LOGICDATA
MOTION FOR YOUR LIFE

Sustainability Report 2024

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SUSTAINABILITY STARTS AT HOME



Content

Introduction 03
About LOGICDATA 04
Organizational Structure 05
Basis for Preparation 06
The LOGICDATA Approach to Sustainability 07
Key Achievements in 2024 08
LOGICDATA‘s Sustainability Strategy 09
Double Materiality Assessment 11
Circular Economy Principles 12
Sustainability Goals in Mechatronics 13
Sustainability Topics at our Headquarters 14
Environment in Numbers 15
Health & Safety 16
Employees 18
People Development Initiative 19
Outlook 20

Introduction

This Sustainability Report is LOGICDATA's first public sustainability report. Internally, we have been addressing sustainability for many years. Since 2024, we have been tracking ESG data in alignment with the VSME standard.

LOGICDATA strives for innovation and excellence while supporting long-term sustainable operations. The close collaboration with customers, suppliers, and partners supports our development and production of efficient and durable solutions.

We operate in an economically sustainable way, focusing on leaving a positive legacy for future generations.

"We utilize our core competencies to create highly reliable, sustainable products that make a difference in the market."

– Haymo Niederkofler, CEO LOGICDATA



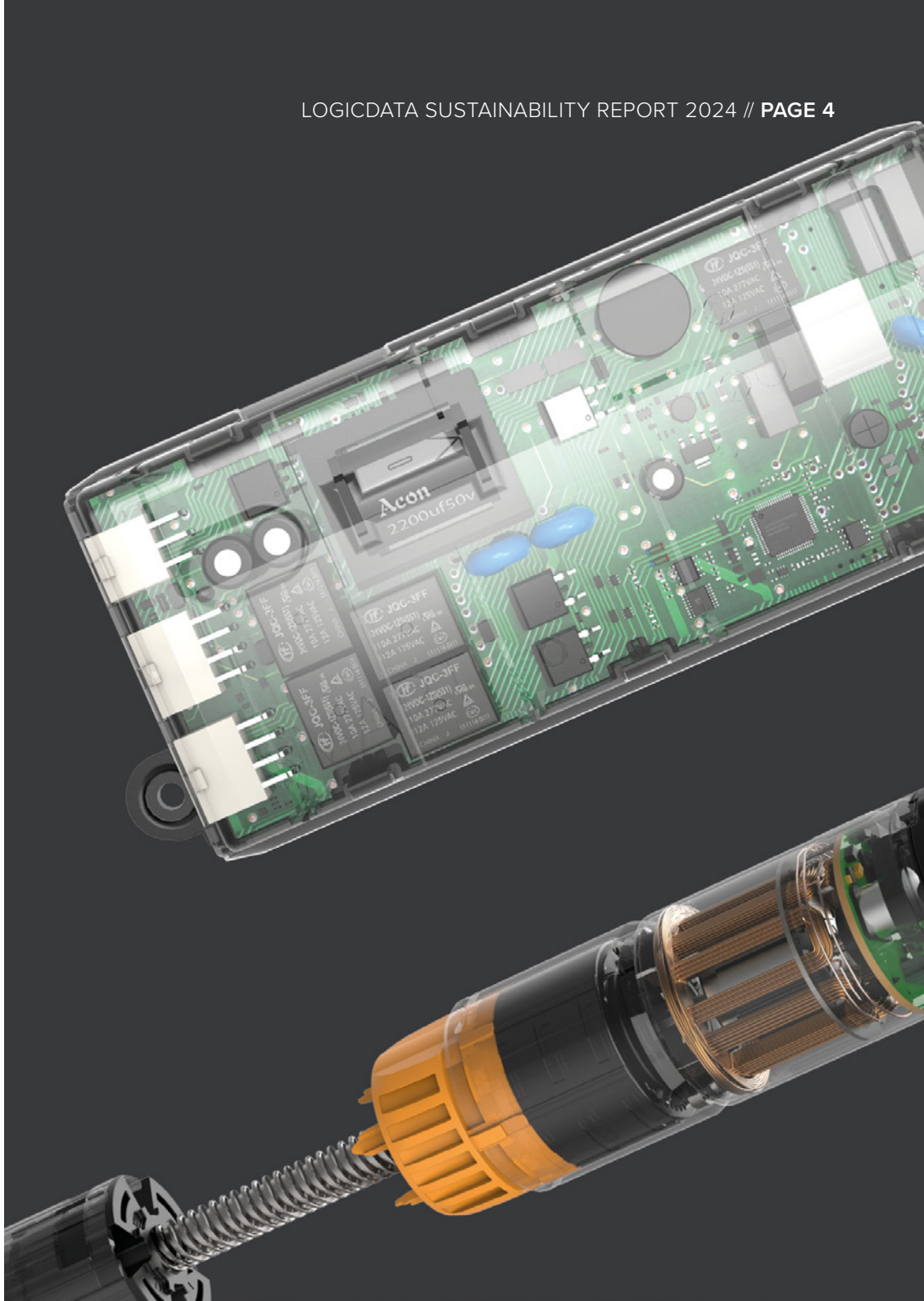
About LOGICDATA

LOGICDATA has been developing market-leading mechatronic solutions since 1997 – setting new standards in quality, service, and innovation. We deliver products and services to various industries, from our primary headquarters in Deutschlandsberg, Austria, as well as our locations in Hungary and the United States.

