



ANNUAL SUSTAINABILITY REPORT

2023 – 2024

This Sustainability Report has been prepared for LCS Cable Cranes GmbH, headquartered in Lorüns, Austria. It covers the financial year beginning in October 2023 and ending on 30 September 2024.

At this stage, the affiliated companies – LCS Pipelines GmbH, LCS Cablecranes Ltd. (Canada), and LCS Cable Cranes Brasil Ltda (Brazil) – have not been included in the scope of this report. A consolidated report encompassing these entities is planned for the following year.

The primary focus areas of this document are governance, social responsibility, and environmental management at LCS. In addition, it outlines our strategic objectives and commitments concerning ESG (Environmental, Social, and Governance) issues for the future. The report has been compiled with reference to the Global Reporting Initiative (GRI) standards.

A large yellow cable crane is shown in the process of lifting a white, rectangular container. The crane's arm extends from the top of the frame, supported by a series of pulleys and cables. The container is suspended by several ropes. The background features a steep, snow-covered mountain slope with patches of green vegetation. In the foreground, there are dark evergreen trees. The sky is blue with some light clouds. The overall scene is a high-altitude mountain environment.

LCS THE CABLE CRANE COMPANY



MANAGEMENT STATEMENT



OSWALD DEJACO
CFO
MANAGING DIRECTOR



PATRICK KOCH
CEO
MANAGING DIRECTOR



MARCO HAGSPIEL
COO
MANAGING DIRECTOR

At LCS Cable Cranes, we recognize that sustainability is fundamental to building a better future for the generations to come. As a leading supplier of cable crane systems and services, we are dedicated to conducting our operations in a manner that is both environmentally conscious and socially responsible.

Our sustainability strategy is built on four foundational pillars:

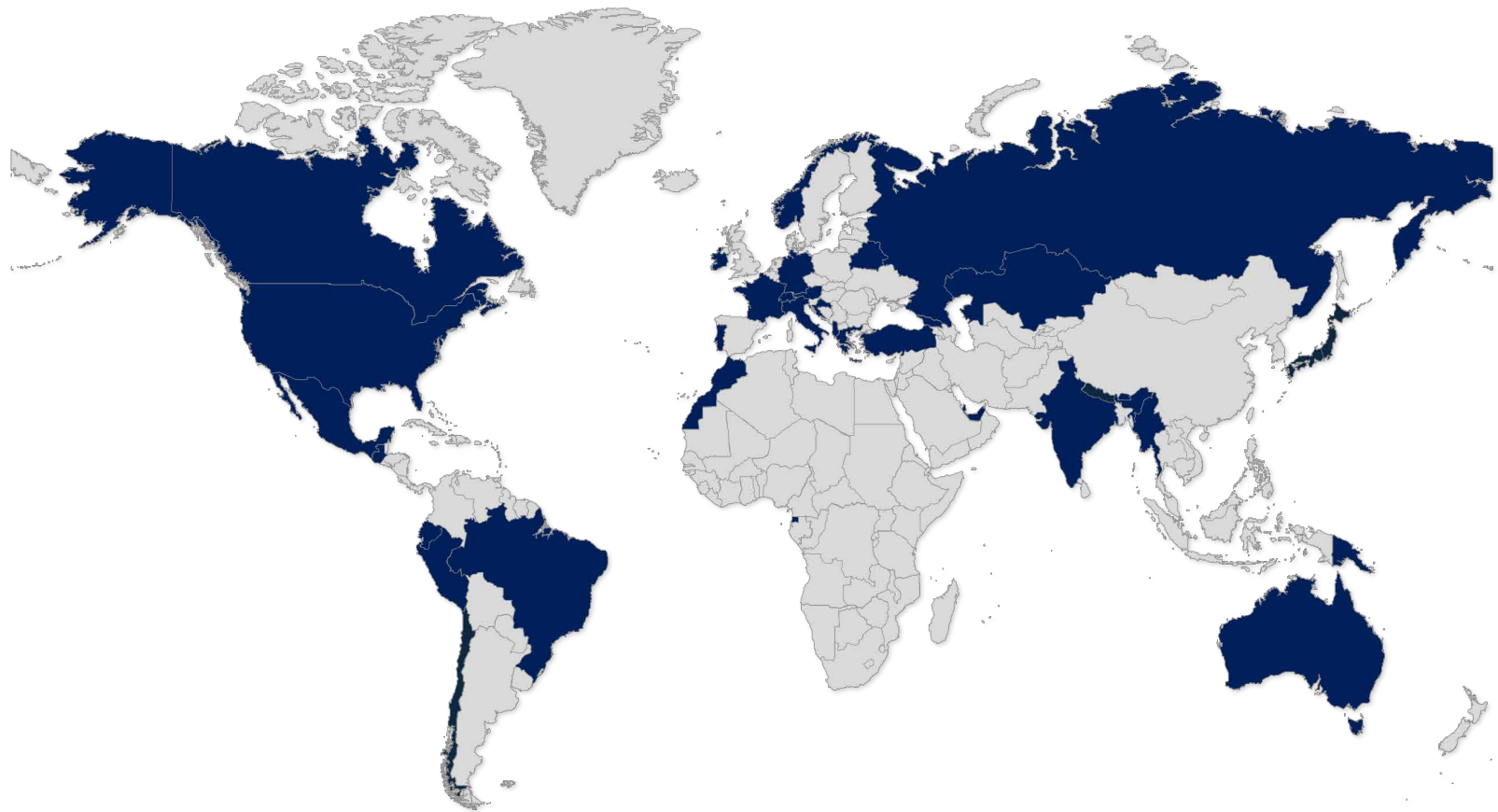
- environmental stewardship
- social responsibility
- economic resilience
- innovation.

We actively work to reduce our environmental footprint by implementing energy-efficient technologies, minimizing waste and emissions, and encouraging sustainable practices throughout our supply chain. In addition, we are committed to corporate responsibility by engaging with local communities and promoting a diverse, equitable, and inclusive workplace culture.

We also recognize that economic viability is a cornerstone of long-term sustainability. To that end, we strive to uphold financial stability while actively pursuing growth opportunities that reflect our core values and mission. At the same time, we view innovation as a key driver in addressing some of the world’s most urgent sustainability challenges. This is why we invest in research and development to pioneer sustainable technologies and forward-thinking solutions.

Our commitment to sustainability is rooted in continuous improvement and transparency. We actively seek dialogue, feedback, and collaboration with all stakeholders as we work collectively toward a more sustainable and resilient future.

THE COMPANY



> Worldwide Operations

- ✓ Export share: ≈ 97%
- ✓ outside Europe: ≈ 85%

> LCS Cable Crane GmbH

- ✓ **HEADQUARTER**
Loruens 34, 6700 Loruens, Austria
- ✓ **KEY BRAND**

- ✓ **AVERAGE NUMBER OF FULL TIME EMPLOYEES IN THE REPORTING PERIOD**
53,7 people
- ✓ **TURNOVER IN THE REPORTING PERIOD**
€ 14,2 Mio

> Primary products and services

- ✓ Engineering and production of temporary transport solutions - mainly cable crane systems
- ✓ Sale and rental of temporary transport solutions - mainly cable crane systems
- ✓ Sale and rental of elements of cable crane systems, such as tower elements, carriages, winches, etc.
- ✓ Provision of personnel for the installation, operation, maintenance and repair as well as dismantling of the transport solutions

> Main customers

- International and national
- ✓ Construction companies
 - ✓ Energy providers
 - ✓ Infrastructure firms
 - ✓ Mining enterprises

