



LUSINI Group

Sustainability Report

2026 / 2027

Responsibility for the environment, people and value creation – our voluntary report on goals, measures and progress on the way to becoming a sustainable company.

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Editorial of the Management Board

For us, sustainability is not a short-term goal or a marketing promise, but an expression of an entrepreneurial attitude that has grown over many years. It shapes our daily actions – towards the environment, employees, business partners and customers – and is firmly anchored in our identity as a family-run company.

As a medium-sized company, we know that responsible development requires time, prioritization and a sense of proportion. Not everything can be implemented at the same time. This makes it all the more important for us to take a clear, credible course: consistently, step by step, with realistic goals, measurable progress and continuous development in the areas of our value chain that we can influence.

Our understanding of sustainability is holistic. It includes the conscious use of resources, responsible and transparent procurement, ethical action and respect for labour and human rights. In order to systematically anchor these topics and manage them in a comprehensible way, we have set up our own sustainability management system. Regular participation in the EcoVadis rating helps us to have our performance evaluated and classified externally, to identify weaknesses and to continuously improve.

This report was prepared voluntarily and serves as a transparent presentation of our sustainability activities and goals. It is based on internal data collection and is not subject to any statutory reporting obligation under CSRD. It outlines where we are today, what we've already accomplished, and what steps we're taking next. We see sustainability as a path that we shape consciously, honestly and with long-term responsibility – for future generations.

Boris Steinhagen, Tobias Steinbacher, Dr. Daniel Gutting
Management of the LUSINI Group, Wertingen

For passionate hosts. Since 1987.

LUSINI at a glance

The omnichannel provider LUSINI, headquartered in Wertingen, Bavaria, is one of the leading hotel and catering outfitters in the non-food sector in Europe. Founded in 1987 as Hotelwäsche Erwin Müller with four employees, the group of companies is now present in Europe with around 650 employees in 14 countries and two purchasing offices in India and China.

With high standards of innovation, design, quality and customer orientation, LUSINI carries 50,000 items from numerous well-known premium restaurant brands as well as its own brands VEGA, ERWIN M., JOBELINE, PULSIVA and V-Touch on its online marketplace. As a full-service supplier, we accompany our customers holistically – from the initial concept to long-term, partnership-based support.

> 50,000

Items in the online marketplace with own brands and premium gastro brands.

~ 650

Employees in Europe and in the Asian purchasing offices.

14

countries in Europe.

In **14** countries with 8 locations in Europe



Our self-image

Vision, Mission and Path

Our actions follow a clear self-image. Vision, mission and our common path provide orientation – internally for our employees and externally for our customers and partners.

VISION

Everyone feels really comfortable with their host.

For our employees, we are their professional home – a place where they work with pleasure, joy and professionalism and where everyone can get involved.

MISSION

With us as a partner, every host creates places with an appealing ambience in an uncomplicated way.

We support them in permanently optimising the quality of their offers and service and ensuring their profitability in the long term.

OUR PATH

We are a respected employer and offer attractive jobs.

All employees contribute responsibly to the company's success through motivation and qualifications. We work on an equal footing – on the basis of our shared corporate values.

The basis of our actions

Our seven values

For us, values are more than words on paper. Seven core values form the foundation of our corporate culture and shape how we treat each other, partners and customers.

1

PASSION

Passion for products, customers and business models – and the joy of new challenges drive us every day.

2

DYNAMICS

We identify opportunities and risks at an early stage, evaluate them prudently and continuously create added value for the future.

3

COMMUNITY SPIRIT

We are all pulling together. Specialization and diversity are the basis of successful cooperation.

4

OPENNESS

We are open and honest with each other. Clear, timely feedback is an integral part of our culture.

5

RESPECT

Mutual appreciation and honesty characterize our dealings. Tough on the matter – fair to the people.

6

TRUST

Trust is built when we keep promises. It acquires consistency in values and performance day after day.

7

RESPONSIBILITY

We make conscious decisions and take responsibility – in a structured, cost-conscious manner and with clear goals.



EMPLOYEE SURVEY
SINCE 2009

83 %

of employees confirm that our seven values are actually lived in everyday work.



Our history

Family business since 1987

LUSINI is 100% family-owned and has been a cross-generational family business since its foundation in 1987. The region has always been the home and birthplace of our founder – a rootedness that still shapes our thinking today: long-term, responsible and with the clear aspiration to create lasting values for future generations.



Erwin Müller Jr. and Erwin Müller Sr. founded the company in 1987.



Company premises today – still at the headquarters in Wertingen, Bavaria.

Founding of
Hotelwäsche
Erwin Müller

1987

Market launch of the
VEGA brand

1993

New Administration &
Logistics Building

1999

Subsidiaries CH, ES, SE,
IT, NL & Office Shanghai,
brand PULSIVA

2003–2008

Market entry Norway

2013

LUSINI umbrella
brand; Market entry
Denmark

2021

Market entry
Portugal

2024

1990

New shipping and
logistics building

1995

Branch Office Austria

2000

Branch France

2009

Group structure, new
logistics center

2015

Market entry Belgium
& Luxembourg, Office
India

2023

Croatia Branch

Sustainability Management System

Control, evaluation and responsibility



POLICIES AND OBJECTIVES

Our sustainability goals are regularly reviewed and continuously developed. As part of annual reviews, we evaluate existing goals in terms of their effectiveness, relevance and feasibility. In doing so, we take into account external requirements and regulatory developments as well as internal changes within the company. On this basis, we define new measures and set ambitious yet realistic goals to further improve our sustainability performance step by step.

IMPLEMENTATION

The implementation of our sustainability strategy has an impact on all divisions and branches across divisions and locations. Responsibilities are clearly defined, measures are developed depending on the topic, location or responsibility and implemented both locally and throughout the Group. Through active exchange between the departments, we promote a permanent anchoring in the operational business and work to gradually take sustainability aspects more into account in our own processes and in the areas of the value chain that we can influence.



RESPONSIBILITY

Ruth Lorenz · Sustainability Manager

Beate Lahmer · Head of Procurement

Daniel Müller · Shareholder

Boris Steinhagen · CEO LUSINI Group

RESULTS AND REPORTING

The development and implementation of our sustainability measures is continuously monitored and documented. Semi-annual reports to the management and shareholders contribute to transparency on progress and results as well as to the identification of potential. Through this structured reporting process, we create a reliable basis for strategic decisions and the continuous development of our sustainability management.

RATING

The annual participation in the EcoVadis rating enables us to carry out an external assessment in the areas of the environment, labour and human rights, ethics and procurement on the basis of a globally standardised methodology. For us, it is both confirmation and impulse.

LUSINI GROUP GMBH

LUSINI GROUP GMBH has earned a **Committed Badge** in their **EcoVadis** assessment, which is a recognition of their good performance as per the EcoVadis assessment methodology. [Learn more about EcoVadis Medals & Badges.](#)

[EcoVadis](#) is recognized globally for trusted business sustainability ratings.



valid through April 2027

Sustainability orientation

Four pillars – four target dimensions

Our sustainability orientation is based on overarching ESG topics and the impacts and options for action relevant to LUSINI. The four pillars of environment, product, people and ethics form the framework for our material topics and the goals derived from them.

