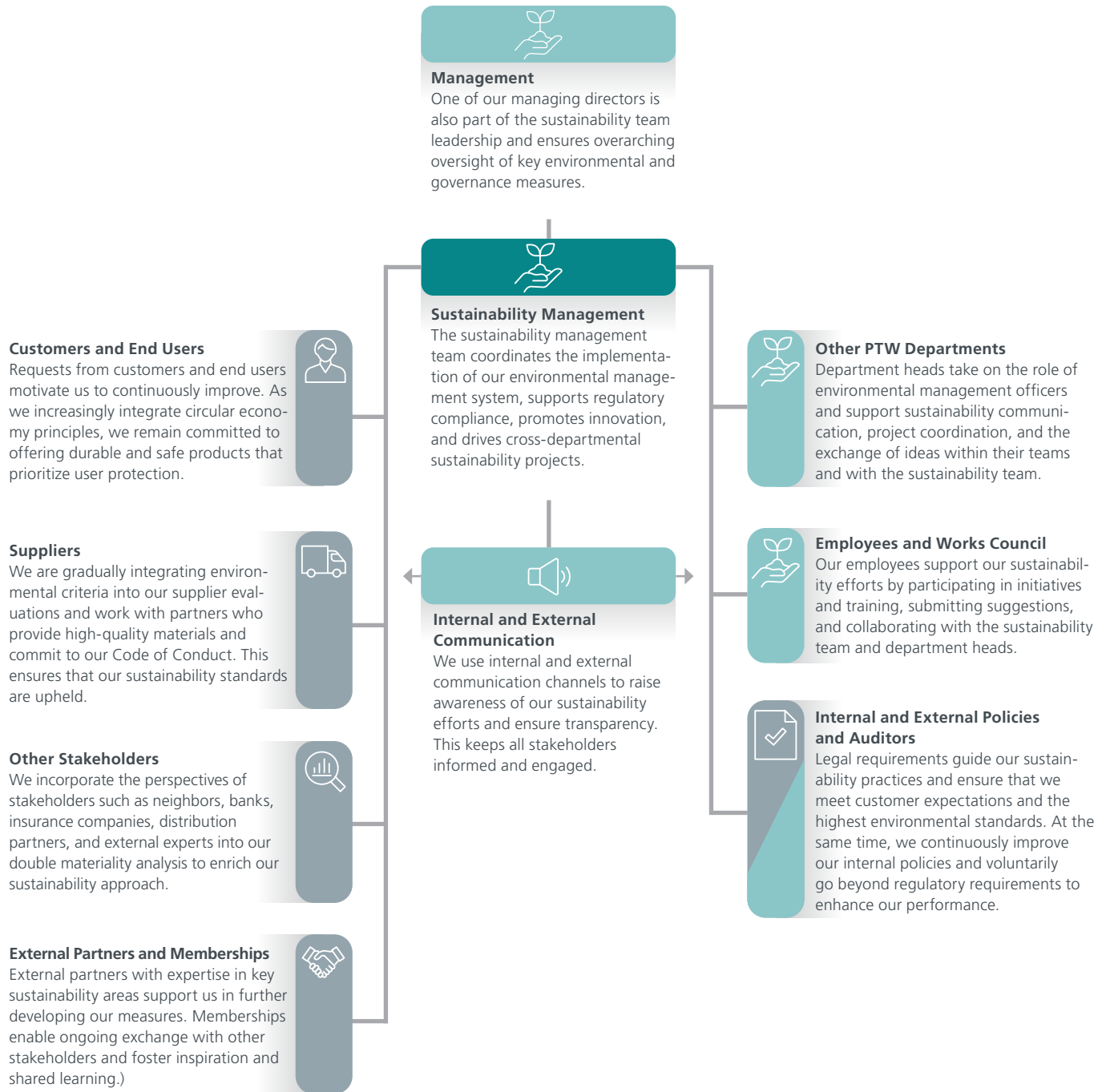


Fig. 4 Sustainability governance at PTW and the involvement of relevant stakeholders.


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 2024, more than 50 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 this 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, since August 2024, also 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. A central element of our sustainability process was the double materiality analysis, through which we promoted the exchange with internal and external stakeholders and specifically included their perspectives.

Our Partners & Memberships

To strengthen our sustainability activities, we work with external experts and are active in networks. As a founding member of the Freiburg Climate Pact, we support local climate protection measures. In addition, we are cooperating closely with the Zielgerade 2030 to balance and reduce our CO₂ emissions.

Mechanisms of control and testing

To validate our EMAS system and ISO certificates, we conduct regular internal and external audits. Environmental key figures are randomly checked to ensure their reliability. In addition, we conduct an annual internal energy audit to identify potential for increasing efficiency and to systematically analyze our energy consumption.

Our Certificates

			Zertifiziert gemäß ISO 9001:2015	Zertifiziert gemäß ISO 13485:2016	Zertifiziert gemäß ISO 14001:2015
Pages 2, 9 – 10, 15 – 19, 64 – 66	Page 17	Page 26	Pages 57, 63 – 64	Pages 10, 57, 63 – 64	Pages 9 – 10, 63 – 64

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

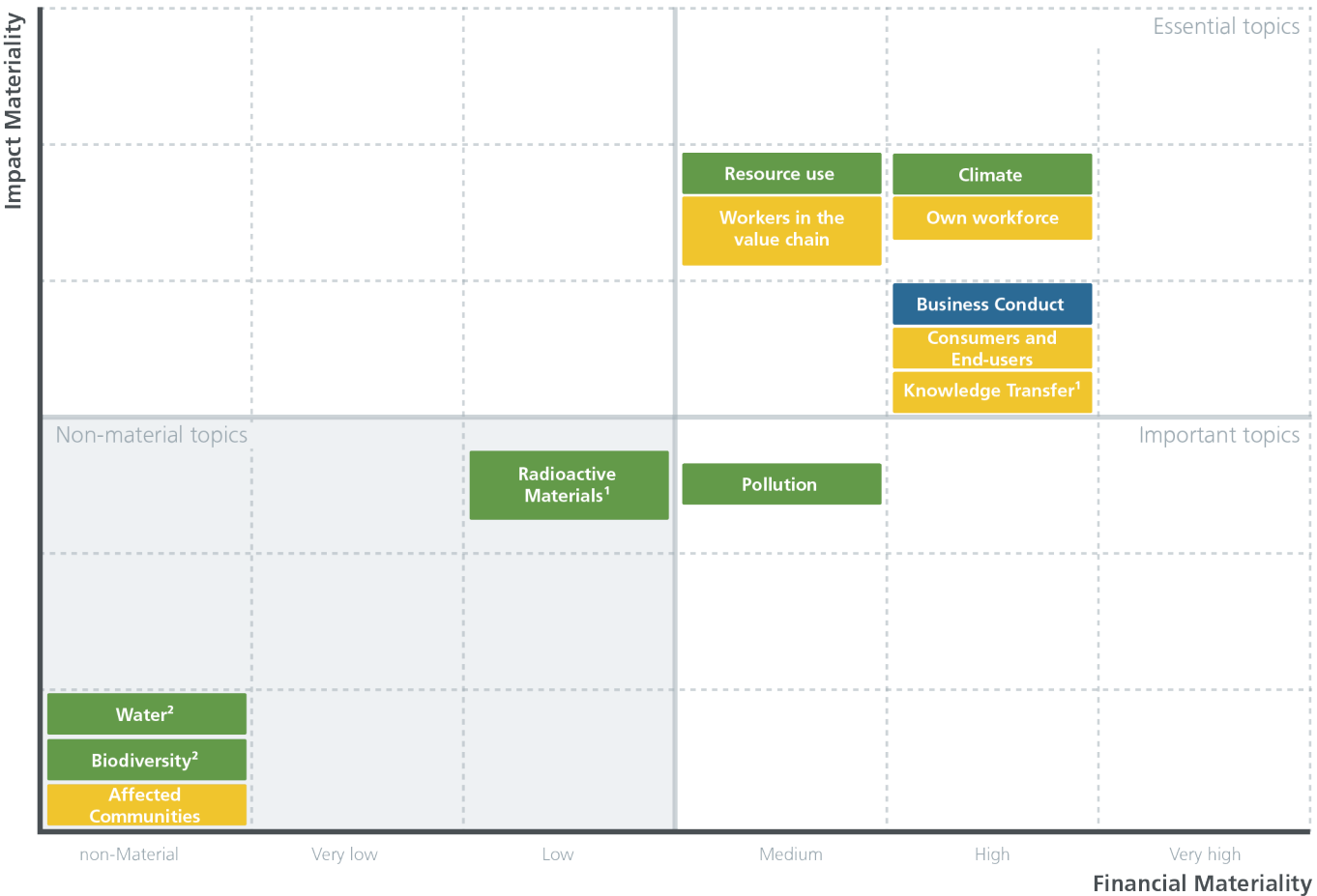
and how we deal with environmental, social and economic challenges and reflect our commitment to continuous improvement.



Double materiality analysis (DMA) & further assessments

To identify our key ESG themes in 2024, we conducted a comprehensive double materiality analysis (DMA) 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, neighbours, banks, insurance companies, environmental and waste experts, and our sustainability partners. The results are presented in Figure 6 and the following table, and all material topics are covered in this report. As part of the collaboration with Zielgerade 2030, a materiality analysis of Scope 3 CO₂ emissions at the three production sites was also carried out together with the relevant departments. The topics identified as material for the Freiburg and Umkirch sites were: upstream transport, procured goods and

services, commuting/working from home, business trips, waste disposal and downstream transport. Similar priorities emerged for the QRM site: procured goods and services, commuting/home working, business travel, waste disposal and downstream transport. As part of our EMAS commitments, an analysis and evaluation of the 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/DWA, but relevant for EMAS or EcoVadis, were nevertheless taken into account in operations.

Fig. 6: 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.

Scope of the report

This sustainability report was prepared on the basis of the VSME guidelines. In preparation for any future reporting obligations under the CSRD, the structure of the report is already based on the European Sustainability Reporting Standards (ESRS). In addition, elements from other frameworks such as GRI and the German Sustainability Code (DNK) were taken into account.

The comparison table below shows the assignment of the report content to the requirements of the various standards and facilitates the transparency and compatibility of the report.