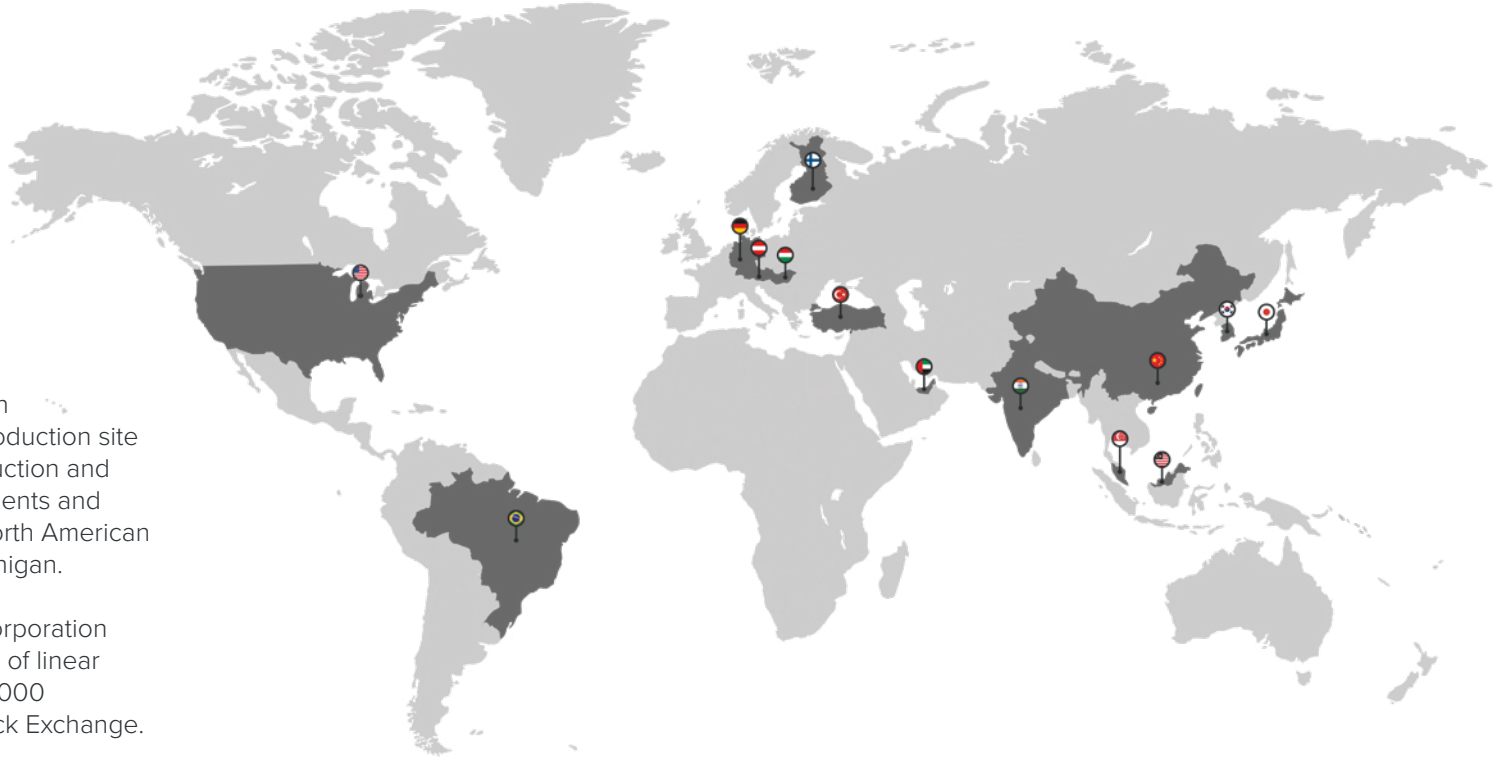
Our mechatronic technology is unique. With over 100 registered patents, we guarantee that every component, every system and every solution is the very best it can be.

Our portfolio includes brushless motors, linear actuators, intelligent lifting columns, and various control systems. Customers benefit from our expertise ranging from development to serial production and full product lifecycle management.

LOGICDATA received ISO 9001 certification in 2004. Our environmental management complies with ISO 14001:2015 with an additional ÖKOPROFIT certification.



Organizational Structure



LOGICDATA operates from its headquarters in Deutschlandsberg, Austria. The European production site in Hungary serves as the center for the production and assembly of metalwork, mechatronic components and business fulfillment. In addition, we have a North American corporate office based in Cedar Springs, Michigan.

LOGICDATA is part of JIECANG, a Chinese corporation focusing on the development and production of linear actuators. Founded in 2000, JIECANG has 5,000 employees and is listed on the Shanghai Stock Exchange.





Basis for Preparation

This LOGICDATA Sustainability Report covers the calendar year 2024 and is guided by the EFRAG Voluntary Sustainability Reporting Standard for Non-Listed SMEs (VSME). As this is the first year of public reporting, there are no comparisons or trend analyses included. This report has not been externally audited.

This Sustainability Report covers LOGICDATA Electronic & Software Entwicklungs GmbH at its headquarters in Deutschlandsberg, Austria. The scope is deliberately limited to the Austrian entity, where our environmental and social data are most fully established. Our production site in Hungary, which carries out the group‘s mechatronic assembly, and other group entities are not included in this reporting period.

This Sustainability Report 2024 provides a clear and easily understandable overview of the key factors and activities across the Environmental, Social and Governance (ESG) areas.

Location of Operations: Wirtschaftspark 18, 8530 Deutschlandsberg, Austria

Legal Form: Private Limited Liability Undertaking

Number of Employees in 2024: 162

NACE Code: ÖNACE 27.12-0



The LOGICDATA Approach to Sustainability

At LOGICDATA, sustainability means creating long-term value through responsible environmental, social and governance practices. We continuously evaluate how our business activities affect people, society and the environment, while ensuring resilience and sustainable growth.

Our sustainability efforts focus on reducing environmental impacts, fostering a safe and supportive workplace, strengthening responsible partnerships and promoting ethical business conduct. These principles are embedded in decision-making processes and support our contribution to a more sustainable economy.

