# Sustainability Report
# 2023

PFEIFFER VACUUM

# Contents

# Sustainability Report 2023

## 1. REPORT TYPE

For the 2023 fiscal year, Pfeiffer Vacuum Technology AG ("Pfeiffer Vacuum") prepared this non-financial Group Statement in accordance with the "Law to Strengthen the Non-Financial Reporting of Companies in their Management Reports and Group Management Reports" ("CSR-RUG"). This report meets the requirements of §§ 315b and 315c in conjunction with §§ 289c to 289e of the German Commercial Code ("HGB") as well as of the regulation (EU) 2020/852 of the European Parliament and of the council of 18th June 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 ("EU Taxonomy Regulation"). This report details how material "non-financial" or sustainability issues are managed for the entire Group. In this context, we use the term "sustainability report" to express that sustainability impacts are not non-financial and to already consider the conceptual correction at the legal level of the Corporate Sustainability Reporting Directive (CSRD) that is foreseeable. Information that does not relate to the entire Group is indicated accordingly.

This statement was audited by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, on behalf of the Supervisory Board. A limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) was performed. The audit report is produced following the Independent Auditor's Report of the Consolidated Financial Statements and of the Group Management Report. References to statements or any other disclosure outside the Group Management Report are additional information and are not part of the non-financial Group Statement.

For a structured description of the contents pursuant to § 315c in conjunction with §§ 289c to 289e of the German Commercial Code (HGB) in the non-financial consolidated statement, Pfeiffer Vacuum follows the standards of the Global Reporting Initiative (GRI). The description of the concepts required by the HGB is based on the structure of the GRI management approaches. This is applied in the description of the materiality analysis as well as in the management approaches to "environmental matters", "employee matters", "respect for human rights", "combating corruption and bribery" and "other matters" (GRI 3: Material Topics 2021). In addition, a GRI Content Index compares the GRI indicators with corresponding reporting. The GRI Content Index is published with reference to the GRI Standards (see from p. 55 ff.). The information on the fulfillment of GRI indicators as well as references to information outside the Group Management Report or Consolidated Financial Statements are additional information and not part of this non-financial Group Statement. Therefore, they are not part of the audit according to ISAE 3000 (revised) and are marked with a footnote in the following.

For a description of Pfeiffer Vacuum's business model, please refer to the section entitled "Corporate Profile" (see from p. 15 in the Annual Report 2023 which is only available in German).

Companies that are obliged to publish a non-financial report are required to provide information on "environmentally sustainable" sales revenues, investments (CapEx) and operating expenses (OpEx) in accordance with the EU Taxonomy Regulation. Pfeiffer Vacuum complies with this obligation and reports on the taxonomy eligibility as well as the conformity of the Group's economic activities (see from p. 76 in the Annual Report 2023 which is only available in German).

### Scope of the Report

The present statement provides information on the main developments in the 2023 fiscal year with respect to the five legally required aspects of environmental matters, respect for human rights, employee matters, social matters and the fight against corruption and bribery. This report covers a number of management concepts and key figures for all sites of our Group. Significant developments from the previous year are indicated and described in more detail in the relevant text passages.

## 2. SUSTAINABILITY AT PFEIFFER VACUUM

***Your Success. Our Passion. Our guiding principle applies throughout our entire Company: The more passionately we work, the greater the success of our customers and thus the greater our own success. Our passion, the motivation of each and every one of us – the Supervisory Board, Management Board, and every employee, worldwide – is the enduring, common driving force for creating highly efficient products and services.***

In this respect, our commitment to being a leader in our market – also in terms of our sustainable business practices – is particularly important to us, because it is our special contribution that goes beyond economic success: the ecological/social optimization of our operations and products. Sustainable added value is becoming increasingly important in international competition, and with our entire value creation we contribute to the necessary ecological/social transformation of the economy and of society – by producing our products for the wide range of applications of our many different customers in an environmentally-friendly and socially beneficial manner.

### 2.1 Sustainability Strategy

***Our strategy pursues objectives that we meet by applying efficient management processes and implementing suitable measures: the overarching goal of sustainable management, achieving competitive advantages through products with an environmentally-friendly and social effect, and a correspondingly high level of motivation and drive to fuel our continued innovation for international growth markets.***

This sustainability report describes our key developments, continuing where our previous sustainability report left off. Our entire sustainability management system is based on the relevant international provisions regarding the sustainable transformation of economic activity, set out by the United Nations, and on the relevant national laws of the countries in which we operate (see chapter "2.2 Responsible Corporate Governance"). Moreover, our system follows the international reporting guidelines of the Global Reporting Initiative (GRI: Foundation 2021). We updated our sustainability strategy in 2023 to take into account the effects that our economic activities have on the environment and society as well as the evolving effects that the environment and society have on us.

In accordance with our sustainability strategy, we organize our management processes and measures, which we put into practice and expand throughout our value chain on a continuous basis. We have structured our sustainability report along the value chain. This allows us to show the measures taken in the individual value creation steps and to integrate the sustainability strategy into our corporate strategy.