Topic	Page	ESRS	GRI	VSME Module	DNK Criterion*	DWA Relevant	EMAS Relevant Aspects
Climate	22 – 29	E1	201, 302, 305	B3	11, 13	✓	
Climate Change Adaption		E1	201, 302, 305	B3	13	✓	GHG, refrigerants, natural gas
Climate Change Mitigation		E1	305	B3	13	✓	GHG, natural gas
Energy		E1	302	B3	11, 13	✓	Natural gas
Pollution	30 – 32	E2	305, 306	B4	11	✓	
Pollution of Air		E2	305, 306	B4	11	✓	
Substances of Concern - Radioactive Materials		E2	305, 306	B4	11	✗	Hazardous Substances
Water	33 – 35	E3	303	B6	11, 12	✗	
Biodiversity and Ecosystems	36 – 39	E4	304	B5	11, 18	✗	
Impacts on the Extent and Condition of Ecosystems		E4	304	B5	11, 18	✗	Land Use and Land Sealing
Resource Use and Circular Economy	40 – 44	E5	301, 306	B7	10, 11, 12	✓	Packaging material
Resources Inflows, including Resource Use		E5	301, 306	B7	10, 11, 12	✓	
Resource Outflows related to Products and Services		E5	301, 306	B7	10, 11, 12	✓	
Waste		E5	306	B7	12	✓	

	Topic	Page	ESRS	GRI	VSME Module	DNK Criterion*	DWA Relevant	
Social	Own Workforce	47 – 54	S1	401, 403, 405, 102-41, 412	B8	14, 15, 16	✓	
	Working Conditions		S1	401, 403	B8	14	✓	
	Equal Treatment and Opportunities for All		S1	405	B9	15, 16	✓	
	Other work-related Rights		S1	102-41, 412	B10	15	✓	
	Workers in the Value Chain	55 – 56	S2	414	C6	17	✓	
	Working Conditions		S2	414	C6	17	✓	
	Equal Treatment and Opportunities for All		S2	414	C6	17	✓	
	Other work-related Rights		S2	414	C6	17	✓	
	Consumers and End-users	57 – 59	S4	413, 416, 417	C7	16	✓	
	Information-related Impacts for Consumers and/or End-users		S4	417	C7	16	✓	
	Personal Safety of Consumers and/or End-users		S4	416	C7	16	✓	
	Social Inclusion of Consumers and/or End-users		S4	413	C7	16	✓	
	Knowledge transfer		S4	413, 416, 203	B2	18	✓	
Governance	Business Conduct	62 – 66	G1	102, 102-17, 204, 205, 308	C2, C3	17, 18, 20	✓	
	Corporate Culture		G1	102, 205	C2	17, 18, 20	✓	
	Protection of Whistleblowers		G1	102, 17	C2	20	✓	
	Management of Relationships with Suppliers Including Payment Practices		G1	204, 308	C2, C3	17, 20	✓	

Even though they are not listed in this table, many criteria from the VSME, ESRS, DNK and GRI standards are already covered in the chapter ‘General Information’. This chapter

covers structural and strategic basics such as the company description, the value chain, the involvement of stakeholders, the DMA as well as the scope and delimitation of the report.



Environmental Information

Our Vision

At PTW, we envision sustainability as a core value shaping our future. We aim to go beyond compliance, fostering a culture of transparency, responsibility, and continuous improvement.

Our ambition is to design products that reflect sustainable principles—long-lasting, resource-efficient, and aligned with circular economy thinking. We also aspire to adapt our facilities to support well-being, biodiversity, and climate resilience, wherever feasible.

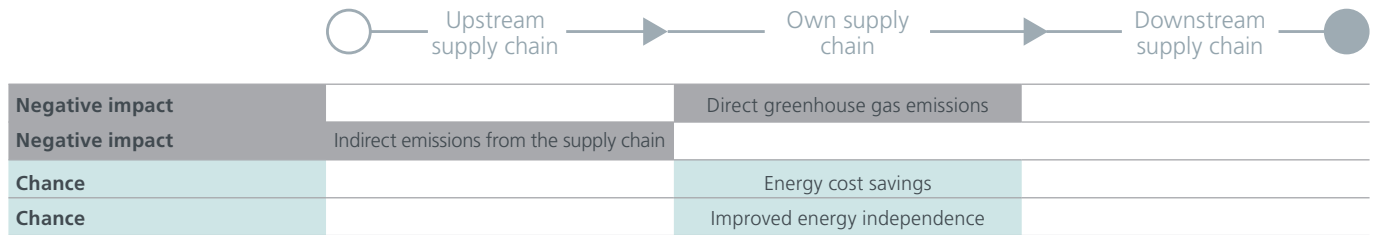
Concrete goals such as climate neutrality for Scope 1 and 2 by 2030 and the reduction of Scope 3 emissions guide our path forward. This vision drives us to evolve thoughtfully and act responsibly for the benefit of people, planet, and future generations.

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)



Internal Company Policy

We are committed to combating climate change, implementing environmentally responsible measures and ensuring the responsible use of our planet's resources. Our efforts to analyze and reduce CO₂ emissions with the clear and SBTI-compliant goal of achieving CO₂e neutrality by 2030 (Scope 1 & 2) demonstrate a proactive stance in dealing with the challenges of climate change.

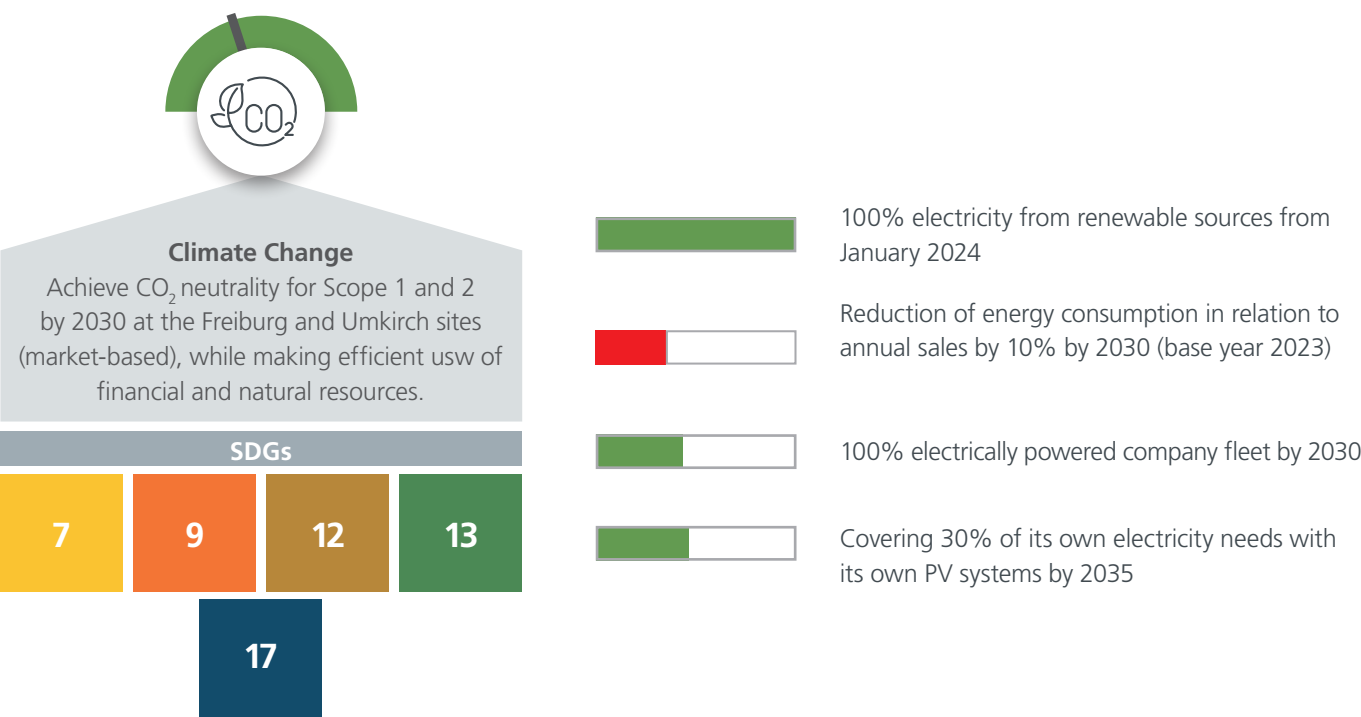
Guideline	Purpose	Scope of application
<i>Environmental policy</i>	Systematically integrating ecological responsibility into all corporate processes	PTW worldwide
<i>Sustainability Mission Statement</i>	Sustainability as a central corporate responsibility	PTW worldwide
EMAS Validation	Systematic and transparent improvement of environmental performance	PTW Freiburg & Umkirch
ISO 14001 Certification	Systematically identifying, managing and reducing environmental risks	PTW Freiburg & Umkirch
BV on bicycle leasing with job bike	Facilitate access to bicycles and e-bikes to promote health, environmental awareness and sustainable mobility	All employees of the company
BV Support for electromobility	Promote climate-friendly mobility, reduce local emissions and actively support the use of e-vehicles as a commuter solution	All employees of the company, including temporary workers

Goals & Measures

Goals

We are committed to combating climate change and advocate for environmentally responsible measures, as well as the responsible use of our planet’s resources.

Our efforts to analyze and reduce CO₂ emissions are guided by the clear and SBTI-compliant goal of achieving CO₂e neutrality by 2030 (Scope 1 and 2), demonstrating a proactive approach to addressing the challenges of climate change



Measures

Joining Zielgerade 2030



As part of our partnership with the Zielgerade 2030 Alliance, we are pursuing the goal of reducing our Scope 1 and 2 emissions to zero by 2030 and significantly reducing our Scope 3 emissions.

● completed | 📍 Location: Freiburg, Umkirch and QRM

Switch to 100% green electricity (from 2024)



Since 2024, we have been sourcing 100% of our electricity from certified, renewable energy sources. We have thus switched completely to green electricity and are making an active contribution to reducing our CO₂ emissions.

● completed | 📍 Location: Freiburg, Umkirch and QRM

KEFF+ Check



Through our cooperation with the Regional Competence Centre for Resource Efficiency (regionalen Kompetenzstelle für Ressourceneffizienz, KEFF+), our energy efficiency potential has been comprehensively analyzed.

● completed | 📍 Location: Freiburg and Umkirch

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: Freiburg and Umkirch

Buildings with high energy efficiency



Our buildings are characterized by high energy efficiency. At the mechanical production site in Umkirch, exhaust air from the machines is recycled and repurposed for heating the building.

● completed | 📍 Location: Freiburg and Umkirch

Expansion of photovoltaics



The roofs of several of our buildings in Freiburg and Umkirch are already equipped with photovoltaic modules (PV) with a total output of 230 kWp. This corresponds to a continuous power supply of about 55 four-person households.

🔄 ongoing | 📍 Location: Freiburg and Umkirch



Conversion to LED lighting



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

🔄 ongoing | 📍 Location: Freiburg, Umkirch and QRM

Sustainable heating concept



We are currently working intensively on the analysis of possibilities for developing a new, sustainable heating concept. This concept aims to avoid the use of natural gas and replace existing heating systems with 100% renewable energy by 2030 at the latest.

🔄 ongoing | 📍 Location: Freiburg, Umkirch and QRM

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



From 2023, 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 green electricity.

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

E-charging stations



Our electric company cars, as well as electric private vehicles, can be charged at our company-owned charging stations, which are supplied by photovoltaics or green electricity.

● completed | 📍 Location: Freiburg



Incentive to use public transport



PTW subsidizes the Regiokarte Job and the Deutschlandticket for its employees in order to make public transport more accessible and attractive for our team.

● completed | 📍 Location: Freiburg and Umkirch

Revised business travel policy





We are currently in the process of revising our business travel policy to further promote sustainable mobility. Whenever possible, we avoid air travel, prefer sustainable hotels and rely on electric vehicles for rental cars – among other things.

🔄 ongoing | 📍 Location: all PTW locations

Strengthening bicycle mobility



PTW participates in the Jobrad bicycle leasing program, as well as in  Stadtradeln. PTW offers 100 bicycle parking spaces and charging stations for both e-bikes and e-scooters. In addition, our employees have access to a  bicycle repair stand, a toolbox and an air compressor for tires.

● completed |  employee idea |  Location: Freiburg (and Umkirch)



MobilSiegel certification



Our efforts were honored by the city of Freiburg with the MobilSiegel in 2024. This underlines our commitment to climate-friendly mobility and the various initiatives we have implemented to integrate sustainable practices into our everyday work.