ENVIRONMENT



KEY TOPICS

- Packaging
- Transport & Logistics
- Energy & CO₂
- Wastemanagement

TARGETS UNTIL 2027

- Increasing the share of renewable energy
- Reduce packaging material
- Training Expanding Sustainability

PRODUCT



KEY TOPICS

- Assortment design
- Advertising material
- Values

TARGETS UNTIL 2027

- Increase the proportion of OEKO-TEX-certified® products
- Submit suppliers to a EUDR risk assessment

HUMAN



KEY TOPICS

- Transparency & Dialogue
- Social Sponsoring

TARGETS UNTIL 2027

- Implementing the requirements of the EU Pay Transparency Directive in the relevant companies
- To further develop the complaints office in accordance with the AGG and to make it visible.
- Whistleblower system for supplier employees

ETHICS



KEY TOPICS

- Compliance

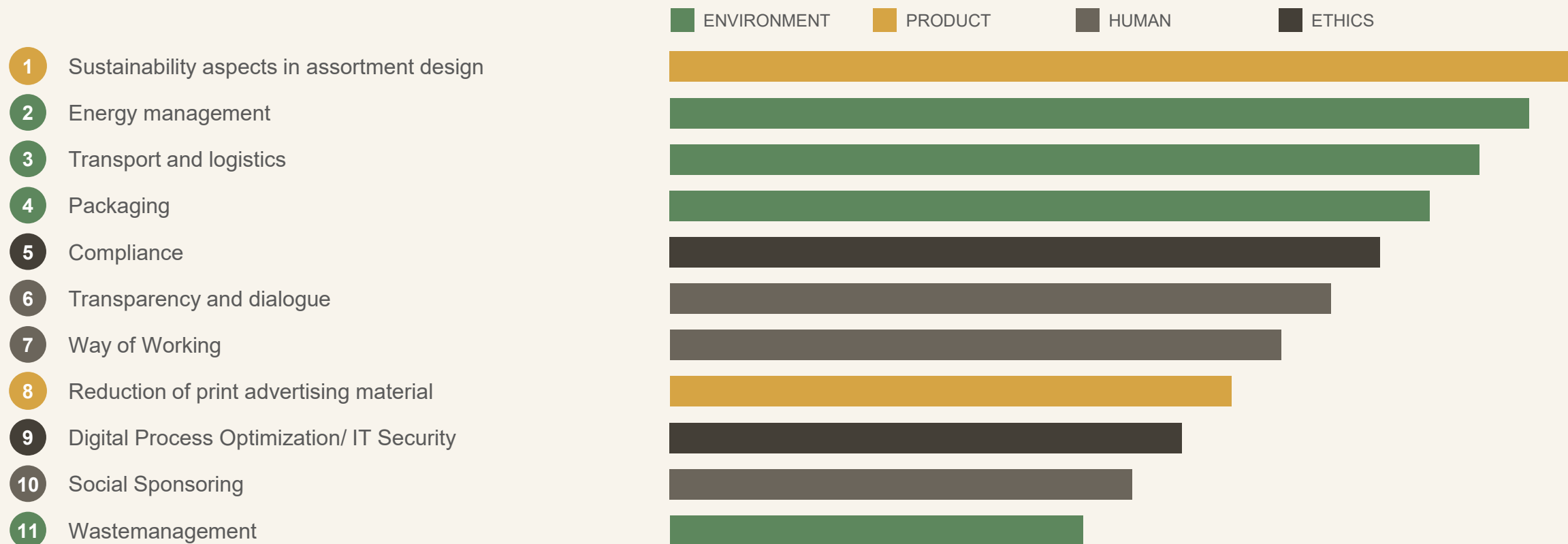
TARGETS UNTIL 2027

- Revise and implement IT/Privacy Security Policy.

Materiality matrix

Our material topics – prioritized

With the involvement of internal and external stakeholders, we assessed topics relevant to LUSINI's sustainability activities. The ranking shown shows the result of this prioritization and serves as a guide for the definition of measures, resources and goals.





—— Part 1

Environment

Responsibility for resources and climate

Packaging and Shipping

Materials we choose consciously

Packaging is an important field of action for us, as the use of materials, transport and product protection are associated with ecological impacts. When selecting materials and partners, we take into account product protection, material use and transport routes. In doing so, we are working on using packaging more in line with demand and gradually reducing the associated consumption of resources.

1 BUBBLE WRAP

As little as possible and as much as necessary. We need bubble wrap for shipping fragile goods. The APM bubble wrap we use is only filled with air at our site. According to the provider, climate protection projects for the film are financed by ClimatePartner. Customers can use a QR code to find out about the co-financed climate protection projects.

2 CARDBOARD BOXES

Exclusively from the region, from long-standing partners with high sustainability standards (Kolb Group). All cardboard boxes are FSC-certified. Ten different box sizes create internal complexity, but it allows us to better adapt cardboard boxes to the respective contents and limit unnecessary empty space.

3 STRAPPING

Internal tests show that plastic strapping can be replaced by paper adhesive tapes in many applications – depending on weight, outside temperature and transport conditions.



PACKAGING MATERIAL □ 2025

FSC certified · regional · ClimatePartner

100 %

Cardboard boxes FSC-certified and regionally sourced

since 2021

APM bubble wrap inflated on site

Refurbishment and repair

Instead of disposing: use longer

Our goal is to keep usable products in use for as long as possible. That's why we check returns and used work equipment for repair, refurbishment and resale options. Products that cannot be reused are sent to the respective designated disposal routes.

1 REPAIRING DEVICES

Regardless of the warranty status, we offer our customers repair in our in-house workshop — for a longer product life.

2 RESELLING RETURNS

Returns are checked, processed if necessary and put back on sale. Returns that can no longer be sold as new goods but are usable are resold via a regional B-stock store — so the real waste rate is reduced to a minimum.

3 PREPARATION OF OUR WORK EQUIPMENT

We give discarded laptops, computers and suitable accessories to a specialized service provider for testing and professional refurbishment. Equipment that cannot be reprocessed is professionally recycled or disposed of.



RETURNS VALUE STREAM

The annual return volume of around 9 million euros is divided into:

7 million €

Return of returns to the warehouse

1.4 million €

regional B-goods sales instead of disposal

0.6 million €

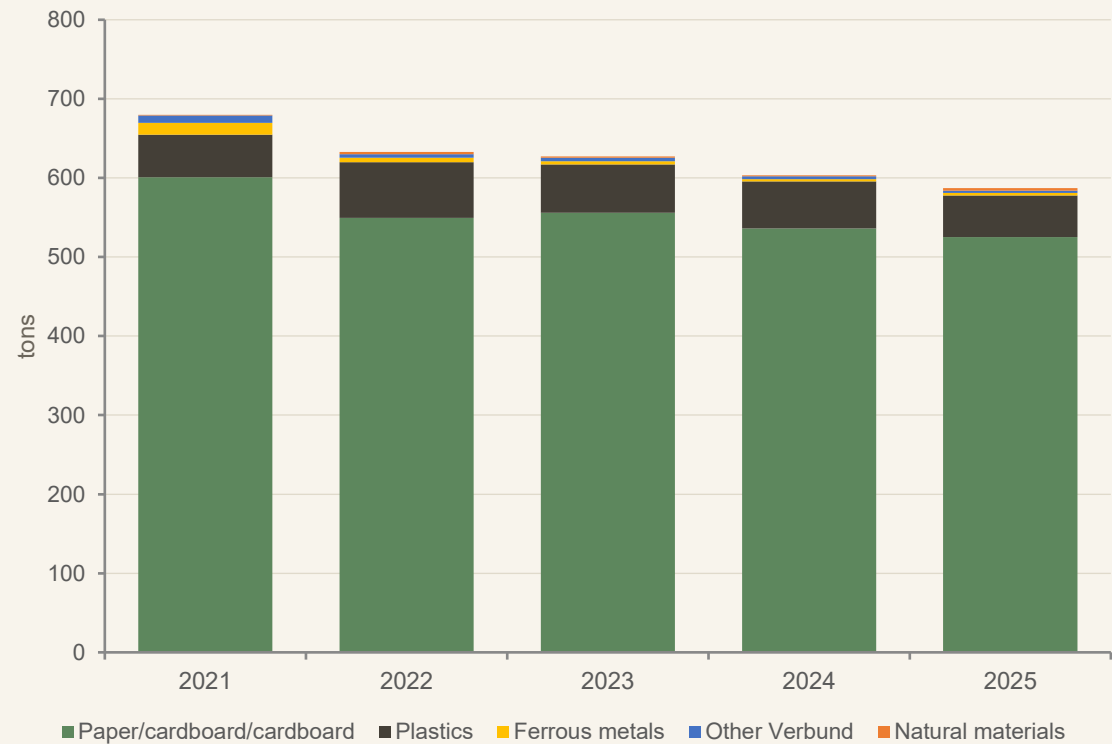
Real, non-usable content, e.g. breakage

Disposal

Avoiding waste, returning recyclable materials

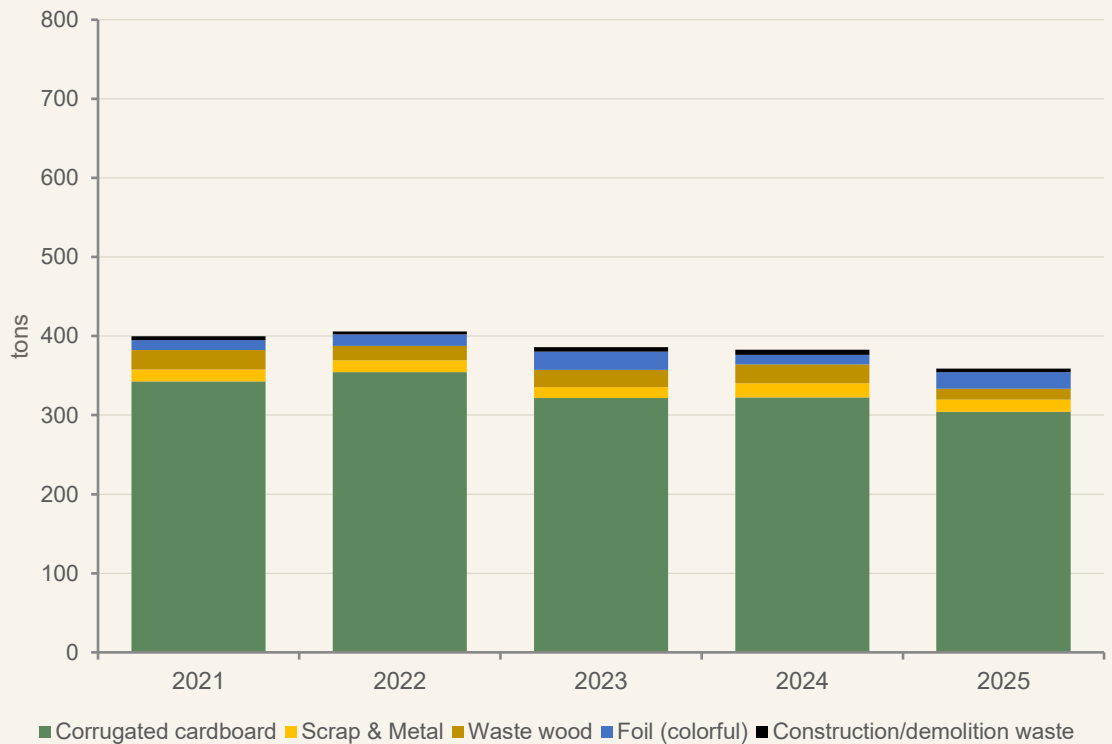
For safe shipping, we need protective packaging. Where materials are suitable for reuse, we use them several times. We regularly review the use of packaging and waste separation and derive measures from this. We separate recyclable materials according to material types and feed them to the intended recycling routes via disposal partners.

Packaging materials placed on the market (LUCID certificates)



In-house waste per year (disposal statistics)

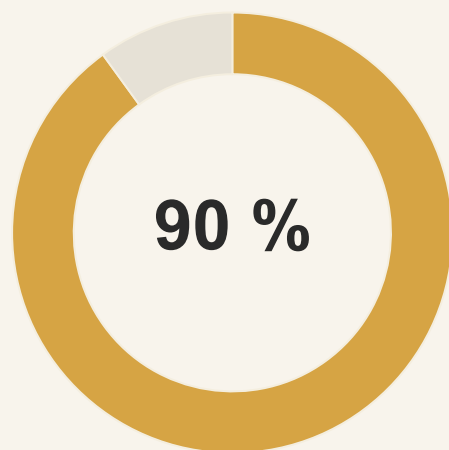
Headquarter Wertingen



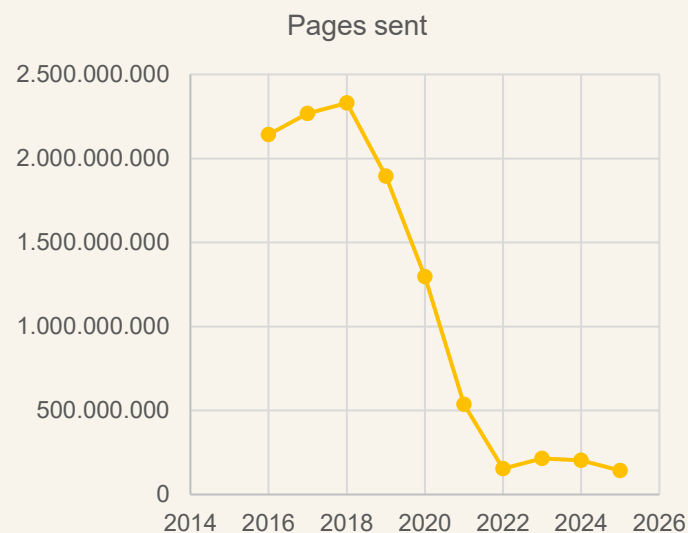
Reduce paper consumption

Digitization instead of printing

With the expansion of digital offerings, the demand for printed catalogs has decreased significantly in several markets. In our markets, we have reduced the circulation of printed catalogs by 90 percent compared to the base year 2016. Customer requirements vary in the markets – where printed catalogues continue to be used, we check the use of materials, print runs, production conditions, packaging and shipping for further reduction possibilities. At the same time, we have digitized internal and external processes – including recruiting, invoices and payroll.



fewer printed catalogues
across Europe since 2016



50%

Reduction of the print volume of our
in-house printers in the last 5 years

40%

fewer printers at headquarters since
2023.

9.000

Sheets of paper **saved per day** —
since switching to email invoices in
2015.

Adapting mobility

Gradually converting the fleet, using vehicles for longer

Our fleet includes conventionally powered vehicles as well as hybrid and electric cars as well as electric scooters. All vehicles are regularly serviced to support their safe use and the longest possible use. Where possible, we refrain from leasing in order to continue using the vehicles for as long as this is technically, economically and safely justifiable.



