

ESG REPORT

2026

LINET



ABOUT LINET

Vision	3
Mission & Values	4
ESG	6
Environment	8
Carbon Footprint	9
Product Life Cycle	10
Initiatives	11
Waste Management	11
Water	12
Materials and Packaging	12
Transport and Shipping	12
Compliance with Laws and Regulations	13
Social	14
Employee Feedback	15
Employee Assistance Programmes	15
Respect and Confidence	15
Donations and Support	16
Volunteering	16
Education Focus and Support	16
Transparency	17
Health and Safety	17
Discrimination and Harassment	17
Governance	18
Code of Conduct	19
Customer Satisfaction	20
Business Continuity	21
Innovation	22
Solutions Designed to Help You Care	22
Innovations Aligned with Customer Needs	22
LINET Patents and Trademarks	22
Supplier Selection	23
Financial Reporting	23



VISION

We are the global leader in providing innovative solutions, enhancing care and improving life.

LINET has proved its resilience, discipline and determination as a company founded in the Czech Republic, which has grown into a leading manufacturer of advanced care beds worldwide. Since 2011, LINET spol. s r.o. has been a division of the multinational holding organisation LINET Group SE, with registered offices in the Netherlands. With 74 years of experience and strong relations with our business partners, LINET Group acts transparently and strives for ties based on mutual respect and shared values. Our sophisticated products deliver an exciting experience inspired by the flawless connection between state-of-the-art technology and attractive design. With our portfolio, meeting the needs of all specialisations and finding a suitable solution for everyone is a matter of course.

At LINET Group, we aim to lead across markets and regions by improving care environments and workflows, advancing digitalisation, and delivering premium services that match the quality of our products and brand.

Our mission is rooted in creating a positive impact. We develop cutting-edge solutions designed to make a difference by improving life on both sides of care – supporting safer, more comfortable patients and better outcomes, while making daily work simpler and less demanding for care professionals.