#### Stakeholder Dialog

Within the framework of our relationship management, our stakeholders' expectations of us and our expectations of them are fundamental when it comes to determining reciprocal impacts on society and the environment. The impacts relevant to our sustainability strategy are identified, first and foremost, in collaboration with our stakeholders, with whom we maintain a regular and transparent dialog. Our relevant stakeholders comprise groups and institutions to whom we have a direct or indirect connection through our business activities and who are therefore just as interested in our sustainable actions as we are. These primarily include our customers, shareholders/investors, employees, authorities, suppliers, public opinion, municipalities, local authorities/politics and banks.

We maintain a dialog with our stakeholders, based on partnership and trust, in order to determine their expectations regarding our business activities as well as sustainability performance and, in turn, to keep them informed about current developments in our business activities, sustainability performance and goals. Our stakeholders' expectations together with environmental developments influence how we align and continuously improve our sustainability management to make our value creation more sustainable. Our forms of dialog also focus on identifying our stakeholders' expectations during the course of our day-to-day business relationships, e.g. with our suppliers (see chapter "3.2 Procurement/Supply Chain Management"), employees (see chapter "4. People, Culture and Values"), and within the framework of joint sustainability and product development with our customers (see chapter "3.3 Production"), e.g. in our Silicon Valley Innovation Center in San José, and at various trade shows, etc.

We are also constantly exchanging information with our shareholders, investors, analysts and journalists, in company presentations during roadshows, via analyst calls, or by means of news on our website. They are particularly interested in our ratings from international rating agencies: In 2023, we received independent ratings regarding our sustainable business practices from Sustainalytics, Standard & Poor's and EcoVadis. Our Sustainalytics rating from December 2023 ranked us 62 out of 591 in the industrial machinery sector. In March 2022, we managed to improve our rating with Standard & Poor's by 107 %, and increase our number of points from 16 to 31 (the average for the industry peer group was 18 points). In June 2023, we were awarded a Gold Medal in the reputable sustainability rating of EcoVadis. Therewith, we are ranked within the top 2 % of all manufacturing companies rated by EcoVadis worldwide.

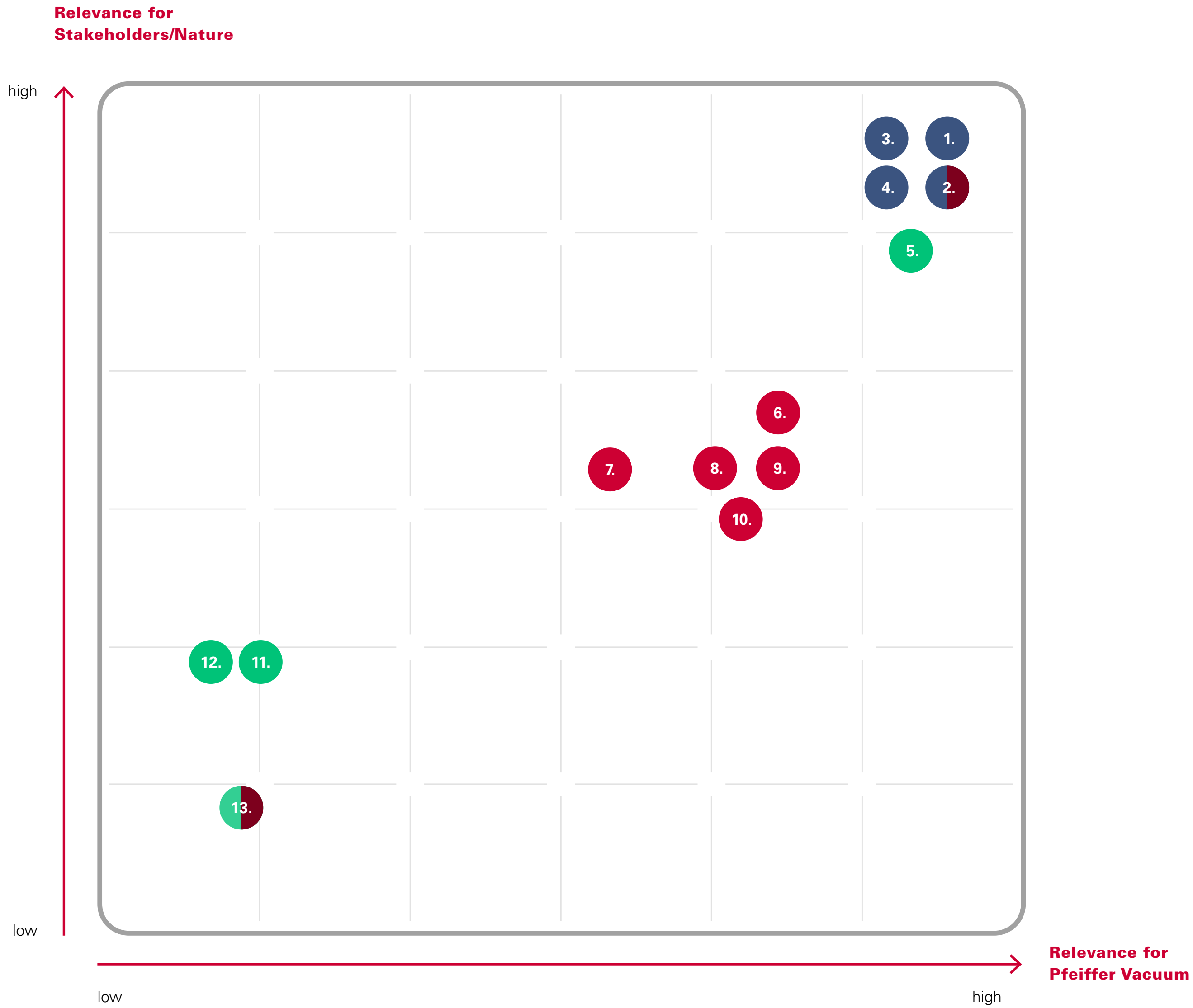
## Our Most Important Sustainability Topics

