



Sustainability Report 2024

Dear readers,

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

We look back with pride on a year full of significant progress in our sustainability efforts. This Sustainability Report documents these achievements. The introduction of an environmental management system according to EMAS and certification according to ISO14001 demonstrate our commitment to transparent and effective environmental management. At the same time, we have bolstered our sustainability team to tackle the many challenges with expanded forces. Another milestone was conducting a workshop on sustainable product design, setting the course for an even stronger consideration of environmental aspects in product development.

We have also made advances in our climate protection efforts: With the “Zielgerade 2030” initiative, we are working on reducing our Scope 1-3 emissions. A KEFF+ check in March 2024 helped us further analyze our energy efficiency potentials, while considerations for a new heating concept highlight sustainable alternatives to reduce our direct emissions. At the same time, we are optimizing our waste management and promoting sustainable mobility, which has earned us the MobilSiegel.

These achievements are evidence of how seriously we take our commitment to sustainability. But our work is far from over. Looking ahead, we see new opportunities and challenges. With the Corporate Sustainability Reporting Directive (CSRD), we are preparing to further integrate sustainability into our reporting processes. At the same time, we are developing concepts on how to expand the use of renewable energy – such as through photovoltaics – transition our vehicle fleet to electric mobility, and further advance the development of environmentally friendly products.

For us, sustainability means responsibility – for the environment, for our employees, for our partners, and for future generations. It is crucial that we continue this path together. I warmly invite you to engage in dialogue with us and actively contribute to a more sustainable future.

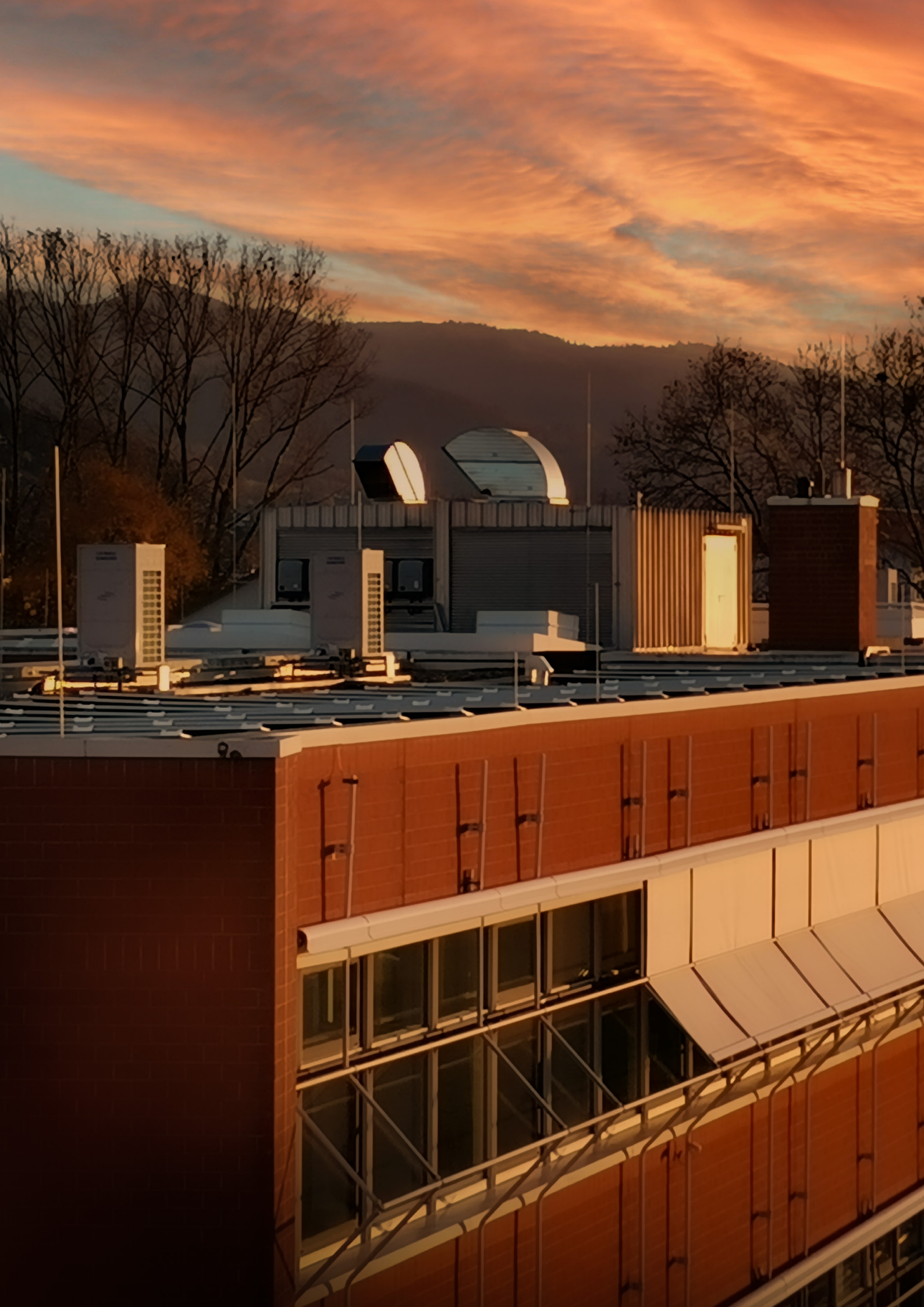
My special thanks go to our employees, whose commitment and creativity have made these advances possible. Let us continue to take responsibility together so that we can not only make radiation safer but also contribute to a liveable, healthy, and sustainable future.

With greenest regards,
PTW Freiburg GmbH



Dr. Tobias Schüle
Managing Director
and Sustainability Team Lead

February 20nd, 2025



General Information

PTW - An Overview

PTW is a leading global manufacturer of dosimetry solutions for radiotherapy, diagnostic imaging and metrology. Founded in 1922, the company is one of the pioneers in medical radiation measurement and has been making an important contribution to greater patient safety in modern radiation medicine ever since. PTW technologies enable clinical radiation experts all over the world to accurately check highly complex radiation equipment. After more than 100 years, PTW is still a family-run company that has grown to twelve subsidiaries worldwide with a total

workforce of more than 450 employees. We are very proud of the depth of our manufacturing processes at our facilities in Freiburg and Umkirch, where the dedication to precision and quality reflects our ongoing commitment to innovation and excellence 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.