Sustainability-Related Certification

ISO 14001:2015 – Environmental Management System, certified by Quality Austria, issued on 19.04.2023, valid until 27.05.2029



Sustainability issues addressed by practice, policy and/or future initiative:

- Climate change
- Pollution
- Water and marine resources
- Biodiversity and ecosystems
- Circular economy
- Own workforce
- Workers in the value chain
- Affected communities
- Consumers and end users
- Business conduct

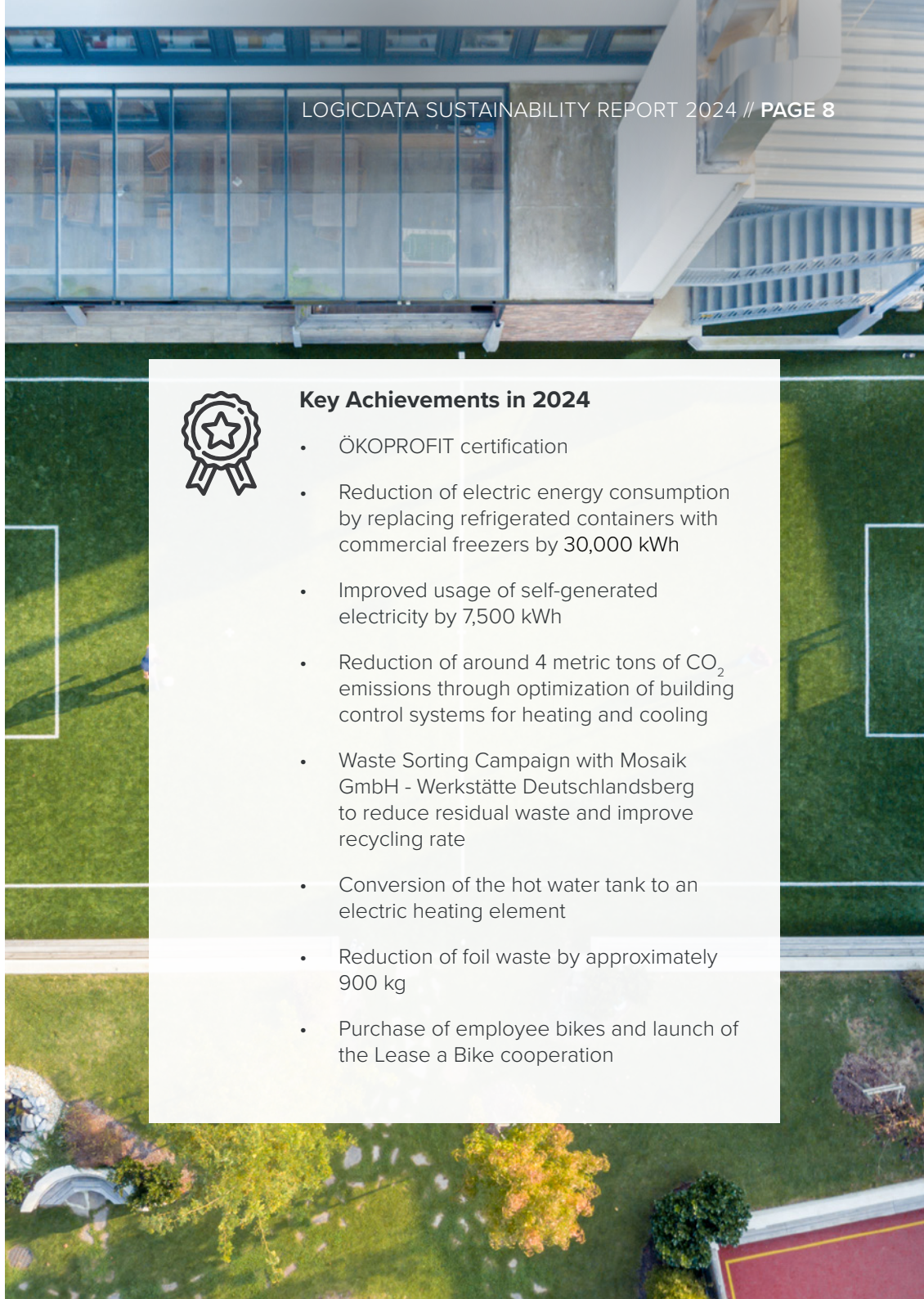
Key Achievements in 2024

In 2024, we continued to strengthen our commitment to sustainability by further integrating the ESG principles and reaching all of our predefined goals for 2024.

On page 13 you can read how we applied our sustainability commitment to our products.

Predefined Goals for 2024

- Change in test setup: From refrigerated containers to chest freezers - energy savings of 30,000 kWh
- Expansion of hot water production by including e-cartridges to utilize more self-generated electricity
- Collaboration with Mosaik on waste sorting