Overall, in developing our sustainability strategy, we have drawn on all the knowledge available within the Company on the impacts that affect us, in line with the expectations of our stakeholders and with developments in nature and society relating to sustainable business. In order to analyze relevant current and potential impacts on the economy, environment, and society (including human rights) relating to our economic activities and business relationships, we continuously use information from various sources: our Risk Management System, our Management System and complaints mechanisms from Compliance, our continuous sustainability data measurements, regulatory reviews, financial and internal audits, health and safety at work inspections, shareholder registrations, business relationships, our collaborations with universities, our workforce, all stakeholder dialogs and, last but not least, media developments, particularly in the field of sustainable business. Our CEO and the heads of all our business units bring this knowledge to our CSR Board (see section "2.2 Responsible Corporate Governance"), which leads our sustainability management and held a series of meetings to further develop the CSR strategy in the previous years.

In our series of workshops, we used our materiality analysis from previous years as a basis for compiling the stakeholders' expectations as well as negative and positive impacts (impacts on our company and our impact on the environment/society). We then examined them with regard to their relevance for our entire Company and the value creation steps, documented and combined them into key topics. We ensure that the impacts are complete and kept up to date by applying the current international GRI reporting framework with its relevant indicators, and by referring to reports from governments, environmental agencies, international organizations, NGOs, trade unions, media and relevant technical experts.

In the workshop series, we determined how significant various impacts are for establishing our most important sustainability topics. Here, we applied the proven logical method of reconciling the conflict between their relevance for our stakeholders as well as the environment and their relevance for us. We discussed the sustainability topics in depth and also evaluated the relevant impacts within our individual value creation steps in order to create further bases for evaluation and definition, and to anchor the impacts in more detail throughout the Company at an early stage. From now on, we strategically align our sustainability management with the following agreed and prioritized key sustainability topics:

# Materiality of Sustainability Topics




- Environment
- Governance
- Employees
- Social

1. Corporate Governance and Compliance
2. Supply Chain and Human Rights
3. Digitalization and Cybersecurity
4. Quality Assurance and Product Safety
5. Reduction of $CO_2$ (Scope 1– 3)
6. We Feeling and Life Purpose
7. Labor Law Compliance
8. Occupational Health and Safety
9. Equality and Diversity
10. Personnel Development and Working Conditions
11. Reduction of Waste
12. Reduction of Water Consumption
13. Social Responsibility

### 1. Corporate Governance and Compliance

In all of the countries in which we operate, Pfeiffer Vacuum observes and respects the local laws and legal provisions as the legal basis for our economic activities. Moreover, for Pfeiffer Vacuum, responsible corporate governance also means a commitment to our Code of Conduct and to internationally recognized standards, such as the principles of the UN Global Compact. These serve as binding directives for all employees in their daily work and we also expect our suppliers as well as business partners to respect them. If violations occur, they can be reported via the whistleblowing mechanism (see chapter "2.2 Responsible Corporate Governance").

### 2. Supply Chain and Human Rights

Pfeiffer Vacuum is committed to upholding basic human rights along the entire supply chain. As a company with subsidiaries and production facilities in various parts of the world, we consider respect for human rights to be one of the fundamental preconditions for our economic activities. This is in line with our corporate goal of contributing to a sustainable society. For this reason, we reject all forms of child labor, forced and compulsory labor, modern slavery and human trafficking. Furthermore, we ensure that we work only with companies that comply with environmental legislation and uphold social standards, including appropriate living wages and regulated working hours.

### 3. Digitalization and Cybersecurity

Pfeiffer Vacuum is part of the so-called Fourth Industrial Revolution, which is transforming all aspects of business. "Digitalization" offers great opportunities and has a major impact on the way we do business. Information and digital assets are crucial and critical for our success. Thus, an innovative company such as Pfeiffer Vacuum has a greatly increased risk arising from threats such as cybercrime and cyber espionage. Our goal is to minimize these risks as far as possible.

### 4. Quality Assurance and Product Safety

Pfeiffer Vacuum manufactures innovative high-tech products and sets standards in the industry – also with regard to quality and safety. Pfeiffer Vacuum applies high standards of safety, and stringent quality requirements in its product development and production. Our quality management system is based on internationally recognized standards and the applicable legal requirements. It also applies to the entire manufacturing process.

### 5. Reduction of $CO_2$ (Scope 1–3)

Pfeiffer Vacuum is actively committed to environmental and climate protection, and promotes the sustainable use of natural resources within the corporate group. This is why we constantly endeavor to reduce our environmental footprint and minimize our greenhouse gas emissions. We have committed ourselves to reducing our Scope 1 and 2 emissions to net zero by 2030. In addition, we will continue to analyze the causes of the Scope 3 $CO_2$ emissions for which we are jointly responsible so that we can move ever closer to net zero $CO_2$ emissions with our entire value chain.

