

# 2025

Sustainability Report (Non-financial statement)

# NON-FINANCIAL STATEMENT

## Reporting information

Viscom SE, Hanover, (hereinafter referred to as 'Viscom SE' or 'the Company') is the parent company of the Viscom Group (hereinafter referred to as 'Viscom'). This section of the report relates to the financial year 2025. Viscom SE publishes a voluntary sustainability report. There is no legal obligation to do so.

The materiality analysis on which this reporting is based was prepared and further developed in the 2024 financial year in accordance with the guidelines set out in the ESRS. Unless otherwise stated, this reporting relates to Viscom SE, which is the parent company of the Viscom Group in terms of revenue and the number of employees. Furthermore, Viscom develops, produces and manufactures exclusively at its site in Hanover, the home base of Viscom SE. Key figures that take the value chain into account are not included in the non-financial reporting for the past financial year. The previous year's figures are calculated using the same methodology as that applied to the figures for 2025. As with financial reporting, the medium-term horizon covers a period of one to five years, whilst the long-term horizon extends beyond five years.

## Strategy, business model and value chain

For a description of the Viscom Group's business model, please refer to the detailed information provided in the 2025 Group Management Report under the heading "Basic information on the Group".

EU-imposed export and import restrictions and bans (embargoes) apply to certain Viscom products, goods, software and services for specific markets (e.g. Russia, Belarus, etc.). Due to the homogeneity of the customer groups, the independence of locations and the fact that they all affect inspection systems equally, the sustainability targets do not relate to specific groups of systems or services, nor to any particular customer groups or geographical areas. Details regarding the suitability of general sustainability objectives for the sustainability strategy can be found in the descriptions of the business model and the value chain.

Viscom products help customers achieve more efficient and sustainable production. Viscom's state-of-the-art inspection systems are used wherever the inspection of electronic assemblies is critical. As such, Viscom's precision inspection solutions are a key component of quality assurance and process optimisation in industrial electronics manufacturing. Thanks to these high-end products, defects in the customer's production process are detected as early as possible, thereby keeping rejects and the number of defective end products to a minimum. This conserves resources, prevents electronic waste and reduces energy consumption in the customer's production lines. Furthermore, Viscom products are designed to be space-saving and therefore require minimal packaging and weight during transport. Right from the development and production stages of the inspection systems, attention is paid to the use of materials that are as environmentally friendly as possible, as well as to environmentally sustainable manufacturing processes. Particular emphasis is placed on high energy efficiency, which is ensured through the use of efficient control and lighting technology as well as high-performance computers. Viscom has been a member of the Blue Competence sustainability initiative of the German Engineering Federation (VDMA) since 2014. The Blue Competence partners are committed to the twelve sustainability principles of the mechanical and plant engineering sector, thereby expressing their intention to act sustainably in strategic, operational, cultural and communicative terms.

Through Viscom's business activities, raw materials, semi-finished goods, preliminary products and partially finished products are transformed into marketable products.

Viscom SE is characterised by a strong local focus in its upstream supply chain. A significant proportion of the required products is manufactured in northern Germany. The proportion of purchases from suppliers in Germany in the 2025 financial year was 73.5% (previous year: 82.2%). This contributes to high supply chain resilience whilst also reducing long transport distances. The most important suppliers in electronics manufacturing, machining technology and steel tube construction are located in the immediate vicinity of Viscom SE. Similarly, a large proportion of the necessary services are sourced from the

mentioned region. Individual products requiring a high degree of specialisation are sourced from the global market.

In addition to its core expertise in hardware and software development, Viscom SE's business activities include, in particular, the assembly and commissioning of products according to customer-specific configurations. The ability to customise numerous product features or select additional options enables a high degree of customisation. The market-ready products are brought to market via various sales channels. Firstly, a distinction must be made regarding market access. Depending on the region in question, sales are primarily conducted directly by Viscom SE or its subsidiaries. This ensures close and market-oriented access to customers. In certain regions, sales are also conducted via a network of representatives or through cooperation partners. The downstream value chain encompasses outbound logistics, the intended use by the customer, and end-of-life activities.