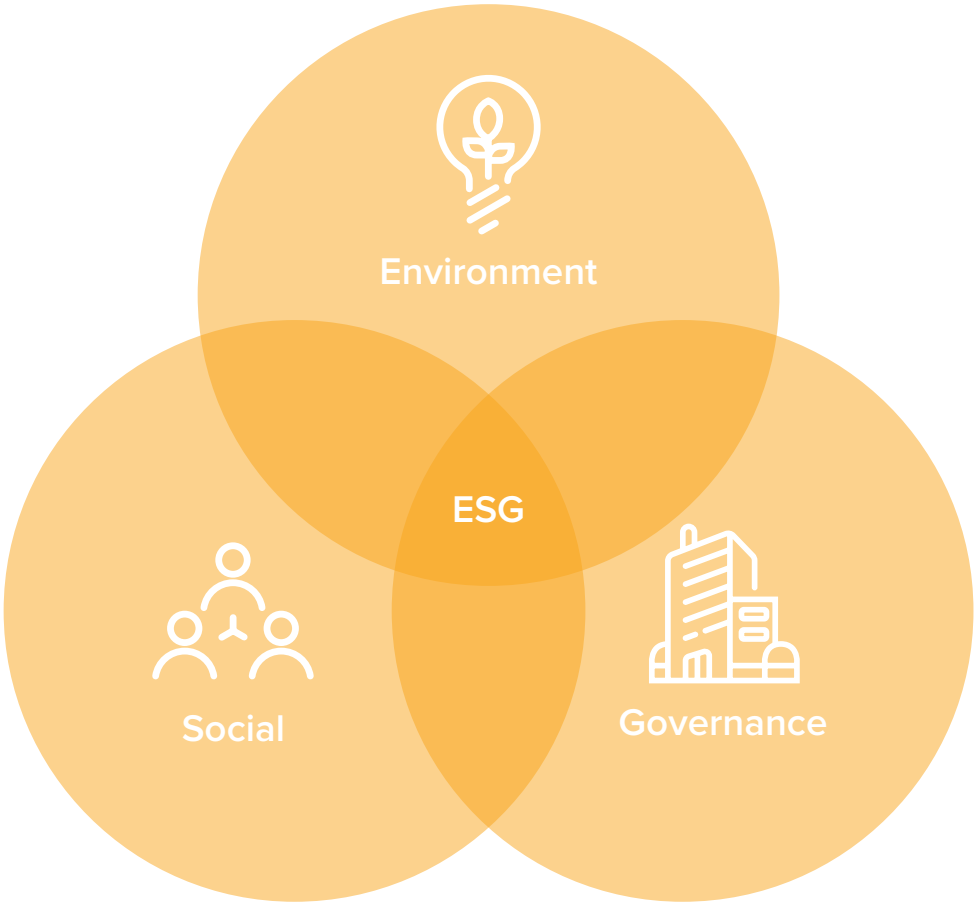
Key Achievements in 2024

- ÖKOPROFIT certification
- Reduction of electric energy consumption by replacing refrigerated containers with commercial freezers by 30,000 kWh
- Improved usage of self-generated electricity by 7,500 kWh
- Reduction of around 4 metric tons of CO_2 emissions through optimization of building control systems for heating and cooling
- Waste Sorting Campaign with Mosaik GmbH - Werkstätte Deutschlandsberg to reduce residual waste and improve recycling rate
- Conversion of the hot water tank to an electric heating element
- Reduction of foil waste by approximately 900 kg
- Purchase of employee bikes and launch of the Lease a Bike cooperation

LOGICDATA's Sustainability Strategy

Aligning with ESG principles helps LOGICDATA integrate sustainability into the core business strategy, ensuring long-term value creation for stakeholders while addressing global challenges.

This ESG approach reflects our commitment to innovation, environmental stewardship, and social responsibility.



LOGICDATA's Sustainability Strategy

Environmental Goals and Actions

LOGICDATA is aligned with global priorities for innovation and responsible production. We create efficient, durable, and sustainable solutions, reducing environmental impact through design.

We prioritize sustainable manufacturing by sourcing durable materials, minimizing waste, and optimizing production for a circular economy. This approach ensures our operations and products contribute to a green, innovative future.





Social Goals and Actions

LOGICDATA works to improve well-being and foster economic growth through operations and products. Our ergonomic solutions promote healthier living and working environments, supporting mobility, comfort, and quality of life for users.

We focus on creating a safe and innovative workplace, prioritizing employee development and fair labor practices. By empowering our team and partners, we contribute to sustainable economic growth and ensure positive social impact.

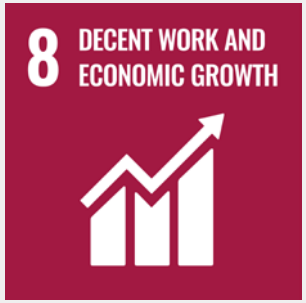




Governance Goals and Actions

LOGICDATA's commitment to ethical, transparent, and sustainable business practices is guided by our Code of Conduct. This helps maintain a safe workplace while driving economic growth responsibly.

We integrate sustainability by sourcing responsibly, minimizing waste, and optimizing production processes. These governance principles strengthen stakeholder trust, ensure compliance, and support sustainable success.





Double Materiality Assessment

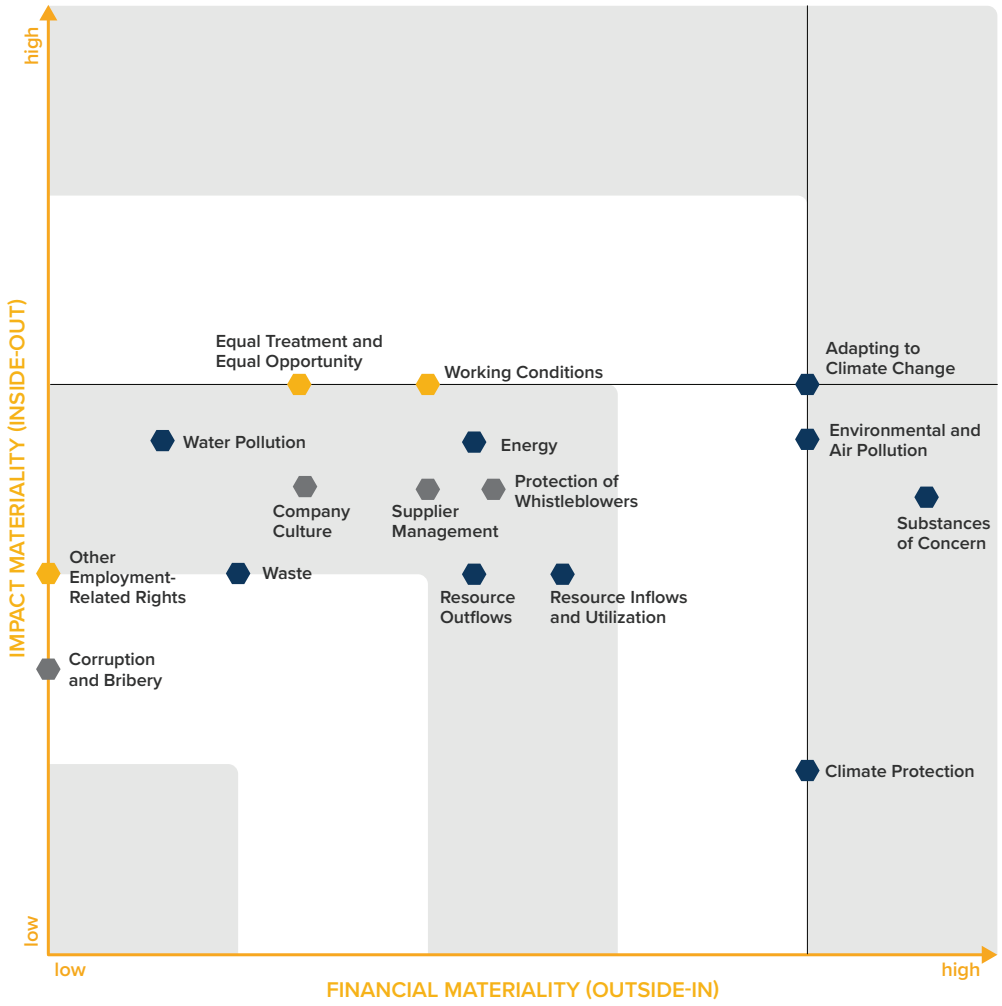
LOGICDATA assesses sustainability topics from two perspectives: impact materiality (inside-out), considering the effects of our activities on people and the environment, and financial materiality (outside-in), considering the potential sustainability-related financial effects on our business.