### 6. We Feeling and Life Purpose

Our employees want to be involved in making the world a better place. By working on future technologies that improve the supply of sustainable energy and strengthen the circular economy, we open opportunities for our employees to participate in conservation of the Earth's climate.

### 7. Labor Law Compliance

For us, strict compliance with labor law is a basic prerequisite for the protection of our employees and a precondition for assuring their well-being and motivation. As an internationally active company, we comply with relevant laws such as the Occupational Health and Safety Act (ArbSchG) in Germany, directives and other binding regulations in the countries in which we operate.

### 8. Occupational Health and Safety

Our employees' health, their occupational safety, and the condition of our buildings are essential factors for the creation of value in our corporate group and an important prerequisite for ensuring that Pfeiffer Vacuum's products and services meet the high standards of quality and safety. As a responsible employer, Pfeiffer Vacuum strives to limit the number of accidents and days lost due to illness as far as possible. This benefits not only every employee, but also our whole Group, because inadequate occupational health and safety can lead to costs resulting from days lost due to illness, and a reduction in production capacity as well as product quality. This is why we pursue the objective of ensuring a high level of occupational health and safety.

### 9. Equality and Diversity

The collaboration of people from different cultures and nationalities is a matter of course for us as a globally operating group. We value the individuality, the different knowledge and skills as well as the different career aspirations and motivations of our employees as important drivers for our joint corporate performance. This diversity is what accounts for our innovation strength and continuous development. We hold to these values and safeguard them by raising awareness among our employees that they should never treat their colleagues differently from others because of their origin, age, gender, sexual orientation, disability or religious beliefs.

### 10. Personnel Development and Working Conditions

We want to align the needs and goals of our employees with the requirements of our Company. We promote this by offering personnel development and further training, and support our employees by providing suitable working and employment conditions as well as appropriate HR tools and formats.

### 11. Reduction of Waste

Waste contains valuable raw materials, which can be reused in production. At the same time, however, they can also present numerous environmental risks. This is why we place great importance on avoiding the generation of waste, or on recycling it to the greatest possible extent. We want to limit the loss of raw materials and minimize the negative environmental effects of our waste disposal.

### 12. Reduction of Water Consumption

The provision of drinking water represents a global challenge of increasing significance. Since our Company and our employees are dependent on water, sustainable water management is an important component of our environmental protection activities.

### 13. Social Responsibility

As a global company, with facilities that are synergistically close to our customers, suppliers, employees, the local community and nature, we form a part of society. Through our joint interactions, we contribute to regional prosperity and nature conservation by means of our entrepreneurial and responsible actions, by providing good jobs and charitable sponsorships, and by cooperating with schools and universities.

The essential sustainability topics comprising these general topics as well as those defined specifically for our individual value creation steps form the basis for the further determination, review, prioritization and implementation of targeted measures. They aim at fulfilling, to the best possible extent, the sustainability requirements that arise from this materiality analysis as strategic goals. In this report, the ways in which we achieve these goals are presented within the context of our value creation steps, as are our further measures and project plans for achieving additional targets in the coming years.

In 2023, we created an internal website via which we communicate our sustainability strategy to our employees in order to further raise awareness of the need for environmental and social improvements. Moreover, we explain our sustainability strategy in more detail so that every employee at every workplace within Pfeiffer Vacuum can get involved and contribute to our sustainable transformation. Moreover, in line with our sustainability strategy, we will continue to look for potential ecological or social improvements throughout the Company in order to develop further regulations for worldwide integration in our processes.

To further validate these foundations of our sustainability strategy, we will continue to engage with key stakeholders in 2024 in order to check the materiality and correctness of our strategy.

In addition to indexing the GRI indicators and topics, we have also incorporated into the GRI Content Index (see from page 55 ff.) the descriptions of our contributions to the UN Sustainable Development Goals (SDGs) and to the ten principles of the UN Global Compact on a topic-specific basis (cf. chapter “5. Sustainability Indicators”). In this GRI Content Index, we systematically cross-reference all the relevant, topic-specific text passages in this report.

## 2.2 Responsible Corporate Governance

***Sustainable management is a continuous strategic goal and commitment, which we use as a competitive advantage and at the same time for the common good of our stakeholders as well as for the protection of nature. We ensure the congruence of our global business activities through our corporate governance.***

We have implemented processes to support compliance with locally applicable laws and legal regulations in the countries in which we operate. In addition, we want to fulfill our role as a responsible, reflective company in a large, global network with many employees, suppliers, local communities and our customers in different markets to contribute to a responsible economy.

To this end, we have defined binding, future-oriented standards for our business partners as well as for ourselves and combined them in our Code of Conduct as well as our Code of Conduct for Suppliers. Our globally applicable standards are based on international sustainability principles such as the UN Global Compact, UN Human Rights, the provisions of the International Labour Organization (ILO), the achievement of the UN Sustainable Development Goals (SDGs) and of the Science Based Target Initiative (SBTi) in order to powerfully use our levers for ecological and social economy transformation. Our common standards serve as binding and at the same time motivating, meaningful guidelines for all employees in our daily business. We demand that our suppliers implement them in the same way.