70 000+
Customers worldwide

2 000
Employees

74
Years of Experience

1 670 000
Beds Installed

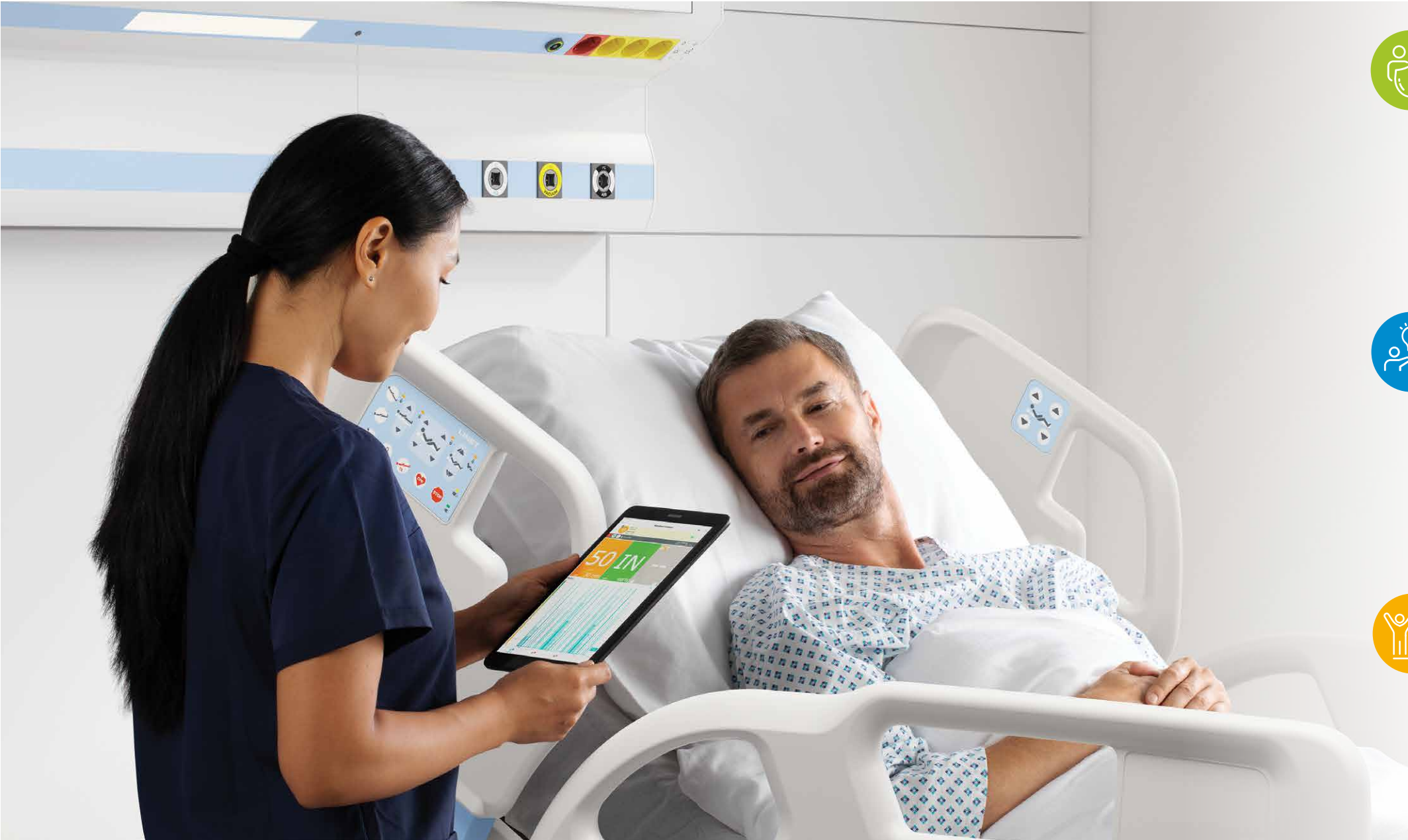
120+
Countries

+5,7%
Revenue Growth

All figures refer to LINET Group

MISSION & VALUES

Our mission, Innovating care, improving life, reflects our commitment to creating meaningful solutions that support caregivers, patients and healthcare environments. Our values guide how we bring this mission to life every day through responsible decisions, continuous improvement, mutual trust and the way we work together across the LINET Group.



COLLABORATION & TEAMWORK

We recognise and value our differences. We welcome open and transparent communication. We care for each other as we care for our customers.



INTEGRITY, TRUST, RESPECT

We are trustworthy, show respect, and keep our promises – toward customers and colleagues.



INNOVATION

We focus on the customer and their needs. We stay agile and adapt quickly to change. We take considered risks and learn from failure.



ENTREPRENEURSHIP

We act as owners. We are ambitious for ourselves and the company. We focus on results and sustainable success.

ESG



LINET recognises that sustainability is the key to a better future, and managing risks and opportunities around sustainability issues is critical. Sustainability demands well-balanced economic activity, social justice and the efficient use of all resources. To meet these criteria and contribute to improving the world around us, LINET is proactively working on its social responsibility strategy. We are firmly committed to aligning our values and goals so that we focus on social and environmental issues just as much as on profits and economic growth. Protecting the environment, improving workplace safety, and ensuring excellent governance are consistently among our company's top priorities.



ENVIRONMENT



The environment around us does not only provide us with a place to live but with everything that keeps us alive. Being a part of the healthcare industry, we understand the importance of the natural environment to human health. We at LINET recognise that today, it is more than essential for companies to take steps toward more innovative and greener solutions in order to take better care of the planet and provide a better life for the people. For us, responsibility means, among other things, combining commitments to provide the highest possible quality of our products and services and minimising the impact of business activities on the environment and people's lives. That is why LINET operates with reliable principles and always considers the potential impact of our decisions, strategies and investments on the environment.

With the application of the following policies, LINET aims to eliminate or significantly limit potential hazards to the environment.



Carbon Footprint



Commitment to reduce the carbon footprint.