● completed |  employee idea |  Location: Freiburg and Umkirch

Shipping partner selection guidelines



We are currently planning to update our guidelines for selecting carriers and means of transport used, with the aim of promoting more sustainable practices.

○ in planning |  Location: all PTW locations



Key figures

🎯 Metrics that relate to a goal

Emissions

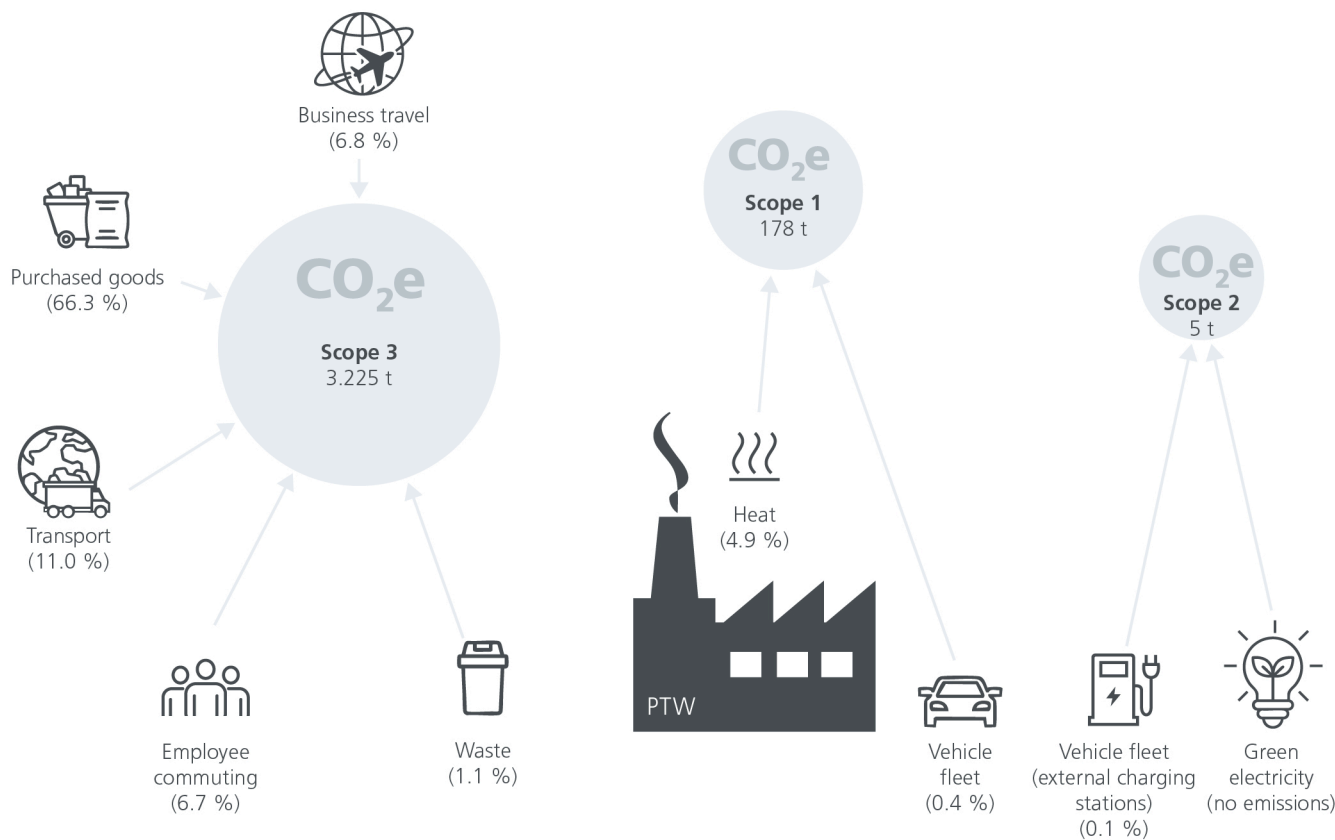


Abb 7: Fig. 7: In 2024, a total of **3,407 t CO₂e** were emitted across all German PTW sites (Freiburg, Umkirch, and QRM). Scope 3 emissions account for the largest share (94.7%). It should be noted that within the material Scope 3 category „purchased goods and services“, only goods were included in the calculation, while services were not yet considered. We are currently working on improving the data quality to enable a more complete accounting in the coming years. As a result, the Scope 3 value is expected to increase. Scope 2 emissions were almost entirely eliminated in the market-based calculation thanks to the switch to certified green electricity. Measures to reduce Scope 1 emissions include the electrification of the company fleet and the implementation of an alternative heating concept.

Market-based emissions by location 2024

GHG emissions	Freiburg	Umkirch	QRM	Total
Scope 1 [t CO ₂ e]	156	18	3	178
Scope 2 [t CO ₂ e]	5	0	0	5
Scope 3 [t CO ₂ e]*	3,118	74	32	3,224
Total [t CO₂e]*	3,279	92	36	3,407


* except for purchased services and third-party productions



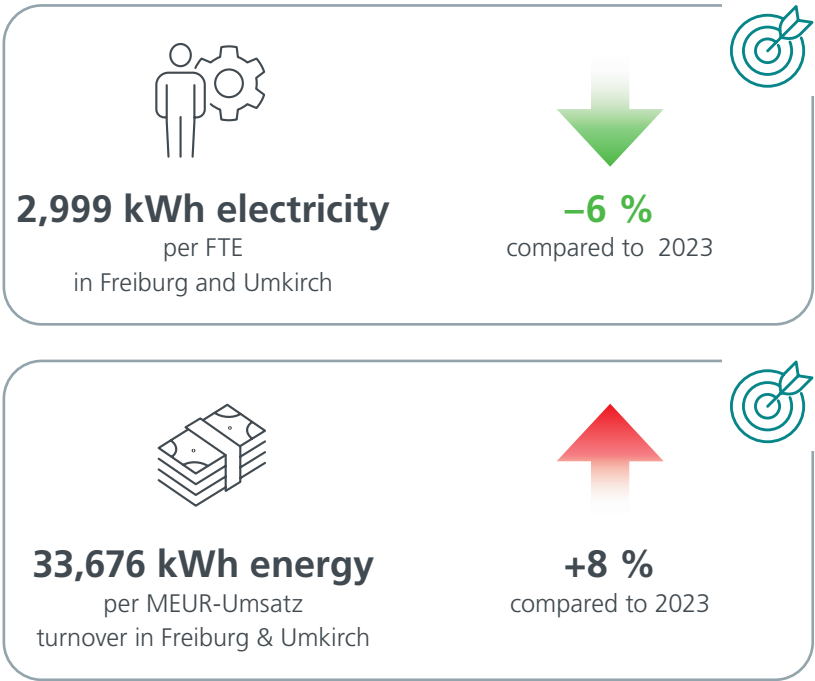


* Emissions from purchased goods and services are also excluded here

Energy

Energy consumption								
Total				Freiburg		Umkirch		Units
	2023	2024	Change	2023	2024	2023	2024	
Heating energy from fossil fuels								
Natural gas	736,007	795,809	8.1 %	668,452	696,537	67,555	99,272	kWh
Mobility								
Diesel (Euro 6 vehicle use)	11,932	10,170	−14.8 %	11,932	10,170	-	-	l
Gasoline (vehicle use)	8,598	6,772	−21.2 %	8,598	6,772	-	-	l
Electrical energy (vehicle use)	25,970	36,782	41.6 %	25,970	36,782	-	-	kWh
Electricity								
Electricity (grid supply + self-consumption from PV)	1,023,049	951,449	−7.0 %	623,846	606,595	399,203	345,758	kWh
of which electricity from renewable energy sources ² 	65	100	53.1 %	64	100	66	100	%
Total energy consumption ¹	1,975,628	1,949,751	−1.3 %	1,508,870	1,504,721	466,758	445,030	kWh

¹ To convert gasoline consumption into kWh, a factor of 9.02 was used; for diesel consumption, a factor of 9.96 was applied.
² Is made up of the self-consumption of PV and the share of renewable energies in our electricity mix, which is specified by the energy supplier for our electricity tariff.



* Emissions from purchased goods and services are also excluded here

Photovoltaic systems in Freiburg and Umkirch

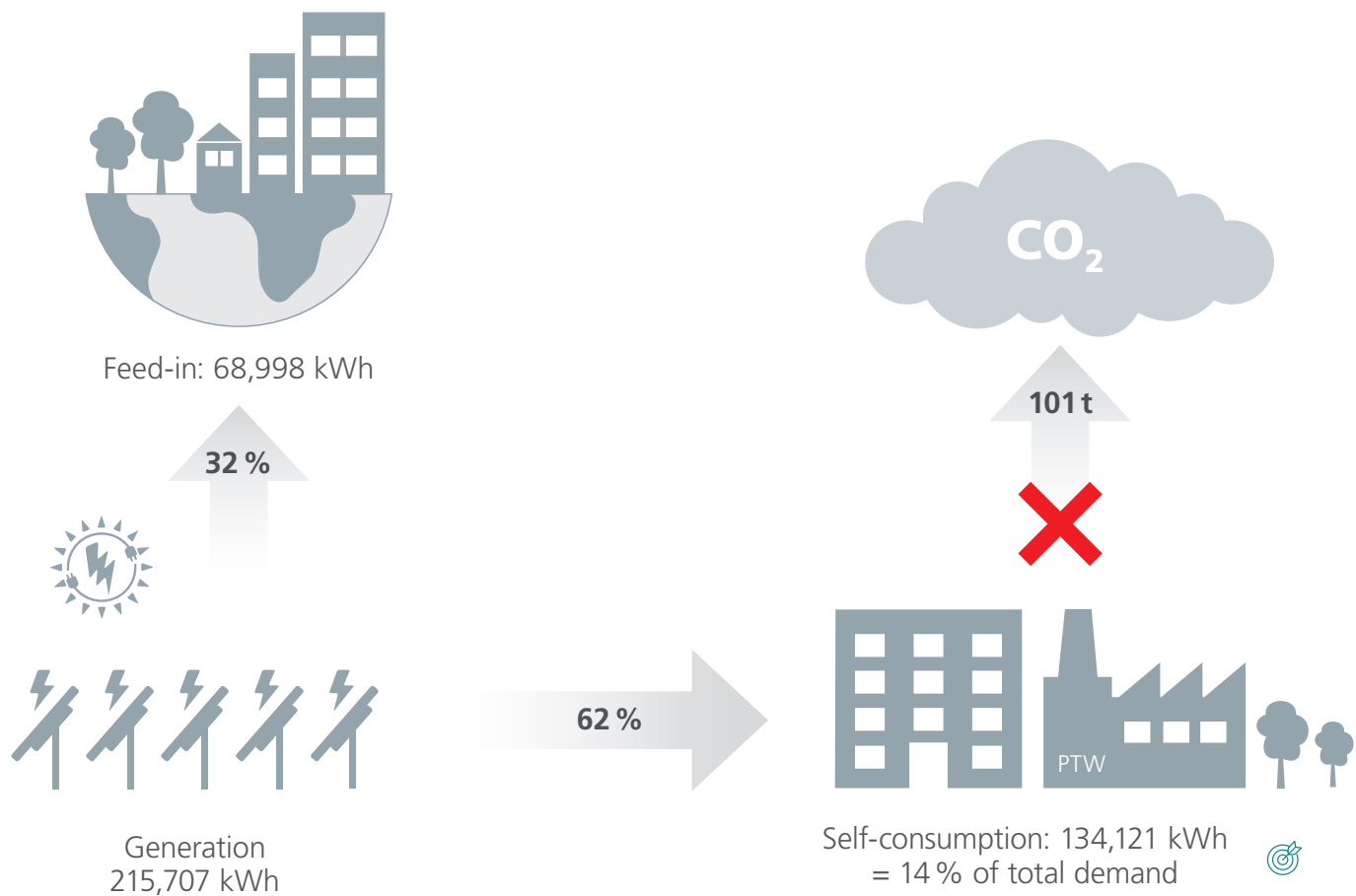


Fig. 8: Generation and use of solar electricity via PV systems in 2024 at our sites in Freiburg and Umkirch. In addition to powering our own operations and feeding energy into the public grid, a portion of the electricity generated is also used by tenants at our Freiburg site. Since 2014, our photovoltaic systems have produced a total of 1,572 MWh of solar energy, helping to avoid approximately 676 tonnes of CO₂e emissions (up to and including 2024).