In our business relationships, we ensure, among other things, that we do not permit forced or child labor, modern slavery, human trafficking, or any form of discrimination. Our goal is to guarantee occupational safety and ensure fair working conditions as well as freedom of association. We prohibit corruption and bribary, and demand fair competition and material compliance. For all topics concerning our employees, we refer to local law. For example, appropriate living wages must be paid in accordance with the applicable laws, and regulated working hours must be observed. We also require our suppliers to take appropriate measures to ensure health and safety at the workplace. When working in our properties, our safety and accident prevention regulations are binding. Furthermore, we ensure that we collaborate only with companies that comply with country-specific environmental and social laws as well as standards.

We demand that our suppliers comply with our standards of sustainable management – and in turn request the same from their suppliers. If there is a suspicion of a violation, the supplier is obliged to clarify the facts and take improvement measures (see chapter “3.2 Procurement/Supply Chain Management”). If necessary, we adapt our standards of conduct, which we align with our corporate values, the expectations of our stakeholders, and the requirements of nature, to economic, social and ecological developments.

To protect nature and the health of our employees as well as customers and to improve the quality of our products, we set further concrete standards to exclude hazardous substances and materials from our products:

### Substances of Concern

As a globally active industrial company, we comply with the legal, industry- and customer-specific regulations on substance bans and declaration obligations of the countries in which we operate, such as the EU chemicals regulation REACH, EU-RoHS, EU Persistent Organic Pollutants, China RoHS, US Conflict Minerals, US Extended Minerals and the US regulation Toxic Substances Control Act (TSCA), including PFAS restrictions regulated by several laws. We centrally monitor all the resulting requirements, which are also constantly changing or being supplemented, and initiate the necessary adjustment measures in the event of changes.

Compliance with these regulations is of the highest importance to us and, for this reason, we added the legal, industry- and customer-specific regulations to our Code of Conduct in 2023.

At Pfeiffer Vacuum, Substances of Concern (SoC) are all substances in production aids or products that are classified as prohibited or declarable by law or our customer agreements. We are continuously working to identify and exclude SoC, to use better substitutes and to avoid hazardous substances. In new developments, we refrain from using substances on the EU REACH candidate list if technically possible.

Our binding internal guidelines define the requirements for dealing with SoC during our product development process. If SoC cannot be avoided in the production process for technical reasons, risk assessments are carried out to ensure the safe handling of these substances by applying appropriate protective measures.

### Conflict Minerals

In accordance with our ethical standards, we have installed processes to ensure that our products do not contain conflict minerals. The raw materials tantalum, tin, tungsten and gold (3TG) are considered conflict minerals in our industry if the mining and trading of these raw materials contribute to the financing or other support of armed groups in the Democratic Republic of Congo or its neighboring countries. Furthermore, we also monitor the so-called Extended Minerals, which includes supplier queries related to cobalt and mica. These conflicts threaten human rights, and the protection and development of local communities.

Since Pfeiffer Vacuum does not come under the scope of the Conflict Mineral Regulation of the European Union but most of our US customers have to provide official reports due to US listing, we decided to implement the, in our opinion, stricter US regulation: The Wall Street Reform Act "Dodd-Frank Act" (section 1502) from 2010 states that companies listed in the US must report to the stock exchange authorities every year about the use of so-called conflict minerals. In order to exclude conflict minerals from all our products, and although we are not US-listed, we report yearly in accordance with the US Conflict Minerals Reporting Template (CMRT). Additionally, we provide the US Extended Minerals Reporting Template (EMRT) regarding cobalt and mica. To this end, we authorized a highly specialized partner to collect all the necessary data from our suppliers. We have also set up a software-based material compliance platform to help us manage relevant supply chain data, including conflict minerals data, in Pfeiffer Vacuum GmbH, Pfeiffer Vacuum SAS, Dreebit GmbH, Pfeiffer Vacuum Valves & Engineering Inc., and Pfeiffer Vacuum Components & Solutions GmbH. In 2024, we will onboard all remaining development and production sites to this software-based material compliance platform.

If the absence of conflict minerals cannot be confirmed, we oblige our suppliers to ensure conflict-material-free deliveries. If necessary, conflict-free components are sourced from other suppliers or other materials are used. During the entire reporting year, we did not become aware of any negative cases. Thus far, we have not had to exclude any of our carefully selected suppliers for using conflict minerals. Since the Russian war of aggression, we have started to exclude Russian smelters as our suppliers.

We continue to use only raw materials from smelters certified in accordance with the Responsible Minerals Initiative (RMI) at all production sites. Certified smelters mine ores and minerals in compliance with defined environmental and social standards. Due diligence activities remain ongoing in the form of supplier engagement and education to encourage more accurate reporting and the progressive elimination of risks from upstream actors identified in the supply chain as per the OECD Due Diligence Guidance. Therefore, Pfeiffer Vacuum Technology AG takes part in the common smelter outreach initiative of our partner service provider.

Our subsidiaries in Asslar, Göttingen, Dresden, Yreka and Annecy will provide their customers with the official company level Conflict Minerals Reporting Template (Version 6.31) and Extended Minerals Reporting Template (Version 1.2), showing detailed information on the countries of all smelters and refineries used, in April 2024 for the reporting year 2023.