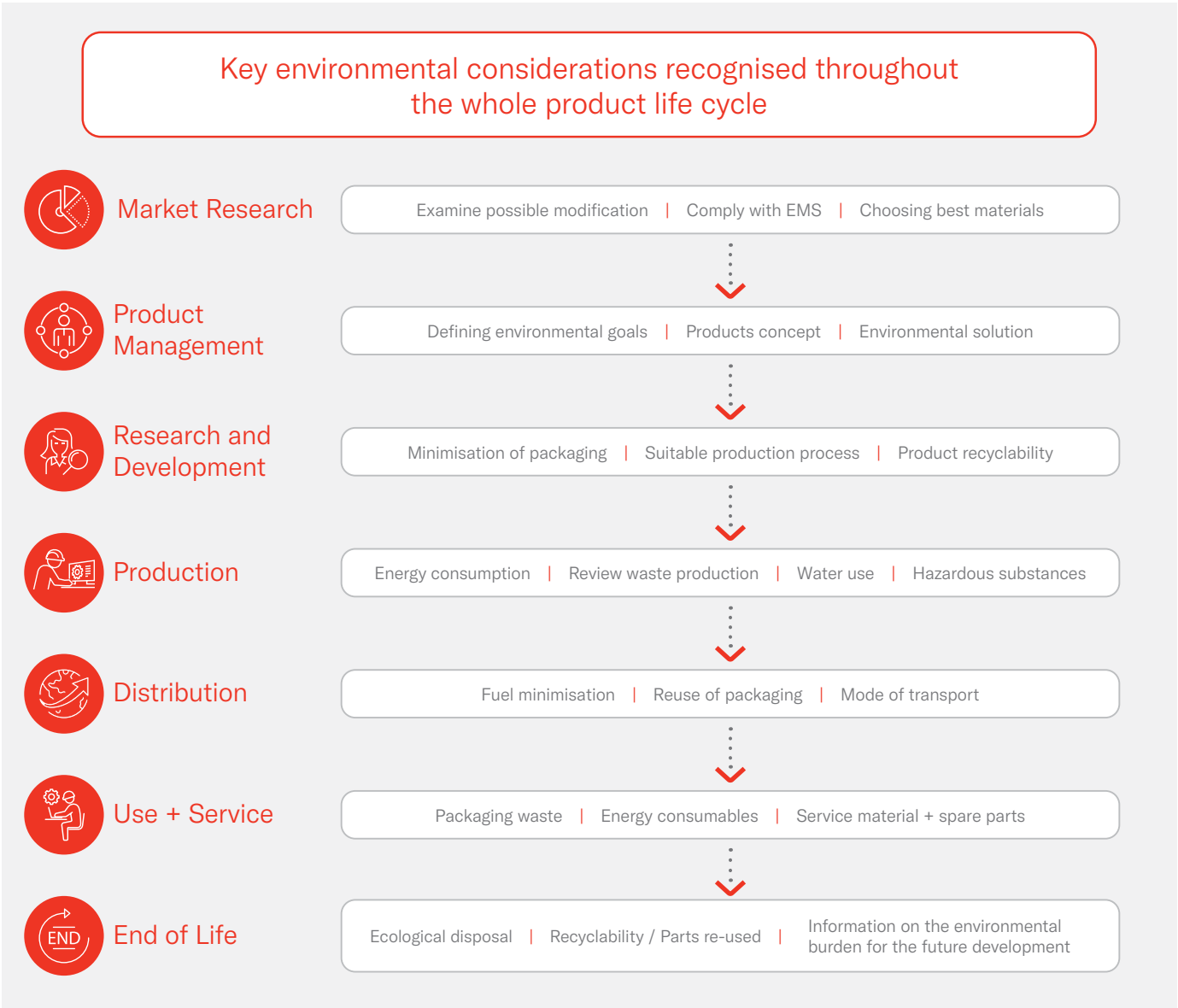
As part of LINET, we established a dedicated team to analyse energy consumption and implement projects aimed at reducing the carbon footprint. These activities include targets for lowering CO₂ and other greenhouse gas emissions throughout the product life cycle. LINET is committed to following its plan to reduce the carbon footprint. We continuously seek measures supporting carbon neutrality by reducing energy and resource consumption, optimising the use of raw materials and minimising waste, while increasing the share of renewable resources. The carbon footprint calculation has been completed and will serve to identify key focus areas. At the same time, initiatives are underway to reduce gas and electricity consumption, contributing to lower CO₂ emissions and more efficient use of financial resources.

We are dedicated to improving the efficiency of LINET's operations and saving energy in individual production activities.

Product Life Cycle

Our approach to the entire process of developing and producing our products demonstrates our strong commitment to environmentally friendly solutions. We strive to extend the life of our products through high-quality materials, technologies, and professional and reliable After Sales service. In this way, we engage in activities that contribute to the circular economy and help reduce the overall environmental impact of our products throughout their life cycle.

From the conceptualisation and selection of materials through the development, production and storage to the disposal, we search for all types of possibly hazardous environmental impacts that can be minimised.



Initiatives

Although our operations comply with all relevant legislation, mandatory regulation and policy promoting ecological standards, LINET and its employees also take voluntary steps toward environmental goals. We actively support initiatives that work on activities contributing to helping the natural environment, and we regularly try to develop new ideas for more ecological behaviour in the company. We provide continuous training and incentives to encourage employees to adopt the principles of environmental protection as their own. A fundamental priority for us is waste sorting and choosing energy-saving solutions in all company spaces. During corporate events, we strictly avoid non-recyclable disposable items, and even when assembling complementary gifts, we choose products of local production, ecological packaging and practical use.

We strive to maximise the efficiency of using electric energy through more economical devices such as energy-efficient lighting and a solution for recovering waste heat from technology. When purchasing company vehicles, we prefer investments in electric cars and plug-in hybrids.



Waste Management

A fundamental concern when handling waste at LINET is minimising its environmental impact. The aim of the company is, among other things, to ensure that the largest possible share of the waste generated is transferred for material or energy recovery. We want to step away from any landfilling by 2030 and find a use for all of our waste. Right now, all waste is handled in the company in accordance with applicable legislation, which is elaborated in the internal documentation.