Mobility in Freiburg and Umkirch

375 t CO₂e
from transport in the supply chain
= 6.66 kg CO₂e per item sold

219 t CO₂e
resulting from employee commuting
= 690 kg CO₂e for FTE

-1 %
compared to 2023

43 %
of vehicles in the company fleet
are fully electric

219 t CO₂e
from business travel
= 690 kg per FTE

7 %
compared to 2023

Environmental Pollution

Material Impacts, Risks & Opportunities (IROs)



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

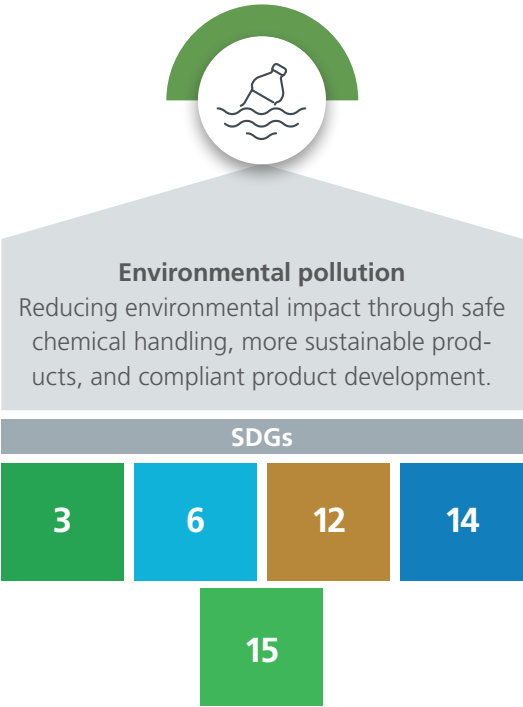
Internal company policy

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
<i>Environmental policy</i>	Systematically integrating ecological responsibility into all corporate processes	PTW worldwide
<i>Sustainability Mission Statement</i>	Sustainability as a central corporate responsibility	PTW worldwide
Sustainability as a core corporate responsibility	PTW worldwide	PTW Freiburg and Umkirch
EMAS Validation	Systematic and transparent improvement of environmental performance	PTW Freiburg and Umkirch
ISO 14001 Certification	Systematically identifying, managing and reducing environmental risks	PTW Freiburg and Umkirch
Operating Instructions for Hazardous Goods Cabinet	Operating instructions for the use and use of all safety cabinets/hazardous materials cabinets	PTW Freiburg and Umkirch
Various operating instructions for certain hazardous substances	Storage and handling of certain substances	PTW Freiburg and Umkirch
AA Disposal of waste and residual materials	Steps, responsibilities and legal basis for proper and legally compliant waste disposal in the company	PTW Freiburg and Umkirch

Goals & Measures

Goals



Keep the quantities of hazardous substances to a minimum and reduce the number of different substances.

Measures

Clear regulations for the handling and storage of hazardous substances



Hazardous substances (such as emulsions, adhesives and cleaning agents) are required in small quantities for the manufacture of our products. The handling and storage of these substances are regulated by work instructions.

● completed | 📍 Location: Freiburg and Umkirch

Hazardous substances database and hazardous substances officer



The monitoring and control of hazardous substances is carried out by the hazardous substances officer via the central hazardous substances database. Where possible, hazardous substances should be substituted.

● completed | 📍 Location: Freiburg and Umkirch

Radiation protection



For the calibration of our equipment, we need radioactive substances in very small quantities, which are used exclusively in the calibration laboratory at the Freiburg site. To ensure the proper handling of radioactive sources, we rely on state-of-the-art dosimeters and strict safety measures. Among other things, we fully comply with all radiation protection regulations, including the AtG, the StrlSchG and the StrlSchV. The monitoring of the proper handling of radiation in our company is carried out by the designated radiation protection officers, and an emergency plan for the radiation sources has been drawn up.

● completed | 📍 Location: Freiburg

Compliance with guidelines in product development and partner selection



By complying with the RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) standards as well as the WEEE Directive (Waste Electrical and Electronic Equipment), we ensure that our products and processes meet high environmental and safety criteria. The selection of partners is also carried out taking into account relevant certifications (e.g. B. ISO 9001, ISO 13485, ISO 14001) as well as regulatory requirements such as RoHS, REACH and others.

● completed | 📍 Location: Freiburg, Umkirch and QRM

Cleanup Day



In order to actively advocate for a clean environment, we held our first PTW CleanUp event in 2024. In addition, PTW supports the educational project "Worldcleanup macht Schule".

🔄 recurring | 📍 Location: Freiburg



Switching to more sustainable dishwashing detergents and dishwasher tablets



In 2024, the dishwashing detergent and dishwasher tablets previously used in our kitchens were replaced with more sustainable alternatives. The new dishwashing detergent is made on the basis of renewable raw materials, the ingredients are easily biodegradable and the packaging is made of 100% recycled plastic.

● completed | 💡 employee idea | 📍 Location: Freiburg and Umkirch

Key figures

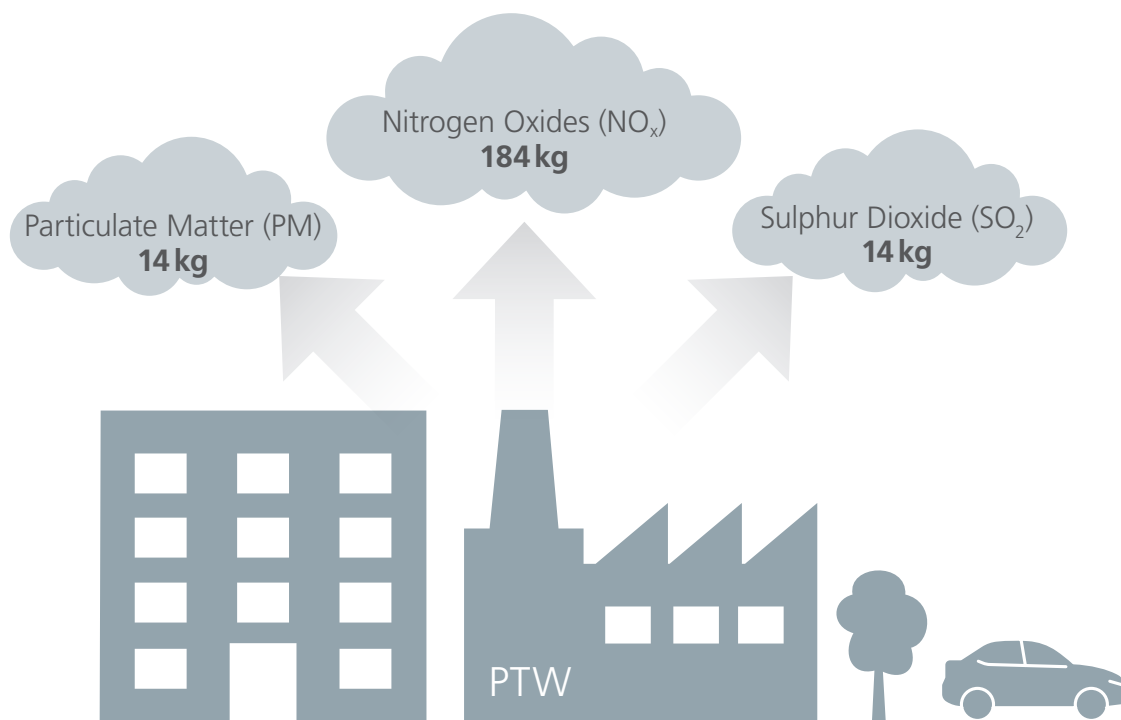
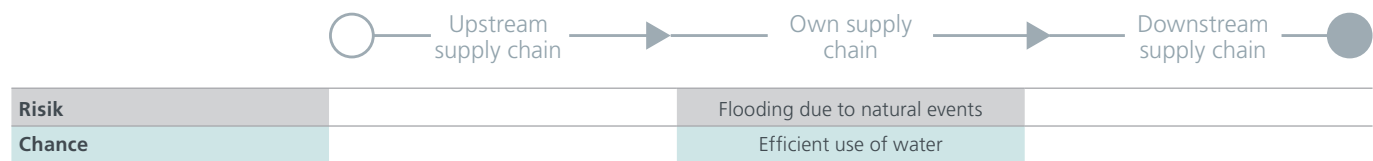


Fig. 9: The use of company vehicles and natural gas heating produce air pollutants in Freiburg (68%) and Umkirch (32%). These are reported separately from CO₂ emissions, as they primarily affect air quality and health, but also have indirect climate effects in some cases. Compared to the previous year, our air pollutant emissions have decreased by 0.06%.

Water

Material Impacts, Risks & Opportunities (IROs)



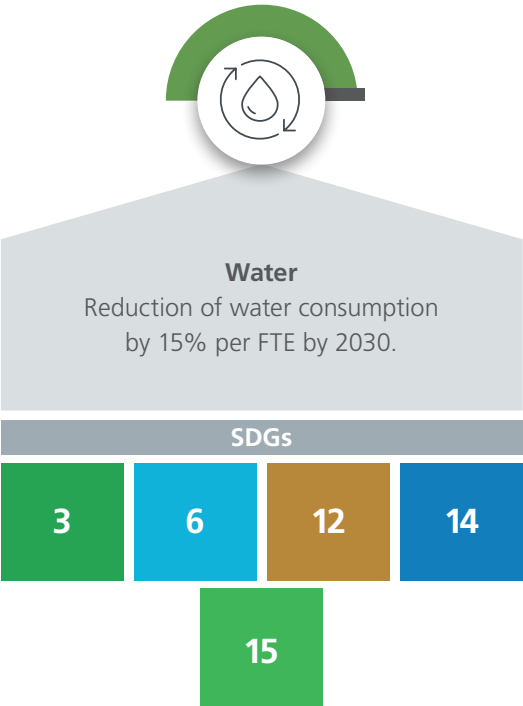
Internal company policy

The responsible use of water is a central component of our environmental policy. Although our direct water consumption is relatively low, we are striving for a continuous reduction. We also have no significant water consumption in production, and 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 significantly reduce water consumption by 2030 while consistently adhering to ecological standards.