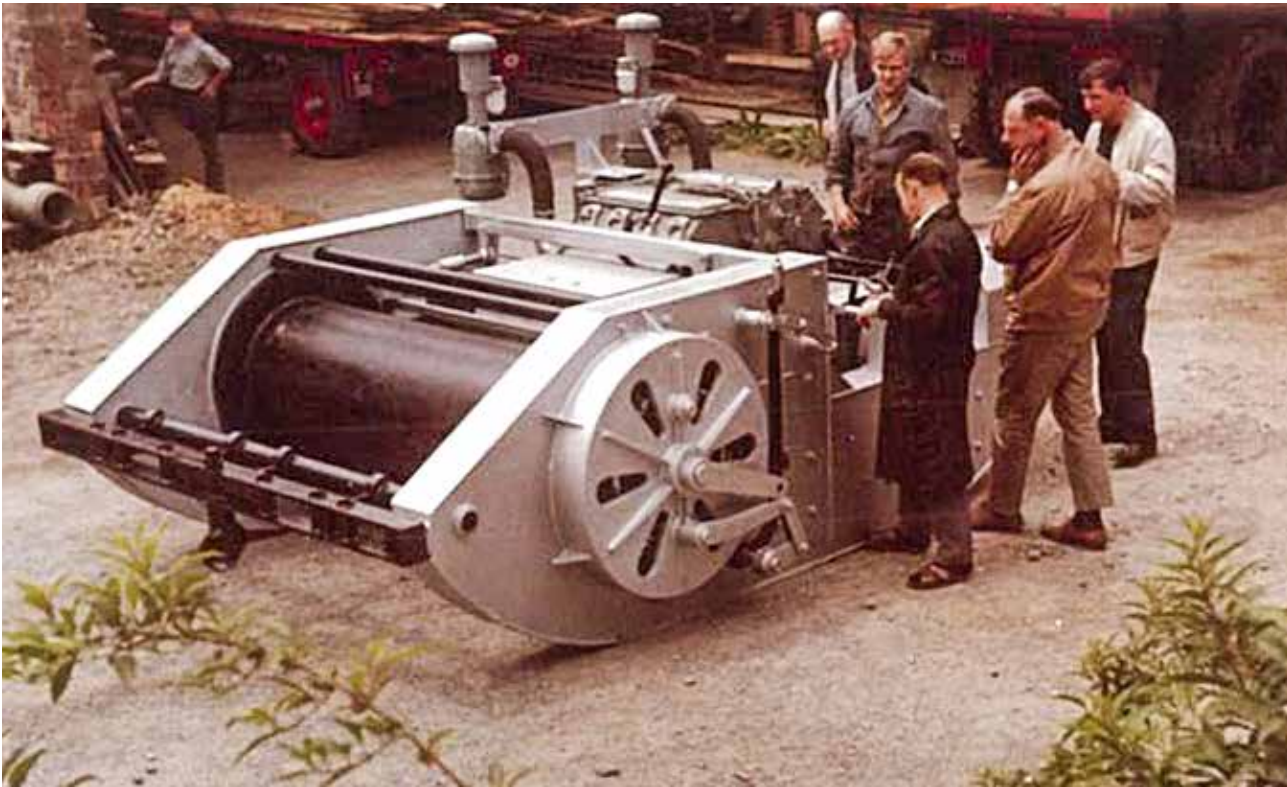
> Main areas of use of our products

- ✓ Hydro power
 - ✓ Dam construction
 - ✓ Mountainous construction sites
 - ✓ Bridge construction
 - ✓ Oil and gas industry
 - ✓ Mining industry
- As diverse as these areas of application are, as important is our detailed project knowledge. Continuous development and improvement processes as one of our most crucial factors of success.

OUR HISTORY

Since 1989, we aim to solve difficult transport tasks in rough terrain. Today, we are one of the world’s leading companies in this field.

Our special cable crane systems and winches are simple, cost-effective and environmentally sound transport solutions. Due to our longstanding experience and our comprehensive know-how we are one of the leading companies for transport and drive solutions by means of cable crane systems and winches.



1948

Foundation of the engineering company GANTNER Seilbahnbau for the manufacturing of winches, crane units and corresponding accessories.

1989

Foundation of LCS Cable Cranes, a company specialising in cable crane systems: With the help of a mobile cable crane system, Christoph Ludescher works on various projects for ski lift construction and timber transport.

1996

Use of the new cable crane technologies on international construction sites in alpine terrain, for example in the construction of pipelines or hydro power plants.

2004

Start of an intensive cooperation between the companies GANTNER Seilbahnbau and LCS Cable Cranes. The aim was the development and application of new machines on construction sites.

2017

Merger of the affiliate GANTNER with LCS Cable Cranes. Fusion with the expert for special machines and drive systems ECCON. Continuation of all operations under the name LCS Cable Cranes.

2021

Establishing a modern brand for LCS Cable Cranes through comprehensive re-branding and by clearly communicating its own values, products and strengths. Aim: overall representation of all business areas.

VALUES

Our values are defined by the employees, the management and the shareholders as follows:

Integrity	We communicate directly, openly, and honestly. For this reason, we can cooperate more efficiently, in a respectful manner and trust each other.
Community	Each of us is part of the team. What distinguishes us from one another is merely our role in the team, not our position in the company. We share our knowledge, skills and experience. All pulling together to achieve our goals.
Sense of responsibility	Each of us acts fast, transparently, and sustainably. We take responsibility, put into practice what we say to ensure that everyone can rely on our word, sort things out and always set a good example.
Sustainability	We work cost-consciously even with the smallest things and handle all our available resources carefully and sustainably.
Positive failure management	A positive failure management through constant questioning and learning from errors drives our continuous improvement process.

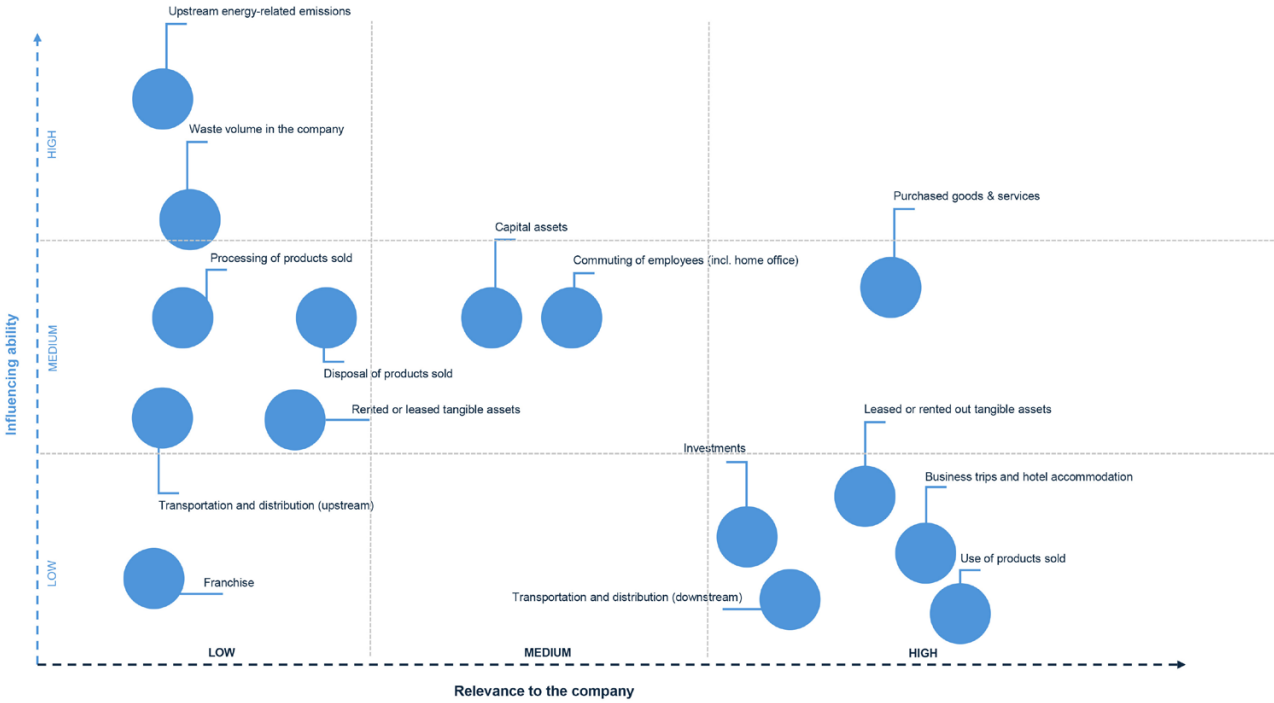
OUR PRINCIPLES

- Adherence to and monitoring of internal as well as external hseq guidelines and legal requirements.
- Prevention of accidents, especially personal injury, property damage and environmental damage, as well as ensuring the safety of third parties.
- Preparation of risk assessments and action strategies for each stage of operation of a cable crane system or a winch.
- Use of high-quality materials and cooperation with selected partners and experts.
- Continuous improvement of safety and environmental standards and quality management.
- Consistent compliance with o.i.t.a.f. (international organization for transportation by rope) guidelines when using cable crane systems.
- Applying the latest technologies and modern calculation systems for cable crane systems.
- Motivation of our employees.