Outbound logistics are carried out in accordance with internal plans and requirements, in collaboration with service partners specialising in the export of high-quality capital goods. Once the products have been installed, they are handed over to the customer, marking the start of the operational phase. The customer has the flexibility to use the product for a variety of inspection applications. Viscom SE can also provide a service to create test programmes tailored to changes in customer usage. For a wide range of customers, the usage phase is supported on an ongoing basis by Viscom SE through services designed to maintain the products or enhance their performance. This includes, in particular, maintenance, training and modifications. Many customers use customised service contracts for this purpose to ensure the best possible availability.

Viscom has a global network of service facilities to meet its customers' needs. For further information regarding the downstream value chain (customers), please refer to the section "Target sectors, target markets and target customers" in the Group Management Report.

As a rule, products are supplied to the aftermarket at the end of their life cycle, as they are capable of long-term use when used as intended.

Products are not returned to Viscom SE. Only in very rare cases is a product dismantled by Viscom SE at the end of its life and broken down into its individual recyclable components. Disposal is carried out by service partners.

## Sustainability management

### RESPONSIBILITY

At Viscom, responsibility for sustainability lies with the Executive Board. Issues relating to sustainability that do not concern compliance or human resources are the responsibility of the person appointed to oversee integrated management and sustainability, who in turn reports directly to the Executive Board. Matters relating to compliance fall within the remit of the company's Compliance Officer. This position also reports directly to the Executive Board. Human resources matters are assigned directly to the relevant Chief Financial Officer.

The administrative, management and supervisory bodies are informed on a quarterly basis about the key impacts, risks and opportunities. Compliance with the duty of care in the area of sustainability is ensured by the Integrated Management System (IMS). In addition to quality and information security management, the IMS also covers the areas of sustainability and environmental management. Regular reports are submitted to the SE's Executive Board by the designated sustainability officer and the supporting sustainability team.

The impacts, risks and opportunities arising from sustainability considerations are taken into account in strategic and business processes. This is achieved through various approaches and at different levels. In risk management, risks relating to the impacts, risks and opportunities of sustainability are incorporated and appropriate consideration is ensured. As part of the risk

management process, these are assessed at regular intervals by the Executive Board, with the involvement of the responsible individuals. The results are sent to the Supervisory Board on a quarterly basis and discussed at Supervisory Board meetings.

## THE ROLE OF THE ADMINISTRATIVE, MANAGEMENT AND SUPERVISORY BODIES

The **Executive Board** of Viscom SE consists of three members who manage the company's affairs. There are no female members among the three board members. There are no non-executive board members, nor are there any employee representatives or other staff members on the Executive Board. On the Executive Board, Mr. Carsten Salewski and Mr. Dirk Schwingel are responsible for sustainability issues:

### Carsten Salewski

Mr. Carsten Salewski has many years' experience in managing the international operations of the US subsidiary in Atlanta and its associated offices in California and Mexico; to this day, he maintains numerous international contacts there, including in his roles as a member of the IPC Board of Directors and Chairman of the IPC SMEMA Council. As Chairman of the Board of the Productronic Division within the VDMA, Mr. Salewski is also a member of the EMINT Board.

### Dirk Schwingel

Mr. Dirk Schwingel, a graduate in business administration, has many years' experience as a commercial director of international mechanical engineering companies. Having served as Chief Financial Officer of Viscom SE for almost 15 years, he also possesses outstanding expertise in the areas of financial reporting and internal control and risk management systems, and has a comprehensive understanding of the company. The Executive Board members Carsten Salewski and Dirk Schwingel are responsible for monitoring impacts, opportunities and risks. The Executive Board possesses fundamental knowledge of sustainability aspects and has also appointed a sustainability officer who has acquired the relevant specialist knowledge through external training.

The Executive Board is supervised by a Supervisory Board consisting of three members.

The **Supervisory Board** consists of three non-executive members. With Prof. Dr. Michèle Morner as Chairwoman of the Supervisory Board, one third of its members are women. Employees or other staff are not represented on the Supervisory Board. Two thirds of the members of the Supervisory Board are independent. Prof. Dr. Michèle Morner also possesses the necessary expertise to oversee sustainability aspects.

### Prof. Dr. Michèle Morner

As the former founder and managing director of Ynnor Systems GmbH and a former member of the Audit Committee of KUKA AG, Prof. Dr. Michèle Morner possesses extensive expertise in corporate governance and in the field of internal control and risk management systems for internationally active mechanical engineering companies. Furthermore, her main area of research lies in concepts of corporate management and governance. As a former member of the Executive Committee of EURAM, based in Brussels, Prof. Dr. Michèle Morner also brings the necessary international experience to the Supervisory Board.