The assessment was conducted by internal experts from relevant specialist functions and management areas, taking into account the perspectives and interests of relevant stakeholder groups.

The topics were evaluated on a six-point scale from 1 (low) to 6 (very high) using defined criteria including scale, scope, remediability, likelihood and potential financial impact. A score of 4 was defined as the company-specific materiality threshold for both impact and financial materiality.

The resulting scores form the basis of the materiality matrix and identify the sustainability topics considered material for LOGICDATA.

MATERIALITY ASSESSMENT



Materiality Threshold: ≥ 4

Circular Economy Principles

LOGICDATA applies circular economy principles by designing products for long durability and repairability, with spare parts available to extend their lifetime.

Metals, electronics and packaging are efficiently used and separated into dedicated fractions for recycling, resulting in more than 80% of non-hazardous waste being diverted from disposal.

Energy efficiency is embedded in both product design and operations, including the use of photovoltaic electricity and biomass heating, to reduce lifecycle impacts.

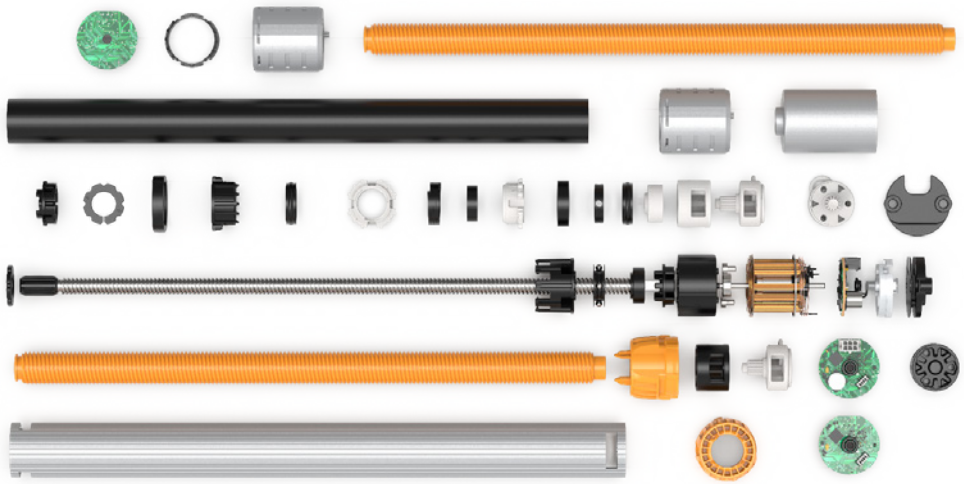
Waste management at the headquarters ensures proper separation and treatment of residual materials, and cooperation along the supply chain supports environmentally responsible practices.



Sustainability Goals in Mechatronics

LOGICDATA provides premium mechatronic solutions with awareness of global ecological challenges. We continually optimize to offer future-oriented solutions to our customers and partners in a changing world.

In our global production network, we contribute to sustainability through emission reduction and the optimization of products, processes, and supply chains for efficiency.



Application Within our Products

LOGICDATA commits to its Quality and Environmental Policy that derives from the vision, mission and strategy. Proactive quality management, the continuous reduction of our products' ecological footprint, and the implementation of state-of-the-art technology are key elements of our sustainability strategy. Some examples of our sustainability initiatives are:

- Efficiency optimization of our actuators
- Highly efficient brushless motor technology
- Static ball brake enabling higher spindle system efficiency
- Elimination of power supplies through the use of external power sources (USB-C, PoE)
- PVC-free cables
- 0.1 W low-power standby

Sustainability Topics at our Headquarters



Culture

We foster a culture of fair wages and benefits for our employees.



Partnerships

We work with world-class partners who deliver excellent performance.



Support

We support local and regional projects and donate to good causes.



Suppliers

We have set high standards for our suppliers and aim to create a positive impact.



Materials

Our processes support material transparency for our products.



Energy

Our headquarters is powered by our own solar panels and primarily heated by regionally sourced biomass.



Innovation

Our sustainable solutions contribute to health and well-being.