MATERIALITY ANALYSIS

This materiality analysis stated in the last sustainability report considered the environment, shareholder expectations and relevant topics for the company. The assessment was prepared by our sustainability managers, the sustainability team, the General Management and an external consultant, taking other stakeholder’s interests, amongst others the shareholders, the municipality and the neighbors, into account. Thereby, we can identified relevant fields of action and consequently defined goals and measures.

This materiality analysis was reviewed for its continued relevance. As there have been no changes in the product portfolio, regulatory environment, or other influencing factors, it remains unchanged from the previous years’.



KEY SUBJECTS

GOVERNANCE

1

- ✓ General Management Approach
- ✓ Internal Communication
- ✓ External Communication
- ✓ Corporate culture & Business conduct
- ✓ Data Protection
- ✓ Protection of whistleblowers
- ✓ Animal welfare
- ✓ Political engagement
- ✓ Management of relationships with suppliers
- ✓ Corruption & Bribery (GRI 205)

SOCIAL

2

- ✓ Policies related to own workforce, workers in the value chain, affected communities, consumers
- ✓ Details of LCS’ employees, non-employee workers in LCS’ own workforce
- ✓ Incidents, Complaints & Severe Human Rights Impacts
- ✓ Working conditions: Secure employment, Working time, Adequate wages, Social dialogue, Freedom of association, Collective bargaining, Work-life balance, Health & Safety
- ✓ Gender equality and equal pay for work of equal value, Training and skills development, Employment and inclusion of persons with disabilities, Measures against violence and harassment in the work place, Diversity
- ✓ Child labour, Forced labour, Adequate housing, Privacy
- ✓ Affected communities
- ✓ Consumers
- ✓ Personal safety of consumers and/or end-users

ENVIRONMENT

3

- ✓ Climate change mitigation & adaptation
- ✓ Energy
- ✓ Pollution of air, water & soil
- ✓ Substances of concern & Substances of very high concern
- ✓ Biodiversity & ecosystems
- ✓ Resource use & circular economy
- ✓ Waste
- ✓ Greenhouse Gas Emissions (GHG)

GOVERNANCE INDICATORS



GENERAL MANAGEMENT APPROACH

We affirm our commitment to adhering to all applicable norms and regulations throughout every stage of our business operations – both nationally and internationally – as we operate on a global scale. Our primary objective is the successful execution of projects that leave our customers satisfied while minimizing environmental impact during the delivery of our products and services.

Achieving this goal requires a team of highly motivated and skilled professionals. Our employees are the foundation of our company's success, and we deeply value their contributions and expertise. Consequently, we are dedicated to creating equitable and supportive conditions that not only promote their professional growth but also prioritize their well-being and workplace satisfaction.

Our dedication to fairness is reflected in all aspects of our operations, from recruitment to employee management. We believe that fostering a respectful and transparent work environment is essential for sustainable success. Guided by these principles, we are committed to responsible corporate governance that upholds the highest standards.

The board of shareholders, including two managing directors, convenes regularly to discuss key topics such as new products, projects, markets, investments, human resources, and significant health, safety, and environmental considerations. By following this approach, we aim to establish a comprehensive and effective management strategy that ensures regulatory compliance and builds trust with our clients.

INTERNAL COMMUNICATION

Employees are updated about ongoing projects, health, safety and quality issues and other relevant topics via the quarterly internal newsletter.

Additionally, LCS holds regular weekly meetings at various levels:

- **A Sales Meeting** to review project and offer status and address new customer inquiries.
- **A Management Meeting** (as needed) to discuss company-wide topics like HR, safety, regulations, and processes.
- **Departmental Stand-up Meetings** to keep teams informed and encourage staff input on improvements.

All meetings are tracked using a shared Excel protocol documenting topics, responsibilities, and deadlines.

Besides, comprehensive safety and health procedures are in place:

- **Safety representatives** conduct regular workplace inspections: quarterly in production and annually in offices. These inspections focus on cleanliness, safety, and order, and are done in coordination with quality management and departmental staff. Findings are documented in a protocol.
- **Annual employee surveys** assess occupational safety concerns and knowledge of LCS's Code of Conduct. If knowledge gaps are found, training is provided.
- The **fire safety officer** performs regular site inspections and reports any issues to the company's responsible safety and environmental officers as well as LCS managers.
- The **safety specialist** visits the Austrian site quarterly, conducts joint inspections with company's safety reps, and provides opportunities for direct employee interaction. Each visit results in a detailed report.

- The **occupational physician** holds monthly consultations at the Austrian site and conducts building inspections, providing improvement recommendations and reports.
- Once a year, the **safety specialist** and physician perform a joint inspection with the company's environmental and safety officers to identify potential improvements.
- At year-end, **all safety stakeholders** (safety reps, physician, first aiders, fire safety officer, etc.) meet to review findings and define safety goals for the coming year. A safety report is created and shared with all employees.
- **All employees** are encouraged to propose improvements in quality, environment, and occupational safety at any time through various channels. These suggestions are centrally coordinated to support continuous improvement.

EXTERNAL COMMUNICATION

- Supplier and customer communication is handled through the Purchasing and Sales/Project Management departments, respectively. When external companies perform work at the company site in Austria, they are assigned a point of contact during their stay and receive safety and environmental instructions before starting any work. For subcontractors at project sites, the company's project manager acts as their main contact.
- Crisis communication is governed by the Crisis Management Plan and applies to incidents related to quality, environment, and occupational safety. In such cases, communication is strictly managed by the executive management. No communication with third parties – especially the media – is permitted.

CORPORATE CULTURE & BUSINESS CONDUCT

G1-1

At LCS, we have established a HSE Booklet and Code of Conduct to ensure our employees are well-informed about the company's values and principles, including strict adherence to anti-corruption laws. This document is accessible to all employees through our Knowledge Management Tool, Wivio. Additionally, we conduct an annual internal training program to reinforce awareness of these critical topics. Employees who identify a violation of the company's Code of Conduct, particularly concerning anti-corruption and bribery, are encouraged to report the incident using our whistleblower tool.



Please find here our Code of Conduct & HSE Booklet

DATA PROTECTION

GRI 205

Compliance with both national and international regulations extends to adhering to applicable data protection laws. We handle personal data with the same level of care and confidentiality as all other sensitive company information. Access to personal data is strictly limited to individuals who require it to perform their responsibilities.

To ensure full compliance with data protection laws, we have appointed a Data Protection Representative responsible for establishing internal guidelines on managing personal data. Furthermore, our IT department actively secures and restricts access to data to prevent unauthorized use.

During the reporting period, there were no violations of data protection laws or security breaches involving data stored at LCS.



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

PROTECTION OF WHISTLEBLOWERS

G1-1

We are committed to uphold transparency, accountability, and ethical conduct. Therefore, we prioritize the protection and support of whistleblowers. Employees shall feel safe to report unethical or illegal activities without fear of retaliation. This security is provided via our internal anonymous whistleblower system which is a cornerstone of corporate integrity, allowing for the early detection of potential issues. If left unaddressed, they could lead to financial, legal, and reputational risks. Fortunately, there were no incidents reported by employees in the last reporting year.



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ANIMAL WELFARE

G1-1

Animal welfare is also considered in our sustainability approach, particularly as we install and operate our systems in remote areas where sometimes specific animal protection laws are in place. We recognize that installing our systems in these regions may impact local ecosystems and wildlife. To ensure compliance, we assess each project’s environmental impact, and consult with local authorities to align our operations with regional animal protection regulations. By adapting our installation and operation schedules to minimize disturbances, we aim to protect biodiversity and respect animal habitats. For example at a project in Canada, special awareness was paid to the feeding of animals which is strictly forbidden. This commitment underscores our broader dedication to ethical environmental practices as we work toward a sustainable future.



Conserve and sustainably use the oceans, seas and marine resources for sustainable development.



Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

POLITICAL ENGAGEMENT

G1-1 & G1-5

Our company maintains a strict policy of political neutrality. Neither our shareholders nor members of management are involved in political parties or activities, ensuring that our operations and decision-making processes remain unbiased. By upholding this principle, we reinforce our commitment to ethical governance, transparency, and the equitable pursuit of sustainable growth.



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MANAGEMENT OF RELATIONSHIPS WITH SUPPLIERS

G1-1, G1-2 & G1-6

Our company values transparency and integrity in its relationship with suppliers. We maintain no affiliations or conflicts of interest with our suppliers, ensuring impartiality in our procurement processes.

With each order the supplier is informed that our general conditions for purchase shall apply (published on our website: https://www.lcs-cablecranes.com/wp-content/uploads/lcs_cablecranes_LCS_General-Conditions-of-Purchase_CC-PL_2024-03.pdf). Should a supplier propose alternative terms, these are reviewed by our legal department and negotiated to ensure fair conditions for all parties.

