

Human Rights Position

of

LEIPNIK-LUNDENBURGER INVEST
Beteiligungs AG

and its subsidiaries

Version 1/Status 04/2025

Introduction

At LEIPNIK-LUNDENBURGER INVEST Beteiligungs AG, sustainability is part of our identity and a key element of our corporate development. We implement this value in a contemporary way, because we know that only sustainable solutions create real added value for people, society, the environment and institutions.

Every person is born free and equal in dignity. With this statement, we express our commitment to human rights in our daily activities. It serves as the foundation for our human rights efforts. We regularly review and further develop our position through an interdisciplinary approach.

Understanding of human rights

We are committed to implementing the ten principles of the UN Global Compact on human rights, anti-corruption, labour standards and environmental protection.

Taking into account the UN Guiding Principles on Business and Human Rights, the OECD-Guidelines for Multinational Enterprises and the core labour standards of the International Labour Organisation (ILO), this includes the following fundamental principles in particular:

1. Child labour is firmly rejected
2. Forced and compulsory labour is strictly prohibited
3. Health and safety in the workplace is ensured through a safe and adequate working environment, provision of medical care and regular, targeted training
4. We affirm the right to freedom of assembly and collective association of our employees and ensure a constant and open dialogue.
5. We prohibit all forms of discrimination and actively combat them.
6. Fair working conditions are important to us. We are committed to complying with all legal regulations on pay and working hours and promote an appropriate work-life balance for our employees.
7. We uphold the highest standards toward all our stakeholders. Through clear and open channels of communication, we aim to address potential concerns promptly and have a positive impact on surrounding communities.
8. We fight all forms of corruption and financial crime.
9. We respect all principles of fair and free competition in our business relationships.
10. We reject any business practices that favour or facilitate tax evasion.

International agreements play an important role not only in the coexistence of states but also have great significance for businesses. As an essential part of the Austrian economy, we are aware of our responsibility. Therefore, we are committed to upholding international human rights standards.

Human rights are universal values that guide the business activities of LEIPNIK-LUNDENBURGER INVEST Beteiligungs AG. They are inalienable fundamental rights to which every person is entitled, regardless of ethnic or social origin, race, color, gender, age, language, religion, ethnicity, sexual orientation, disability, worldview, wealth, or any other status or belief.

We fulfill our responsibility to respect human rights and to assess human rights risks that we cause, contribute to, or are directly linked to.

Implementation

We actively promote the implementation of human rights standards within our sphere of influence. Potential and actual impacts on human rights are taken into account in the course of our business activities. When risks and violations are identified, we are committed to taking appropriate measures. We are dedicated to using our influence to uphold human rights standards, particularly among our employees, suppliers, business partners, and other affected stakeholders. In implementing these measures, we pay close attention to the individual needs and circumstances of our identified stakeholders, who are categorized as follows:

Employees

We place the highest importance on ensuring compliance with human rights and labor standards for our employees. The fundamental rights enshrined in national law, along with the principles outlined in the guidelines of the United Nations and the International Labour Organization (ILO), provide our employees with a high level of protection and standards.

The principle of non-discrimination, labor standards, collective agreements, and social dialogue are respected, implemented, and promoted. Recognizing diverse needs, fostering an inclusive corporate culture, and removing barriers and inequalities in opportunities are central aspects of our approach. This also includes fair remuneration and the right to organize in order to protect one's own interests in accordance with the ILO Core Labour Standards. As a minimum requirement, these standards call for an open exchange on labor-related issues between employees and management

Suppliers

At LEIPNIK-LUNDENBURGER INVEST Beteiligungs AG we place great importance on respecting human rights throughout the entire supply chain when selecting our suppliers. Human rights are an integral part of our Supplier Code of Conduct and provide a clear standard of behavior. Especially in Austria and countries with comparable legislation, high human rights standards are already legally embedded. These standards play a key role in our analysis and selection of suppliers. If we become aware of any violations of our standards, we strive to resolve the issue in cooperation with the supplier.

Customers

A respectful, competent, and fair approach to our customers is a central part of our business activities. In doing so, we also uphold human rights and environmental standards. We actively ensure that our products and services do not contribute to human rights violations.

Further affected stakeholders

To exercise our influence on additional stakeholders who do not fall under our primary stakeholder groups, we consistently strive for open and transparent communication channels. Our principles of conduct are upheld in all interactions with stakeholders.

Risk assessment for compliance with minimum social standards

A human rights risk assessment based on the ten principles of the UN Global Compact is an important preventive measure to identify risks along the value chain and within our own business operations, and to implement mitigation measures where necessary.

Complaints mechanisms and remedial measures

We place great importance on acting with integrity and respect in our interactions with one another and with all relevant stakeholders.

We strive to prevent misconduct within our own workforce through training and other awareness-raising measures, in line with our human rights due diligence obligations.

A whistleblower platform and established processes are available to our stakeholders to ensure that cases of discrimination are handled in a confidential and transparent manner.

If, despite preventive measures and risk mitigation, negative impacts on human rights occur, we take differentiated and appropriate remedial actions to address and end them. In doing so, we rely on cooperation and communication with our employees, suppliers, and customers.

Reporting

Social, economic, and environmental sustainability go hand in hand. We continuously work on implementing and optimizing our human rights and environmental due diligence obligations and processes.

This Statement of Principles was formally adopted by the Executive Management of LEIPNIK-LUNDENBURGER INVEST Beteiligungs AG in April 2025.

DI Josef Pröll

Dr. Kurt J. Miesenböck