Richtlinie	Zweck	Geltungsbereich
<i>Environmental policy</i>	Systematically integrating ecological responsibility into all corporate processes	PTW worldwide
EMAS Validation	Systematic and transparent improvement of environmental performance	PTW Freiburg and Umkirch
ISO 14001 Certification	Systematically identifying, managing and reducing environmental risks	PTW Freiburg and Umkirch

Goals & Measures

Goals



Measures

Identify key measures and outline a roadmap



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.

○ open | 📍 Location: Freiburg and Umkirch

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



We plan to successively review all water sources and derive suitable measures—such as installing water-saving faucets.


○ open | 📍 Location: Freiburg and Umkirch

Key figures


🎯 Metrics that relate to a goal




Fig. 10: Water consumption and wastewater discharge in 2024 in Freiburg (81%), Umkirch (16%) and QRM (3%). 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 system.



7.05 m³
of water per FTE in Freiburg
& Umkirch



-17 %
compared to 2023





Biodiversity & Ecosystems

Material Impacts, Risks & Opportunities (IROs)



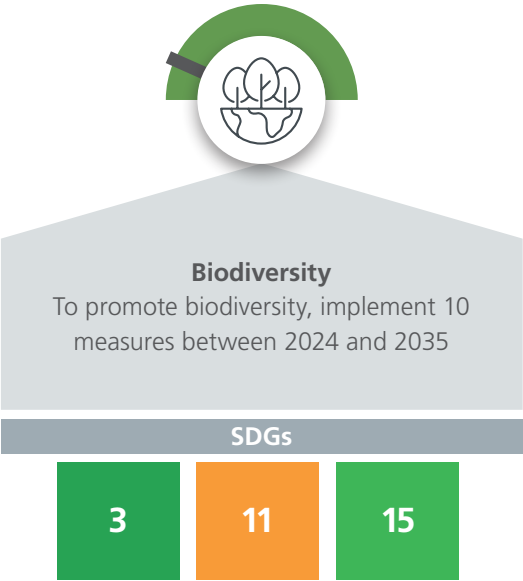
Internal company policy

According to Freiburg’s 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 not only increases the risk of heat and flooding, but also impairs natural groundwater recharge, endangers local water resources and has a negative impact on biodiversity. As part of our global environmental policy, we are actively committed to promoting biodiversity.

Richtlinie	Zweck	Geltungsbereich
Environmental policy	Systematically integrating ecological responsibility into all corporate processes	PTW worldwide
Sustainability Mission Statement	Sustainability as a central corporate responsibility	PTW worldwide
EMAS Validation	Systematic and transparent improvement of environmental performance	PTW worldwide
ISO 14001 Certification	Systematically identifying, managing and reducing environmental risks	PTW worldwide

Goals & Measures

Goals



Measures

Spreading flower seeds & refraining from regular mowing



Flower seeds were scattered on the area in front of the building at Lörracher Straße 9, and lawn mowing was largely avoided to allow the development of a wildflower meadow.

🔄 recurring | 💡 employee idea | 📍 Location: Freiburg

Construction of a wild bee hotel



In 2025, a wild bee hotel is to be built and set up in front of our building in Freiburg together with employees from various departments.

🔄 ongoing | 💡 employee idea | 📍 Location: Freiburg

Creating a sand lens for wild bees



In addition to the wild bee hotel, we will create a sand lens by 2026 to create additional habitat for ground-nesting insects.

🔄 open | 📍 Location: Freiburg

Installing bird nesting aids in trees



In 2025, we will install bird nesting aids in the trees to provide suitable breeding grounds for native bird species.

○ open | 📍 Location: Freiburg

Avoidance of herbicides and pesticides



We deliberately refrain from using herbicides and pesticides in order to avoid negative effects on biodiversity and the ecosystem.

🔄 recurring | 📍 Location: Freiburg and Umkirch

Identify further biodiversity measures & create a roadmap



In order to complement the measures already implemented and planned, we are working on a complete roadmap for further measures that are intended to promote not only biodiversity, but also climate protection and social sustainability in our company.

🔄 ongoing | 💡 employee idea | 📍 Location: Freiburg and Umkirch



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 consulted 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: www.protectedplanet.net.

Land sealing and near-natural area in Freiburg & Umkirch

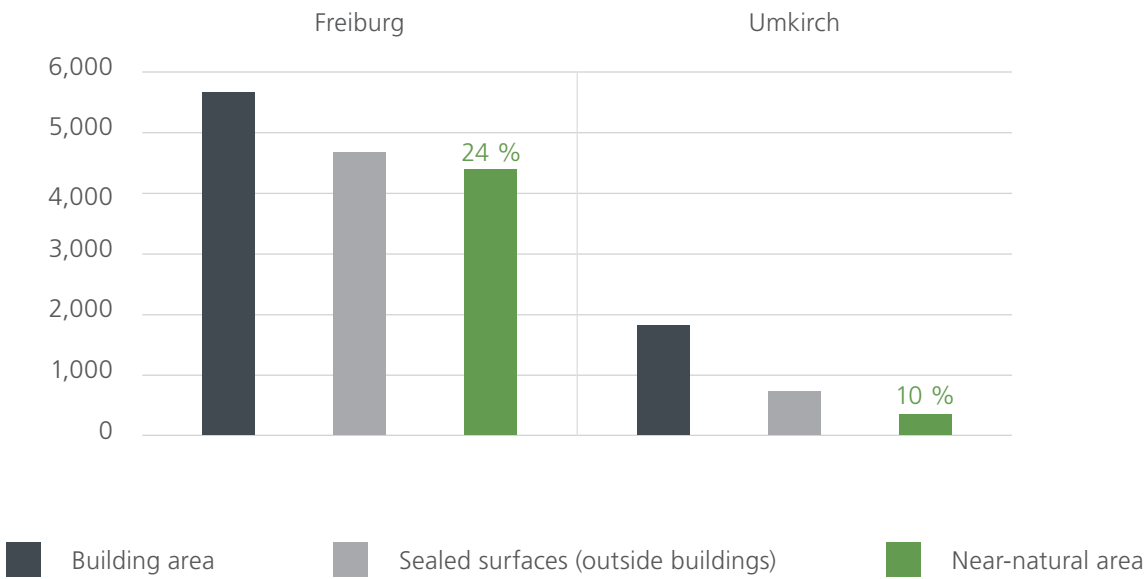


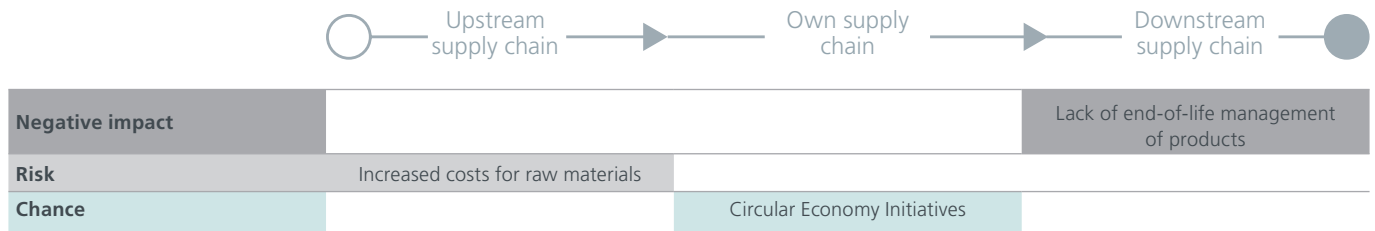
Fig. 11: Distribution of sealed and near-natural surfaces at our locations in Umkirch and Freiburg, calculated using the factors from §23(4) of [Freiburg city drainage statute](#).

Biodiversity								
Total				Freiburg		Umkirch		Units
	2023	2024	Change	2023	2024	2023	2024	
Total size of all plots	21,437	21,437	-	18,424	18,424	3,013	3,013	m²
Construction area	7,508	7,508	-	5,649	5,649	1,859	1,859	m²
Total sealed area (outside buildings)	5,206	5,206	-	4,663	4,663	543	543	m²
Sealed area quota¹	59.31	59.31	-	55.97	55.97	79.71	79.71	%
Total near-natural area on site	4,786	4,786	-	4,473	4,473	313	313	m²

² The sealed area ratio is the sum of building areas and sealed areas outside buildings, divided by the total size of all plots.

Resource use & circular economy

Material Impacts, Risks & Opportunities (IROs)



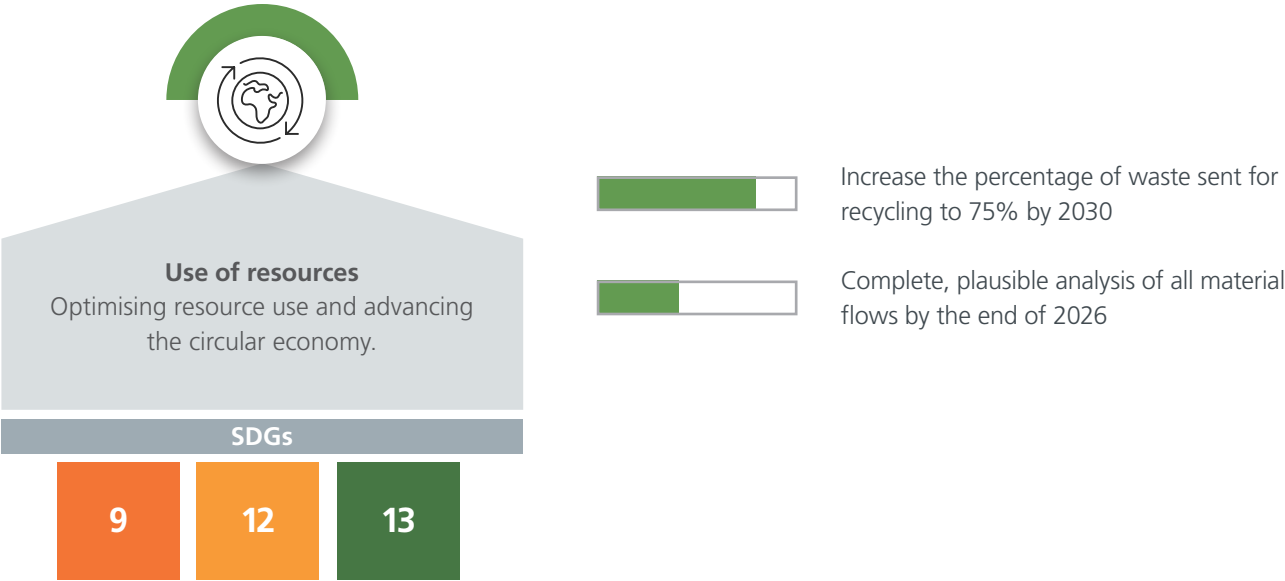
Internal company policy

The responsible use of resources and the promotion of a circular economy are central components of our environmental policy. We strive to use materials efficiently, extend their lifespan and eliminate waste. Our products are designed with their entire service life in mind – for an efficient and long service life. The aim is to close value chains and develop innovative solutions for a resource-saving future.