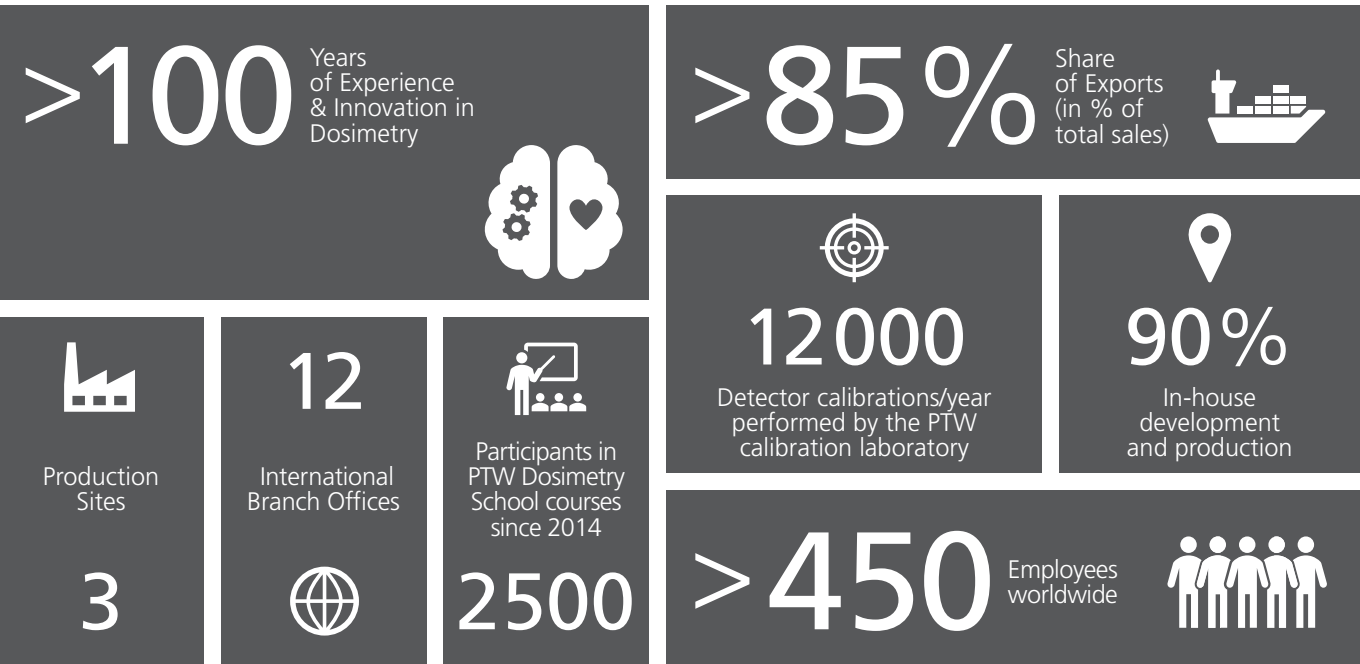


Fig. 1: Overview of key figures for PTW's business activities

With our work, we make a significant contribution to the safe and effective treatment of patients by protecting their health through the precise monitoring of radiation exposure. However, our commitment to health and safety goes beyond patient care and also includes extensive ecological aspects. We are committed to minimizing the environmental impact of our activities and making a positive contribution to public health. As a family-run company with over a century of history,

long-term thinking and a future-oriented perspective are our top priorities and have always guided our actions. This heritage also shapes our commitment to sustainability, as we understand the relevance of environmental protection for future generations. We see it as our duty not only to comply with environmental regulations, but also to exceed them. This is in line with our deeply rooted values of taking responsibility and accountability for our actions.

Sustainability Team

Given the importance of sustainability to our company, we have created a core team dedicated to this area. In today's rapidly evolving business landscape, embedding a sustainability team directly into the organizational chart under the direct supervision of general management is not only beneficial, but essential to fostering a culture of sustainable practices. This strategic placement ensures that sustainability is not an afterthought, but a central part of decision-making processes, seamlessly aligning environmental initiatives with business objectives.

Since sustainability is an interdisciplinary issue, we have defined clear responsibilities and utilized existing structures. Department heads act as environmental management representatives and participate in workshops and meetings. They communicate sustainability topics within their departments, delegate tasks, and manage projects. Additionally, they relay ideas and concerns from their teams to the central sustainability team.



Sustainability Mission Statement

Our sustainability mission statement outlines our vision for the future, our mission, and our principles and values regarding sustainability. It defines our business model and our approach

to environmental protection issues, reflecting our commitment to the continuous improvement of environmental performance.

External Communication and Stakeholder Engagement

Our guidelines and sustainability efforts are actively communicated externally, mainly via LinkedIn and this, our annual sustainability report. Since August 2024, we have a comprehensive sustainability section on our website.

We are currently also conducting a trial run for the CSRD (Corporate Sustainability Reporting Directive). This is an EU directive that requires companies to report on their sustainability aspects in a comprehensive and standardized manner. For us, this will be mandatory for the first time in 2026. An important part of this process is the double materiality analysis (DMA), in which key stakeholders are involved and consulted in order to take their views and perspectives on relevant sustainability issues into account. We see this as the first step towards building

and deepening stronger cooperation networks with our stakeholders. These include internal stakeholders such as the works council, youth and trainee representatives, representatives for severely disabled employees and managers, as well as external stakeholders such as suppliers, end users, environmental experts, neighbors and banks.

At the beginning of 2024, we also set up a sustainability email address that employees can use to share ideas, suggestions and thoughts on the topic of sustainability. Since this email address was set up, we have already received over 80 suggestions and ideas, some of which have already been implemented or turned into projects.

Scope of this Report

The key figures presented in this report relate exclusively to our headquarters in Freiburg and the production facility in Umkirch. These locations form the headquarters of our business activities, where the majority of our employees are based and where most of our production takes place.

Other locations, including our subsidiaries, are only mentioned if they specifically fall within the context of this report. However, our visions, values and guidelines apply in all our facilities, in all countries. In the coming years, we will compile a consolidated report for all locations as part of the CSRD reporting requirements.





Environmental Information

Our vision is to develop PTW into a global leader in environmental protection that exceeds climate-positive targets and legal requirements while ensuring transparency in our performance. To gain the trust and active support of our stakeholders, we are leading sustainability initiatives in our industry. In the long term, we aim to design our products according to the principles of the circular economy, making them fully recyclable and thus avoiding single-use plastic and hazardous materials

in order to become a leader in sustainable product design. Our goal is to make our locations a model for green architecture that promotes employee well-being and bio-diversity while minimizing the carbon footprint. We support social projects in the regions where we operate, uphold human and environmental rights along our supply chain, and engage in educational initiatives within our company.

Climate Change

Climate change is one of the greatest challenges of our time and requires a decisive rethink in all areas of society - including the economy. As a company, we have a responsibility towards the environment, our employees and future generations. Greenhouse gas emissions are a significant environmental aspect of our activities. They are caused by our energy

consumption, business travel and logistics processes, among other things, and contribute to the greenhouse effect and global warming. Our aim is to reduce our carbon footprint through sustainable action, use resources more efficiently and promote climate-friendly innovations.

Our Goal: CO₂ Neutrality on Balance Sheet by 2030*

As part of our partnership with the Zielgerade 2030 alliance, we are pursuing the goal of reducing our emissions in Scopes 1 and 2 to zero by 2030 and significantly reducing our Scope 3 emissions. This reflects our commitment to reducing direct and indirect greenhouse gas emissions. This target is in line with global efforts to mitigate climate change and underlines our role in sustainable business practices. By focusing on the most controllable aspects of our carbon footprint, such as energy consumption and operational emissions, we aim to set a benchmark in environmental protection and comply with ever-evolving environmental regulations



(*Scope 1 & 2 PTW Freiburg & Umkirch; market-based)