Invoices submitted by suppliers are meticulously verified by the purchase department and forwarded to accounting once deemed correct. Any discrepancies are promptly addressed by our purchase team.

Payments to supplier are processed within 3 to 5 days after receipt of the invoice, adhering to the agreed payment terms of either 14 days with a 3% discount or 30 days net. Currently, there are no outstanding legal proceedings related to late payments, underscoring our commitment to timely and fair business practices.



Please find here our General Conditions of Purchase

CORRUPTION & BRIBERY

G1-1, G1-3 & G1-4 / GRI 205

Corruption and bribery are addressed in our Code of Conduct (https://www.lcs-cablecranes.com/wp-content/uploads/lcs_cablecranes_LCS_Code-of-Conduct_HSE-Booklet.pdf). Gifts from customers and suppliers may in general only be accepted if they are of low value. However, any gifts received from third parties are normally collected by the marketing department for inclusion in the annual Christmas tombola. This ensures that no employee is in a position to provide undue advantages to customers or suppliers, nor receive preferential treatment from them.

In the event of a policy violation, individuals are encouraged to report the incident anonymously through our whistleblower system. To date, no breaches of this policy have been reported.



Please find here our Code of Conduct & HSE Booklet



Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

SOCIAL INDICATORS

2



POLICIES RELATED TO OWN WORK- FORCE, WORKERS IN THE VALUE CHAIN, AFFECTED COM- MUNITIES, CONSUMERS

S1, S2, S3 & S4

„At LCS, we are dedicated to upholding all applicable laws in Austria, particularly those relevant to the location of our headquarter. Furthermore, we ensure compliance with the legal frameworks of the countries where our projects are executed. As an ISO 9001-certified company, adherence to legal requirements, including human rights, is an integral part of our operations.

LCS supports two local sports clubs: the established football club and the newly added sledging club.“

GENERAL MANAGMENET



DETAILS OF LCS' EMPLOYEES, NON-EMPLOYEE WORKERS IN LCS' OWN WORKFORCE

S1

> EMPLOYMENT CONDITIONS

LCS only issues permanent employment contracts which are all governed by the same collective bargaining agreement – the one applicable for the metal industry. In November of each year, the collective bargaining agreement is re-negotiated between representatives of the employer and employee side (mainly the trade union). The outcome of these negotiations settles the mandatory increase of the minimum wages as well as the actual wages of the employees for the following 12 months.

Employment at LCS is strictly in compliance with the labour rights and regulations applicable in Austria.



Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

> CHARACTERISTICS OF LCS’ EMPLOYEES

The LCS’ workforce is composed of diverse employees across various roles, levels, and geographic locations. The follwing information is valid as per 31.12.2024:

> Total Numbers of Employees

PERMANENTLY EMPLOYED
66

PART TIME EMPLOYED
4 men & 2 women

FULL-TIME EMPLOYED
60

> DEMOGRAPHICS

> The workforce comprises of

MEN
52

WOMEN
14

EMPLOYEES WITH DISABILITIES
2

> 6 Nationalities

AUSTRIANS 58	AUSTRALIANS 1
GERMANS 2	CROATIAN 1
ITALIANS 2	POLISH 1

> Age Distribution of Employees

BETWEEN 20 & 30 YEARS 9	BETWEEN 50 & 60 YEARS 12
BETWEEN 30 & 40 YEARS 25	BETWEEN 60 & 65 YEARS 3
BETWEEN 40 & 50 YEARS 17	

> SKILLS & TRAINING

4

QUALITY EDUCATION

Quality Education
- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

8

DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

„At LCS we believe that investing in employee development and training programs is essential for fostering a motivated and skilled workforce. By providing continuous learning and growth opportunities, we enhance employees’ skills and performance and at the same time improve job satisfaction and retention rates. It is a win-win situation for both parties. As the employees are up-to-date with industry trends and technological advancements due to training programs, LCS is as well.“

GENERAL MANAGMENET

> WORKPLACE CULTURE AND WELL-BEING

3

GOOD HEALTH AND WELL-BEING

Good Health and Well-being
- Ensure healthy lives and promote well-being for all at all ages

8

DECENT WORK AND ECONOMIC GROWTH

Decent Work and Economic Growth
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

LCS offers a variety of initiatives to support the mental and physical well-being of its employees. The company has an occupational physician who is available via email at any time to address workplace health concerns. Once a month, the physician visits the company to evaluate the work environment, recommend improvements, and answer job-related medical questions. Additionally, the physician conducts the mandatory annual health check-ups for concerned employees.

To further promote a safe and healthy work environment, an external safety specialist visits the premises each quarter to inspect the workplaces and provide recommendations for enhancing occupational health and safety. Alongside this, the company’s two internal safety officers conduct their own quarterly inspections, applying the 5S methodology, enhanced by a sixth „S“ for safety. During these inspections, employees from the respective areas accompany the safety officers, working collaboratively to identify and implement any necessary improvements or adjustments.

In addition to safety and medical support, LCS also invests in the employee’s well-being and fitness. Each week, a professio-

nal masseur visits for half a day, offering a selection of massage treatments to employees. LCS covers 50% of the cost for each session, helping to support the fitness and reduce stress.

Employees also benefit from an on-site gym, accessible free of charge at any time. Twice a week, a certified yoga instructor from within the team leads yoga classes that are open to everyone.

To support sustained energy and productivity throughout the day, the company provides complimentary lunches, with a daily choice of either a vegetarian or meat-based meal.

Workload management is also a priority at LCS. Each month, the HR department reviews employee working hours to identify any discrepancies between target and actual hours, such as excessive overtime. If a pattern of long-term overtime is detected, additional staffing is sought to prevent burnout and maintain a healthy work-life balance.

Employees are encouraged to promptly report any concerns or requests to facilitate the timely implementation of appropriate measures.

> **CHARACTERISTICS OF NON-EMPLOYEE WORKERS
IN THE UNDERTAKING’S OWN WORKFORCE**

In addition to directly employed staff, the undertaking relies on a range of non-employee workers who contribute to operations.

Since LCS operates within the project-based business, workload demands naturally fluctuate between peak periods and quieter phases.

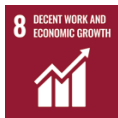


Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

> **CONTRACTED & AGENCY WORKERS,
FREELANCERS & INDEPENDENT CONTRACTORS**

To address temporary personnel shortages, the company engages workers through third-party providers for specific tasks or projects, as well as self-employed professionals under service agreements. A significant number of these workers are hired to provide services at LCS project sites around the world. At these locations, assembly, operation, or disassembly personnel are treated the same as LCS employees. The minimum standards for accommodation, catering, medical care, insurance coverage, and transportation from their home country to the project site and back apply equally to all personnel.

When external personnel are engaged for tasks at LCS’s headquarters in Loruens, Austria, only minor differences exist between internal and external staff. For instance, mandatory annual health check-ups for external personnel are arranged by their respective third-party employers, rather than the company’s occupational physician. Additionally, due to administrative constraints, access to the professional massage services is limited to LCS’s internal workforce.



Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

> APPRENTICES & INTERNS

Currently, LCS employs one apprentice who is guided by a dedicated mentor. In addition to gaining practical experience on the job, she attends vocational college one full day per week. Her mentor provides support whenever challenges arise in her studies or any aspect of her education.

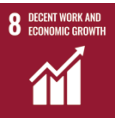
During the summer break, LCS regularly welcomes at least one student for an internship lasting between 2 and 6 weeks. The specific area of work is determined based on the student’s skills and interests, ranging from engineering tasks to hands-on production work.

Additionally, LCS collaborates with students working on their diploma theses. The thesis topics are mutually agreed upon by the students and the company. Whenever possible, LCS strives to offer employment opportunities to these students upon successful completion of their studies.

Special legal rules apply for apprentices and employees under the age of 18 to which LCS strictly adheres to. These regulations establish specific conditions to safeguard young individuals from exploitation.



Quality Education
- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

> GOVERNANCE & OVERSIGHT

LCS fully complies with Austrian labor laws, as governed by the Arbeitsrecht (Labor Law) and Gewerbeordnung (Trade Regulations Act). The company adheres to the standard working hours set by law or collective bargaining agreements, which currently amount to 38.5 hours per week. Overtime is permitted up to 10 hours per day, with exceptions allowing up to 12 hours under specific conditions, resulting in a maximum of 60 hours per week. Additionally, a mandatory 30-minute break must be taken after six hours of work.