FLEET - 2025

27 %

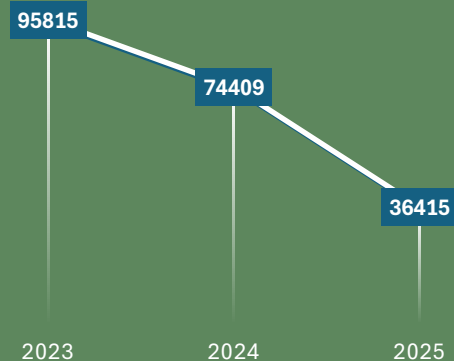
Our Europe-wide fleet of vehicles are electric or hybrid vehicles (March 2026)

> 40%

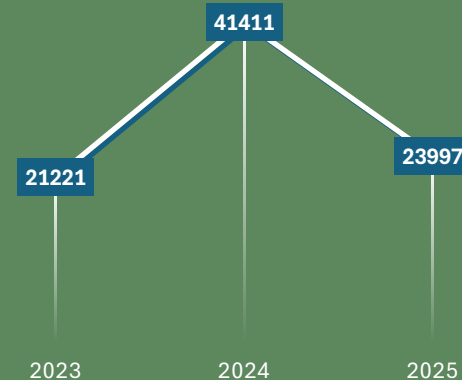
Targeted share of electric and hybrid by the end of 2027



FLIGHT KILOMETERS



RAILWAY KILOMETRES



Saving energy

Conscious, data-based, continuous

At our headquarters in Wertingen, where more than 80% of our employees work, we operate a systematic energy management system. Regular energy audits demonstrate the effectiveness of our measures and reveal further potential. In the office and logistics buildings at the Wertingen site, no permanently installed air conditioning systems are used for general room cooling.

1 LED CHANGEOVER

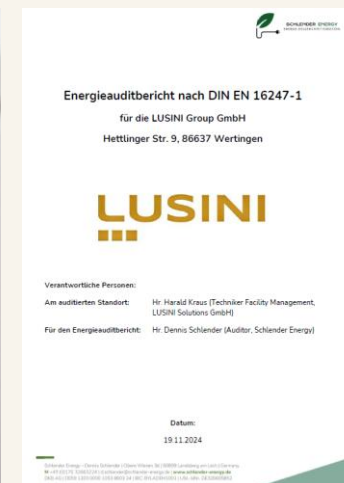
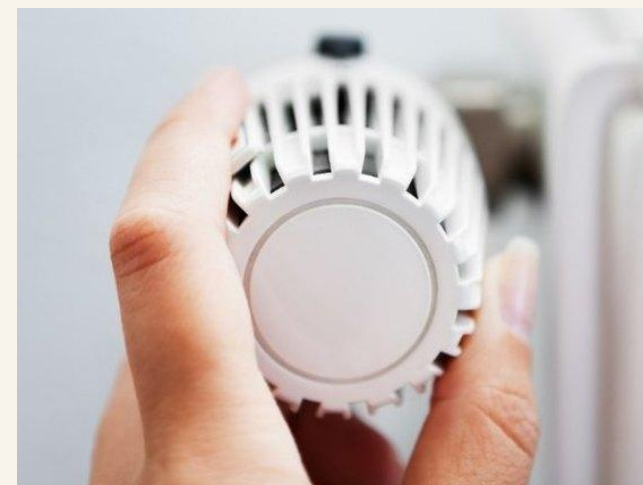
Successive conversion of all lighting systems to efficient LED technology over the last few years at the Wertingen headquarters.

2 HEATING INVESTMENTS

An extensive renovation of the heating system in 2022 aimed to operate the system more in line with demand and reduce energy consumption.

3 NEXT STEPS

By 2027, we want to increase the share of renewable energies in the electricity purchased at the Wertingen site. For this purpose, the construction of a photovoltaic system is in projection.



⚡ ENERGY - HEADQUARTERS WERTINGEN

133,000 kW/h

Savings since 2017 through conversion to LED at the Wertingen headquarters

0

Air conditioning systems — conscious renunciation in all office and logistics buildings at the Wertingen headquarters

Environment

Managing green spaces

DIFFERENTIATED GREEN SPACE MANAGEMENT

Our green space management follows a differentiated approach depending on use and site conditions. Sealed areas are deliberately limited to what is necessary, while natural meadow areas are deliberately preserved and only extensively maintained. Roof areas will be greened. Retreat and feeding areas for plants and animals are thus preserved or developed.



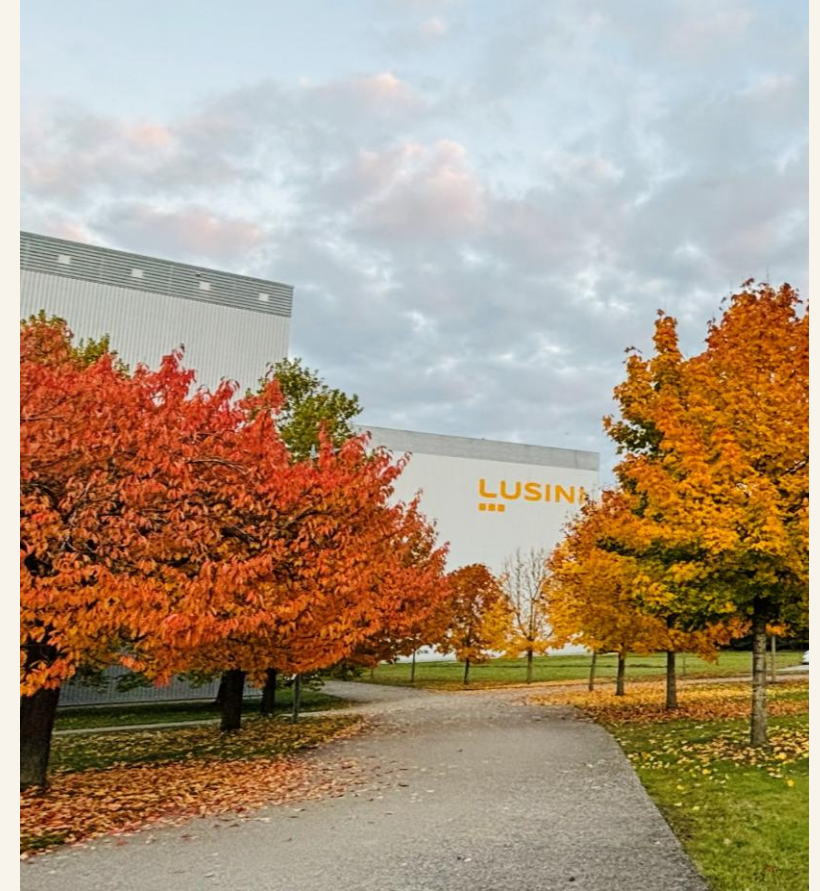
For over 25 years, the flock of sheep of a regional shepherd has been grazing our meadows and thus supporting natural land management.

WATER STORAGE AND HEAVY RAIN MANAGEMENT

Responsible use of water is part of our environmental management. At the Wertingen site, underground retention systems absorb rainwater. They serve to temporarily store water and relieve the drainage infrastructure in the event of heavy rainfall.

In addition, we have the possible effects of heavy rainfall events investigated on a recurring basis. The results help us to assess risks and derive appropriate protective measures for buildings and infrastructure.