Production

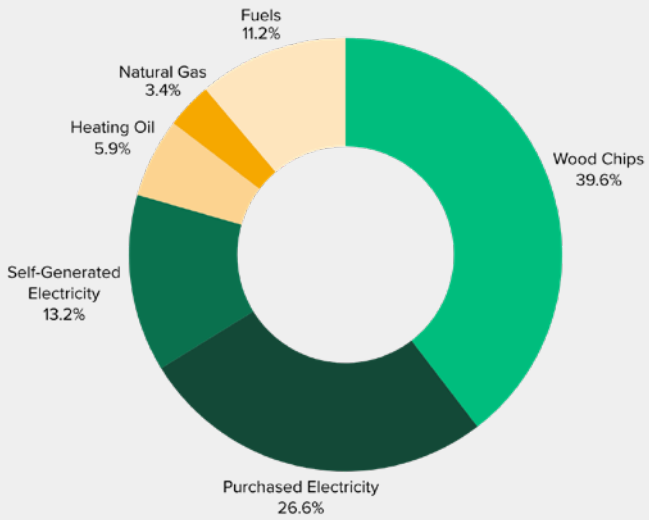
Customers receive quality and reliability with a sustainable product lifecycle.

Environment ... in Numbers

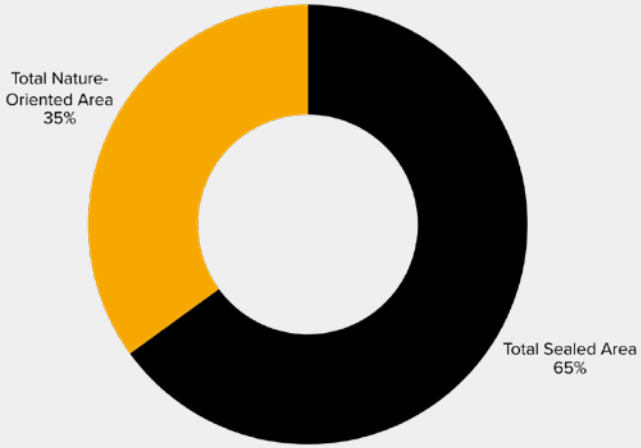
The electricity we purchase is green, which means that 100% of the electrical energy purchased comes from renewable sources. **Overall 79.45 % of our energy consumption comes from renewable sources.**

Our site (use of land) also includes 9,020 m^2 of nature-oriented land, like our LOGICDATA garden.

Total Energy Consumption



Use of Land



Health & Safety

Occupational Safety

Ensuring employee health and safety is one of the top priorities at LOGICDATA. Our safety officer ensures workplace safety at the site. We aim for zero workplace accidents through proactive risk management and ensuring a safe working environment. We do this by regularly assessing and mitigating risks, onboarding training for new employees, job-specific safety trainings, inspections and the responsible handling of hazardous substances and chemicals.

No reportable workplace incidents at the headquarters in Deutschlandsberg were recorded during the 2024 reporting year.

Safety Incidents	**Headquarters**
Working Environment Policies	Yes
Environmental Management System	ISO14001
Workplace Assessment	Yes
Fatalities	0
Number of Work-Related Accidents (w. absence)	0
Lost Time due to Injuries	0
Days Lost to Work-Related Injuries	0