Only 9% of LINET's waste production goes to landfill, 86% is recyclable waste, and 5% of waste is used for energy.

Landfilling can be reduced by adequately sorting and utilising waste materials, e.g. by dismantling the beds at the end of their useful life. We save primary sources of raw materials thanks to material recycling and, simultaneously, protect our environment from possible unsustainable handling.





Water

The quality of wastewater released is monitored regularly at a frequency and to the extent stipulated in the integrated decision of an external, authorised laboratory. The amount of wastewater released into the natural environment aligns with LINET’s long-term water management goals. The quality of wastewater remains at a sustainable level due to compliance with the currently permissible levels of pollutants. We want to improve the quality of discharge by operating a new wastewater treatment plant and strictly avoid emergencies that result in deterioration of the condition or endangerment of underground or surface water.



Materials and Packaging

LINET produces only from materials with minimal environmental impact – they do not contain dangerous substances based on cadmium, mercury, asbestos, polychlorinated biphenyls or freons. None of the wooden parts is made from tropical woods (such as mahogany, rosewood, ebony, teak, etc.) or wood originating from the Amazon region or similar rainforests. Products contain recyclable steel, plastic and electronic components – for the purpose of optimal recycling at the end of the product’s life cycle.

Transport and Shipping

We are working on creating a distribution network that is efficient, safe and environmentally friendly – we are committed to reducing fuel consumption, so we are working with suppliers on mutual improvements as much as possible. We also encourage using low-carbon corporate cars and actively encourage employees to ride bicycles or cars together and use public transport.

Compliance with Laws and Regulations

Continuous improvement of the company’s impact on the environment within its economic possibilities should be considered a minimum standard and priority. We comply fully with national and international legislative developments and participate in many workplace initiatives to make the company and its actions more responsible.

In LINET Group, we have implemented an integrated management system to ensure the highest possible quality of our products, and independent international certification authorities have confirmed its effectiveness. LINET proudly holds QMS (Quality Management System) and EMS (Environmental Management System) certificates according to the international standards ISO 13485, ISO 14001 and ISO 9001, MDSAP, and meets the requirements of the European Medical Device Regulation (MDR). We operate under the environmental management system that complies with the internationally recognised ISO 14001 standards. We continuously work to improve internal processes and procedures to ensure compliance and retain a high-class quality management system.

LINET proudly holds QMS, EMS, ISO, MDSAP and MDR certificates.

CERTIFICATE

Certification Body Management System No. 3053
TÜV SÜD Czech s.r.o.
certifies that

LINET

LINET spol. s r.o.
Zelivice 5
274 01 Slany, Czech Republic
Ident. No.: 00027814

The list of sites / associated certificates is stated in the annex to this certificate, which is its integral part and contains 1 page.

has established and applies the environmental management system for design, development, manufacture, distribution, servicing, and installation of hospital beds, nursing beds, birthing beds, transport stretchers, supportive surfaces (mattresses, overlays, cushions) for the prevention of pressure ulcers, and furniture for the areas of hospital care, gynecology, social care, and home care.

Based on the audit performed, Report No. 18.016.296 compliance with the requirements of the standard ISO 14001:2015

Validity of the certification cycle: from 24.06.2025 until 23.06.2028
Certificate registration No. 18.015.998

ISO 14001

Certificate

Standard: **ISO 9001:2015**
Certificate Registr. No.: **01 100 2441361**

Certificate Holder: **LINET spol. s r.o.**
Zelivice 5
274 01 Slany
Czech Republic

Scope: The design and development, manufacture, distribution, servicing and installation of hospital beds, nursing beds, birthing beds, transport stretchers, supportive surfaces (mattresses, overlays, cushions) for the prevention of pressure ulcers for the areas of hospital care, gynecology, social care and home care.

Proof has been furnished by means of an audit that the requirements of ISO 9001:2015 are met.

Validity: The certificate is valid from 2024-07-15 until 2027-07-14.
First certification 2024

2024-07-15

ISO 9001

Certificate

Quality Management System
EN ISO 13485:2016

Registration No.: **SX 1031322-1**
Certificate Holder: **LINET spol. s r.o.**
Zelivice 5
274 01 Slany
Czech Republic

Scope: Design and development, manufacture, distribution, servicing and installation of hospital beds, nursing beds, birthing beds, transport stretchers, supportive surfaces (mattresses, overlays, cushions) for the prevention of pressure ulcers for the areas of hospital care, gynecology, social care and home care.