## Risk Management

We developed our risk management system to include identified relevant risks and opportunities of our Company regarding the environment and society. Our Group-wide risk management system identifies risks in the economic as well as in the legal, ecological and social spheres at all levels of the organization and mitigates them with appropriate measures. For detailed information on the procedures of our risk management system, please refer to the chapter "Risk and Opportunities Report", page 86 in the Annual Report 2023 which is only available in German.

## Impacts

Taking into account the risk-mitigating measures, we have not discovered any serious negative effects on the environment, the local societies or our governance in connection with our business activities, our business relationships, or our products and services in the year under review.

In the current year, we have analyzed potential disruptive events and have given recommendations to our production sites in order to avert or mitigate these events with appropriate measures so that we can safeguard the continuity of our business processes (Business Continuity Management).

## Organizational Structure

Various committees ensure the continuous development of sustainability at Pfeiffer Vacuum and responsible corporate governance. At the Management Board level, Chief Executive Officer Dr. Britta Giesen is responsible for this area. She is also a member of the Global CSR Board, which comprises executives from all corporate divisions. This Board discusses all important stakeholder expectations as well as developments in nature and issues of sustainable business, defines the Company's sustainability strategy, and sets the roadmap for the implementation of goals and action plans. The work of the Global CSR Board is coordinated by the Global Head of CSR, who reports directly to the CEO.

The Global Head of CSR is responsible for organizing and communicating CSR-related issues across the Group. Our General Managers and Regional Managers play a significant role in accelerating the sustainability roadmap (see chapter "2.1 Sustainability Strategy"). They are responsible for implementing CSR measures in the respective regions, positioning the further developments and innovations with our customers, and controlling the correct collection and evaluation of the data of their sustainability performance measurements.

## Compliance Management

The Head of Global Compliance, member of the CSR Board, and her international team are responsible for the Group-wide implementation and management of Pfeiffer Vacuum's compliance program. The team consists of several employees who are responsible for risk management, anti-corruption, anti-trust, anti-money-laundering, export control, data protection, information security and business continuity in the various regions. The Head of Global Compliance reports directly to the Chief Executive Officer. The Supervisory Board is informed about current developments and topics on a regular basis and in situations where the need arises.

In addition to implementing our Group-wide compliance program, the principal tasks of the compliance organization include the formalized assessment of risks, including the annual review of the internal control system. By means of internal audits and self-assessments, international subsidiaries are regularly evaluated and reviewed with respect to particularly risk-exposed issues.

One focus is on anti-corruption and anti-trust measures. In the worldwide markets in which Pfeiffer Vacuum operates, there are risks of corruption and anti-trust violations due to the widely ramified supply chains and global business relationships. These could distort market conditions, impede fair competition, and have repercussions on our customers and business partners as well as on our economic performance and our trusted reputation as a whole.

In order to assure continuous accessibility of the relevant documents on compliance issues for our colleagues, we implemented further measures in the course of 2023. We extended our intranet presence on additional topics such as Business Continuity Management. As this is of crucial importance to us, we have further developed and published new policies especially in the field of information security.

We fulfill our tax obligations in solidarity, to co-finance the common good, and in a law-abiding and transparent manner in accordance with all national and/or international tax and levy obligations that we have defined in our Tax Compliance. Basic information on our Tax Compliance and on the fulfillment of our reporting obligations, along with a breakdown of our worldwide tax revenue by region can be found on our website.

### Our Code of Conduct – Basis for Compliance

The central element of our compliance management is our Code of Conduct. As a code of commitment, it serves as the fundamental basis for the daily actions of all employees and corporate bodies worldwide, in their dealings with each other and with all stakeholders, including customers, business partners and the public. The Code of Conduct is available in all corporate languages on our corporate websites in the various countries as well as for our employees on our Group-wide intranet.

To ensure the implementation of our different compliance requirements in our business departments, we further developed our online-based training concept during the year, to address the concerns of the respective employee groups.

Currently, around 95 % of our employees worldwide have completed training on the Code of Conduct, which aims to provide a basic understanding of our corporate values and guidelines. As we want to further raise awareness and encourage employees to apply the Code of Conduct, training on the Code of Conduct is planned for all new employees. In 2023, 295 employees (previous year: 1,142) participated in this training. In addition, we conducted training on our specific compliance guidelines – anti-trust law, anti-corruption, information security, data protection, export control and anti-money laundering – for the relevant employees. In 2023, a total of 4,475 employees participated (previous year: 7,772).

### Grievance Mechanism

For the prevention and clarification of possible violations, we use a Group-wide whistleblowing online system for the anonymous reporting of violations. The whistleblowing system, which is certified according to data protection guidelines, is available to both employees and external stakeholders. It enables the reporting of violations of our Code of Conduct completely anonymously to the Compliance Department. There, the reports are recorded and allegations are investigated. We react with appropriate remedial measures together with the respective technically responsible divisions and the persons affected by the case, if this is indicated.

In 2022 – as in the previous year – we did not observe any cases of bribery, but three cases (2021: two cases, 2020: one case) of harassment, which resulted in immediate and consistent remedial action, but otherwise had no further impact on Pfeiffer Vacuum.