### Volker Pape

Mr. Volker Pape is an expert in the fields of electrical engineering and information technology. He has many years of industrial experience in the field of industrial image processing within electronics manufacturing. As the founder and former member of the Executive Board of Viscom AG, Mr. Volker Pape combines a technical background with many years of experience in managing the company, thereby enhancing the Supervisory Board's insight into operational processes. As a former member of the Executive Board of Viscom AG, Mr. Volker Pape was directly responsible for the management of the various international business divisions and subsidiaries. Thanks to his many years of service as a member of the Executive Board of a listed company and as a long-standing member of the three-person Supervisory Board of Viscom SE – which also forms the Audit Committee responsible for the ongoing review of financial

reporting and the audit of the financial statements – he also possesses expertise in the field of financial reporting and the audit of financial statements.

#### Prof. Dr.-Ing. Ludger Overmeyer

Prof. Dr. Ludger Overmeyer is an expert in the field of electrical engineering and information technology. He has many years of industrial experience in the field of equipment engineering for electronics manufacturing, having held senior management positions. Prof. Dr. Ludger Overmeyer also has more than 20 years' experience in leading a large number of national and international research projects in the fields of automation technology, electronics manufacturing and laser technology. Through his roles in management and on the executive boards of major institutes, as well as on the supervisory board of a listed plant engineering company, he possesses extensive experience in the management and oversight of organisations. With several years' experience in senior management roles at the internationally active Mühlbauer AG, Prof. Dr. Ludger Overmeyer embodies the necessary international expertise.

In the view of the Supervisory Board, the formation of committees is not appropriate given the specific circumstances of the company and, unlike in larger bodies, does not lead to increased efficiency. All matters are dealt with by all members of the Supervisory Board, so that the formation of further committees did not appear to be appropriate. As the full Supervisory Board also constitutes the Audit Committee (Section 107(4) sentence 2 of the German Stock Corporation Act (AktG)), it is chaired by Prof. Dr. Michèle Morner. The monitoring of sustainability issues is carried out by the Supervisory Board as a whole.

#### **INCLUSION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES**

Due to the increasing focus of all Viscom stakeholders on sustainability, the Supervisory Board decided in 2021, following extensive discussion, to expand the remuneration system in place at the time to include sustainability criteria. The performance criteria for determining variable remuneration include, for all Executive Board contracts, sustainability criteria such as staff turnover and energy consumption in addition to

financial indicators. This decision was taken by the Supervisory Board in order to place an even greater emphasis on the issue of sustainability. For further details, please refer to the explanations in the remuneration report pursuant to Section 162 of the German Stock Corporation Act (AktG) for the financial year 2025 in the sections 'Tabular presentation of Executive Board remuneration in the financial years 2024 and 2025', 'Key features of the remuneration system for members of the Executive Board of Viscom SE' and "Individual remuneration components", which can be accessed on the company's website at [www.viscom.com](http://www.viscom.com) under the heading Company / Investor Relations / Corporate Governance / Remuneration of the Executive Board and Supervisory Board. Beyond these, there are no incentive schemes incorporating sustainability targets.

## Materiality analysis

#### **STAKEHOLDERS' INTERESTS AND POSITIONS**

Employees, suppliers, customers, shareholders, financial institutions and the interested public were identified as the key stakeholders.

An assessment of the stakeholders' interests and views during the past financial year did not reveal any need to amend the strategy or business model.

The Executive Board was informed of the views and interests of the relevant stakeholders regarding sustainability-related impacts.

#### **SIGNIFICANT IMPACTS, RISKS AND OPPORTUNITIES**

The materiality analysis has not revealed any changes compared with the previous reporting year.

Given Viscom's business model, there are no specific activities, business relationships or geographical circumstances that give rise to an increased risk of adverse impacts. All impacts, opportunities and risks are assessed in the same way and then prioritised according to the assessment.

Viscom continued to use the materiality analysis, which has been in place since 2023, as the basis for assessing company-specific sustainability issues in 2025.