Report No.: **04074462-140**
Effective date: **2024-07-11**
Expiry date: **2027-07-10**
Issue date: **2024-07-11**

ISO 13485

System Certificate (MDR)

as Medical Devices, Annex IX, Chapter 1, Part II (measuring function or reusable surgical instruments)

LINET spol. s r.o.
Zelivice 5
274 01 Slany
CZECH REPUBLIC
CZ-MF-000000030

The Certification Body of TÜV SÜD Product Service GmbH certifies that the manufacturer has established, implemented and maintained a quality management system as described in Article 10 (9) of the Regulation (EU) 2017/745 on medical devices. Details on device categories covered by the quality management system are described on the following page(s).

The Report referenced below summarizes the result of the assessment and includes reference to relevant CE, harmonized standards and test reports. The conformity assessment has been carried out according to Annex IX, Chapter 1, and it is of the regulation with a positive result. As applicable the manufacturer is required to maintain the following conditions:

- conformity of the devices with the regulatory requirements,
- issues of the device, in particular design, development, distribution, maintenance and functional testing and the related instructions for use.

The certified quality management system is subject to periodic surveillance by TÜV SÜD Product Service GmbH. All applicable requirements of the testing and certification regulation of TÜV SÜD Group have to be complied with.

For details and certificate validity see: www.tuv.com/certificates/111407009/000000030

Report No.: **713204834**
Valid from: **2022-03-08**
Valid until: **2027-03-07**

Issue date: **2022-03-08**

Christian Duka
Head of Certification/Notified Body

MDR

MDSAP

TÜV Rheinland of North America, Inc., an MDSAP recognized Auditing Organization, certifies that the quality management system of the Manufacturer has been audited against and found to conform to the Certification criteria for the Scope contained in this certificate. The quality management system is subject to annual surveillance audits.

Project No.: **04074462-150**
Issue Date: **2024-07-16**
Effective Date: **2024-07-16**
Expiry Date: **2027-07-15**

MDSAP

The validity of the certificate can be verified on: <https://www.tuv.com/certificates>

Page 1 of 2
TÜV SÜD Product Service GmbH - Certification Body - Volkswagenstr. 11 - 40589 Essen - Germany

MDSAP

SOCIAL

LINET values people and recognises that we owe the success of our company mainly to our employees and business partners. That is why we strive to support and strengthen our relationships and communication and provide services supporting satisfaction, health and safety for our people. We are constantly working to improve human resource management processes and develop new ways to make people feel comfortable and supported in the workplace. LINET also contributes to the broader society with its community-supporting initiatives and prompt responses to world events. We are proud of LINET's reputation as a humane and ethical company that constantly cares for and prioritises people and their welfare.

We are proud holders of the “Randstad Employer Brand Research in the Pharmacy and Healthcare Sector” and “Health-Promoting Workplace”.



Health Promoting
Enterprise Certificate



Randstad Employer
Brand Research 2025



Employee Feedback

At LINET, we believe that employees' happiness and satisfaction significantly impact their performance. Our VOICE of Employee platform helps us execute regular satisfaction surveys among employees to respond better and faster to our people's needs and the company's overall atmosphere. The satisfaction survey takes place every year. These statistics allow us to track employee engagement and measure the impact of our people and culture initiatives. **Currently, the company's employee retention rate is 79.4%**, which we consider a satisfying result, but we are constantly looking for ways to improve it. We monitor the results so that we can develop effective action plans and adjust our next steps to ensure employee satisfaction and loyalty.

Employee Assistance Programmes

Recognising the importance of mental health and understanding the personal challenges our employees face, we have included the 24/7 People Care helpline among our employee benefits, which is available free of charge to employees and their families. This service helps

address mental health issues, provides financial counselling, and assists with legal matters and social benefits. A similar assistance service we offer is “At the Doctor’s,” which provides medical advice and helps with scheduling medical appointments. In the area of self-development, employees can use the Better Up app, which offers both personal and AI-powered coaching.

At LINET Group, our mission of Innovating care, Improving life starts with our people. We believe that sustainable success is built on teamwork, where diverse talents and perspectives come together to create meaningful impact for healthcare professionals and patients worldwide. Innovation and entrepreneurship empower us to continuously improve, challenge conventions, and shape the future of care. We are committed to providing an environment where our employees can learn, grow, and reach their full potential. Integrity guides how we lead, collaborate, and make decisions, ensuring trust and responsibility in everything we do. By living our values every day, we strengthen our culture, support long-term sustainability, and create value for all our stakeholders.