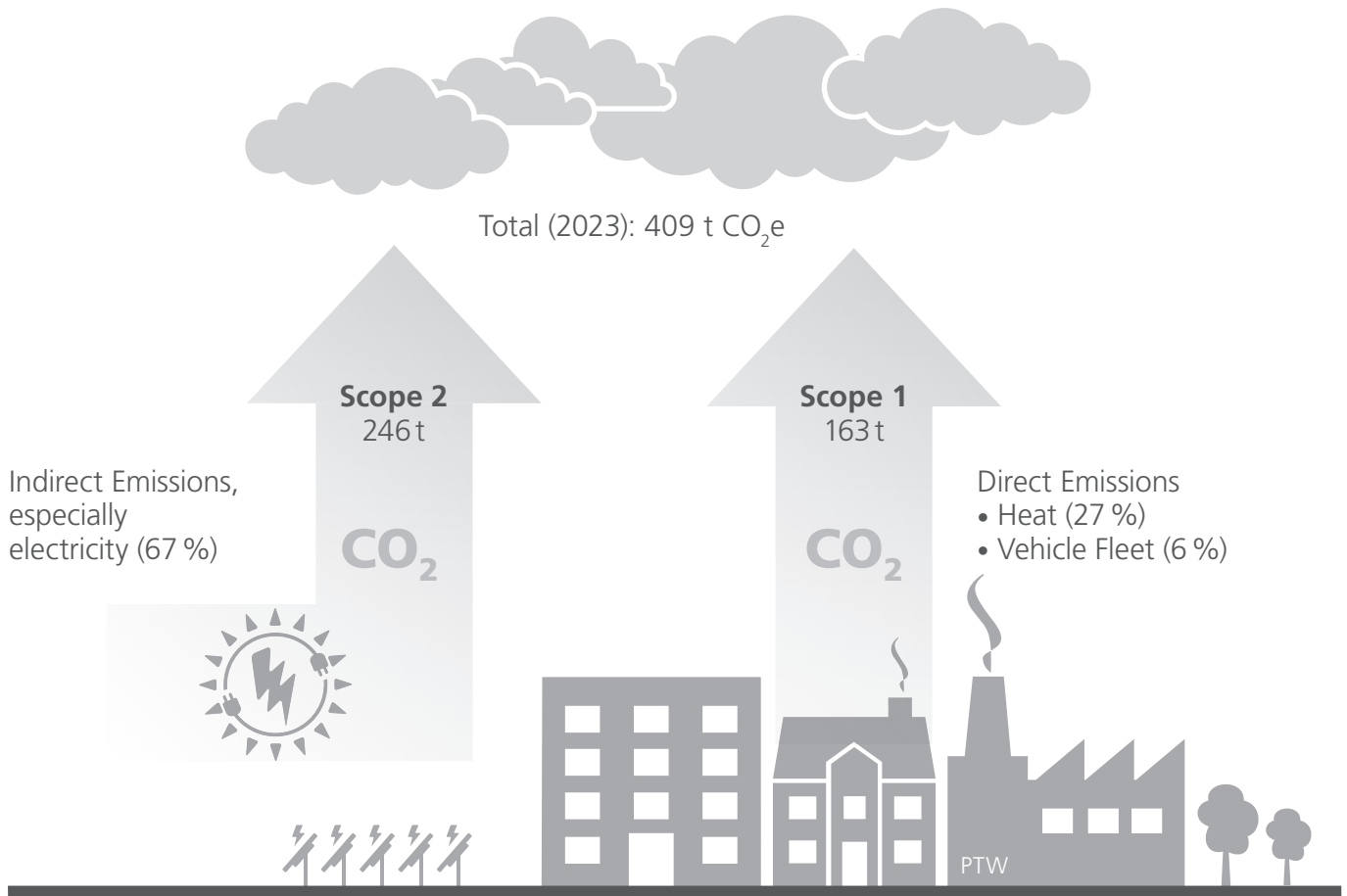


Fig. 2: CO₂ emissions (Scope 1 & 2) at PTW Freiburg and Umkirch in 2023

In order to achieve carbon neutrality for Scope 1 and Scope 2 emissions by 2030, PTW has initiated a wide range of

measures that focus on reducing Scope 1 and Scope 2 as well as Scope 3 emissions.



Renewable Energies and Energy Efficiency

Measures

Main-SDG	Related SDGs	Scope	Goals and measures	Planning year	Status
	 		Switch to 100% green electricity (since 2024): Reduce our Scope 2 emissions to zero by 2030.	2024	
	 		KEFF+ Check: One-time visit by the KEFF team in Freiburg and Umkirch to identify our energy efficiency potential.	2024	
	 		Annual internal energy audit: Allocation of our energy consumption.	Annually since 2023	
	 		Replacement of lamps: Following the example of our LED-equipped buildings in Umkirch and Freiburg, we plan to convert the remaining buildings in Freiburg to LED lighting.	2024-2030	
			Expansion of photovoltaics: Expansion of existing photovoltaic systems to increase energy self-sufficiency and reduce the CO ₂ footprint.	Ongoing	



Renewable Energies and Energy Efficiency

In 2024, we switched to 100% green electricity and, in close cooperation with the regional Resource Efficiency Competence Center (KEFF+), comprehensively analyzed our energy efficiency potential. Annual internal energy audits help us identify further savings measures. Our commitment is also evident in our buildings: The exhaust air from the machines in Umkirch is recycled and used to heat the building.



Photovoltaic Systems

The roofs of several of our buildings are equipped with photovoltaic (PV) modules with a total output of 230 kWp. This corresponds to the continuous power supply of around 55 four-person households. Since 2014, our photovoltaic systems have generated a total of 1,357 MWh of solar energy and thus saved 602 tons CO₂e emissions (up to and including 2023).



Fig. 3: Photovoltaic systems on the roofs of our headquarters in Freiburg.

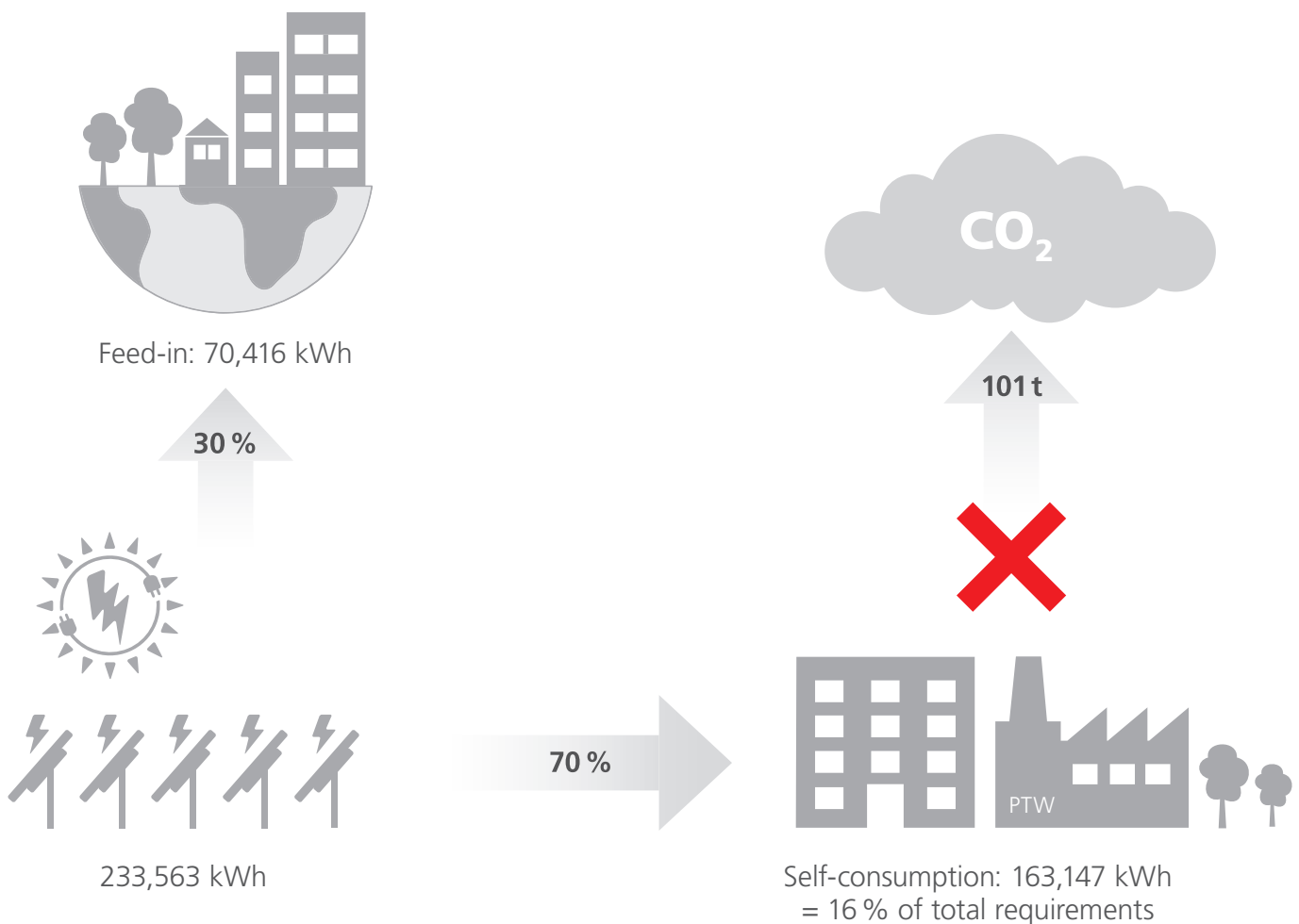


Fig. 4: Generation and use of renewable energies through PV 2023.