Health & Safety

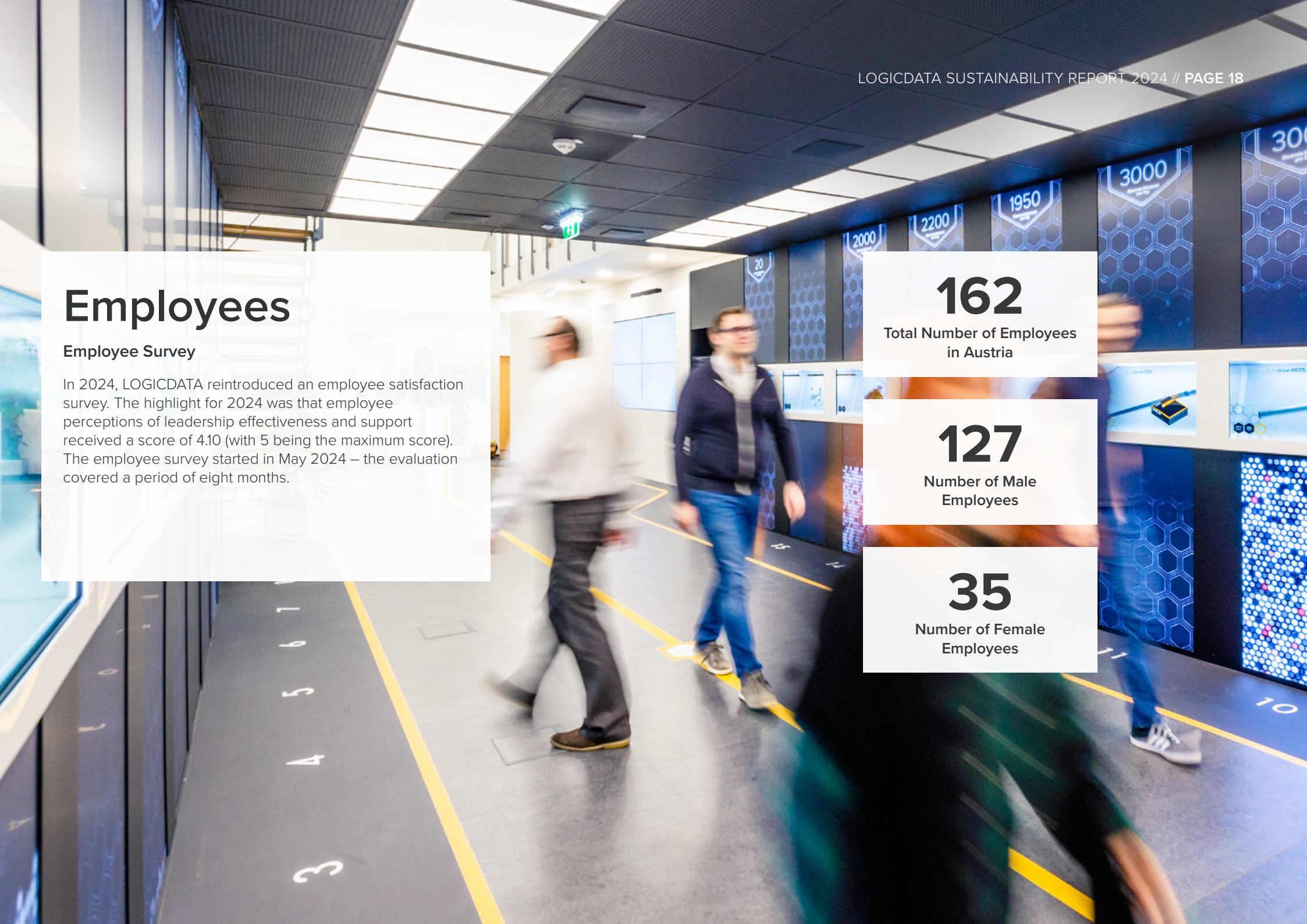
Health

Occupational healthcare is provided by an external occupational medicine specialist, with annually planned health measures including preventive check-ups and vaccination programs. Once a year, LOGICDATA also participates in the Chamber of Labor Health Days, where free health check-ups are provided directly at our headquarters.

LOGICDATA supports a healthy lifestyle through benefits and subsidies for sports and wellness activities offered via our Trust Team. Our Trust Team consists of elected employee representatives who represent employee interests and facilitate constructive dialogue between employees and management. They organize our social and recreational activities, such as ski day, kart racing, family-focused seasonal events and other activities that promote well-being, strengthen the LOGICspirit and encourage social interaction across the organization.

Our company garden invites employees for outdoor time with plenty of relaxation and movement opportunities. A soccer field, a basketball court, two table-tennis tables and a table football offer plenty of possibilities to stay active. In addition, we have an indoor napping room with sleeping cabins to take a rest. Employees use it most often when they make use of the subsidized massage offered twice a month.





Employees

Employee Survey

In 2024, LOGICDATA reintroduced an employee satisfaction survey. The highlight for 2024 was that employee perceptions of leadership effectiveness and support received a score of 4.10 (with 5 being the maximum score). The employee survey started in May 2024 – the evaluation covered a period of eight months.

162
Total Number of Employees in Austria

127
Number of Male Employees

35
Number of Female Employees

People Development Initiative

At LOGICDATA, sustainability includes investing in people. Launched in 2023, the People Development Initiative is designed to empower employees by offering personalized growth paths.

The People Development Board evaluates and supports employees at all levels. Annual development conversations focus on individual needs, such as skill-building, role adjustments or cross-departmental opportunities. The flexible framework allows the initiative to focus on traditional career progression, but also on training and coaching opportunities, so each individual has the opportunity to achieve their „best-fit job role“.

This commitment to individual development not only enhances employee satisfaction and performance but also builds a culture of loyalty and continuous improvement, which are key pillars of a sustainable and resilient workforce.