Every employee receives a written employment contract outlining salary, working hours, and employment terms before their start date. The HR department provides a comprehensive explanation of the contract before it is signed.

At LCS, equal pay for equal work is a core value. Discrimination based on gender, race, age, religion, or disability is strictly prohibited. Moreover, wages significantly exceed the legal minimum to ensure fair and sustainable living standards.

Freelancers and temporary staff occasionally collaborate with the company. They are treated equally to LCS employees and receive the same benefits. To guarantee fair working conditions, LCS exclusively cooperates with certified labor agencies.

In accordance with the Austrian Occupational Health and Safety Act (Arbeitsschutzgesetz), LCS regularly conducts workplace risk assessments to minimize the risk of accidents. Additionally, employees participate in mandatory safety training, and the company’s occupational physician ensures compliance with ergonomic workplace standards, particularly for office-based roles.



Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



Good Health and Well-being
- Ensure healthy lives and
promote well-being for all at
all ages

> COMMITMENT TO HUMAN RIGHTS AND TRANSPARENT ACCOUNTABILITY

INCIDENTS,
COMPLAINTS &
SEVERE HUMAN
RIGHTS IMPACTS

S1

At LCS, upholding human rights is a fundamental commitment embedded in our corporate values. We strive to foster a workplace and business environment that respects human dignity, ensures fair treatment, and actively prevents any form of human rights violations.

GENERAL MANAGMENET

> INCIDENT REPORTING AND TRACKING

LCS provides a secure and accessible platform for reporting workplace incidents related to discrimination, harassment, forced labor, child labor, or any other human rights violations.

Employees, temporary workers, and stakeholders can submit concerns confidentially through the whistleblower reporting system. This system ensures that concerns are heard, investi-gated, and addressed without fear of retaliation.

Every report is logged, monitored, and addressed promptly to ensure a swift and effective response. Our commitment to confidentiality and non-retaliation reinforces a culture of trust and integrity.

> INVESTIGATION AND RESOLUTION

All reported concerns undergo a thorough and impartial investigation conducted by a dedicated compliance team. Findings are reviewed in accordance with legal and ethical standards, and appropriate remedial actions are taken to resolve violations. Additionally, corrective measures are implemented to prevent recurrence, ensuring that our commitment to human rights protection remains proactive and effective.

By embedding these principles into our operations, LCS reinforces its dedication to creating a work environment and supply chain that are not only compliant with legal requirements but also serve as a benchmark for ethical business conduct.

3

GOOD HEALTH AND WELL-BEING



Good Health and Well-being
- Ensure healthy lives and promote well-being for all at all ages

8

DECENT WORK AND ECONOMIC GROWTH



Decent Work and Economic Growth
- Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

WORKING CONDITIONS

S1, ESRS 1 PAR. 11 | GRI 403

> SECURE EMPLOYMENT, WORKING TIME, ADEQUATE WAGES, SOCIAL DIALOGUE, FREEDOM OF ASSOCIATION, COLLECTIVE BARGAINING, WORK-LIFE BALANCE, HEALTH & SAFETY

At the core of our commitment to responsible employment practices is the dedication to fostering a workplace that prioritizes secure employment and respects the dignity of all workers. We ensure fair and adequate wages that not only meet but exceed industry standards, promoting financial well-being and stability for our employees. The payment of the same salary for the same work goes without saying. The non-discrimination on the basis of religious belief, gender, sexual orientation, political view, origin, and other personal attributes. is strictly monitored by the management and the HR department.

Besides, we emphasize a reasonable working time as we believe our employees are more productive and healthier if they have a good work-life balance. Saturdays and Sundays are always off, except in case of an emergency. In order to avoid any excessive workloads for our manpower we are looking for reinforcements in good time.

We actively promote health and safety in the workplace, adhering to the highest standards to minimize risks and create an environment where employees feel protected. Every year, we aim to have a zero

incident, accident and near-miss statistic. Ensuring that all our employees arrive at work and return home safely is of utmost importance to us.

Once a week, a massage therapist is coming to our office to offer various kind of treatments to improve the physical health of our employees. LCS bears half the costs of each treatment. Additionally, we have a gym at the premises which the employees can use at any time free of charge. Twice a week, a colleague, who is a Yoga instructor, practices Yoga with interested parties.

Respecting fundamental labor rights, including the prohibition of child labor and the protection of pregnant employees and individuals with physical or mental disabilities, is a core principle we uphold without exception.

We are committed to fostering social dialogue and guaranteeing freedom of association, ensuring that every employee has a voice in shaping their work conditions. These principles form the foundation of our efforts to create an equitable and sustainable workplace for all.

SOCIAL SUSTAINABILITY IN THE WORKPLACE

S1, ESRS 1 | GRI 404 & 405

4

QUALITY
EDUCATION

Quality Education
- Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5

GENDER
EQUALITY

Gender Equality - Achieve gender equality and empower all women and girls

8

DECENT WORK AND
ECONOMIC GROWTH

Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

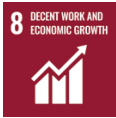
> **GENDER EQUALITY AND EQUAL PAY FOR WORK OF EQUAL VALUE, TRAINING AND SKILLS DEVELOPMENT, EMPLOYMENT AND INCLUSION OF PERSONS WITH DISABILITIES, MEASURES AGAINST VIOLENCE AND HARASSMENT IN THE WORKPLACE, DIVERSITY**

Ensuring equal opportunities for all people, irrespective of gender, religion, ethic heritage, any disability, political views, etc. And equal pay for the same work is a top priority at LCS. The HR department and management closely monitor adherence to the established salary structure.

Recognizing that our employees are the company’s greatest asset, we dedicate resources to further education and training to develop and enhance their skills.

We take pride in our diverse team, comprising 66 employees from 6 nationalities (Austrian, German, Italian, Croatian, Polish, Australian) who collectively speak 8 different languages (German, English, Croatian, Italian, Turkish, Polish, French, Spanish). Given our global reach and the provision of services worldwide, an international and open-minded approach is invaluable for navigating various cultures and perspectives.

We have a zero-tolerance policy for any form of workplace violence or harassment.



Decent Work and Economic Growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

HUMAN RIGHTS & LABOR STANDARDS

ESRS 1 | GRI 408

> CHILD LABOUR, FORCED LABOUR, ADEQUATE HOUSING, PRIVACY

As previously mentioned, we strictly comply with the labor laws applicable in Austria and at our project sites worldwide. In Austria, employing individuals under the age of 15 is prohibited. Registration with the Austrian Social Security System is even not possible for individuals below this age.

We categorically oppose forced labor, as we believe that voluntary and enjoyable work leads to better outcomes. Therefore, if an employee at LCS no longer finds their role fulfilling, we aim to identify an alternative position within the company, where feasible, or part ways amicably.

For employees or subcontractor personnel traveling on our behalf to project sites to perform services, we ensure they are provided with single-room accommodations equipped with clean and functional sanitary facilities. Furthermore, we make certain they are served three nutritious meals and beverages daily.



No Poverty - calls for the eradication of poverty in all its manifestations. It envisions shared prosperity, a basic standard of living and social protection benefits for people everywhere, including the poorest and most vulnerable.

AFFECTED COMMUNITIES

S3, ESRS 1

„At LCS, we recognize our responsibility to respect and uphold the economic, social, and cultural rights of the communities affected by our operations.

We are committed to collaborating with our customers to assess any potential impacts and to implementing proactive measures that contribute to sustainable development while minimizing adverse effects.“

GENERAL MANAGMENET

Our projects are typically carried out in uninhabited areas, meaning that human communities are rarely impacted by our activities. Every solution we develop is designed to minimize its environmental footprint, ensuring minimal disruption to the surrounding ecosystem. Our goal is to transport heavy loads in an environmentally friendly and quiet manner—particularly as we often operate in ecologically sensitive regions.

Compared to conventional pathways, which cause long-term environmental alterations and are rarely deconstructed once established, our systems provide a more sustainable alternative. Once operations are complete, our installations are dismantled, and

the environment is restored to its original state, reinforcing our commitment to responsible and sustainable practices.

Generally, we request our customers to provide local personnel to install, operate and dismantle our systems at project site. Thereby, we foster economic growth and community empowerment. By hiring locally via our customers, we create job opportunities, enhance skill development, and contribute to the long-term sustainability of the regions where we operate. We actively collaborate with local stakeholders to identify qualified personnel and provide necessary training programs to ensure safe and efficient project execution.