The 2025 materiality analysis has identified the following material impacts, risks and opportunities. The expected impact of the identified material impacts, risks and opportunities on the business model, the value chain and the strategy is low. As part of climate protection efforts, measures have been taken to expand renewable energy. Within the value chain, suppliers have been required to take responsibility regarding human rights violations.

#### Negative impact on the environment:

Viscom SE's business activities result in CO<sub>2</sub> emissions. The current negative impacts of Scope 1 and 2 greenhouse gas emissions (as defined by the Greenhouse Gas Protocol) generated by Viscom have a detrimental effect on the environment by contributing to climate change. However, given the company's business model, these impacts are considered to be relatively low. The relevant aspects at Viscom are gas and fuel consumption (Scope 1) and the purchase of electricity (Scope 2). Greenhouse gas emissions within the value chain, for example from suppliers' production processes, fall under Scope 3. The current negative impact on the environment associated with Scope 3 emissions is assessed as greater than that of Scope 1 and 2.

#### Positive impact on the environment:

One of the current positive environmental benefits is the reduction in waste further down the value chain achieved through Viscom products. The systems help to improve overall product quality by detecting defects at an early stage or preventing them from occurring in the first place.

Another significant environmental benefit is the longevity of the systems, which have a service life of up to 25 years. This lifespan can be extended, for example, through upgrades. Furthermore, the majority of the systems' components can be recycled and thus returned to the recycling cycle for use in other applications.

#### Negative impact on social issues:

Given the raw materials that Viscom SE sources for its production processes, it cannot be entirely ruled out that isolated instances of child labour or forced labour may occur in the upstream supply chain. However, all suppliers are required to comply with the provisions set out in the General Terms and Conditions of Purchase and the Code of Conduct, which expressly prohibit child labour and forced labour.

#### Positive impact on social issues:

Viscom SE places great importance on the health and safety of its workforce. The health and safety training courses held during the reporting period, the company's occupational health management programme, and initiatives to promote a healthy work-life balance have a positive impact on the health and safety of employees.

#### Positive impact on governance:

Viscom SE is active in industry associations without exercising any direct political influence. Membership of these associations offers, on the one hand, an opportunity for networking and the exchange of information and, on the other hand, a platform to advocate for favourable industry-specific conditions and to report on the implications of regulatory issues. This involvement currently has a predominantly positive impact on the company's competitiveness and economic performance and can have positive effects on business relationships, particularly with suppliers.

Viscom SE's commitment to a regional procurement policy in Germany ensures high-quality components, safeguards jobs in Germany and conserves resources through short transport routes. As a result, the positive impact of the company's own business activities on the environment and on Germany as a production location is now evident. Throughout the value chain, regional suppliers in particular benefit from the procurement policy, whilst customers benefit from the high quality of the products.

### Environmental risks:

Climate change is expected to lead to an increase in extreme weather events such as heavy rain, heatwaves, storms and hail in the long term. There is a financial risk, as working hours may need to be adjusted or shortened due to extreme weather conditions (heat, heavy rain, etc.), thereby jeopardising the smooth running of work processes. Furthermore, products in the warehouse could be damaged by heavy rain.

It is expected that further and stricter legal requirements regarding decarbonisation will be introduced within the next five years. This situation entails several financial risks. On the one hand, this could mean additional costs for implementing decarbonisation measures within our own business operations, such as the conversion of our vehicle fleet. The financial impact is expected to be in the range of € 50 to 100 thousand. On the other hand, it could result in lower investment from customers who are heavily affected by climate protection policies.

### Environmental opportunity:

A financial opportunity may lie in increased consumer demand and/or the promotion of product electrification, such as electric batteries. It is estimated that this will be a medium-term development.

### Company-specific opportunity and risk:

Successful digitalisation offers Viscom SE the opportunity to improve the efficiency of its own processes and achieve cost savings, whilst also making the company more attractive to potential employees. This strengthens the company's financial performance and competitiveness, whilst also opening up opportunities for more resource-efficient processes and environmental protection.

## Environmental concerns

### CLIMATE PROTECTION AND ADAPTATION TO CLIMATE CHANGE

Viscom SE's strategies relating to climate protection and adaptation to climate change cover the areas of climate

protection, adaptation to climate change, energy efficiency and the use of renewable energies. In particular, these strategies take into account the impacts, risks and opportunities associated with climate protection and adaptation to climate change.