Richtlinie	Zweck	Geltungsbereich
<i>Environmental policy</i>	Systematically integrating ecological responsibility into all corporate processes	PTW worldwide
<i>Sustainability Mission Statement</i>	Sustainability as a central corporate responsibility	PTW worldwide
EMAS Validation	Systematic and transparent improvement of environmental performance	PTW Freiburg and Umkirch
ISO 14001 Certification	Systematically identifying, managing and reducing environmental risks	PTW Freiburg and Umkirch
AA Disposal of waste and residual materials	Steps, responsibilities and legal basis for proper and legally compliant waste disposal in the company	PTW Freiburg and Umkirch
Design guideline mechanical design	Functional, production- and standard-compliant design of individual mechanical parts and assemblies according to rules defined within the company	Development Department, Design

Goals & Measures

Goals



Measures

Design for Sustainability – sustainable design of our products



In order to explore alternatives in product design, we held the “Design for Sustainability” workshop in February 2024, which was attended by representatives from various departments in addition to the management team. Working groups were established to continuously investigate measures to improve PTW’s circular economy capability.

● completed | 📍 Location: Freiburg and Umkirch

Sustainable shipping packaging concept



Implementation of ideas to avoid packaging waste, such as a new Kanban system, use of packaging foam with recycled content and the expanded use of cardboard packaging.

🔄 ongoing | 📍 Location: Freiburg

Incorporation of sustainability indices into the materials database



A PTW sustainability index has been integrated into the materials database, displaying the global warming potential of various materials. This enables sustainability aspects to be considered during material selection in the development phase.

● completed | 📍 Location: Freiburg

Calculate the first CO₂ footprint for a sample device



The CO₂ footprint of the UNIDOS electrometer was calculated as a sample device. This assessment includes all greenhouse gas emissions—from the materials used, through production and usage, to the final disposal of the device.

● completed | 📍 Location: Freiburg

Calculation of energy consumption at the end user level for a representative device



The energy consumption of the water phantom BEAMSCAN was measured and extrapolated over the entire life cycle.

● completed | 📍 Location: Freiburg

Developing options for the circular economy of our products



In order to identify alternative business models to promote the circular economy, concepts such as modular product designs, dosimetry as a service, lending instead of selling, second-hand market, modularity, refurbishing and recycling strategies are currently being examined.

🔄 ongoing | 📍 Location: PTW worldwide

Include sustainable terminologies in our glossary



A large number of terms have been defined in our terminology database so that there is a uniform understanding of different sustainability-related terms and they are used correctly.

● completed | 📍 Location: Freiburg and Umkirch

Design guidelines for sustainability & energy efficiency



Our design guidelines have been expanded to include aspects of durability, energy efficiency and other sustainability topics.

● completed | 📍 Location: Freiburg

Set up a book exchange shelf



In 2024, a book exchange shelf was set up in our cafeteria in Freiburg. The shelf is available to everyone and offers a wonderful opportunity to exchange books and discover new reading material.

● completed | 💡 employee idea | 📍 Location: Freiburg



Waste Management & Recycling



In our production facilities, we carefully collect and dispose of various recyclable materials and hazardous substances. The metal shavings that are produced during milling and turning processes are collected and returned to the raw material market. In our offices, we collect packaging ("Gelbe Tonne"), paper, organic and residual waste separately. This approach helps ensure proper disposal and actively supports recycling efforts.

● completed | 📍 Location: Freiburg and Umkirch

Long-lasting products backed by a robust repair service



Our products are extremely durable. In addition, there are extensive repair offers for our products to further extend the service life and repair defective devices instead of disposing of them.

● completed | 📍 Location: PTW worldwide

Digital production workstations



Gradually, all our production workstations are being equipped with screens, so that documents relevant to the production process no longer have to be printed out, but can be accessed digitally.

🔄 ongoing | 📍 Location: Freiburg and Umkirch

Digital user manuals



From 2025, all user manuals will only be sent digitally instead of printed on paper.

🔄 ongoing | 📍 Location: PTW worldwide

Reuse & Refurbishment of IT Hardware



Our IT User Guidelines stipulate that returned IT equipment should preferably be reused internally. Reusable devices that cannot be reused internally will be offered to employees after resetting.

🔄 recurring | 💡 employee idea | 📍 Location: Freiburg and Umkirch

Exchanging old IT equipment and furniture for donations to a good cause



Employees can receive returned IT equipment and office furniture in exchange for a voluntary donation. All proceeds will be directed to a charitable cause.

🔄 recurring | 📍 Location: Freiburg and Umkirch

Material flow analysis & material flow cost accounting (MFCA) based on ISO14051



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

🔄 ongoing | 📍 Location: Freiburg and Umkirch

LEAN – Production

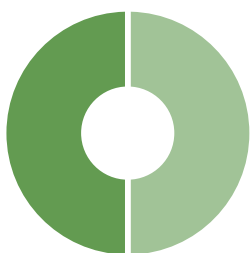


We are currently working on the introduction and development of LEAN aspects in our production to optimize processes and reduce material consumption.

🔄 ongoing | 📍 Location: Freiburg and Umkirch

Key figures

🎯 Metrics that relate to a goal



■ Abfälle in Freiburg
■ Abfälle in Umkirch



■ Hazardous waste
■ Non-hazardous waste



■ Material recycling
■ No material recycling

Fig. 12: Distribution of waste quantities in 2024 in Freiburg and Umkirch: The total amount of waste in 2024 was 110 tonnes, 15.12% lower than in previous year.



Social Responsibility

Our Vision

We envision PTW as a socially responsible company that contributes positively to society and uplifts communities through meaningful action. 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 support families and promote work-life balance, offering fair, tariff-based salaries and company-

funded language courses to help integrate employees from diverse backgrounds.

Looking ahead, we aim to strengthen our role as a socially engaged company – expanding partnerships, further supporting local initiatives, and empowering people through education and inclusion. We want to remain a place where people stay for decades while also attracting top talent 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)

Upstream supply chain

Own supply chain

Downstream supply chain

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

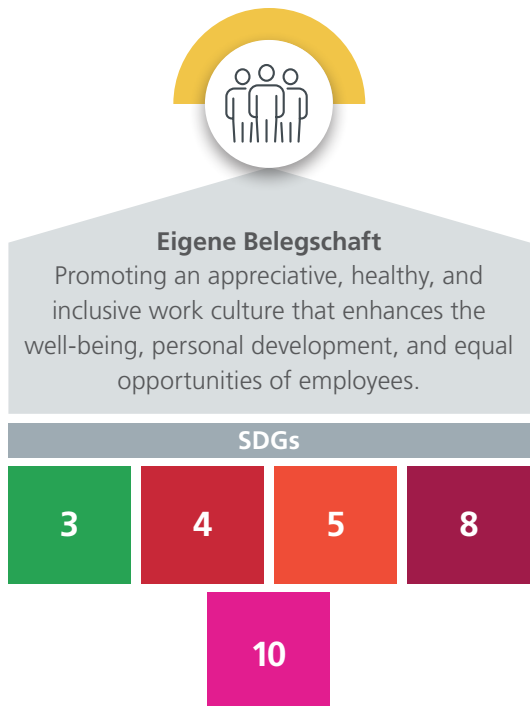
Our commitment to social responsibility plays a central role in our corporate policy. We live an open communication culture and support each other. In doing so, we promote awareness of sustainable aspects. As a team, we act in a solution- and success-oriented manner for a sustainable future. We treat our fellow human beings with respect, comply with all applicable (occupational health and safety) laws and are aware of our responsibility. We prioritize social justice, inclusion, and the well-being of our workforce. Looking to the future, we want to strengthen our role as a responsible employer.



Guideline	Purpose	Scope of application
<i>Sustainability Mission Statement</i>	Sustainability as a central corporate responsibility	PTW worldwide
BV Protection against bullying	Create a respectful, non-discriminatory and safe working environment where all employees can work free from bullying, sexual harassment and exclusion	This applies to all company employees, external staff, and also to interactions with suppliers, customers, and representatives
BV Mobile working	Establish clear framework conditions for mobile working to empower employees to work flexibly, autonomously, and in a family-friendly way	All employees of the company, including temporary workers
BV on catering	Access to affordable, nearby lunch options that are socially inclusive	PTW Freiburg and Umkirch
BV Whistleblower Protection Systems	Framework conditions for the confidential and protected reporting of legal violations and violations of rules in the company	All employees of the company
BV Hansefit	Enable cost-effective access to certified fitness, health and wellness facilities	All employees, trainees, as well as all senior employees of the company
BV Childcare	Relieve working parents with financial subsidies and organizational support for childcare	All employees of the company
BV on working hours	Binding principles for the design and application of working time regulations	All employees of the company
Collective agreement for the metal and electrical industry	Transparent, fair and consistent salary structure without bias and subjective influencing factors	PTW Freiburg and Umkirch

Goals & Measures

Goals



Strengthening a sense of belonging and collaboration among team members

Long-term promotion of a healthy and active lifestyle for our employees

Designing a work environment that supports both body and mind

Ensuring a healthy work-life balance for all employees

Improving the compatibility of family and career through tailored support measures for working parents

Ensuring fair and equal pay through a transparent, equitable and consistent salary structure

Promoting continuous learning and personal development of our employees

Strengthening diversity in the workforce as a success factor to promote innovation and creativity

Measures

Use of first names and flat hierarchies



At PTW, we believe in the benefits of an informal culture that fosters a more open, collaborative and inclusive work environment. We give great importance to equality and tolerance. The respectful and integrative approach is reflected in low employee turnover and a correspondingly large number of employees with long service with the company.

● completed | 📍 Location: PTW worldwide

Training our leadership teams



Together, our management developed guiding principles that embody our vision of leadership at PTW and emphasize role modeling, effective communication, and teamwork. The focus is on the personal and professional development of employees, the continuous improvement of processes as well as making informed, responsible decisions.

🔄 recurring | 📍 Location: Freiburg

Subsidies for annual departmental and company outings



We value team-building experiences beyond the workplace. To strengthen our sense of community and belonging, employees' families are regularly invited to our annual company outing.

🔄 recurring | 📍 Location: Freiburg and Umkirch

Digital bulletin board as an information and interaction center



Our digital bulletin board can be viewed by all employees via their own workstations or public screens. It promotes internal communication and engagement.

● completed | 📍 Location: Freiburg and Umkirch

Support for team events



PTW 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. In addition, PTW employees ran in the Freiburg Marathon 2024 as Social Runners, which meant that PTW donated €10 per runner to the Bundesverband Kinderhospiz e.V.

🔄 recurring | 📍 Location: Freiburg and Umkirch

Subsidy for lunch



PTW subsidizes lunches in the neighboring BZ and Vauban canteens as well as in Umkirch. This way, we ensure that our employees have access to healthy, nutritious meals every day.

● completed | 📍 Location: Freiburg and Umkirch



Cooling off on hot days



Our offices are air-conditioned to ensure a comfortable working environment, even during Freiburg's hot and sunny summer days. To keep everyone refreshed, water dispensers offering cold, sparkling, and still water are also available.

● completed | 📍 Location: Freiburg and Umkirch

Ergonomic workplaces



To support the physical well-being of our employees, we prioritize ergonomic workstations that promote healthy posture and help prevent physical discomfort.

● completed | 📍 Location: Freiburg and Umkirch



Ergonomic workplaces



To support the physical well-being of our employees, we prioritize ergonomic workstations that promote healthy posture and help prevent physical discomfort.

● completed | 📍 Location: Freiburg and Umkirch

Sport opportunities



Through our cooperation with Hansefit, we give our employees access to a wide range of fitness and wellness offers that meet their individual needs. Since 2024, employees have also had the opportunity to take part in weekly yoga sessions during the lunch break at the PTW facilities.