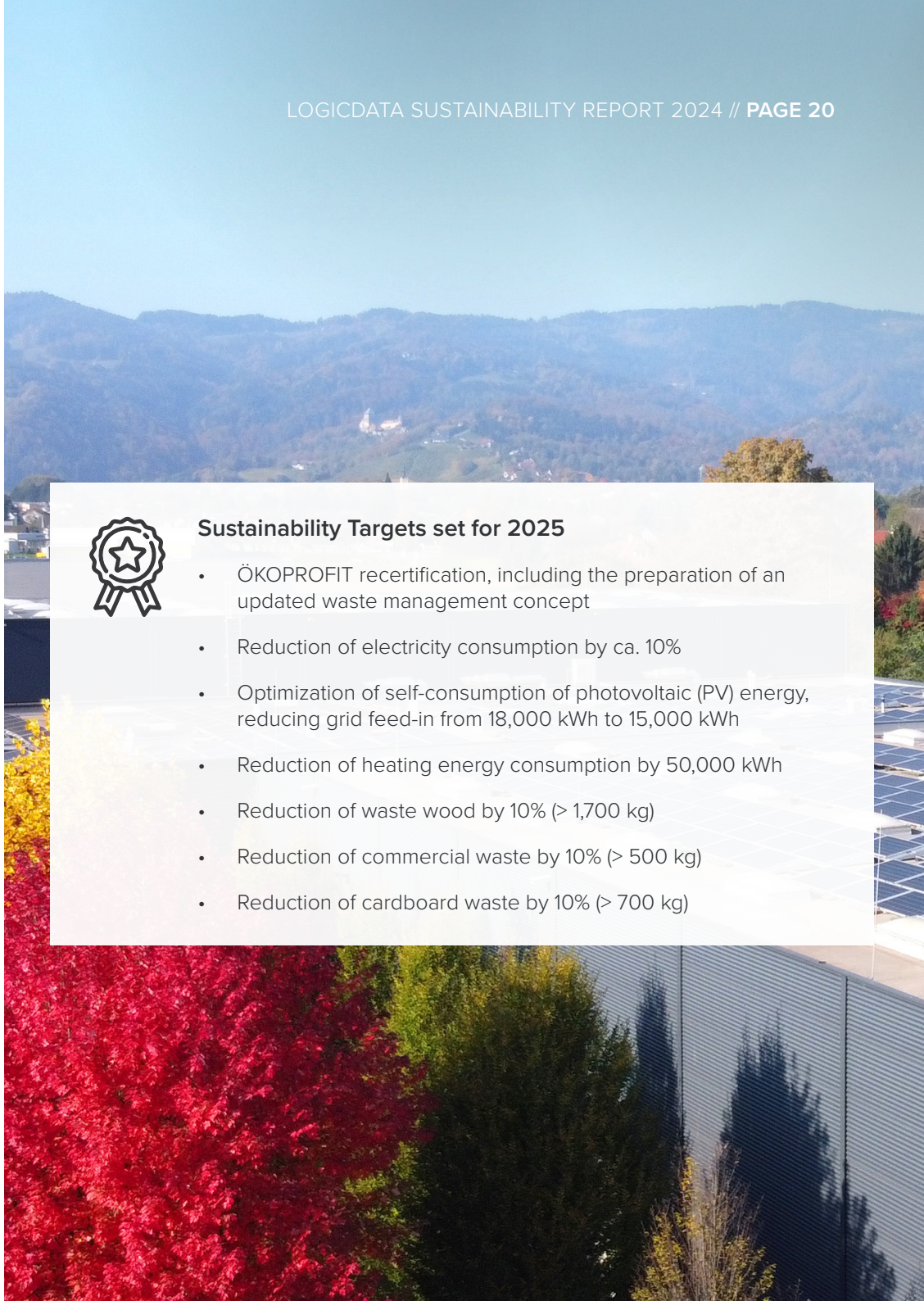


Outlook

LOGICDATA has established a Quality & Environmental Policy aligned with ISO 9001 and ISO 14001, which commits to legal compliance, continuous improvement and the reduction of environmental impacts.

Current practices include energy efficiency measures such as photovoltaic self-use, biomass heating and optimization of building control, as well as systematic waste separation with more than 80% of non-hazardous waste recycled. Products are designed for durability and repairability, with spare parts provided to extend lifetime.

Future initiatives focus on further increasing the use of renewable electricity, improving recycling performance and enhancing employee awareness of sustainable practices.



Sustainability Targets set for 2025

- ÖKOPROFIT recertification, including the preparation of an updated waste management concept
- Reduction of electricity consumption by ca. 10%
- Optimization of self-consumption of photovoltaic (PV) energy, reducing grid feed-in from 18,000 kWh to 15,000 kWh
- Reduction of heating energy consumption by 50,000 kWh
- Reduction of waste wood by 10% (> 1,700 kg)
- Reduction of commercial waste by 10% (> 500 kg)
- Reduction of cardboard waste by 10% (> 700 kg)

LOGICDATA
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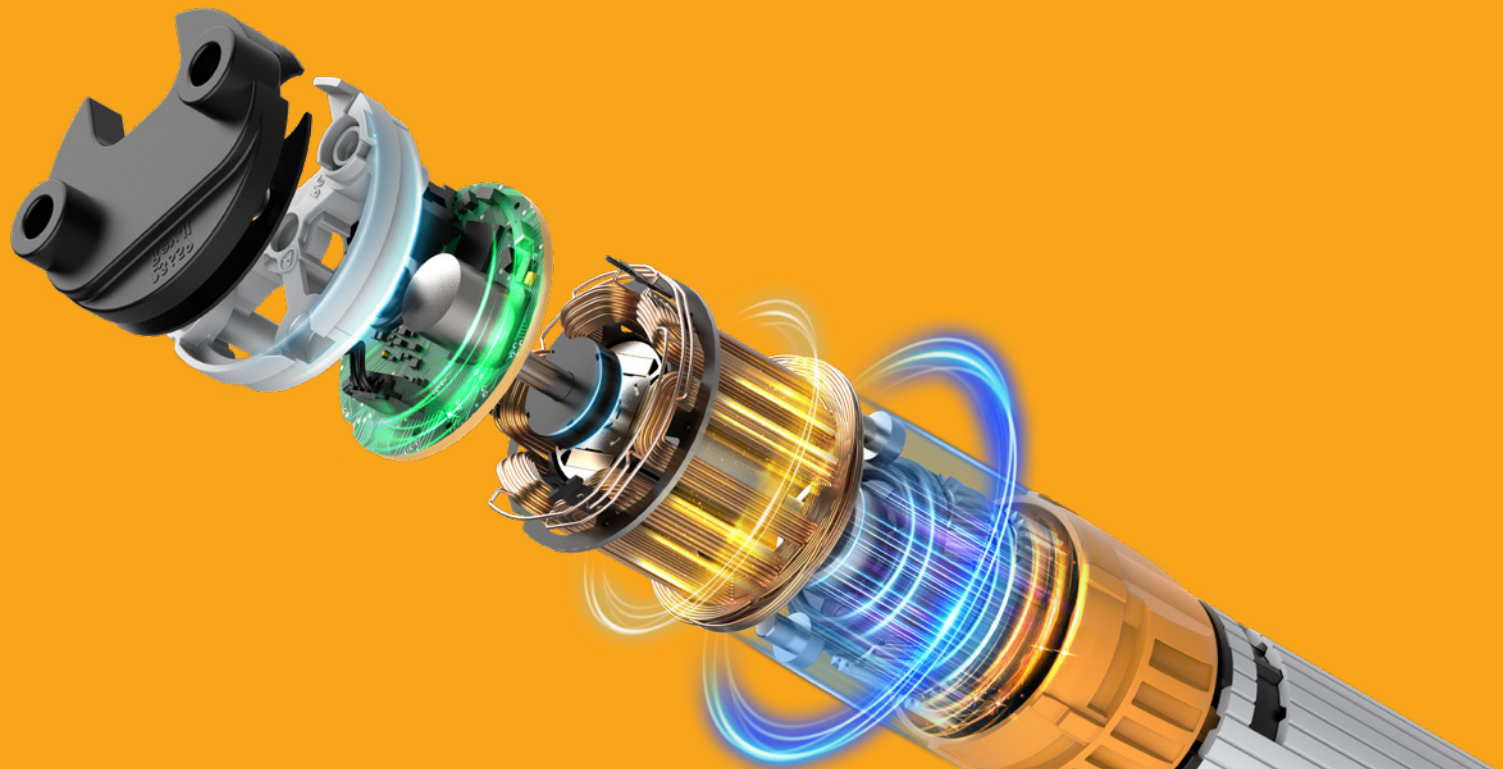
MECHATRONICS FOR YOUR INDUSTRY



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