CONSUMERS

S4, ESRS 1 PAR. 11



No Poverty - calls for the eradication of poverty in all its manifestations. It envisions shared prosperity, a basic standard of living and social protection benefits for people everywhere, including the poorest and most vulnerable.

➤ **INFORMATION-RELATED IMPACTS FOR CUSTOMERS**
(Privacy, Freedom of expression, Access to (quality) information)

We are committed to upholding the highest standards of data privacy, freedom of expression, and access to quality information for our customers. We recognize that responsible information management is essential for building trust and ensuring ethical business practices.

Privacy & Data Protection

We prioritize the security and confidentiality of personal data, implementing robust measures to protect consumer information against unauthorized access, misuse, or breaches. Our data governance policies comply with international regulations such as the General Data Protection Regulation (GDPR) and other applicable laws. We continuously review and update our privacy practices to enhance transparency and ensure that users maintain control over their personal information.

Access to quality information

As part of our commitment to responsible information dissemination, we strive to provide customers with accurate, reliable, and high-quality information.



Good Health and Well-being - Ensure healthy lives and promote well-being for all at all ages

➤ **PERSONAL SAFETY OF CONSUMERS AND/OR END-USERS**
(Health and safety, Security of a person, Protection of children)
GRI 403

We are committed to ensuring our products meet the highest standards of health, safety, and security. As part of our responsibility, we prioritize personal well-being by delivering products and services designed to prevent harm and promote a safe environment for all users.

To uphold this commitment, we implement stringent safety protocols that meet or exceed regulatory requirements. Our approach includes ongoing risk assessments, rigorous quality control, and alignment with industry best practices to proactively identify and mitigate potential hazards.

Additionally, we equip our customers with clear, transparent guidance in our operation and maintenance manuals, empowering them to use our products safely and with confidence. Typically, the employees of our customers who operate a cable crane system receive training on its safe operation to prevent accidents and ensure proper use of the equipment.

ENVIRONMENTAL INDICATORS

3



CLIMATE CHANGE MITIGATION & ADAPTATION

ESRS E1

„Adaptation focuses on adjusting systems and operations to cope with the consequences of climate change. Currently, LCS has not experienced any direct effects of climate change at its premises in Austria or at project sites worldwide. Nonetheless, our systems and plants are designed with resilience in mind, already accounting for potential environmental challenges such as heavy rainfall, landslides, avalanches, drought, and flooding.“

GENERAL MANAGMENET

Mitigation and adaptation are two essential strategies for addressing the effects of climate change. In terms of mitigation, we have already implemented several measures to reduce our environmental impact. In autumn 2024, we commissioned a photovoltaic system to partially reduce our dependence on external electricity providers. Furthermore, the electricity we purchase is sourced entirely from renewable energy. All newly acquired company vehicles are electric, except in cases where battery range limitations make this impractical. Our engineering team also considers energy efficiency in the development of new machinery.

LCS publishes an annual CO₂ report along with a sustainability report. The sustainability report is made available on our website (<https://www.lcs-cablecranes.com/en/downloads-2/>) to promote transparency and accountability.

Transition risks - such as regulatory changes and evolving consumer preferences - and physical risks like extreme weather events are incorporated into our enterprise risk management framework.



ENERGY

ESRS E1 | GRI 302

At our headquarters in Loruens, Austria, we obtain 100% of our energy from renewable sources. Since autumn 2024, our on-site photovoltaic plant has contributed significantly to meeting our energy needs. Furthermore, it helps to reduce our costs for externally provided energy. During periods of peak generation, the plant is capable of fully covering our energy consumption. When additional supply is needed, we rely exclusively on 100% renewable energy from our local electricity provider. In FY2024, our total energy consumption reached 120 MWh, with the entire amount derived from renewable sources.

In addition, we are continuously working to enhance the energy efficiency of our machinery through ongoing improvements and innovation. Whenever a project site is reasonably accessible and has a reliable electricity supply, we prioritize offering our customers electro-hydraulic machinery as an alternative to diesel-hydraulic equipment due to environmental reasons.



Affordable and Clean Energy - Ensure access to affordable, reliable, sustainable and modern energy for all



Responsible Consumption and Production - Ensure sustainable consumption and production patterns



Climate Action - Take urgent action to combat climate change and its impacts

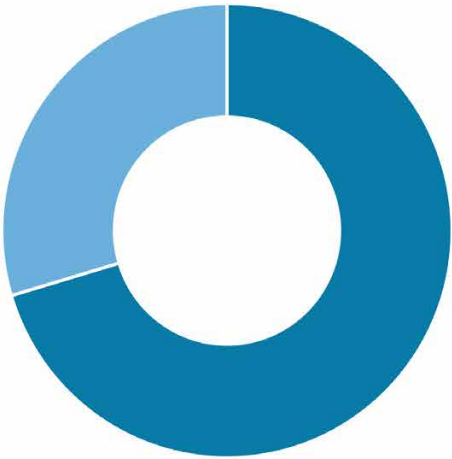
LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Energy Consumption

in megajoules

- Fuels: 1 026 111,55
- Renewable Fuels: -
- Electricity, Heat, Steam Cooling: 431 877,45



1,457,989.01
megajoules – Total Energy Consumption

POLLUTION OF AIR, WATER & SOIL

ESRS E2 | GRI 303

To address pollution of air, water, and soil, we employ a comprehensive environmental risk assessment process that identifies and evaluates material pollution-related impacts, risks, and opportunities across our operations. This includes regular monitoring, stakeholder engagement, and adherence to regulatory frameworks.

Our environmental policies emphasize pollution prevention, waste reduction, and compliance with international standards such as ISO 14001. Actions especially include investment in more energy-efficient technologies.



Clean Water and Sanitation - Ensure availability and sustainable management of water and sanitation for all



Responsible Consumption and Production - Ensure sustainable consumption and production patterns



Life below Water - Conserve and sustainably use the oceans, seas and marine resources for sustainable development



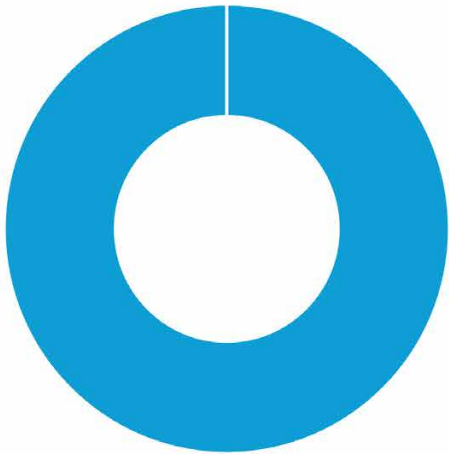
Life on Land. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Water Withdraw
in megaliters

Water from Third Parties: 0,4



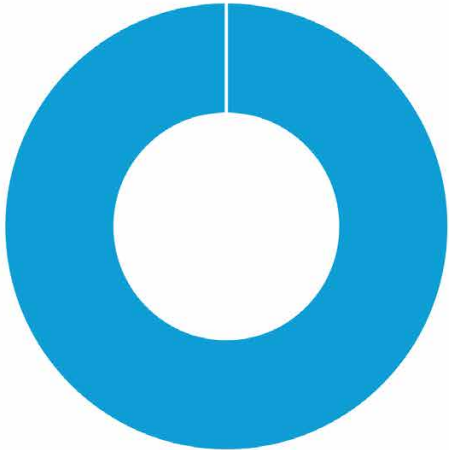
0.4
megaliters of water withdrawn

LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Water Discharged
in megaliters

Water to Third Parties: 0,4



0.4
megaliters of water discharged

SUBSTANCES OF CONCERN & SUBSTANCES OF VERY HIGH CONCERN

ESRS E2

At LCS, we minimize the use of substances of concern or very high concern to the greatest extent possible. Our priority is always to substitute any potentially harmful substances with safer alternatives. Furthermore, when the use of such substances is unavoidable, we ensure their quantities are kept to an absolute minimum.

One of the most dangerous substances at LCS is nitro, which we need for painting work. In recent years, we have been able to significantly reduce its consumption - on the one hand, by using it more sparingly and, on the other, by replacing it with a less hazardous substance.



Responsible Consumption and Production - Ensure sustainable consumption and production patterns

BIODIVERSITY & ECOSYSTEMS

ESRS E4

Our cable crane systems are designed to minimize environmental impact during infrastructure projects. By enabling the installation of pipelines or the construction of bridges with minimal disturbance to the surrounding landscape, our technology significantly reduces the need for permanent access routes or large-scale clearing.