Initiative for Sustainable Mobility

Measures:

Main-SDG	Related SDGs	Scope	Goals and measures	Planning year	Status
	 		Promoting an electric company fleet: New cars exclusively electric. From 2024, all new additions to our company fleet will consist of fully electric vehicles.	2028	
			Revised business travel policy: Adapting our policies to reduce emissions and promote the use of sustainable transport.	2025	
			Employee mobility survey: Analysis of results and brainstorming of measures to promote sustainable transport.	2024	

PTW Promotes Sustainable Mobility



In 2023 and 2024, all new additions to our company fleet were fully electric or hybrid vehicles. Our company car policy states that, in line with our goal of becoming a carbon-neutral company by 2030 (Scope 1 and Scope 2), all future company cars will be electric vehicles. These vehicles can be charged at our in-house charging stations, which in turn are powered by our photovoltaic modules or at least with green electricity.



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



To encourage employees to choose environmentally friendly bicycles and e-bikes for their commutes, PTW participates in the Jobrad bicycle leasing program and the “Stadtradeln”. In 2024, 9,305 km were “cycled” together in the 3 weeks.



Our mobility survey this year showed that more than half of our employees like to cycle to work. To further support this, 100 bicycle parking spaces and charging stations for e-bikes and e-scooters are available. Our employees also have access to a bicycle repair stand, a toolbox and an air compressor for tires.



in 2024 our efforts were recognized by the city of Freiburg with the “Mobilsiegel”. This underlines our commitment to climate-friendly mobility and the various initiatives we have implemented to integrate sustainable practices into our day-to-day work.

Environmental Pollution

Pollution of our environment has far-reaching consequences for air, water, soil, living organisms and our food resources. Pollutants and particularly substances classified as substances of very high concern are released into the

environment in an uncontrolled manner, endangering ecosystems and human health. As a company, we take our responsibility to reduce such pollution seriously and to take effective measures to minimize pollutant inputs.

Use, Storage and Handling of Hazardous Substances

The most important environmental aspects of our activities in connection with environmental pollution relate to the use, storage and handling 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. Our aim is to keep the quantities as low as possible and to reduce the number of different substances. The handling of all substances is described in operating instructions. The hazardous substances are monitored and controlled by the hazardous substances officer via the central hazardous substances database.

In addition to the hazardous substances used in production, we require very small quantities of radioactive substances for the calibration of our devices, which are used exclusively in the calibration laboratory at the Freiburg site. To ensure the proper handling of radioactive sources, we use state-of-the-art dosimeters and strict safety measures. In addition, we fully comply with all radiation protection regulations, including AtG (Atomic Energy Act), StrlSchG (Radiation Protection Act) und der StrlSchV (Radiation Protection Regulation). The proper handling of radiation in our company is monitored by the designated radiation protection officers and an emergency plan has been drawn up for the radiation sources.

2023 Waste Generation

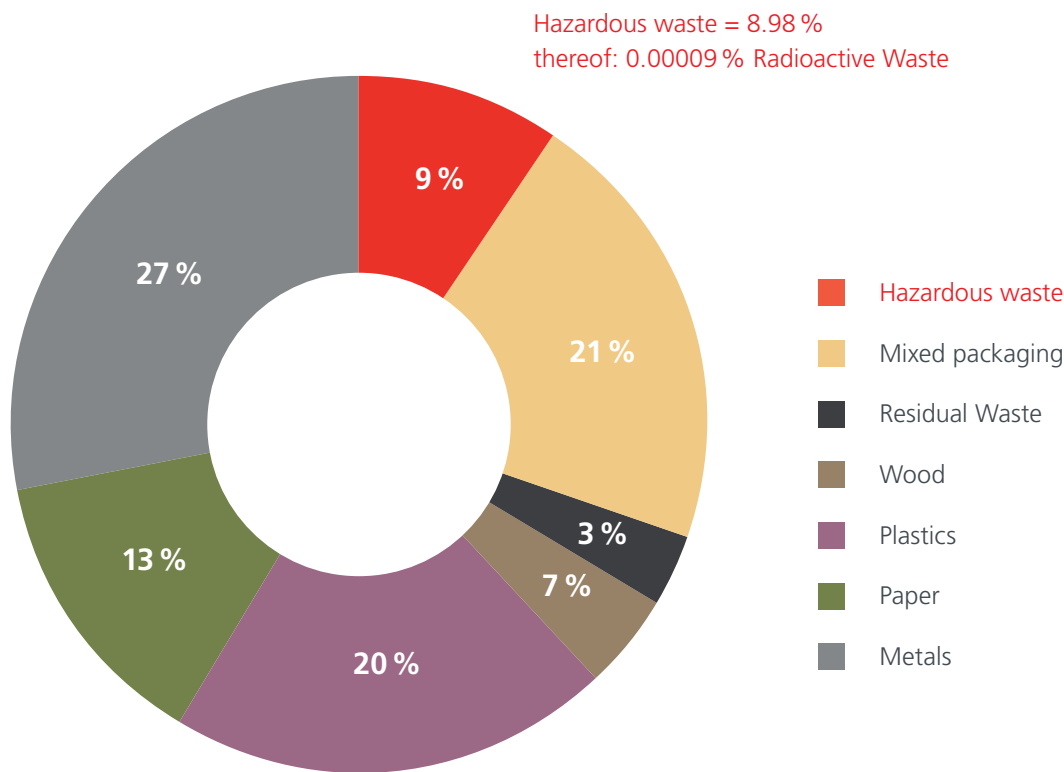


Fig.5: Breakdown of waste generation in 2023.

Sustainable Product Development

In product development, sustainability plays a role right from the design process. By complying with the RoHS (Restriction of Hazardous Substances) and REACH (Registration, Evaluation, Authorization, and Restriction of Chemicals) standards as well as the WEEE (Waste Electrical and Electronic Equip-

ment) directive, we ensure that our products and processes meet high environmental and safety criteria. Specific measures for sustainable product development are described in the section on Use of Resources and Circular Economy.

Clean-Up Day

We are not only concerned with preventing the pollution we potentially cause, but also with actively promoting a clean environment. To this end, we organized our first PTW Clean-Up event in 2024. World Cleanup Day is a global initiative in which volunteers around the world take action against pollution on the same day every year. For around two hours, a small PTW group collected a wide variety of garbage in the surrounding area and was surprised at how much

was collected. PTW also supports the educational project “Worldcleanup goes to school”, which enables school classes to carry out cleanups themselves and to raise awareness of waste separation and knowledge about recycling and the circular economy through educational campaigns. Interactive learning material encourages children to become active in their everyday lives and play their part in solving the problem.



Fig. 6: Impressions from our CleanUp-Event in September 2024.

Biodiversity and Ecosystems

Biodiversity and intact ecosystems form the basis for life on our planet and secure the natural resources on which we as a company also depend. The loss of biodiversity and the

destruction of habitats pose an increasing threat to the stability of our environment.