Andrea Hepnerova,
LINET Group HR Director

Respect and Confidence

We deeply appreciate the hard work of our employees, recognising their contributions as the cornerstone of our success. As we value people who have worked for LINET for a long time, we award them for their dedication to our company within our employee loyalty programme. Some employees celebrate their 25th and 30th anniversary in the company, which we consider the most significant proof of their satisfaction with working for LINET. In the same way, we reward people when they retire, contribute to supplementary pension insurance and try to make everyone reflect on their cooperation with LINET with praise. We believe that a large part of the happiness of our employees also derives from the ability to balance work with private life. That's why we like to adapt to the needs of individuals and allow flexible working arrangements.

We build relationships on trust and gratitude.

We also strongly support our employees who are on parental leave and even offer the services of a corporate nursery, Linetka, which provides care for our employees' children right on the company site. Moreover, we emphasize the importance of working together. We place a strong emphasis on mutual cooperation. We organise the LINET Group Sales Awards “LIWARDS,” where we recognise both individual performance and teamwork in the categories of Top Sales Award, Top Jumper, Top Team, and The Most Accurate Pipeline Award.



Donations and Support

We are committed to helping those in need through participation in charity and humanitarian activities, including donations and other forms of support. In the Czech Republic, we are involved in the “Run and Help”, “Czech Cancer Awareness Day,” and “Movember.” Our other subsidiaries also contribute donations and support as part of their local activities. These are just a few examples. Since the start of the war in Ukraine, we have been helping the families of our Ukrainian colleagues. At the international level, we are working with People in Need and the United Nations.



Volunteering

At our core, we believe in the power of giving back. Whether it’s through organised initiatives or individual efforts, we strive to make a positive impact and prioritise environmental responsibility. As part of our approach, we organise volunteer days in which our employees can participate. We also organise SWAP events, where we give items a second chance. Similar volunteering activities are embraced also by our subsidiaries. Such endeavours hold significant importance to us as they allow us to help our communities and foster a spirit of generosity. Through these joint efforts, we strive to improve our environment and strengthen our ties to the community.



Education Focus and Support

We recognise that supporting the development of individuals and investing in education is crucial for business affecting the wider society. In our efforts, we adopt a systematic approach. Our collaboration begins as early as preschool and elementary school and continues through high school and on to college. In this way, we help young people integrate into the healthcare field while also gaining access to young talent. Students can obtain various forms of scholarships as well as leadership and research assistance from our experts. We invite young people to collaborate on projects that they can carry out in a real business environment and our colleagues regularly impart their knowledge and expertise to students and young professionals. As we acknowledge the significance of the Medical Technology field, we have joined forces with the Newton University in Prague and crafted an exclusive MBA programme centred on innovation and strategy in MedTech, providing specialised topics and arranging for experts to share their know-how.

Transparency

LINET is an honest company, and business transparency has always been natural to us. We are proud of our origin.

With transparency, we foster a sense of trust.

Although LINET has grown into a global company, we keep the production solely in Europe and work on efficient and safe methods of transportation and shipment of our products worldwide. Fundamental ethical principles, human rights and legal guidelines are strictly followed in every LINET worksite. Our factories are open for tours to all our customers and business partners so that we can showcase our working conditions and our commitment to environmental protection.



Health and Safety

Protecting our employees and providing them with safe, healthy and comfortable work conditions is the least we can do to thank them for their work. Research shows that workers are more productive and committed in workplaces engaged in health and safety practices. LINET complies with both European and local standards in the areas of health, safety, and hygiene.

We regularly evaluate employee health risks and measures adopted to reduce work-related injuries.

We keep the goal of 1.2 accidents per 100 employees.

Every year, we assess the number of occupational accidents among our employees. When analysing injuries, it is necessary to point out the types and locations of the most frequent occurrences. Such statistics help us introduce protective measures and training to prevent similar situations in the future and increase safety.

We offer our employees on-site physical therapy services. A new employee benefit is workplace ergonomics. We organise the annual LINET Health Day, where we offer free comprehensive health screenings, blood pressure checks, eye exams, dermatological examinations, blood tests, and vaccinations for everyone. We participate in events as part of the Active Czechia programme.

Discrimination and Harassment

Our company has committed to providing each of us with a workplace free from unlawful discrimination or harassment. In recruiting, hiring, employee development and promotion – all employment processes – decisions are made without regard to gender, race, colour, nationality, citizenship, ancestry, religion, age, physical or mental disability, medical condition, sexual orientation, gender identity or gender expression, or marital status.

At LINET, we are committed to adhering to our Code of Ethics.