Once construction is complete, the system is dismantled, allowing the area to be restored to its natural state. In contrast, conventional methods – such as building access roads – often lead to lasting changes in the environment, as these structures typically remain in place. Through this approach, we offer a more sustainable solution that helps preserve biodiversity, supports the health and resilience of ecosystems, and contributes to the well-being of local communities.



Responsible Consumption and Production - Ensure sustainable consumption and production patterns

RESOURCE USE & CIRCULAR ECONOMY

ESRS E5 | GRI 301

Our products are either rented or sold, with many sold units subsequently bought back and reused in new projects. Thanks to the high-quality materials and consistent maintenance, machinery manufactured as early as the 1990s remains in active service. We prioritize repair and refurbishment, extending the lifespan of our equipment and redeploying it across different projects.

Since our company’s founding, the production of durable products and commitment to circular economy principles have been at the core of our operations. Our modular system design enables components and elements of our ropeways to be flexibly reused, promoting resource efficiency. From a financial perspective, this circular approach helps reduce reliance on volatile raw material markets and contributes to lower procurement costs.



Responsible Consumption and Production - Ensure sustainable consumption and production patterns

WASTE

ESRS E5 | GRI 306

To support waste reduction and advance circular economy practices, we have adopted lifecycle analysis and conduct regular waste audits across our operations. Our waste management policies prioritize reduction, reuse, and recycling at every stage. Where possible, packaging materials received from suppliers are repurposed for further use. An example is the reuse of parcels for the welcome packages we sent to new employees prior to their first day with LCS (where we send amongst others a company shirt and an informational welcome letter).

In Austria, we comply with a well-established waste segregation system, to which LCS strictly adheres. The generation of hazardous waste is minimized to the greatest extent possible and managed through certified specialized disposal partners. With regard to our machinery, LCS aims to maximize its operational lifespan, avoiding unnecessary replacement or disposal. From a financial perspective, enhancing resource efficiency and embracing circular practices are expected to lower disposal costs and reduce long-term risks related to resource scarcity and evolving regulatory requirements.

We have an internal shelf where employees can place gently used items in good condition, giving them a second life by passing them on to others – hence avoiding throwing them away and producing waste.



Responsible Consumption and Production - Ensure sustainable consumption and production patterns



Life on Land. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

WASTE

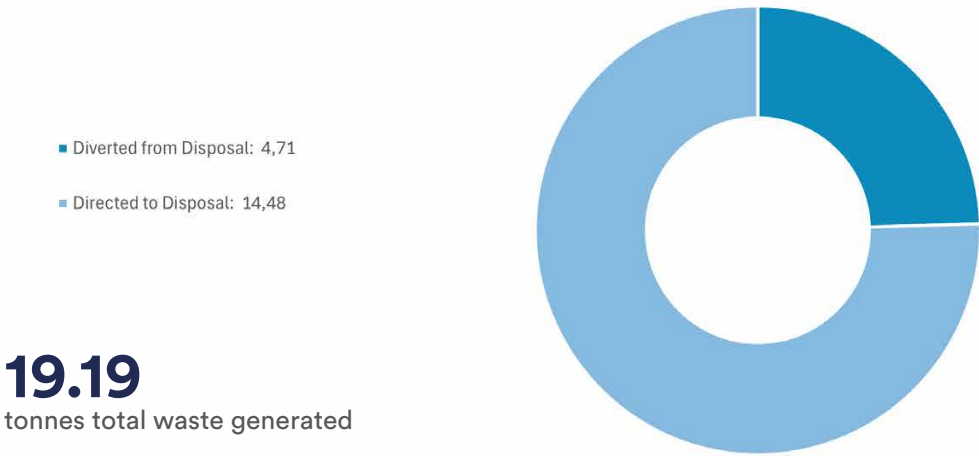
ESRS E5 | GRI 306

LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Total Waste Generated

in tonnes

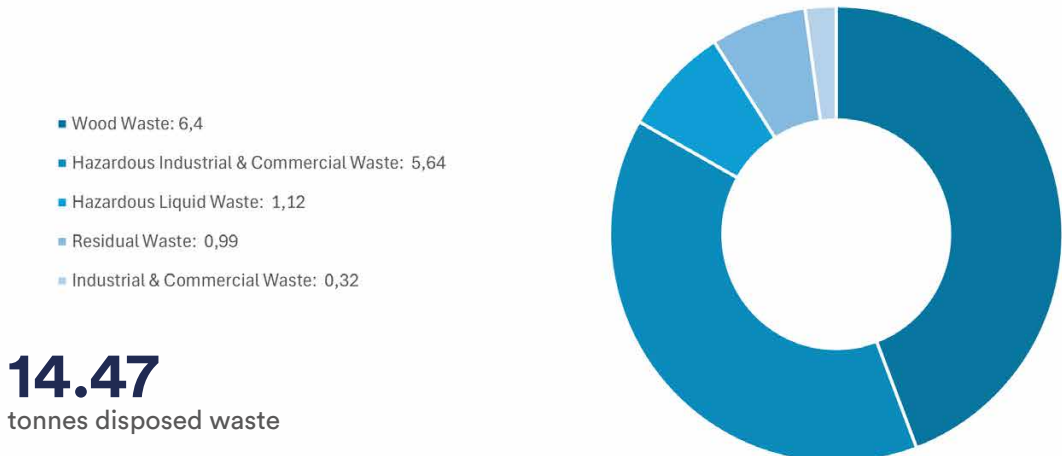


LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Waste Directed to Disposal

in tonnes

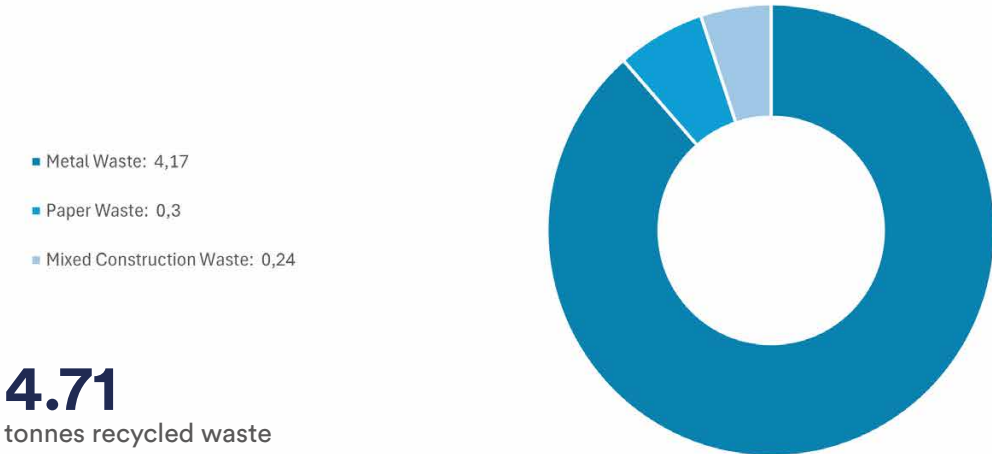


LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Waste Diverted from Disposal

in tonnes



GREENHOUSE GAS EMISSIONS (GHG)

GRI 305

Over the past three financial years, the figures for Scope 1 and Scope 2 emissions have remained relatively stable. Notably, Scope 1 emissions experienced a slight decrease in the most recent financial year.

With respect to Scope 2, all our electricity is sourced from sustainable providers — either through our in-house photovoltaic plant or, during periods when it does not generate energy, from an external green energy supplier. The photovoltaic plant and its installation are accounted for under Scope 3 emissions.

Scope 3 emissions have seen a considerable increase, rising from 1.308,88 tonnes in the previous financial year to 3.059,87 tonnes in the financial year 2023/2024. This spike is primarily due to the inclusion of a greater number of invoices in our CO₂ reporting system, reflecting our effort to establish a more comprehensive and detailed data foundation. However, during the validation process, we discovered that the reported values might be slightly inflated. A cross-check between the material purchase data extracted from our ERP system and the values processed in the CO₂ reporting software revealed significantly higher figures in the latter. It was noted that some service-related inputs were not yet included in the ERP data. Therefore, we chose to proceed with the higher estimate to ensure full transparency.



Responsible Consumption and Production - Ensure sustainable consumption and production patterns



Climate Action - Take urgent action to combat climate change and its impacts



Life below Water - Conserve and sustainably use the oceans, seas and marine resources for sustainable development



Life on Land. Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

Another contributing factor to the increase in Scope 3 emissions is the construction of a new storage facility at our headquarters in Austria, which generated additional CO₂ emissions.