Measures

Main-SDG	Related SDGs	Scope	Goals and measures	Planning year	Status
11 Nachhaltige Städte und Gemeinden	3 Gesundheit und Wohlbefinden 15 Leben an Land		Promoting biodiversity: Identifying measures and creating a roadmap.	Ongoing	
11 Nachhaltige Städte und Gemeinden			Green facades and roofs: Investigation of possible options for green facades and roofs at PTW Freiburg and Umkirch.	2025	
15 Leben an Land	3 Gesundheit und Wohlbefinden		Creating a wildflower meadow: Promote biodiversity, create habitats and provide food for insects.	2024	

Sealed Surfaces

In the climate adaptation concept for the city of Freiburg, it was found that our facilities there are located in an area susceptible to heat island effects. The sealing of surfaces can increase the risk of heat and flooding, impair the natural

replenishment of groundwater and thus local water resources. In addition, the use of space and sealing of surfaces has a direct impact on habitats for flora and fauna and affects biodiversity.

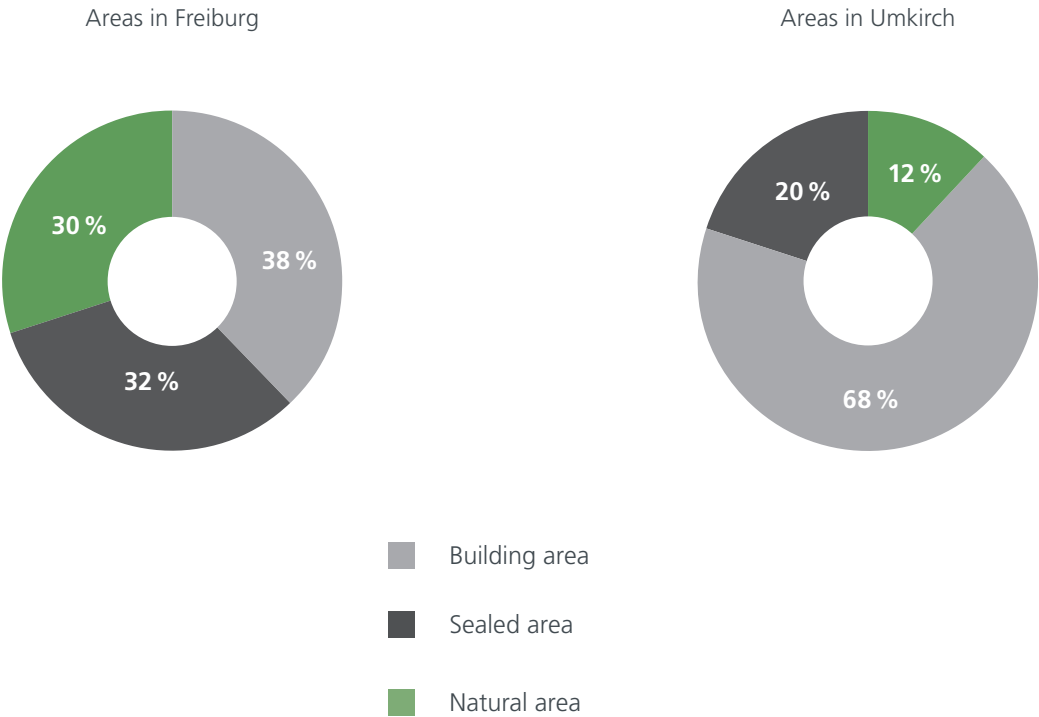


Fig. 7: Proportion of sealed and near-natural areas at our locations in Umkirch and Freiburg.

Wildflower Meadow

In 2024, the wish for a wildflower meadow was expressed via our sustainability email address. Wildflower meadows promote biodiversity by providing a habitat and food for numerous insect species such as bees, butterflies and beetles. They also create diverse microhabitats that also provide

shelter and breeding grounds for birds and small animals, thereby strengthening entire ecological networks. Therefore, flower seeds were scattered on the area in front of the building at Lörracher Strasse 9 and mowing the lawn was largely discontinued.



Fig. 8: Wildflower meadow in front of Lörracherstraße 9.

In addition to the wildflower meadow, grass pavers, lawns and green courtyards, some of our roofs are greened. Next year, we plan to analyze our biodiversity potential in more detail and identify and implement further measures in the

coming years. These measures should further reduce the aforementioned impacts and at the same time improve the quality of life for our employees and neighbors.

Use of Resources and Circular Economy

The careful use of resources and the transition to a circular economy are central components of a sustainable corporate strategy. In view of limited natural resources and growing environmental pollution, it is becoming increasingly important

to use materials efficiently, extend their lifespan and avoid waste. Our goal is to close value chains, bring products and materials back into the cycle after their life cycle and develop innovative solutions for a resource-saving future.

Measures

Main-SDG	Related SDGs	Scope	Goals and measures	Planning year	Status
			Material flow analysis: Improve the efficiency and effectiveness of material flows to reduce costs, optimize resource utilization, and optimize production. Complete analysis by the end of 2026.	2026	
			Optimizing exhibition stands: Use environmentally friendly materials and efficient resources, reduce waste and costs.	2025	
			Training on resource efficiency: Establish systematic and regular training of employees on resource efficiency.	2025	
			Design for Sustainability - Workshop: Conducting a workshop to integrate sustainable design principles into our development processes.	2024	
			Sustainable shipping packaging concept: Development of a sustainable shipping packaging concept using an example product.	2024	
			Sustainability indices: Supplement material-database with suitable sustainability indices.	2024	
			Product Carbon Footprint (PCF): Calculate Product Carbon Footprint on reference product	2024	
	 		Calculate energy consumption at the end customer using a reference product: Determine energy consumption to identify savings potential.	2024	
			Conduct market analysis: Analysis of comparable products, evaluation of the value chain and observation of competitors and customer needs.	2024	
			Circular economy capability of our products: Analysis of alternative business models to promote the circular economy.	2024	
			Digital product passport: Create a digital product passport for a reference product. Transparent consumer information on recycling, traceability, energy efficiency, environmental protection.	2024	
			Include sustainable terminologies in the glossary: Integrate relevant terms to promote a common understanding.	2024	
			Developing design guidelines for sustainability and energy efficiency: Setting standards for environmentally friendly and efficient products and services.	2024	

Book Exchange Shelf

In 2024, a book exchange shelf was set up in our cafeteria at the company premises in Freiburg. It is an excellent example of the circular economy in everyday life, as it shows how reuse can be made simple, socially and environmentally

friendly while conserving resources. The shelf is available to everyone and offers a wonderful opportunity to swap books that have been read while providing the chance to discover new reading material.

Materials and Resources of Our Products

In 2023, we produced 91,352 products together and sold them all over the world. Together, this resulted in a production volume of 109.48 tons. Our most widely used material is plastic (1,010 kg of duroplasts and 16,384 kg of thermoplasts),

followed by aluminum (4,758 kg), copper (813 kg), steel (497 kg) and graphite (407 kg). By including a sustainability index in our materials database, a traffic light system will also show the CO₂ footprint of the materials when selecting them in the future.

Design For Sustainability – The Sustainable Design of Our Products



Fig. 9: Impressions of the Design for Sustainability Workshop in February 2024.

To explore further alternatives in product design, we held the "Design for Sustainability" workshop in February 2024, in which representatives from various departments (Sustainability Management, Hardware Development, Mechanical & Electrical Development, Production & Quality Planning,

Quality Management Regulatory Affairs, Procurement, Product Management, Service & Support) took part alongside the Management Board. Working groups were formed to continuously examine measures to improve sustainability. These include:



Sustainable shipping packaging concept:

A number of ideas for avoiding packaging waste have already been implemented here, including a Kanban system for BEAMSCAN screws, the use of packaging foam with recycled content and the use of cardboard packaging for BEAMSCAN units. Further low-hanging fruits and visions for the future were identified.