● completed | 📍 Location: Freiburg and Umkirch

Health checks



We offer regular health checks. This includes, for example, colorectal cancer screening, the costs of which we cover in full. These preventive measures are an important part of our health strategy and demonstrate our commitment to the long-term well-being of our employees.

● completed | 📍 Location: Freiburg and Umkirch

Feedback conversations



We value a positive working atmosphere, supported by regular feedback meetings that contribute to employee satisfaction and engagement.

● completed | 📍 Location: Freiburg and Umkirch

Hygiene products



Tampons and sanitary towels are available at all times in our sanitary facilities. With this initiative, we aim to set an example and promote an open approach to menstruation, while supporting the well-being of our employees – especially during their period.



● completed | 📍 Location: Freiburg and Umkirch

Flexible working hours & the option to work remotely



Our flexible working time model is tailored to different life situations and enables our employees to achieve a healthy work-life balance.

● completed | 📍 Location: Freiburg

Reserved daycare places & subsidies for childcare costs



These measures are intended to reduce the burden on working parents and to demonstrate our commitment to supporting our employees in both their professional and personal lives.

● completed | 📍 Location: Freiburg and Umkirch

Survey & 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: Freiburg and Umkirch

Extensive training opportunities



We are committed to supporting the professional development of each employee, provided it aligns with their role and there is a reasonable expectation that the newly acquired skills can be applied within the company. This includes support for further training and certifications, such as tuition reimbursement or financial subsidies.

🔄 recurring | 📍 Location: Freiburg and Umkirch

German courses for international employees



International employees have the opportunity to take part in German courses, the costs of which are covered by PTW. This not only expands their skills, but also fosters an inclusive and supportive work environment.

● completed | 📍 Location: Freiburg and Umkirch

Integrating Sustainability Content into LMS

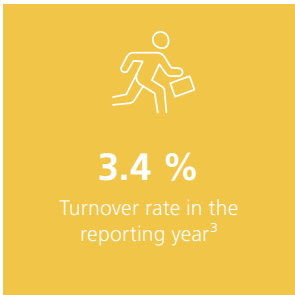
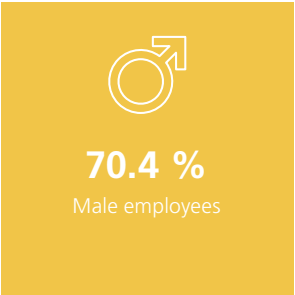
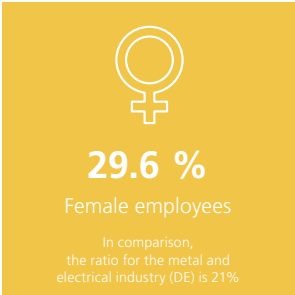


We plan to integrate sustainability content into our Learning Management System (LMS) to raise employee awareness. The LMS will become a key part of the onboarding process for new employees and will also serve as a platform for ongoing training on sustainability-related topics.

○ open | 📍 Location: Freiburg and Umkirch

Key figures

PTW Group Workforce Overview – 2024



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.

³ The turnover rate was calculated using the ZVEI formula. It divides the number of replacement departures by the average number of employees.





Fig. 13: In addition to our 14 sites across 12 countries, some employees hold individual employment contracts in other countries, such as Canada or Colombia. Countries highlighted in yellow reflect the international diversity of our team – employees from these nations are part of PTW. Altogether, our workforce represents 32 different nationalities worldwide.

Company Tenure

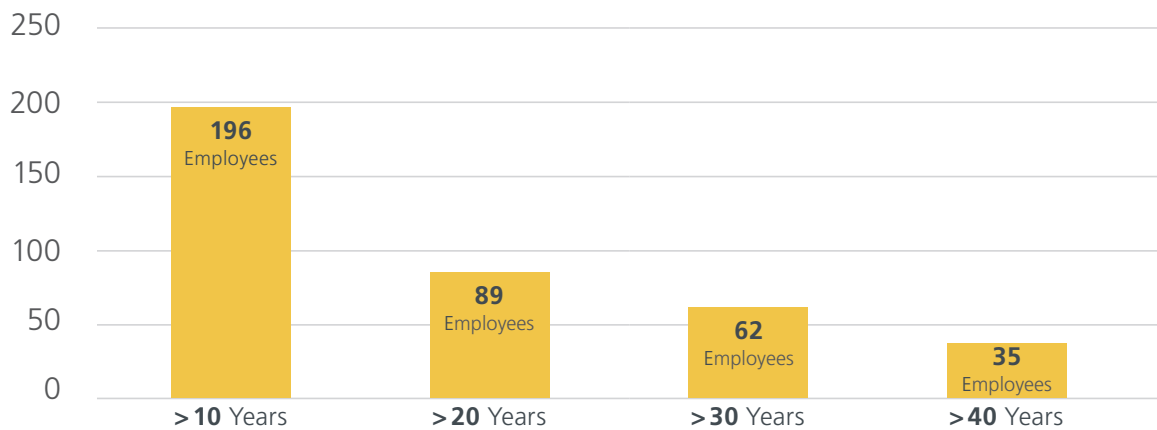
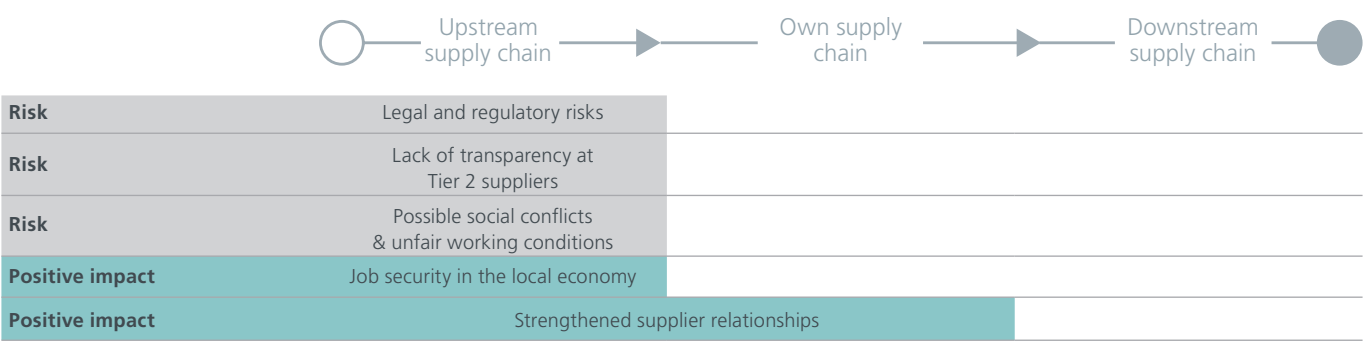


Fig. 14: Our employees often stay with PTW for a long time. 41% of our global workforce had been with the company for over 10 years. In 2024, the average tenure was 11.26 years.

Workers in the value chain

Material Impacts, Risks & Opportunities (IROs)



Internal company policy

We are committed to fair working conditions along our entire value chain. For us, our suppliers’ compliance with human rights and work-related standards is a central component of responsible corporate governance. We promote relationships through transparent expectations and a binding Code of Conduct. The aim is to minimize risks, increase supply chain resilience and make a positive social impact.

Guideline	Purpose	Scope of application
Code of Conduct	To establish ethical principles and legal frameworks that guide the conduct of all PTW employees and business partners	All employees, managers and suppliers of PTW worldwide

Goals & Measures

Goals



Measures

Introduction of a 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. In doing so, we contribute together to building a more sustainable value chain.

 ongoing |  Location: PTW worldwide

Key figures

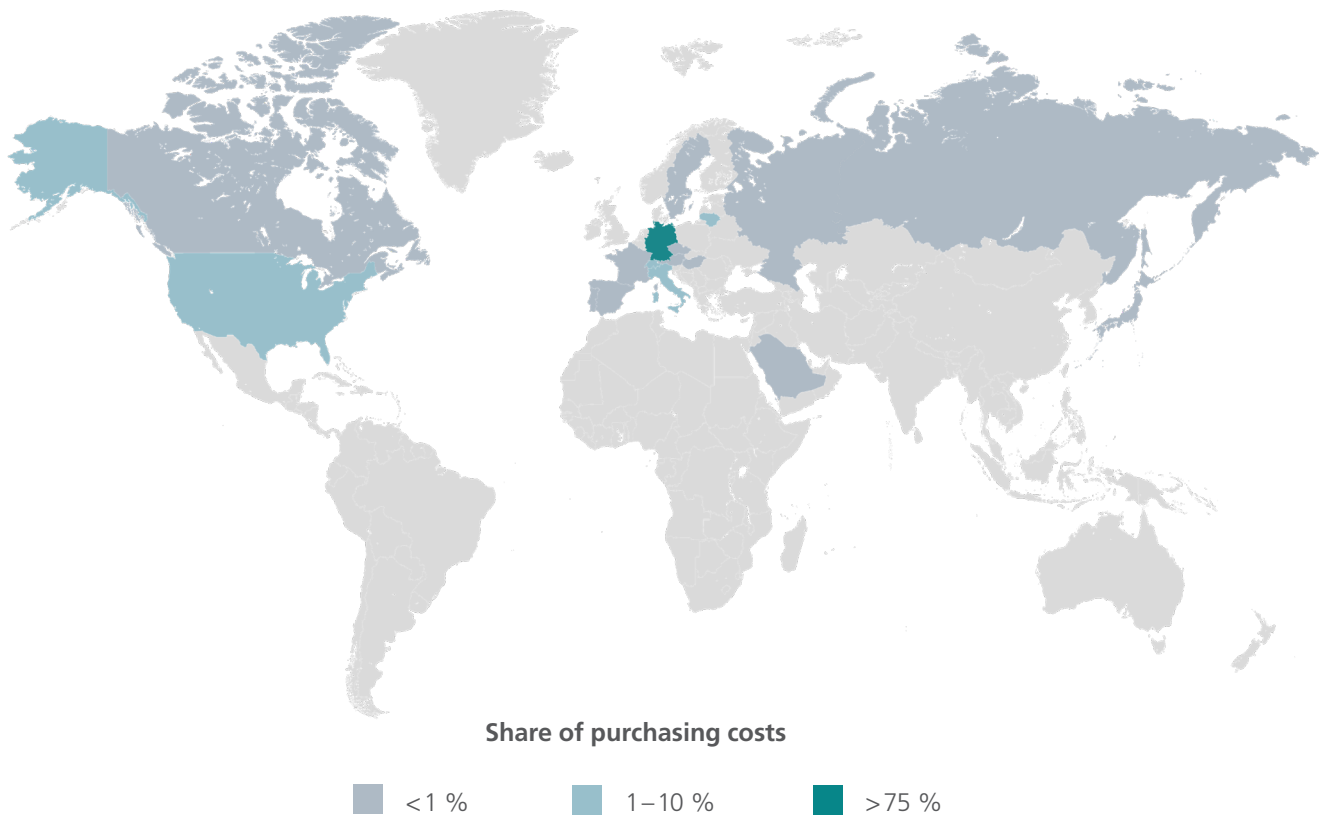
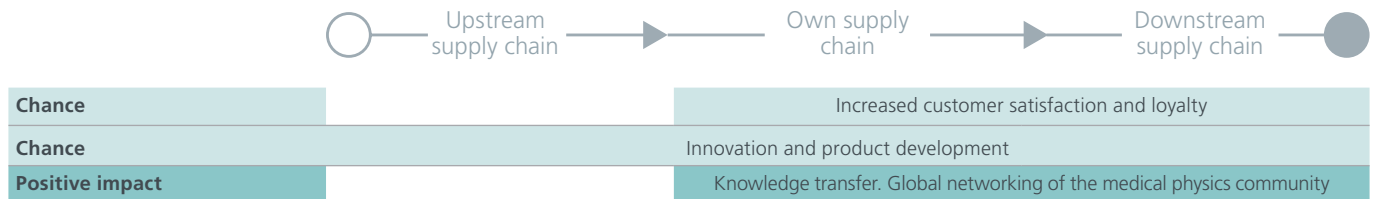


Fig. 15: Headquarters of PTW Tier 1 suppliers and purchasing share by cost in 2024.
90% of our Tier 1 suppliers are based in Germany; a total of 94% are located in the European Union. According to the current [FATF](#)- and [EU-Listen](#), which identify countries with increased risk in the area of governance, 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](#). Supplier countries (0.5% of our Tier 1 suppliers) are on the relevant high-risk lists.