In total, the CO₂ emissions for the 2023/2024 financial year amounted to 3.118,62 tonnes.

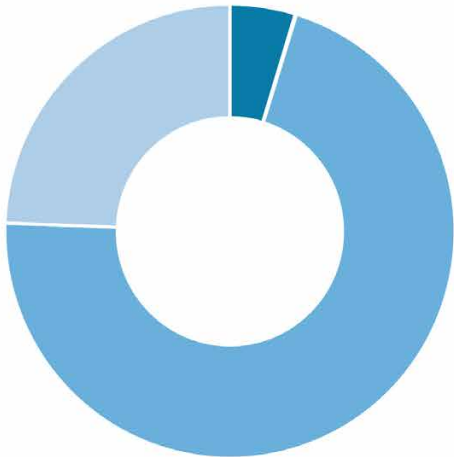
LCS CABLE CRANES GMBH

1.10.2023 - 30.9.2024 | 2024 LCS CABLE CRANES GMBH

Greenhouse Gas Emissions

in tonnes CO₂e

- Scope 1: 57,62
- Scope 2: 1,13
- Scope 3 (Activity based): 869,21
- Scope 3 (Supply Chain based): 299,92



58.75
tonnes CO₂e – Scope 1 & 2 Emission

**GOALS & STRATEGY
FOR 2024/2025
BASED ON
ROADMAP
FOR 2022/2023**

MALCS



TARGETS RELATED TO MANAGING MATERIAL NEGATIVE IMPACTS, ADVAN- CING POSITIVE IM- PACTS AND MANA- GING MATERIAL RISKS AND OPPOR- TUNITIES

S1, S2, S3 & S4

> CO₂ REPORTING

Our initial objective was to prepare individual CO₂ reports for each LCS entity - LCS Cable Cranes GmbH, LCS Pipelines GmbH, LCS Cablecranes Ltd., and LCS Cable Cranes Brasil Ltda. To achieve this, we aimed to assess CO₂-relevant data separately for each company using our CO₂ reporting software.

However, this approach was not implemented as planned. Instead, it was decided to upload the data for all entities collectively into the software for the 2024/2025 financial year, with the goal of producing a consolidated CO₂ report.

We acknowledge that this change will make it challenging to compare the consolidated report with previous individual reports. Nevertheless, since we have already identified our primary CO₂ emission sources, we believe we can still establish a meaningful basis for comparing data between the current and previous financial years by considering a comparable basis for calculation.

Furthermore, we strive to collect data as thoroughly as possible to obtain more precise insights and clearer assessments of our CO₂ emissions. This will be achieved through data extraction from our ERP system, complemented by CO₂-software-based analysis, with both sources integrated to provide a holistic evaluation.

GOAL FOR 2024/2025:

Preparation of a consolidated CO₂ reports for all LCS' entities.

> TRANSPORT

The ideas was to optimize transports (upstream and downstream), especially with respect to transport volumes and routes.

Unfortunately, this goal was not achieved. On the contrary, numerous follow-up deliveries had to be made via airfreight. We recognize significant potential for improvement in this area, as more effective planning could offer both environmental and economic benefits.

That said, there has already been positive progress: many shipments are now being coordinated from the nearest freight terminal – located approximately 50 kilometers from our site in Loruens – which allows for partial delivery by rail. This marks a promising step in a more sustainable direction.

GOAL FOR 2024/2025:
Ongoing attempt to optimize transports.

> PURCHASE OF GOODS

In the past financial year, our strategic goal was to improve the sourcing efficiency of purchased goods.

To this end, the purchasing department is pursuing the consolidation of procurement activities through larger, combined orders, thereby reducing the frequency of individual shipments. Additionally, we are focused on rationalizing our supplier network by engaging fewer vendors capable of supplying a broader assortment of items.

GOAL FOR 2024/2025:
Rationalizing our supplier network.

> HEATING

Although our premises are less than five years old, there is potential to improve the heating system by integrating a solar thermal solution and converting to an electric heat pump.

The purchasing department has already obtained a proposal from a qualified local company capable of implementing both upgrades. Following the final investment decision, the planned upgrades to the heating system will proceed as scheduled.

GOAL FOR 2024/2025:
Implementation of improvement.

> DATA COLLECTION FROM CONSTRUCTION SITES

In the past, certain data from construction sites had already been included in our CO₂ reporting. However, we recognized that the level of detail was insufficient to present a truly comprehensive picture - particularly because key data from major projects carried out by our Canadian and Brazilian subsidiaries was not captured. For these entities not CO₂ reports were prepared in previous financial years, resulting in their construction site data being overlooked.

Going forward, we will enhance awareness among our assembly teams regarding the importance of collecting data from construction sites. All information will be evaluated collectively across all entities, enabling us to compile a consolidated CO₂ report and thoroughly considering data from project sites.

GOAL FOR 2024/2025:
Extensive collection of data from construction sites to include in the CO₂ reporting.

> PACKAGING

In the past financial year we have reviewed our packaging methods and materials with the dual aim of reducing the overall volume of packaging used and improving the sustainability of the materials themselves.

However, making significant adjustments is challenging due to regulatory requirements and industry guidelines that limit flexibility. At present, we use the minimal amount of packaging necessary and make every effort to recycle as much packaging material as possible.

Recently, we tested a plastic-free adhesive tape, but unfortunately, it did not meet our performance expectations. On a more positive note, we are able to transition to a plastic-free alternative for the bubble wrap we produce in-house.

GOAL FOR
2024/2025:

Ongoing review to evaluate improvements regarding the packaging of our products.

> ENERGY MANAGEMENT SYSTEM – ISO 50001

As part of our ongoing commitment to sustainability and continuous improvement, we assessed the potential implementation of the ISO 50001 Energy Management System in alignment with our existing Integrated Management System (ISO 9001, ISO 14001, and ISO 45001).

While we recognize the long-term value such a system can offer, we have determined that the current resource investment would outweigh the immediate benefits. Nevertheless, we will continue to monitor its relevance and remain open to adoption as our operational needs and sustainability goals evolve.

GOAL FOR
2024/2025:

Ongoing review of potential to implement the system.

> SCIENCE BASED TARGETS INITIATIVE

LCS has considered joining the Science Based Targets initiative as part of our commitment to sustainability.

While our current engagement with clients in the Oil & Gas sector presents a limitation at this time, we remain supportive of the initiative’s goals and will actively revisit the opportunity to participate as our circumstances evolve.

GOAL FOR 2024/2025:

Ongoing review of potential to join the initiative.

> IT PROCESS FOR DATA ACQUISITION

We currently use external software to collect data for our CO₂ reporting. At one point, we considered managing the data collection internally. This would have required adapting our ERP system to enable direct querying and analysis of the relevant data. Collecting the data independently would have given us a more detailed and transparent view of our CO₂ emissions and their sources.

However, we ultimately concluded that implementing such a system would take significantly more time and resources than initially anticipated, particularly due to the substantial human effort required for customization. As a result, we decided to continue using the existing external software, especially since it is regularly updated and enhanced with new features.

Since we found that concentrating on a few key improvements is more effective than pursuing many without tangible results, we have decided to continue working toward the established goals for 2022/2023.

GOAL FOR 2024/2025:

Currently, no change planned.

EPILOGUE

Reflecting on the past year, we take great pride in our team's ability to overcome numerous challenges with resilience and innovative thinking. We are deeply grateful to all our employees, whose unwavering dedication and passion have played a crucial role in the continued success of LCS.

At LCS, sustainability is not a mere slogan – it is a fundamental part of our strategy and daily operations. We are steadily improving our environmental performance by meticulously tracking CO₂ emissions, boosting energy efficiency, and encouraging the reuse of materials wherever feasible. Looking to the future, we are advancing strategic initiatives such as strengthening our data collection systems and refining our logistics and procurement practices to further reduce our environmental footprint and enhance operational efficiency.

Our commitment to social responsibility is equally strong. We promote a diverse and inclusive work environment and adhere to the highest standards of health and safety. We prioritize continuous learning and development, recognizing that our employees are our most valuable asset. Additionally, we support our communities through local charitable initiatives and responsible project partnerships. By aligning economic performance with environmental stewardship and social engagement, we are ensuring that LCS remains resilient and future-ready.

In conclusion, we thank our employees, customers, suppliers, and partners for their ongoing trust and support. Together, we remain committed to driving meaningful progress and building a more sustainable future.



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