Addition of suitable sustainability indices to the materials database:

A PTW sustainability indicator was added to the materials database, which shows the global warming potential of the materials. A traffic light system is used to aid the decision making process when selecting a material during development



Product carbon footprint:

The CO₂ footprint of UNIDOS was calculated as an example. This includes all greenhouse gas emissions from the materials, production and use through to disposal of the device.



Calculate energy consumption at the end customer using a reference product:

BEAMSCAN was selected here, the energy consumption was measured and extrapolated over the entire life cycle. Fortunately, the result was surprisingly low.



Market analysis:

A look at our customers and competitors showed where they stand in terms of sustainability, what is expected of PTW and how we compare.



Circularity of our products:

What are alternative business models to promote the circular economy? And how can we implement them? This is a topic that is being actively pursued.



Digital product passport:

From 2027, every product sold on the European market should have a digital product passport (DPP). To prepare for this, a rudimentary first product passport was created for UNICHECK as an example to identify where the necessary information can be found.



Include sustainable terminology in the glossary:

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



Draft design guidelines for sustainability and energy efficiency:

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

Waste Management and Recycling

In our production facilities, we carefully collect and dispose of various recyclable and hazardous materials separately. The metal chips produced during milling and turning processes are collected and reintroduced into the raw materials market, which underlines our commitment to resource efficiency and

the circular economy. In our offices, we collect packaging ("yellow garbage can"), paper, organic and residual waste separately. In this way, we want to ensure that waste is disposed of correctly and support recycling.

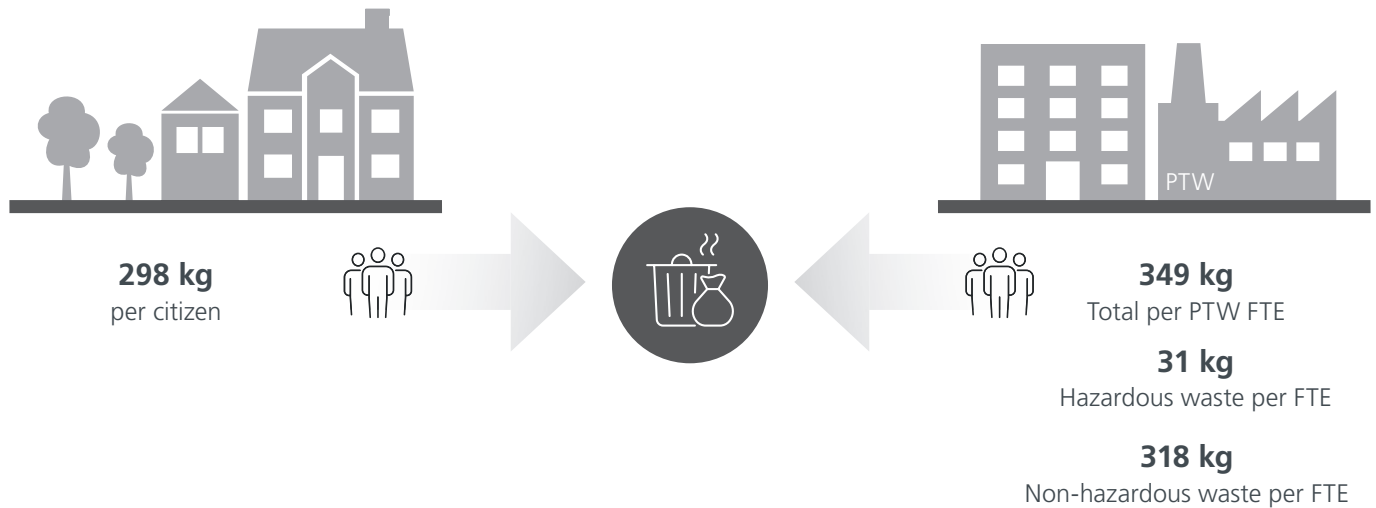


Fig. 10: Amount of waste per PTW employee and citizen of Freiburg in 2023.





Social Responsibility

PTW is aware of its social responsibility and strives to positively influence society and promote communities through concrete measures. We are committed to creating a diverse workforce that promotes equal opportunities and respect. We support our employees in their professional and personal development to achieve long-term success. By promoting ethical behavior

and integrity in all aspects of business management, we aim to create a culture of empathy and inclusion. Through meaningful partnerships, community engagement and impactful initiatives, we envision a future where PTW contributes to improving the well-being and prosperity of all and sets a clear example for social progress and empowerment.

Measures:

Main-SDG	Related SDGs	Scope	Goals and measures	Planning year	Status
12 NACHHALIGE KONSUM UND PRODUKTION			Training on resource efficiency: Establish systematic and regular training of employees on resource efficiency.	2025	
12 NACHHALIGE KONSUM UND PRODUKTION	4 BILDUNGSZIELE 9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR 17 PARTNER-SCHAFTEN FÜR ZIELERREICHUNG		Internal updates on sustainability topics: Publication of regular sustainability posts on the internal market board for employees.	Ongoing	
12 NACHHALIGE KONSUM UND PRODUKTION	9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR		External updates on sustainability topics: Publication of regular sustainability posts on LinkedIn.	Ongoing	
12 NACHHALIGE KONSUM UND PRODUKTION	9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR		Creation and maintenance of a sustainability section on the PTW website: Launch of the sustainability section in 2024.	2024	
4 BILDUNGSZIELE 9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR 12 NACHHALIGE KONSUM UND PRODUKTION 17 PARTNER-SCHAFTEN FÜR ZIELERREICHUNG			Integrate Sustainability in Learning Management System: Employee awareness and integration into onboarding.	2025	
17 PARTNER-SCHAFTEN FÜR ZIELERREICHUNG 9 INDUSTRIE, INNOVATION UND INFRASTRUKTUR 12 NACHHALIGE KONSUM UND PRODUKTION			Establishment of an email address that employees can and do use to share ideas, suggestions and thoughts on the topic of sustainability.	2024	

Own Workforce

Working Environment

At PTW, we believe in the benefits of an informal culture, demonstrated by the use of first names and flat hierarchies, which promotes a more open, collaborative and inclusive working environment. We value equality and tolerance.

The respectful and inclusive approach also extends to our older colleagues, as evidenced by our frequent work anniversaries, as seen in Freiburg and Umkirch in 2024:



Development of Employees

We also invest in the training of our management team. Together, they have developed guiding principles that embody our vision of leadership at PTW and emphasize leading by example, effective communication and team collaboration. The focus is on the personal and professional development of employees, the continuous improvement of

processes and making sound, responsible decisions. These principles promote an entrepreneurial mindset among leaders and ensure the success and sustainability of the company through solution-oriented action and a commitment to the shared vision.

Identification and Cooperation

PTW places great emphasis on fostering a strong sense of identity and collaboration among our team members. To encourage this, we provide subsidies for departmental outings as we recognize the value of team-building experiences outside the workplace. In addition, we organize an annual company outing to which employee's families are also invited regularly to strengthen the sense of community and belonging.

Our digital bulletin board serves as an information and interaction center and promotes internal communication and engagement. We also support team events such as participation in the Freiburg Marathon or B2Run, where PTW pays the entry fees, thus promoting teamwork and a healthy, active lifestyle among our employees.