This forward-looking approach enables us to optimize water consumption as well as minimize the effects of extreme weather events and to make our site climate-resilient in the long term.



135 deciduous trees

They are between 7 and 25 metres high and are located at our company headquarters in Wertingen - plus a meadow orchard and a small forest.



—— Part 2

Procurement

Long-term partnerships

Our path

How we define sustainability in procurement

When procuring, we take into account product characteristics, legal requirements as well as environmental, labour and human rights aspects. To this end, we define requirements for products and suppliers, obtain evidence and review selected suppliers on a risk-based basis. At the same time, we are working to enable repair, reuse and resale where technically and economically feasible. Three key focus areas of our procurement and product requirements are:

1 MATERIALS

Our products are subject to legal requirements and defined limit values for certain substances. Depending on the product group, we request appropriate test reports, verifications or certificates (examples: food safety, fire protection, OEKO-TEX® Standard 100)

2 LIFE CYCLE

For suitable product groups, we offer a long-term repurchase service and repair options. Returns are checked for their continued usability. Depending on their condition, they are stored again, processed, repaired or resold as B-goods. Our elaborate returns management system reduces the number of returns that really need to be disposed of to a minimum.

3 SOCIAL STANDARDS

Our requirements for suppliers include labor and human rights, occupational health and safety, and business conduct with integrity and legal compliance. They are set out in our Code of Conduct, among other things. As of March 31, 2026, 100 percent of active direct suppliers in Asia had recognized it. Suppliers and production facilities selected on a risk-based basis are audited according to a defined audit plan.



PROCUREMENT - 2025 / 2026

60 %

Products from
European
production

150

from 260 suppliers
> 10 years with us

100 %

Far East suppliers
with Code of
Conduct

Climate footprint

Our focus is on direct and energy-related emissions

When it comes to recording and managing our greenhouse gas emissions, we are currently concentrating on Scope 1 and Scope 2. These include direct emissions from own or controlled sources as well as indirect emissions from purchased energy. In these areas, we can exert influence through technical measures, energy consumption and energy procurement, among other things. The recording of relevant Scope 3 emissions from the upstream and downstream value chain will be gradually expanded.

1

INCREASE THE SHARE OF PRODUCTS WITH SUSTAINABILITY CERTIFICATIONS

Systematically expand the share of the product range with recognised, independently audited sustainability seals.

2

MINDFUL MATERIAL SELECTION

For suitable product groups, we take into account defined requirements for materials, origin and processing. The criteria and required evidence are determined depending on the respective product group.

3

CREATING TRANSPARENCY

Present available information on materials, certifications and selected product properties in a comprehensible way for customers

4

EVOLVING THE SUPPLY CHAIN

Further anchoring environmental and social requirements in supplier processes and reviewing their implementation on a risk-based basis.

Product markings and certifications

What selected labels and external seals say in concrete terms.

Trust is built through independent auditing. We record the proportion of selected certified products and work to increase it in suitable product ranges. External certifications and product markings can provide information on selected properties, materials, or manufacturing conditions. The labels presented refer to different requirements – for example, the origin of wood-based materials, tests for harmful substances in textiles, the traceability of down and feathers or environmental criteria for certain product groups. They apply to the products labelled accordingly.



Das Zeichen für
verantwortungsvolle
Waldwirtschaft

FSC

Responsible forest management. FSC® labels products made of wood or wood fibres whose material origin is controlled according to the specifications of the Forest Stewardship Council - along the entire supply chain.



OEKO-TEX®

Tested textile safety. STANDARD 100 by OEKO-TEX® identifies textiles whose components have been tested against a defined list of regulated and other substances that are potentially harmful to health.



DOWNPASS

Ethically sourced. DOWNPASS labels products with down and feathers whose origin is traceable according to the specifications of the standard. Audits of the supply chain are planned as well as quality checks.



Nordic Swan

The Nordic Swan is the official Nordic Ecolabel. For the respective product group, defined requirements apply to relevant environmental aspects over various phases of the product life cycle – from raw materials and production to use, recycling and disposal.



Made in Germany

The main production of the product took place in Germany or at least a decisive part of the value added through assembly or refinement in Germany.

Passing it on

Multiplying sustainability – with customers and their guests

For us, sustainability does not end at the delivery note. We provide our customers with selected information on products and certifications and offer tools that hotels can use to involve their guests in concrete actions. Two examples show how this is implemented in individual markets and in everyday hotel life.


EXAMPLE

MARKET FRANCE

"Les Clefs Vertes"

An example from our French market: With the purchase of a bathrobe from this collection, the customer receives points for the French sustainability program in the gastronomy and hotel industry – a direct, visible link between the product range and lived sustainability performance.




ERWIN M.
 Peignoir Mino , kimono, coton, maille piquée
 Taille S/M taupe
 ★★★★★ 5 (2.019)
 44,90 €
 par pièce (TVA incluse 53,88 € hors 2015.005)

Votre partenaire de confiance dans 14 pays - depuis 1987
 Des conseils personnalisés au : 02 67 75 03 35
 Plus de 630 000 clients de l'hôtellerie-restauration satisfaits

Numéro d'article : 030252340

Peignoir Mino coupe Kimono en piqué de coton gaufré

Ce peignoir mixte en piqué de coton gaufré, léger et de grande qualité, est le choix idéal pour les hôtels et les établissements wellness/spa. Fabriqué en 100 % coton, il conviendra par son confort agréable et respirant et son aspect élégant. La coupe kimono avec manches 7/8, deux poches plaquées pratiques et une ceinture à nouer, allie confort et style.

- piqué gaufré 100 % coton (220 g/m²)
- léger et respirant
- coupe kimono avec manches longues 7/8
- disponible en trois tailles - longueur totale 126 cm pour la taille L/XL
- deux poches plaquées
- ceinture à nouer
- idéal pour les hôtels, les établissements wellness/spa
- personnalisable
- certifié OEKO-TEX® Standard 100, ce qui garantit la fabrication de textiles dans le respect des normes écologiques et humaines les plus strictes
- donne droit à des points pour le calcul d'attribution des étoiles hôtelières en France

Info : Le produit atteint sa taille définitive après trois lavages.

Donne droit à des points pour le calcul d'attribution des étoiles hôtelières en France.

Avis ★★★★★ 5 (2.019)