To strengthen Viscom SE's climate protection efforts, the share of renewable energy in electricity procurement is to be increased to 100 % by 2032. Furthermore, the proportion of electric vehicles in the vehicle fleet is to be increased by 50 % by 2030. Overall, Viscom SE aims to reduce Scope 1 and 2 CO<sub>2</sub> emissions by 100 % by 2040.

### Measures

Sustainable mobility is being supported by increasing the proportion of electric vehicles in Viscom SE's fleet and by continuing to promote JobRad schemes.

The use of renewable energy was expanded in 2024 and became operational in 2025. The existing photovoltaic system, with a capacity of 174.06 kWp, was expanded by 174.72 kWp. The current total capacity is therefore 348.78 kWp.

### Targets

The climate-related targets set are intended to support the strategy for climate protection and adaptation to climate change. The document also outlines how the material climate-related impacts, risks and opportunities are to be addressed.

As a key climate-related target, Viscom SE will aim to reduce CO<sub>2</sub> emissions for Scope 1 and 2 to zero by 2040. The base year is set as 2023.

The greatest lever for decarbonisation to achieve the GHG emission targets lies in sourcing energy from renewable sources for Scope 1 and 2.

### ENERGY CONSUMPTION AND ENERGY MIX

Viscom SE's total energy consumption is shown in the table below.

The breakdown of the energy mix for total energy consumption in kWh is shown in the table\* below.

|  |        | 2025    | 2024    |
|--|--------|---------|---------|
| Electricity consumption  | in kWh | 760,354 | 888,762 |
| of which renewable electricity generated by our own photovoltaic system      | in %   | 25.7    | 12.6    |
| renewable electricity consumed, generated by our own photovoltaic system     | in kWh | 195,846 | 111,908 |
| plus electricity fed into the grid, generated by our own photovoltaic system | in kWh | 65,134  | 30,833  |
| capacity of our own photovoltaic system                                      | in kWp | 348     | 174     |
| Gas consumption  | in kWh | 857,376 | 823,462 |

\* The figures in the table refer to the Hanover site (Viscom SE and Exacom GmbH).

Generation from renewable energy sources amounts to 195,846 kWh. Generation from non-renewable energy sources is not applicable (0 MWh).

### GROSS GHG EMISSIONS IN SCOPE 1 AND 2 CATEGORIES AND TOTAL GHG EMISSIONS

As part of its commitment to climate protection and reducing its environmental footprint, Viscom SE monitors and reports on its greenhouse gas (GHG) emissions. Scope 1 covers direct emissions arising from sources within the company. These include emissions from the combustion of fossil fuels in the company's own facilities, as well as emissions from company-owned vehicles. Scope 2 covers indirect emissions resulting from the consumption of purchased energy, such as electricity, steam, heating and cooling. These emissions arise during the generation of the purchased energy and are directly attributed to the company. Viscom SE has continuously optimised its energy consumption and is investing in renewable energy sources to reduce Scope 2 emissions. Scope 3 emissions will be presented in future reports.

In 2025, Viscom SE recorded total CO<sub>2</sub> emissions of 1,258 tonnes of CO<sub>2</sub> equivalent across Scopes 1 and 2, which is slightly below the previous year's figure (previous year: 1,320 tonnes of CO<sub>2</sub> equivalent).

At Scope 1 level, emissions of 1,012 t CO<sub>2</sub> eq (previous year: 982 t CO<sub>2</sub> eq) were attributable to the consumption of petrol, diesel and electricity for e-mobility in the vehicle fleet (around 83 %), with the remaining about 17 % attributable to gas consumption. At Viscom SE, gas is used almost exclusively for heating the company's buildings. In 2025, a total of 857,376 kWh of gas (previous year: 823,462 kWh) was consumed.

Scope 2 emissions of 246 t CO<sub>2</sub> eq (previous year: 338 t CO<sub>2</sub> eq) were generated through the purchase of electricity. Total electricity consumption in 2025 amounted to 760,354 kWh (previous year: 888,762 kWh), of which 195,846 kWh (previous year: 111,908 kWh), i.e. around 26 % (previous year: 13 %), was covered by the company's own photovoltaic system on the roofs of its headquarters in Hanover.