Fair and Equal Pay

At PTW, we firmly believe in fair and equal pay for all our employees, which is why we strictly adhere to a pay scale. This approach ensures that our payment structure is transparent, fair and consistent and eliminates any bias or pay

differentials. By aligning our remuneration practices with established collective agreements, we guarantee that pay is based on position, experience and qualifications rather than subjective factors.



Health and Well-being

At PTW, we attach great importance to the health and well-being of our employees. We want to create a working environment that supports body and mind.



Meal allowance:

PTW subsidizes lunches in the neighbouring BZ canteen, the Vauban canteen and in Umkirch. In this way, we ensure that our employees have access to healthy, nutritious meals every day.



Fresh air & relaxation:

For fresh air and relaxation, we offer outdoor seating areas equipped with parasols and benches.



Offices:

Our offices are air-conditioned for comfort, creating a conducive working environment, even on Freiburg's hot and sunny summer days. Water dispensers (cold, sparkling, still) are available.



Healthy at work:

To promote the physical health of our employees, we attach great importance to ergonomic workstations that support a healthy posture and prevent complaints.



Fitness:

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, there has also been a weekly opportunity to do yoga during the lunch break.



Health:

We offer half-yearly health checks. These include, for example, bowel 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.



Working atmosphere:

We value a positive working atmosphere, supported by regular feedback sessions that contribute to employee satisfaction and engagement. PTW strives to further improve employee wellbeing through a commitment to a healthy work-life balance with flexible working hours and the option to work remotely.



Well-being:

Tampons and sanitary towels are always available in our restrooms. We would like to set an example and contribute to an open approach to this topic, as well as support the well-being of our employees, especially during menstruation. Through these diverse offerings, we create a working environment that not only takes into account the immediate needs of our employees, but also promotes their long-term health and well-being.



Fig. 11: Impressions of PTW's activities in the area of health.

Work-Life-Balance

As part of our commitment to work-life balance, PTW has implemented several important initiatives to support our employees. We offer flexible working hours and the option to work remotely, taking into account the diverse needs of our workforce. Our flexible working model is tailored to different life situations and enables our employees to achieve

a healthy work-life balance. In addition, we offer reserved daycare places and subsidies towards childcare costs to ease the burden on working parents and demonstrate our commitment to supporting our employees in both their professional and personal lives.

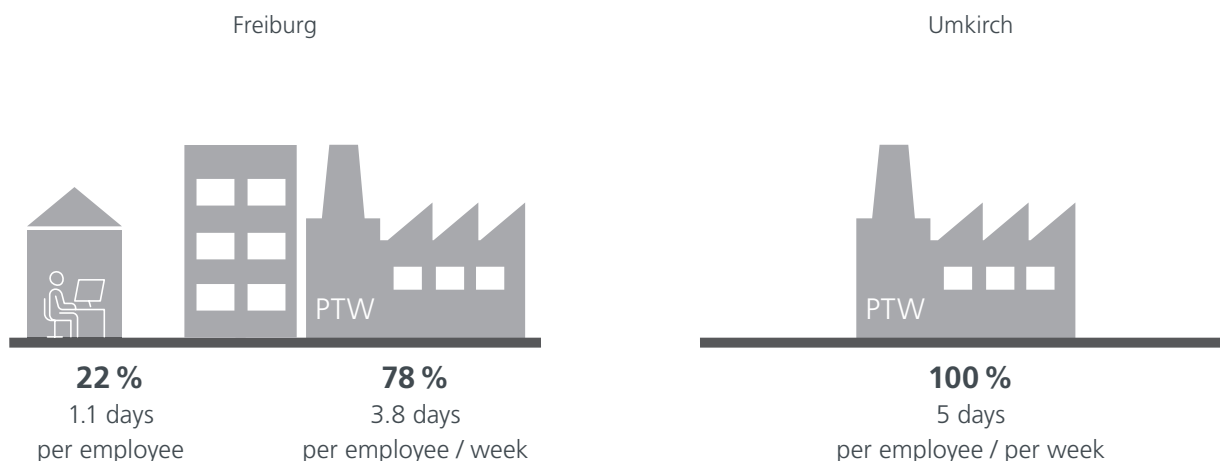


Fig. 12: Data on mobile working in 2023.

Continuous Learning and Personal Development

PTW places great emphasis on continuous learning and personal development and offers extensive training opportunities. We are committed to supporting the development of each employee where this is consistent with their role and the likelihood that they will be able to apply their newly

acquired skills within the company. We offer our international employees the opportunity to attend German language courses tailored to their individual language skills and learning objectives. This initiative not only enhances skills but also promotes an inclusive and supportive working environment.

Diversity

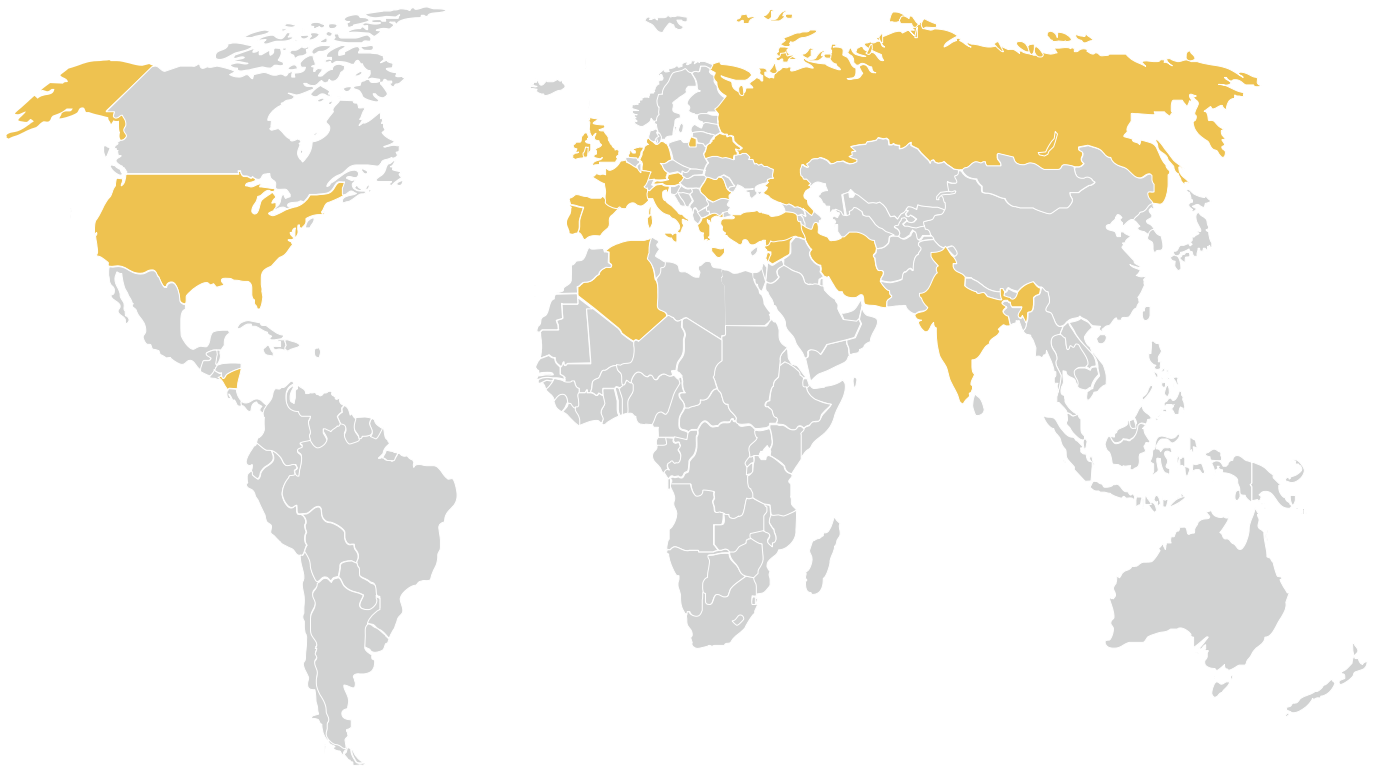


Fig. 13: Nationalities of our employees in Freiburg and Umkirch (= 23 nations).