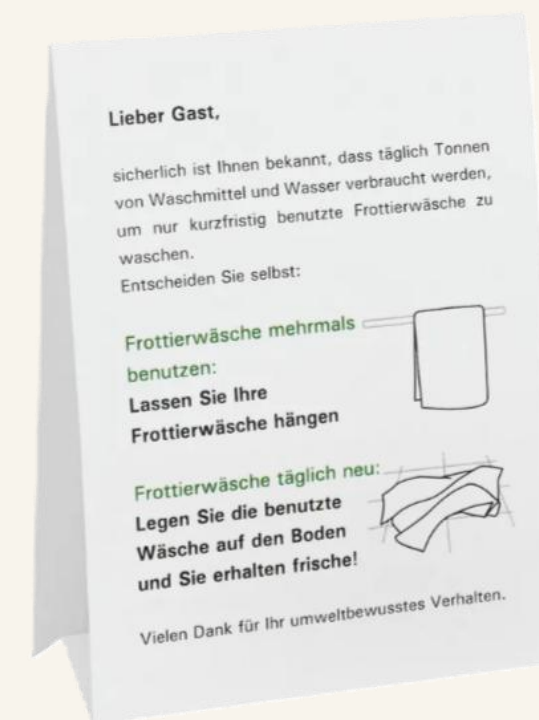





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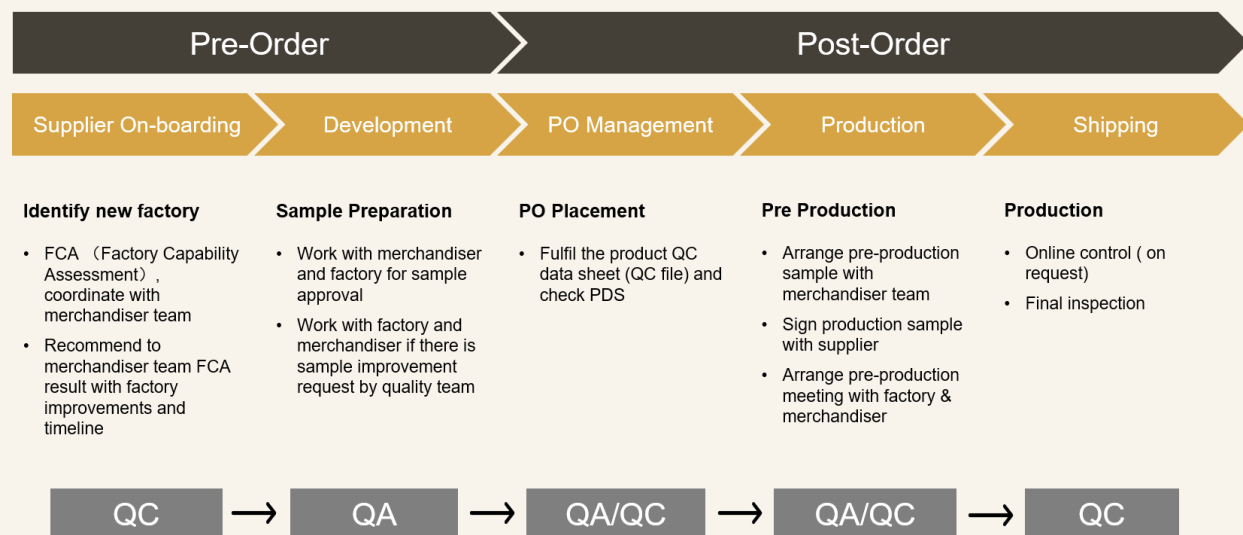


Quality Management

On-site inspections at selected suppliers and production facilities

Quality is the result of clear requirements and recurring inspections. Our quality management process accompanies different phases of procurement and production – from the selection and evaluation of the production site to sample and pre-series testing to production control and final inspection. The test measures that are carried out depend on the product, order and risk assessment, among other things. Our purchasing teams in China and India support coordination with suppliers and production facilities as well as the implementation of on-site inspections.

Production Quality Control Process – QA and QC



Personal partnerships

Local trust – grown over decades

Our cooperation with suppliers in Europe and Asia is geared towards long-term business relationships. In doing so, we attach great importance to regular exchange, clearly formulated requirements and reliable cooperation in the implementation of agreed measures.

The personal contact on site helps us to better understand production conditions, coordinate quality requirements and process any deviations detected with the respective suppliers and production facilities. In addition, the requirements set out in the LUSINI Code of Conduct apply.



PARTNERSHIPS - 2025

100 %

the 2026 active direct suppliers in Asia have signed the LUSINI Code of Conduct.

every 2 years

Personal audit on site — at every Asian supplier



Maximize product life

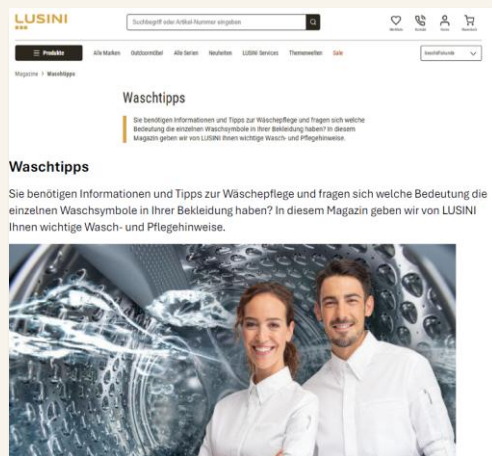
Care instructions and repurchase service

We want to help ensure that products can be used for as long as possible. To this end, we provide information on care, maintenance and proper use. Repurchase options and spare parts can also help replace individual damaged or worn components instead of replacing an entire product or equipment.

1

CARE INSTRUCTIONS

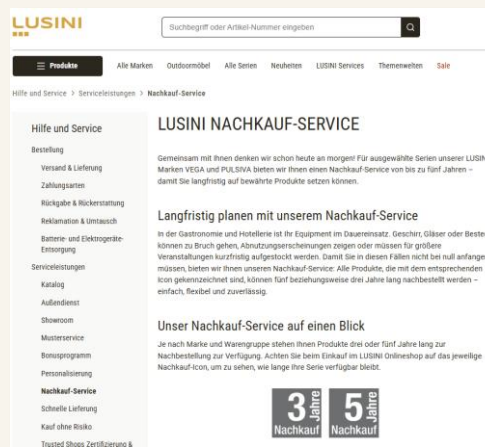
For products in need of care and maintenance, we provide detailed care and maintenance instructions as accompanying material or digitally in the online shop. They support proper use. We hope that this will preserve function and product properties for longer.



2

FOLLOW-UP SERVICE

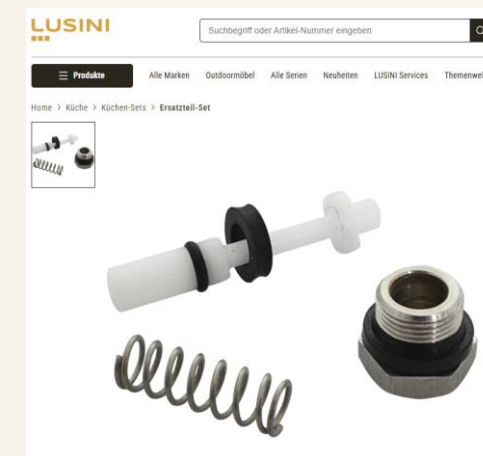
Selected product series can still be purchased after up to five years, so that our customers are not forced to replace an entire series, but can build on it for many years and only buy broken individual parts (e.g. plates).



3

SPARE PARTS

An extensive range of spare parts enables our customers to buy typical wear parts. This can avoid replacing the complete product.





Part 3

People

Labour and human rights

Way of Working

Our way of working together

In June 2021, we launched THE LUSINI WAY OF WORKING – with the aim of making the way we work visible, understandable and applicable in practice. Leadership defines the strategic guidelines and agrees on goals through open dialogue, while employees independently shape the path towards achieving them. This puts results and trust at the centre.

THE 5 PRINCIPLES OF OUR WAY OF WORKING

- 1 Work outcome-based
- 2 Work anywhere
- 3 Work anytime
- 4 Work digital
- 5 Travel less

” QUOTE

Every colleague should make the best possible contribution to our corporate goals – and at the same time comply with personal preferences wherever possible.