GOVERNANCE

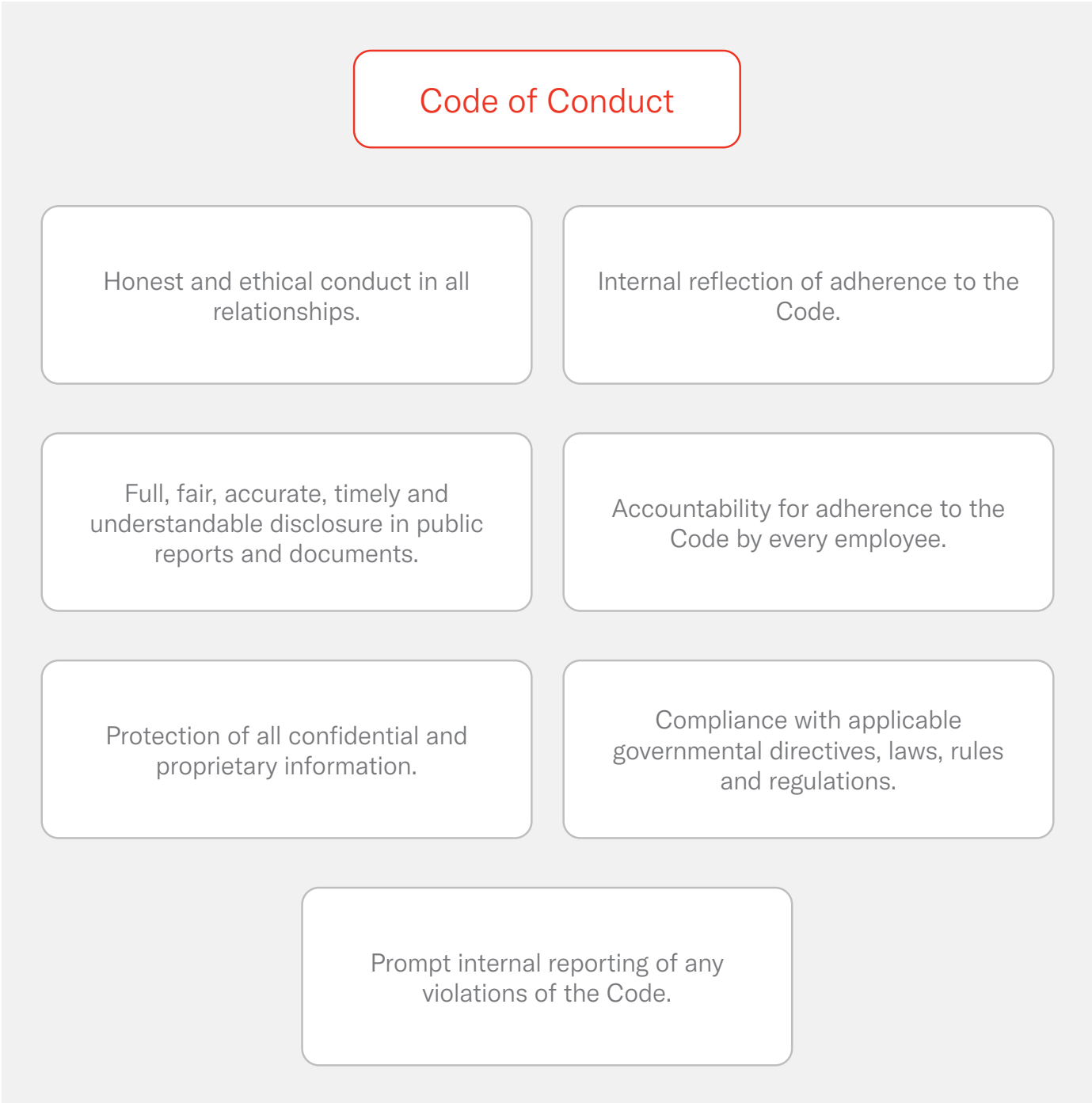


Corporate governance essentially involves balancing the interests of a company’s many stakeholders, such as shareholders, senior management executives, customers, suppliers, financiers, the government, and the community. LINET Group consists of several branches, and governance is uniform across all legal entities. The headquarters manages, directs and controls the governance systems, policies and processes that all entities follow and are governed by. Our governance approach is a priority since it represents the foundation for effective business ESG management, corporate transparency and business efficiency.



Code of Conduct

Our Code of Business Conduct (“the Code”) sets forth the guidelines we need to follow in order to uphold the law and act according to the highest ethical standards in our daily business activities. We are responsible for adhering to these guidelines in all our interactions with our key stakeholders – our customers, colleagues, communities in which we work or suppliers. We are expected to know and follow these unique rules that ensure our ethical interactions with each stakeholder group.