Viscom SE's total gross GHG emissions are set out in the table below:

|                                     |                         | 2025  | 2024  |
|-------------------------------------|-------------------------|-------|-------|
| CO <sub>2</sub> emissions, Scope 1  | in t CO <sub>2</sub> eq | 1,012 | 982   |
| CO <sub>2</sub> emissions, Scope 2* | in t CO <sub>2</sub> eq | 246   | 338   |
| Total                               | in t CO <sub>2</sub> eq | 1,258 | 1,320 |

\* Contrary to the requirements of the Greenhouse Gas Protocol, no market-based emissions were calculated.

Viscom SE's total GHG emissions consist of emissions from Scope 1 and Scope 2. Viscom SE's climate strategy aims to continuously reduce total GHG emissions and achieve climate neutrality in the long term.

### RESOURCE UTILISATION AND CIRCULAR ECONOMY

Viscom SE promotes the circular economy through measures aimed at the reuse, repair and recycling of Viscom products and

materials. This helps to minimise waste and maximise the use of resources at Viscom SE. Viscom products have a modular design and can therefore be easily dismantled and recycled. Viscom SE also offers an extensive range of refurbished second-hand items to enable further use. Customers of Viscom products also have the option of extending the product lifecycle through targeted upgrades to their installed base.

These measures serve to protect the environment and contribute to the company's success.

## Employee concerns

### Concept

Viscom SE is committed to take into account the interests of its own employees and those working within its supply chain.

The strategy is based on the belief that committed and healthy employees are key to Viscom's long-term success. For this reason, health and safety are of great importance to Viscom SE. Viscom aims to prevent health risks in the workplace and to further reduce the average number of sick days. The aim is to achieve zero workplace accidents. Viscom SE meets the requirements of the German Social Accident Insurance (DGUV) through, amongst other things, occupational health support for employees and the appointment of a safety officer who conducts annual occupational safety training. In addition, Viscom SE has a workplace health management scheme and promotes the health of its employees through training courses, gym membership cards, health days and a weekly fruit and vegetable box. Furthermore, there is a workplace safety instruction manual for all employees, which everyone must read upon joining the company. There are also several company agreements on topics relating to workplace health management. Flexible working time models and remote working enable a good work-life balance.

Job security is to be ensured through a corporate policy geared towards the long term as far as possible. However, the economic situation led to staff reduction measures in the 2024 financial

year. Viscom SE commissioned a transfer company for the period from 1 January 2025 to 31 December 2025 for the employees affected by these measures. A placement rate of 71 % of those employed by the transfer company was achieved.

Given the nature of the business model, it is not possible to rule out from the outset the possibility of violations of workers' rights in the upstream supply chain, particularly with regard to child labour and forced labour. Potential human rights violations in the supply chain are therefore being given greater consideration. Viscom SE requires its suppliers to comply with comprehensive codes of conduct and ethical guidelines. Furthermore, Viscom SE has stipulated the prohibition of forced and child labour as part of its General Terms and Conditions of Purchase.

### Results

| Key figures on employee matters (Viscom SE) |          | 2025 | 2024 |
|---|----------|------|------|
| Average absence rate p.a.                   | in %     | 4.0  | 3.0  |
| Average length of service                   | in years | 14.2 | 12.7 |
| Fluctuation                                 | in %     | 10.0 | 11.0 |

The average sickness rate (paid sick days / scheduled working days) per year stood at 4.0 % in 2025, up on the previous year's figure (previous year: 3.0 %). Despite this increase, the rate remains below the comparative figure for the overall economic sickness rate in 2024, which stood at 5.9 %. Industry-specific analyses show a sickness absence rate of around 6 to 7 % in the German mechanical and plant engineering sector for 2024. It can therefore be concluded that the health management initiatives and general employee satisfaction nevertheless had a positive impact on the sickness absence rate.

Compared with the previous year's figure, the average length of service of Viscom SE employees rose from around 13 to around 14 years, reflecting the effectiveness of the initiatives in achieving a good work-life balance. The staff turnover rate (voluntary terminations / average headcount) was 10.0 % in 2025, slightly lower than the previous year's figure of 11.0 %, but remained

at a high level. This was due to the staff reduction measures implemented in response to the company's economic situation in the 2024 financial year, some of which were not completed until 2025.

## Social issues

As an internationally active company, Viscom SE takes its social responsibility very seriously and regards this commitment as a key factor in the company's long-term success.