Boris Steinhagen, CEO LUSINI Group

650

Employees

66 %

Women's quota

40 %

Women in top management

10 years

Social Intranet

Occupational safety

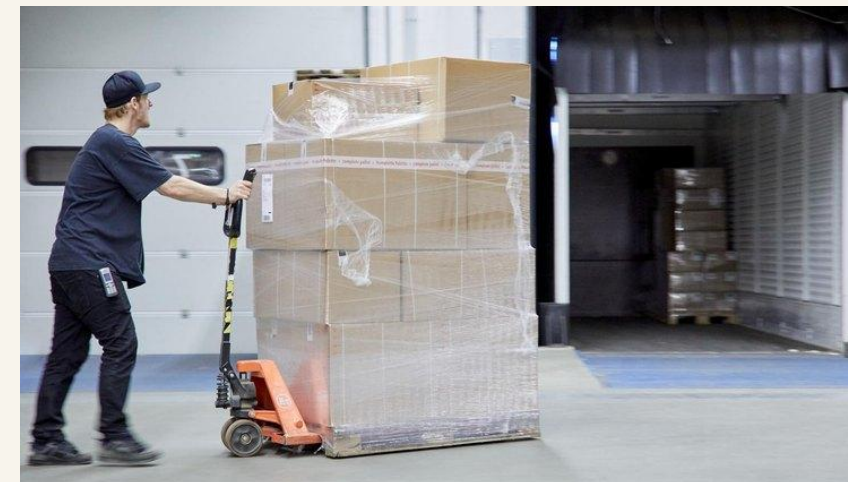
Vision Zero Accidents

The LUSINI Group is committed to protecting and continuously improving the safety and health of all employees at all locations. Our goal is a safe and healthy working environment – characterized by zero accidents, a high level of safety awareness, professional emergency competence and consistent risk reduction.

1 DEKRA SAFETY SPECIALIST
External expertise for the independent evaluation and implementation of our security standards.

2 COMPANY DOCTOR
Regular health care and occupational health care directly on site.

3 INTERNAL SAFETY OFFICER
Daily operationalization — direct contact person for all employees.



SECURITY □ 2025

7

minor accidents at work in logistics with 360,000 working hours in logistics.

33/51

33 initial and 51 fire protection assistants far exceed the legal requirements.

4 ×

The safety committee meets annually, plans measures, analyzes incidents and minimizes the risk.

Health Management

Three core areas — prioritized based on data

In addition to the legal requirements, we have established a company health management system – fed by regular employee surveys. We are currently concentrating our offerings on back health, mental health and nutrition, as these topics are highly relevant in the internal evaluations.

1

BACK

Accompanied by sports scientists and physiotherapists: a program tailored to the working conditions — Happy Back, Happy Shoulder, Business Yoga, Body Driving License and a bike leasing offer.

2.632

Health actions adopted in 2023

2

MENTAL HEALTH

Time and stress management, communication, healthy leadership. External trainers support and train our employees and managers, and platforms complement the offer with webinars or videos.

3.549

Health Actions Adopted in 2024

3

NUTRITION

Healthy lunch from the ÖGE-certified company gourmet menu. Regional products, focus on vitamins and balanced composition as well as calorie-controlled lines. The ÖGE seal of approval guarantees nutrient-optimised menus according to scientific standards that promote health and balance.

4.956

Health actions adopted in 2025



Career Management

In-house academy and individual development

An important basis of our career management is the annual employee appraisal, which has been an integral part of our corporate culture since 2002. We discuss individual wishes, development opportunities and potential – and specifically promote further training, career paths and leadership skills. A key element is our in-house academy, which offers a broad range of practical training and development opportunities for all employees.



LEADERSHIP DEVELOPMENT

30 %

of managers were developed internally –
grown from within the company's own ranks

since 2002

Annual appraisal interview as an integral
part of our culture



Diversity and inclusion

Strengthen diversity. Promoting equal participation.

Diversity, equality and mutual respect are among the principles of our cooperation. Our goal is a working environment that takes into account different perspectives and prerequisites and supports equal participation. Discrimination and harassment will not be tolerated.

As a family-owned company, we want to promote professional cooperation and also open up prospects for people who encounter particular barriers in accessing the labour market.

66 %

Proportion of women in the total workforce.

40 %

Women in top management.

www.lusini-corporate.de

24 %

Groups of employees worthy of protection
(Employees with a degree of disability or employees over 55 years of age)



Reconciling family and career

Career and family – flexible and reliable

As a family-owned company, the compatibility of family and career is particularly important to us. Flexible working time models and individual solutions support our employees in combining professional and private requirements well. We create an environment that actively promotes understanding, reliability and mutual consideration.

48 %

of employees at the Wertingen site work part-time.

Regularly changing additional offers complement the fixed services for our employees .

30 days

contractual annual leave for a five-day week for employees in Germany.



WORK-LIFE-BALANCE

- 30 Tage Jahresurlaub
- Sonderurlaub bei bestimmten Anlässen
- Gleitzeit und individuelle Teilzeitmodelle
- Individuelle Freistellung nach Bedarf
- LUSINI Way of Working
- Kinderbetreuung
- Wir feiern deine Konzernzugehörigkeit
- Gemeinsam Feste feiern, wie bspw. Weihnachtsfeier
- Workation in einem europäischen Wirtschaftsraum
- Betriebliches Gesundheitsmanagement

Unsere Benefits für Dich!

FINANZEN

- Betriebliche Altersvorsorge oder Vermögenswirksame Leistungen
- Gutscheine zu besonderen Anlässen
- Mitarbeiter-verben-Mitarbeiter-Prämie
- Personalrabatt auf unsere Produkte
- Fahrradleasing

ESSENSZUSCHUSS

- Mitarbeiterrabatte bei regionalen Anbietern
- Kostenlos Wasser und Kaffee vor Ort
- Bezuschusstes Mittagsangebot

Gut versorgt in der Mittagspause!

DEINE BERUFLICHE HEIMAT

- Strukturiertes Onboarding
- Gelebte Eigenverantwortung durch unseren Way of Working
- Herzliche und dynamische Kultur

Werde Teil der LUSINI Familie.



—— Part 4

Ethics

Integrity and responsibility

Compliance & Whistleblower System

Clear rules. Transparent paths.

Integrity and responsible action are integral parts of our corporate culture. Clear rules, transparency and mutual respect create trust and form the basis for sustainable, reliable business relationships. The corresponding regulations apply at all LUSINI Group locations.

1 COMPLIANCE POLICY

The compliance guideline contains binding rules of conduct for the employees of the LUSINI Group. It is reviewed on a regular basis and in the event of relevant legal or organisational changes. Training and internal information support the application in everyday work.

2 WHISTLEBLOWER SYSTEM

Employees and external business partners can use the whistleblower system to report possible violations confidentially. The identity of the reporting persons and those named in the report is protected within the framework of the legal requirements. Discrimination due to a justified report will not be tolerated.

3 TRANSPARENCY ADDRESS

Employees, customers, suppliers and other business partners can contact LUSINI with questions, suggestions or complaints via a central e-mail address (transparency@lusini.com).



WHISTLEBLOWER SYSTEM

0

In the period from July 2023 to July 2026, no reports were received via the whistleblower system.



Information Management

Identify risks. Take precautions. Imparting knowledge.

The protection of personal data and business-relevant information is of great importance to LUSINI as an internationally active company. We take a structured, four-step approach to systematically capture risks and keep our entire workforce empowered and vigilant.

1

ASSESS RISKS

Systematic analysis of threat situations – from cyber threats to possible data protection gaps.