Diversity in our own workforce is not just a value for us, but a key success factor. Different perspectives, backgrounds and experiences enrich our working culture and promote innovation and creativity. We are convinced that an inclusive

working environment in which all employees feel valued and respected regardless of their origin, gender, age or other individual characteristics creates the basis for sustainable success.



Consumers and End Users

The Dosimetry School

The Dosimetry School, founded by PTW in January 2014, is an educational initiative focused on clinical dosimetry. It offers its courses at cost price, ensuring they are accessible to a wide audience. This program combines scientific theory with practical skills tailored to the evolving needs of the medical physics community. The Dosimetry School embodies its ethos “Sharing knowledge, inspiring practice” and establishes, in addition to training opportunities, a global forum for professionals. This facilitates the exchange of ideas, engagement in meaningful discussions, and the creation of a network of experts that significantly contributes to the advancement of the field and the broader scientific community. Its commitment to professional development and education on a non-profit basis aligns with the principles of social sustainability and fosters skills essential for improving healthcare, benefiting society and the healthcare sector at large.

One task that will continue to occupy us in the coming years is the establishment of an online Dosimetry School. Digitally prepared courses could be offered worldwide, thus providing customers in remote locations the opportunity to participate. Additionally, independent courses in South America (PTW

Latin America), India, and in the future also Africa, are in the offering or planning stages. These decentralization measures, along with a trainer program, minimize flights and thus also contribute to ecological sustainability.

In 2024, our Education & Training Team provided over 250 training hours to more than 50 application specialists from around the world. In Germany alone, 7 courses with almost 100 participants took place. Newly introduced in 2024 were the “Technical Training Weeks”. These are training sessions for application specialists, designed to enable them, after our certified training, to perform diagnostics, service, and minor repairs on-site at the customer’s location. This ensures that the product is always in top condition for the customer due to regular on-site service, and it does not always need to be sent to Freiburg for diagnostics and repairs. This benefits customers, as they can use the device more quickly again, as well as the environment, as shipping is often not necessary.



Fig. 14: Dosimetry School combination course in Freiburg in November 2024.

Supported Projects



In 2024, PTW sponsored the Dietrich Harder Master's Thesis Award for the eighth time. This €1,000 prize is awarded at the annual meeting of the German Society for Medical Physics (DGMP) and recognizes outstanding scientific work

in medical radiation physics. The award promotes academic excellence and recognizes emerging talent in medical physics, underlining PTW's commitment to education and skills development.



Since 2020, the proceeds from our Black Forest calendar have supported training and educational activities at the South Asia Center for Medical Physics and Cancer Research (SCMPCR) in Bangladesh. As the center receives no government funding, the support of companies like PTW is crucial. This

initiative helped develop a comprehensive e-learning program that reached medical physicists in South Asia, Europe, Africa and South America, generating great interest and positive feedback.



In September 2024, we entered into a partnership with the IAEA to support its mission to improve education and training in dosimetry and quality assurance for low- and middle-in-

come countries. This partnership is part of the IAEA's Rays Of Hope initiative, which aims to improve access to high-quality radiation medicine in these regions.



PTW employees took part in the Freiburg Marathon in April 2024 as social runners. PTW donated €10 per runner to the

Bundesverband Kinderhospiz e.V. (German Children's Hospice Association).



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. Interactive learning materials encourage children to take action in their everyday lives and do their bit to solve the problem.



Corporate Governance

At PTW, we envision a future where every aspect of our operations is driven by sustainable business practices that ensure responsible use of resources, fair treatment of employees, suppliers and customers, as well as a commitment to protecting the environment. Through transparent decision-making processes and innovative solutions, we aim to create a world in which radiation dosimetry contributes to a safer

and healthier society, while minimizing our environmental footprint and maximizing social impact. We are committed to sustainable product development and the incorporation of circular economy principles to minimize waste while extending the life of our products through design, reuse and recycling initiatives.

Management Handbook

The management handbook contains PTW's key guidelines, procedures and structures for regulating our business processes, quality standards and compliance requirements. It serves as a guide for all employees to ensure uniform

processes and the achievement of corporate goals. Our environmental management system is also anchored in the management handbook.

Quality and Environment Management

PTW is ISO 13485:2016 certified, which confirms our commitment to maintaining high standards in the manufacture of medical devices. In 2024, we implemented an environmental management system that has been EMAS (Eco-Management and Audit Scheme) certified since October 2024. EMAS certification goes beyond ISO 14001 certification, which means that we have also successfully obtained it. These certifications

are important milestones on our path to greater sustainability. They reflect our commitment to continuous improvement and sustainable practices that enable us to meet the growing demand of our customers while exceeding applicable regulations. This demonstrates our balanced focus on quality, safety and environmental responsibility in our operations.

Certified according to
ISO 13485:2016

Certified according to
ISO 14001:2015



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 environmental risks.

Continuous Improvement Process

PTW maintains two fundamental Continuous Improvement Processes (CIPs): the Vertical CIP and the Horizontal CIP. The Vertical CIP involves the leadership defining guidelines for processes, providing necessary resources, monitoring these processes through regular management reviews, and deter-

mining corrective actions. The Horizontal CIP ensures that customer requirements are met through our processes, leading to product and service outputs. Feedback from customers, including satisfaction, complaints, and product observations, leads to the redefinition or improvement of these processes.

Whistleblower Protection

PTW has established a reporting channel in accordance with the new Whistleblower Protection Act to protect individuals who report violations of the law or serious misconduct. This initiative ensures that employees who learn of such incidents in the course of their work can report them safely and are protected from discrimination based on their actions. The portal, which is managed by an independent party to maintain

neutrality and comply with data protection laws, enables anonymous reporting and thus ensures the confidentiality and safety of whistleblowers. Detailed information or the possibility to report can be found on the PTW Whistleblower Portal at: ptwdosimetry.hinweisgeberportal-mittelstand.de

Code of Conduct

Our actions are based on a responsible ethical understanding and always comply with the applicable legal framework. These principles are formulated in our "Code of Conduct"

and form the basis for our responsible and sustainable actions. The following topics are addressed in the Code of Conduct:

- Compliance with laws
- Corruption
- Fair competition
- Prevention of money laundering
- Protection of information and intellectual property
- Data protection
- Export control
- Avoidance of conflicts of interest
- Health and safety
- Remuneration and working hours
- Compliance with human rights
- Prohibition of child labor
- Prohibition of forced labor
- Freedom of association and collective bargaining
- Promotion of variety and diversity, equal opportunities
- Environment, energy and climate protection
- Dealing with conflict minerals





Sustainability at PTW

Our commitment to ecological and social responsibility plays a central role in our company policy.

Our efforts to analyze and reduce CO₂ emissions with the clear goal of achieving CO₂e neutrality by 2030 (Scope 1 & 2) demonstrate a proactive approach to tackling climate change. Strict adherence to environmental and quality standards, including the newly obtained EMAS and ISO certifications, reflects PTW's dedication to maintaining high operational standards while minimizing ecological impact.

Furthermore, PTW places great importance on social responsibility with initiatives aimed at creating a supportive and fair work environment, promoting health and well-being, as well as supporting continuous learning and personal development. By strictly adhering to regulations, robust risk management, and a deeply ingrained culture of continuous improvement, PTW not only fulfills its current environmental responsibilities but also paves the way for a more sustainable and resilient society.

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