### Digitalization & Cybersecurity

Pfeiffer Vacuum is part of the so-called 4th Industrial Revolution, which is transforming all aspects of business. “Digitalization” offers great opportunities and has a major impact on the way we do business. Information as well as digital assets are crucial and critical for our success. Thus, an innovative company such as Pfeiffer Vacuum has a greatly increased risk arising from threats such as cybercrime and cyber espionage. Our goal is to minimize these risks as far as possible. A systematic management approach has been implemented for this purpose, including local contacts for each subsidiary, diverse Group policies, and training for all employees.

The Chief Information Security Officer, who reports to the Head of Global Compliance, is responsible for the Group-wide definition, coordination and implementation of appropriate information security measures. In order to implement information security globally, the Chief Information Security Officer is supported by an Information Security Officer and an Information Security Team. Additional support is provided by the Information Security Coordinators in every legal entity and the Global Process Owners who are responsible for the global information security risks and therefore must ensure that organizational and technical measures are effective within their area of responsibility. Implementing an Information Security Management System (ISMS) is a crucial success factor for ensuring the availability of information and IT systems and to protect them from unauthorized access as well as unauthorized changes.

In addition, our Computer Security Incident Response Team (CSIRT) works to protect against threats and acts as first responder to computer security incidents, e.g. against cyber-attacks or technical malfunctions. It provides proactive and reactive services to protect the digital assets of the Pfeiffer Vacuum Group.

To ensure the availability of our IT systems and to protect them from unauthorized access and changes, Pfeiffer Vacuum has implemented an ISMS in accordance with ISO 27001. Its various tools ensure the effective protection of digital assets, information and prototypes against different kinds of attacks such as disclosure or leakage, misappropriation, destruction, manipulation, or misuse. In this way, we also ensure the availability of our production systems and a functioning supply chain management at all times.

Having conducted a global security risk assessment, we installed a Group-wide Information Security Policy as well as special regulations according to the specific requirements of a country, company or department. All Information Security Coordinators were trained in their functions. One of our main objectives was to introduce the ISMS across the Group by the end of 2023, which we have successfully reached. As the implementation of the ISMS progresses, compliance with the policies and defined controls are reviewed and audited. The aim is to integrate information security into all value creation processes, to enhance the ISMS with a continuous improvement process, and to address risks according to the defined risk management methodology. Another central building block will be the Business Continuity Management, which, together with the ISMS, will have a positive impact on Pfeiffer Vacuum's resilience.

## 3. OUR VALUE CREATION

***As a globally growing manufacturer of vacuum pumps, we have a great responsibility to represent the values that we have established in Asslar/Germany around the world. With our products and services – i.e., with our entire value chain – we contribute to the urgently required worldwide nature-conserving measures and social transformation of economic activity.***

Every material we use is extracted from nature by the labor of people and with social and ecological impacts. Consequently, every product and service has its footprint, with effects on people and nature. We strive to continuously improve our products and services in order to reduce our footprint and our impact on people as well as nature. We regard this as an essential challenge, which we are also increasingly using as a market factor. Sustainable business practices are not only ecologically and socially required but are increasingly becoming a demand factor worldwide. In our global relationships, we are committed to contributing to a sustainable transformation of the economy through our business activities.

# Our value chain

## 2. Procurement/ Supply Chain Management

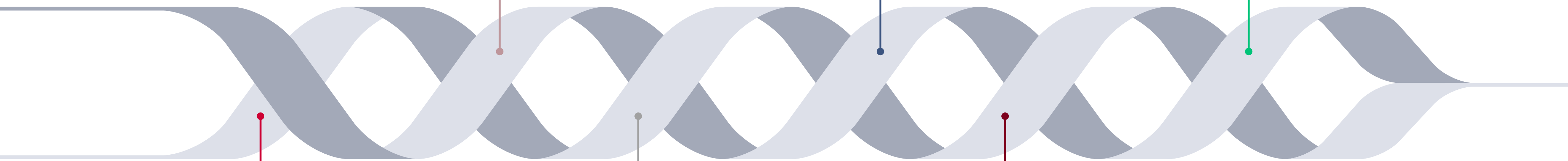
- Supplier Scouting
- Supplier Evaluation
- Supplier Selection (decision)
- Supplier Development

## 4. Logistics

- Analyses and emission-reducing selection; use of available transport options
- Sustainable efficiency improvements in transport and packaging

## 6. Recycling

- Minimization of material usage and avoiding waste
- Reuse of materials
- Recycling of materials
- Other recycling



## 1. Research & Development

- Life cycle analyses
- Consolidation of the know-how about materials, substances and energies
- Minimization of energy and material consumption

## 3. Production

- Manufacturing of our Components
- Assembly
- Quality Inspection
- Packaging

## 5. Services

- Service offers to ensure a long product life
- Service Centers located close to our customers and training sessions for customers

Our sustainability contributions are present throughout our entire value chain, and we use them for our own ongoing sustainable transformation as well as the increasingly required benefit for our customers, employees and suppliers. We make our sustainability performance transparent throughout the following processes of our value creation cycle:

1. Research & Development
2. Procurement/Supply Chain Management
3. Production and Environmental Impacts
4. Logistics
5. Services
6. Recycling

We will analyze our impacts on and contributions to our employees, society and nature in the following chapters.