### Concept

Viscom SE, in collaboration with its shareholder, the Viscom Foundation established by the company's founders, Mr. Volker Pape and Dr. Martin Heuser, supports scientific, cultural and regional charitable causes. In doing so, it promotes scientific activities in the fields of industrial image processing and artificial intelligence. It also supports education measures in technical fields, for example through the awarding of scholarships.

Viscom SE is involved in a range of projects through donations and sponsorship. A strategic focus is placed on initiatives related to the company's business activities, with particular emphasis on supporting projects and initiatives in the fields of education and science.

Viscom SE is also a member of the Wissensfabrik. By pooling the resources of over 130 companies and business-related foundations, the Wissensfabrik aims to make Germany a more sustainable business location and prepare the next generation for global competition. Across Germany, the Wissensfabrik is involved in educational projects and supports start-ups and young entrepreneurs. In Hanover, Viscom SE works alongside the Kind Wissen Zukunft (KiWiZ e. V.) association to support the Wissensfabrik's educational projects. A key element of the initiative is the specially designed technology kits, which enable children in primary schools and nurseries to develop and carry out technical projects with great enjoyment and the support of their teachers. In this way, practical, free hands-on projects help children and young people to gain their first, playful experience

with technical applications and to gain access to mathematics, computer science, natural sciences and technology (STEM), thereby developing an enthusiasm for these subject areas.

## Corruption and bribery

Viscom SE regards compliance with the law by all market participants as a key aspect of sustainability. Viscom SE therefore strives to ensure that all employees and management bodies always think and act in accordance with the law. Compliance with company-specific and statutory rules is an integral part of the day-to-day work of all Viscom employees. Innovation, reliability and fairness are intended to be the drivers of the company's success.

### Concept

At Viscom, corporate governance is a key pillar of the Group. This refers to the legal and practical framework for the management and supervision of a company. The German Corporate Governance Code contains principles, recommendations and suggestions for the Executive Board and the Supervisory Board, which are intended to ensure that the company is managed in the best interests of the business. The Executive Board and Supervisory Board of Viscom SE are committed to the principles of good corporate governance and refer to the statements in the Corporate Governance Statement in accordance with Sections 289 et seq. and 315d of the German Commercial Code (HGB). This can be viewed on the company's website at [www.viscom.com](http://www.viscom.com) under the heading Company / Investor Relations / Corporate Governance.

Viscom SE is committed to acting in accordance with the law and regulations and takes the resulting obligations very seriously. The principles governing this are set out in the Corporate Compliance Policy and a corresponding annex, which apply to all members of the executive bodies and employees of the Viscom Group. This "Corporate Compliance Policy" contains provisions on dealing with business partners and government institutions, on safeguarding confidentiality, independence and objectivity, and on handling conflicts of interest. These principles

include, amongst other things, the avoidance of corruption and cartel agreements, compliance with data protection and equal treatment requirements, and adherence to regulations on product safety and occupational health and safety.

Further details on corporate compliance can be found on the company's website at [www.viscom.com](http://www.viscom.com) under the heading 'Company / Profile / Corporate Compliance'. Every manager must organise their department in such a way as to ensure compliance with the rules set out in the Corporate Compliance Policy, the company's internal regulations and statutory requirements. The Code of Conduct is available to Group employees on the intranet in German and English at any time. Viscom SE also offers its employees appropriate guidance to help them identify and prevent breaches of laws and regulations at an early stage. Should any deviations from internal or external regulations be identified, these can be reported to the Compliance Officer via the whistleblowing system. The relevant contact details can also be found on the afore-mentioned Corporate Compliance webpage. On this basis, the Compliance Officer or the Executive Board can take action to mitigate the damage and prevent further harm. Should a report be made, there is a defined process for investigating the matter.

### **Development**

In 2025, no compliance cases were reported via the whistleblowing system.

Compliance is an important component of business processes. Furthermore, a comprehensive and long-term management process has thus been established, which represents a constant and central task for the company. The field of compliance must constantly evolve in order to respond to opportunities for

improvement and the changing demands of global business. It is subject to ongoing change and improvement and therefore constitutes a dynamic process within the company that will ultimately never be complete.