Information security and data protection risks are recorded and assessed with the help of defined procedures and systems. The results are regularly reviewed by the management, risk management and the responsible departments.

2

REDUCE RISKS

Technical and organisational protective measures are defined on the basis of the risk assessment.

These include, for example, access concepts, encryption and security requirements for system architectures. The measures are regularly reviewed and adapted in the event of technical, organisational or risk-related changes.

3

TAKE PRECAUTIONS

Emergency plans, backup strategies and restart concepts are used to prepare for security incidents and system failures. The existing processes and measures are regularly reviewed and adapted if necessary. Defined policies and controls help protect the confidentiality, integrity, and availability of information and systems.

4

TRAININGS

All employees take part in mandatory training courses on data protection and information security every year. Further awareness-raising measures complement the mandatory training courses and provide tips for the safe handling of information and systems.

Social commitment

Supporting Social Inclusion and Stronger Local Communities

Our community engagement focuses primarily on organisations and initiatives in the local region. We support social, cultural and charitable projects through financial and in-kind donations. Our support is guided by specific local needs and, in some cases, by long-standing relationships with organisations in the community.



EXAMPLES

- **The**
Bunte Kreis supports families with seriously or chronically ill children, children with cancer and premature babies through socio-medical aftercare.
- **Wertingen's Music Story and WERTvollIZUZUmen**
Volunteer initiatives that strengthen togetherness in Wertingen with cultural and musical offerings and involve children and young people in particular.
- **Local non-profit associations, Wertingen Youth Centre**
We support other non-profit associations and institutions in the region with monetary donations or products from our range, depending on your needs. These include, among other things, the Wertingen youth centre.

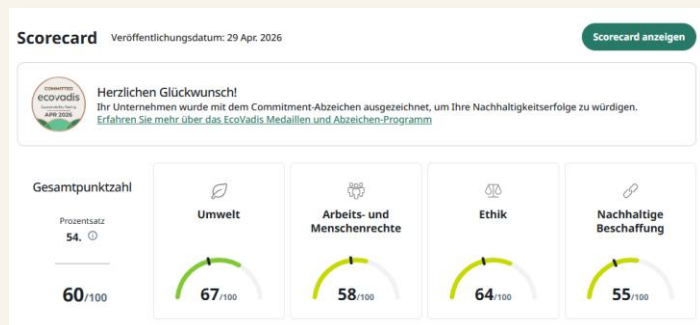


Our priorities until 2030

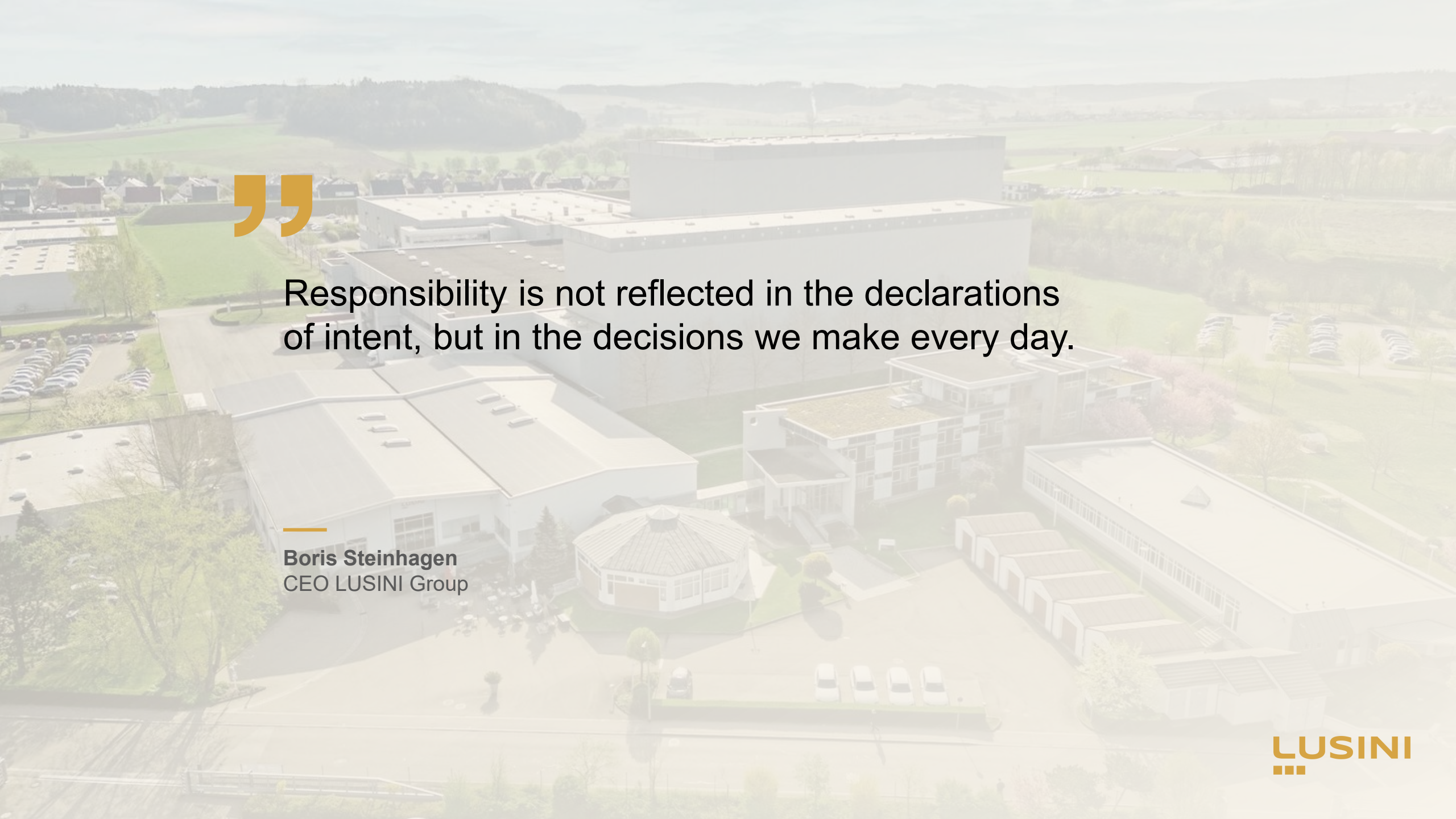
Outlook

We understand sustainability as an ongoing development process. By 2030, we want to further develop existing measures in the areas of the environment, product, people and ethics and set additional priorities. The following topics show the currently planned orientation. Concrete target values and measures are defined and reviewed as part of our annual planning.

 ENVIRONMENT	 PRODUCT	 HUMAN	 ETHICS
TARGETS UNTIL 2030 • Reduction of waste volumes • Increase the share of battery-electric vehicles in the company car fleet • Photovoltaic system commissioned at the Wertingen site	TARGETS UNTIL 2030 • Increase the proportion of suppliers who meet defined environmental and social requirements. • Expand your range of repairs	TARGETS UNTIL 2030 • Expanding continuing education opportunities in line with demand • Increase employee satisfaction	TARGETS UNTIL 2030 • Update compliance policies and increase training rates, • Further announcement of the address "transparency@lusini.com"



Our goal is an EcoVadis bronze medal.



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Responsibility is not reflected in the declarations of intent, but in the decisions we make every day.

Boris Steinhagen
CEO LUSINI Group

LUSINI
III



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