Consumers & end users

Material Impacts, Risks & Opportunities (IROs)



Internal company policy

Our commitment to social responsibility plays a central role in our corporate policy. We ensure full compliance with all applicable regulations – and wherever possible, we aim to go beyond them. Patient safety is a central part of our responsibility, which we ensure through strict quality standards and reliable processes. We prioritize social justice, inclusion, and well-being among our customers and partners, as well as society at large. Looking to the future, we want to strengthen our role as a responsible business partner, promote inclusive practices and contribute to social development through our activities, products and collaborations.

Guideline	Purpose	Scope
<i>Environmental policy</i>	Systematically integrating ecological responsibility into all corporate processes	PTW Freiburg & Umkirch
<i>Sustainability Mission Statement</i>	Sustainability as a central corporate responsibility	PTW worldwide
ISO 13485 Certification	Ensuring that medical devices are developed, manufactured and distributed safely, effectively and in compliance with the law.	PTW Freiburg & Umkirch
ISO 9001 Certification	Increase customer satisfaction, continuous improvement of processes and consistent and legally compliant provision of products and services	QRM

Goals & Measures

Goals



Consumers and end users

Strengthening trust, transparency, and customer loyalty through targeted communication on sustainability initiatives and the continuous improvement of our products and services.

Enhance transparency and credibility by increasing the visibility of our activities – achieved through improved communication and reporting practices.

Empower end users to handle dosimetry products safely and confidently through targeted training programs and practical informational materials.

SDGs

4

9

12

17

Measures

Monthly publication of a post on sustainability topics on LinkedIn



We publish at least one post on sustainability topics at PTW every month on our official LinkedIn company account.

 recurring |  Location: Freiburg and Umkirch

Introduction of a sustainability page on the corporate website



In 2024, we added a sustainability page to our corporate website. Since then, we've been continuously updating it with current data and insights to reflect PTW's ongoing commitment to sustainability.

 completed |  Location: PTW worldwide

Preparation of an Annual Sustainability Report from 2023



This report is part of our annual sustainability reporting, offering insights into our goals, progress, implemented measures, and key performance indicators. We continue to broaden the scope and depth of the report each year.

 recurring |  Location: PTW worldwide

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. It promotes international exchange and the development of networks within medical physics. The plan is to include digital courses in order to reach experts worldwide and to provide decentralized courses and a trainer program with access to practice-relevant training.

🔄 recurring | 📍 Location: PTW worldwide

Technical Training weeks



These are training courses for application specialists. After our certified training, they should be 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 | 📍 Location: PTW worldwide

Key 2024 figures



7 courses

with almost 100 participants
in Germany alone



50

Technical Training weeks: Training of
more than 50 application specialists
worldwide in over 250 training hours





Governance

- Corporate Governance

Our Vision

We envision sustainable governance as the foundation of PTW's future – shaping how we manage resources, engage with employees, suppliers and customers, and uphold environmental and social responsibility. Our goal is to strengthen transparency, ethical decision-making, and long-term resilience.

We aim to lead through responsible innovation in radiation dosimetry, reducing ecological impact and increasing social value. As part of this vision, we commit to expanding support for local initiatives, promoting human and environmental

rights across our supply chain, and fostering awareness through education.

We also seek to reinforce our Code of Conduct, work with ethically and environmentally committed suppliers, and ensure robust data privacy and security for our end-users, building trust and accountability 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
Risk	Stricter regulatory requirements (CSRD, EU taxonomy)
Risk	Geopolitical dependencies and market volatility
Risk	Limited traceability in the supply chain

Internal company policy

At PTW, we envision a future where sustainability is firmly integrated into our corporate governance. We strive to go beyond legal requirements and position ourselves as a pioneer for sustainable practices in our industry.

Adherence to strict environmental and quality standards, including the newly obtained EMAS validation and ISO certifications, reflects PTW's commitment to maintaining high operational standards while minimizing environmental impact.

Through strict compliance, robust risk management and a deep-rooted culture of continuous improvement, PTW not only fulfills more than its current environmental responsibility, but also paves the way for an even more sustainable and resilient society.

Guideline	Guideline	Scope
BV Profit Sharing	Employees participate in the economic success of the company and thus strengthen motivation and identification with PTW	All employees of the company
IT-User Policy	Binding rules for the secure and legally compliant handling of IT systems	All employees of PTW Freiburg GmbH
Framework BV IT Systems	Binding guidelines for the introduction and use of IT systems to strengthen the company's competitiveness, ensure information security and prevent the misuse of digital technologies	All employees of PTW Freiburg
Management Handbook	Central guide to ensuring consistent, quality-assured and compliant business processes – including environmental management, compliance and continuous improvement	Locations of the PTW Freiburg (Freiburg & Umkirch)
Anti-Corruption Policy	Comply with anti-corruption laws of all countries in which PTW operates or intends to operate. Prohibit offering, soliciting or accepting bribes, kickbacks or dishonest payments	All employees, officers and directors of PTW as well as its subsidiaries and affiliates
<i>Environmental policy</i>	Systematically integrating ecological responsibility into all corporate processes	PTW worldwide

Guideline	Guideline	Scope
<i>Sustainability Mission Statement</i>	Sustainability as a central corporate responsibility	PTW worldwide
EMAS Validation	Systematic and transparent improvement of environmental performance	PTW Freiburg & Umkirch
ISO 14001 Certification	Systematically identifying, managing and reducing environmental risks	PTW Freiburg & Umkirch
ISO 13485 Certification	Ensuring that medical devices are developed, manufactured and distributed safely, effectively and in compliance with the law.	PTW Freiburg & Umkirch
ISO 9001 Certification	Increase customer satisfaction, continuous improvement of processes and consistent and legally compliant provision of products and services	QRM

Goals & Measures

Goals



Ensuring quality and environmental standards through certified management systems.

Ensure data security and protect sensitive information.

Systematically manage risks and identify them at an early stage.

Demonstrate social commitment through targeted donation activities.

Quality Management System



Our production sites in Freiburg and Umkirch are ISO 13485:2016 certified, which confirms our commitment to maintaining high standards in the manufacture of medical devices. QRM has a certified quality management system according to ISO 9001:2015.

🔄 recurring | 📍 Standort: Freiburg, Umkirch and QRM

Environmental management system



In 2024, we implemented an environmental management system, which has been validated according to EMAS (Eco-Management and Audit Scheme) since October 2024. The EMAS validation goes beyond the ISO 14001 certification, which means that we have also successfully obtained it. These certifications are important milestones on our sustainability journey and reflect our commitment to quality, safety and environmental responsibility in our operations.

🔄 recurring | 📍 Location: Freiburg and Umkirch

Risk Management Process



PTW's management team is responsible for providing resources and qualified personnel to implement and monitor risk management processes. This includes defining risk acceptance criteria and regularly reviewing the suitability of these processes. Our risk management approach is documented and ensures a systematic and structured approach to potential risks.

🔄 recurring | 📍 Location: PTW worldwide

Continuous Improvement Process



PTW maintains two basic continuous improvement processes (CIP): the vertical CIP and the horizontal CIP. In the vertical CIP, the management team defines policies for processes, provides the necessary resources, monitors these processes through regular management reviews, and determines corrective actions. The horizontal CIP ensures that customer requirements are met through our processes, resulting in product and service outcomes. Feedback from customers, including satisfaction, complaints, and product observations, leads to the redefinition or improvement of these processes.

🔄 recurring | 📍 Location: Freiburg, Umkirch and QRM

Whistleblower Protection



PTW has established a reporting channel under the Whistleblower Protection Act to protect individuals who report violations of the law or serious misconduct. Employees who learn of such incidents in the course of their work can report them securely and anonymously and are protected from discrimination based on their actions. The portal is managed by an independent party to ensure neutrality and privacy. Detailed information or the possibility to report can be found in the PTW Whistleblower Portal at: ptwdosimetry.hinweisgeberportal-mittelstand.de

● completed | 📍 Location: PTW worldwide

Introduction of our Code of Conduct



We are committed to acting with integrity and in full compliance with all applicable laws. These principles are embedded in our Code of Conduct and form the foundation of our responsible and sustainable business practices. The Code of Conduct addresses the following topics: compliance with laws, prevention of corruption, fair competition, data protection, export control, health and safety, remuneration and working hours, respect for human rights, prohibition of child and forced labor, freedom of association and collective bargaining, promotion of diversity and diversity, equal opportunities, environment, energy and climate protection as well as dealing with conflict minerals. The content applies to all branches and business units of our company. We expect the same basic understanding from our business partners and suppliers. We also encourage our suppliers to uphold the principles of our Code of Conduct throughout their own supply chains. In doing so, we contribute to fostering a more sustainable and responsible value chain.

● completed | 📍 Location: PTW worldwide

Financial support for projects



In 2024, PTW sponsored the Dietrich Harder Master's Thesis Award for the eighth 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 2024, PTW supported the educational project "Worldcleanup 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 | 📍 Location: PTW worldwide



Partnership with IAEA



In September 2024, we partnered with the IAEA to support its mission to improve dosimetry and quality assurance education and training for low- and middle-income countries. This partnership is part of the IAEA's Rays Of Hope initiative, which aims to increase access to high-quality radiation medicine in these regions.

🔄 recurring | 📍 Location: PTW worldwide

Supplier evaluation



As part of our continuous efforts to ensure the highest quality standards and efficiency in our supply chain, we evaluate our suppliers based on the criteria of quality, adherence to deadlines, quantity adherence, valid quality certificates (ISO9001/ ISO13485) and valid environmental certificates (ISO 14001/EMAS).

🔄 recurring | 📍 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 analyze and reduce CO₂ emissions with the clear goal of achieving CO₂e neutrality by 2030 (Scope 1 & 2) show a proactive attitude in dealing with the challenges of climate change. Adherence to strict environmental and quality standards, including the newly received 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 strict compliance, robust risk management and a deep-rooted culture of continuous improvement, PTW not only fulfills its current environmental responsibility, but also paves the way for an even more sustainable and resilient society.

PTW Freiburg GmbH
Lörracher Str. 7
79115 Freiburg · Germany
Phone +49 761 49055-0
Fax +49 761 49055-70
info@ptwdosimetry.com

ptwdosimetry.com

© PTW. All Rights Reserved. Specifications subject to change without prior notice.
All trademarks mentioned in this document are the property of their respective owners.
D425.210.05/00 2025-12

PTW THE
DOSIMETRY
COMPANY