## **Other aspects**

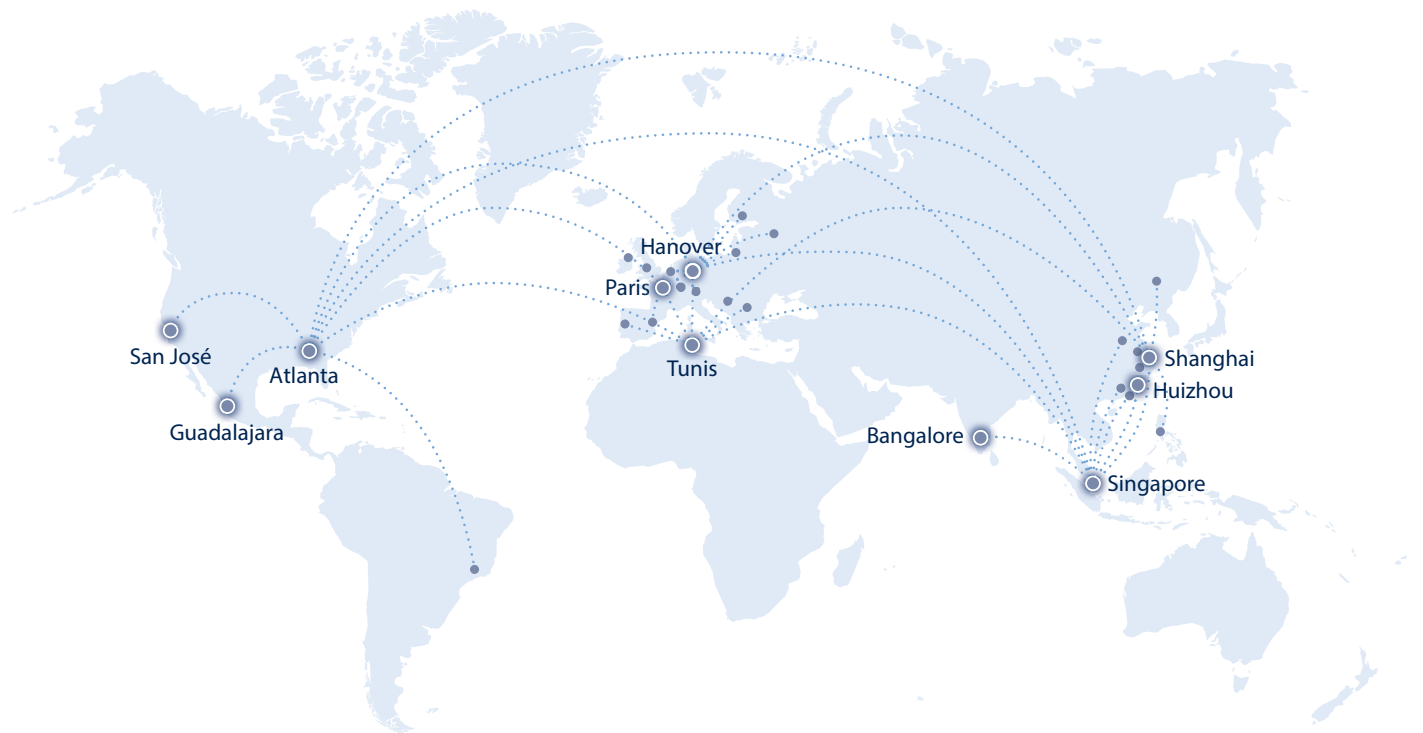
### **DIGITISATION**

#### **Concept**

Viscom SE views digitalisation as an opportunity to streamline processes, reduce costs and enhance its appeal to potential employees. Without taking the necessary steps towards greater digitalisation, this opportunity could turn into a risk. For these reasons, digitalisation forms part of Viscom SE's strategy.

All decisions relating to digitalisation, such as the introduction of new software, are taken by the Digitalisation Steering Group. The group is led by the Digitalisation Manager from the IT department. Other members include the Executive Board and representatives from the Software and Central Development departments.

Depending on the requirements, the Digitalisation Steering Group addresses various topics relating to digitalisation in order to streamline processes, automate manual tasks, develop digital solutions to meet new requirements, and coordinate investments in software and systems. Requirements are generally submitted to the steering group by the relevant departments. The progress of the projects is meticulously documented and monitored by those responsible from inception through to implementation during regular meetings. In 2025, all cost-generating projects were suspended due to the economic situation. The resumption of project work is planned for 2026.



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