Customer Satisfaction

Because customer feedback is critical to us, we launched a customer satisfaction survey that measures the Net Promoter Score (NPS). NPS is a metric used to measure customer satisfaction to understand how our customers perceive our products and services. We aim to gather as much data and feedback about all the customer contact areas, including sales, delivery and installation, After Sales service, product, and branding and communication. We sent out an NPS survey to all recent customers in February, asking them to evaluate LINET on multiple dimensions. With responses from numerous accounts from various countries and markets, we obtained an overview of the degree of customer satisfaction with individual areas of our services. Nevertheless, it also helped us define the weak points we need to focus on and improve.

LINET Group achieved NPS result of 65, which is considered “excellent” in B2B business.



Business Continuity

LINET Business Continuity Plan ensures the continuation of business during and following any critical incident that results in disruption to normal operational capability.

The Plan incorporates the Prevention, Preparedness, Response and Recovery during a critical incident and its effect.

The objectives of this plan are to:

- undertake risk management assessment
- define and prioritise critical business functions
- detail immediate response to a critical incident
- detail strategies and actions to be taken to enable LINET to stay in business

The Plan assigns Emergency responsibilities to designated employees to ensure that the plan has been activated, implemented, communicated to key stakeholders and keep key staff apprised of any changes to the situation.

The Plan incorporates the Prevention, Preparedness, Response and Recovery during a critical incident and its effect.



Innovation

We believe that innovation and creative thinking have brought LINET to the top of the market. We constantly look for new technical solutions and improvements that make us unique and unbeatable. However, we still stand by our goal to maintain focus on enhancing patient outcomes and improving caregiver workflow. Therefore, our products are designed so a customer can make maximum use of the technological and functional potential of LINET products.

Solutions Designed to Help You Care

Our concept of 360° intensive care solutions incorporates a full complement of products, including bed frames, mattresses, furniture and accessories that help enhance patient care, staff workflow and hospital management efficiency.

Innovations Aligned with Customer Needs

Enhanced Patient Outcomes

- Improve Pulmonary Outcomes
- Early Mobilization
- Pressure Injury Prevention
- Falls Prevention
- Improve Patient Experience



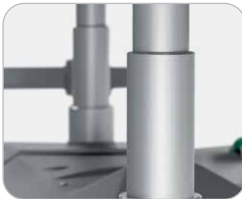
Improved Caregiver & Hospital Workflow

- Safe Patient Moving & Handling
- Easy Patient Transportation
- Simplify Caregiver Procedures
- Hospital Operations Efficiency

LINET Patents and Trademarks

190 Patents

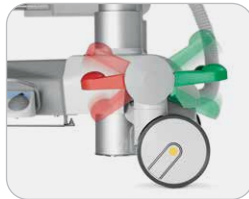
188 Trademarks



Telescopic column



Frame based lateral tilt



i-Brake®



i-Drive Power®



Mobi-Lift® Handle

Supplier Selection

Relationships with all our suppliers are built on trust and mutual responsibility. Therefore, we put great effort into the selection process and follow certain principles. Before establishing every partnership, we perform an audit that inspects the supplier's compliance with our criteria. We review their business credibility, workplace environment and production operations. Naturally, we consider the specifications of individual offers, contracts and the quality and certifications of the products.

With our key suppliers, we operate an automatic monthly feedback system that comprehensively evaluates suppliers' performance. The system is based on assessing satisfaction with the cooperation regarding the quality of provided products, logistics and customer satisfaction. In case of dissatisfaction, we require individual suppliers to submit an action plan to correct the weaknesses.

This system provides a regular overview and streamlines communication with our suppliers. Therefore, we can step in time and fix or improve processes within the supply chain.

85–95% of suppliers from the EU

Financial Reporting

At LINET, we establish and maintain internal controls over financial reporting to manage and preserve our business and assets and to ensure the integrity and reliability of our financial reporting processes and information.

The foundation of this control shall be rooted in the following five components:

- Control Environment, including the integrity, ethical values and competence of the company's people; management's philosophy and operating style; the way management assigns authority and responsibility and organises and develops its people; and the attention and direction provided by the Board of Directors.
- Risk Assessment, including identifying and analysing relevant risks to achieving objectives, forms a basis for determining how the risks should be managed.
- Control Activities ensure that necessary actions are taken to address risks to the achievement of the objectives.
- Information and Communication, including steps that ensure information is delivered and communication is provided down, across and up the organisation.
- Monitoring to assess the system's quality over time through ongoing monitoring and separate evaluations, including thorough regular management supervision, with reports of deficiencies upstream.





Members of LINET Group

LINET spol. s r.o.

Želevčice 5 | 274 01 Slaný | Czech Republic

tel.: +420 312 576 400 | fax: +420 312 522 668 | e-mail: info@linet.com | www.linet.com



www.linet.com