## 3.1 Research & Development

***Our goal is to align our product development holistically with the needs of our customers in their various industries and to anticipate ecological as well as social developments in the process. We contribute to a sustainable economy with comprehensively better, sustainable products and services.***

Our R&D is managed across the Group by our Global Technology Organization, which reports to the CTO. Decisive for our product developments, beyond the requirements of our customers, are holistic life-cycle analyses of our major product groups. All Pfeiffer Vacuum products have an impact on people and nature, in all phases of their life cycle – from development through to production and recycling.

We also bring together the collective expertise on the materials, substances and energies we use by means of investigations, studies on trends, and forecasts for new product developments in our research and development. With our process instructions, we apply this expertise in our worldwide production processes for continuous further improvements in the entire product life cycle. This begins with the product definition, which must be considered for as many aspects of the development phase as possible, and continues through the implementation phase, in series production, and through the utilization phase (here, low power consumption is particularly important).

Our continuous increase in material efficiency leads to a lower environmental impact with regard to aluminum, for example, as aluminum extraction or production requires large amounts of energy and produces waste materials that are harmful to the environment. We will continue to work on reducing the use of this raw material in our products following the example of our SmartVane, which uses approximately 75 % less material than its predecessor.

It is our corporate philosophy to consider quality as an inherent feature of our products. They enjoy a high level of trust among our customers because they are reliable, safe, innovative and nature-friendly. It is not only our ecological, social and qualitative standards that are appreciated by our customers, but also our services and training offer (see chapter "3.5 Services"). All this forms the basis for a trusting and long-term cooperation with our customers.

In the coming years, we will continue to intensively develop nature-friendly products, in particular by increasing energy efficiency and reducing the use of materials or by using more nature-friendly materials. After all, efficiency and durability are the hallmarks of our products and thus also ensure the necessary protection of nature.

We are currently pushing ahead with the comprehensive digitalization of our products in order to monitor their performance in customer applications much more precisely. We are using the findings for further improving our processes and products, so that we can achieve even more material and energy savings along the life cycle.

In 2023, we introduced a number of new products with further sustainable improvements, e.g.:

Smart Vane (compact rotary vane pump)
with higher power density and efficient drive. 10 % less power consumption at typical working pressure compared to previous models, with a further reduction possible by using a variable speed drive. The size has been reduced by up to 40 %, thus decreasing material usage by up to 75 %. Its hermetically sealed design eliminates oil leaks.

ATP 1603 (turbopump)
This turbopump has been specially developed to replace energy-inefficient vacuum pump technologies in various applications.

MVP (membrane vacuum pump)
The MVP DC line is to replace AC models. Typical power consumption in the (ultra-) high vacuum range of 20 W compared to 120 W for AC models (15 l/min class).

HeptaDry (screw pump)
Created to replace the old Okta G Roots systems for coating applications; typical power consumption in the (ultra-) high vacuum range of 60 kW compared to 132 kW in the previous systems.

SplitFlow TMP (300–800 l/s class)
Thanks to the introduction of alternative raw material for the SplitFlow turbopump, up to 25 % savings of material, waste and machining could be achieved.

## 3.2 Procurement/Supply Chain Management

***Based on a common understanding of ecologically necessary and ethically sustainable action, we oblige our suppliers to participate in our search for answers to the global ecological and social challenges of our time.***

As a globally competitive company, stable and sustainable supply chains are of fundamental importance to us – they make a key contribution to nature conservation and economic prosperity. The measures we have introduced are aimed at ensuring that the companies in our supplier network comply with social standards and improve their environmental management by transferring our sustainability standards to all our suppliers worldwide. The improvements made in accordance with our sustainability standards, described in the chapter "Compliance", relate to nature, climate protection and social standards. They do not only improve the footprint of our products but also intend to anchor sustainable business practices in the companies of our supplier network and to improve its social as well as ecological performance overall. This ensures social requirements and reduces harmful environmental impacts, especially in countries with lower sustainability standards.

This also has an indirect impact on the protection and development of communities associated with local suppliers. With our main production sites, which are located in industrialized countries, we assess the probability of any violation of our social and environmental standards. In industrialized countries, the risk is rated as rather low due to the legal requirements applicable in these states. Where such legal requirements are not in place, especially in countries in Asia and South America, we monitor environmental and working conditions even more closely to ensure that social, environmental and legal standards are met. We also ensure that there is no negative impact on indigenous people by our production sites.

Failure to comply with these standards or with country-specific laws and regulations could result in penalties and reputational damage contrary to our stance, not to mention economic risks, including supplier default risks that affect our production and result in a reduction in sales and customer satisfaction. Our internal business processes may also be affected with cost increases. To mitigate these risks, we select our potential suppliers with social and environmental risks in mind and continuously review and improve our sustainable supply basis. In order to achieve "Supply Chain Excellence", we rely on close cooperation and partnership with our suppliers so that together, we can manufacture the most sustainable products for our customers.

Pfeiffer Vacuum maintains supplier relationships with around 1,300 suppliers of direct materials in around 21 countries worldwide. We maintain local and regional supplier relationships globally in order to minimize transport emissions and strengthen the local economy at the locations where we operate. Therefore, we generally prefer to use local suppliers as far as this is compatible with our qualitative and economic demands.

The Global Head of Supply Chain and the Global Head of Procurement report directly to the Chief Operating Officer. The Global Head of Procurement and the Global Head of Quality & EHS jointly coordinate internal and external requirements, create Company-wide standards, and assure compliance in close coordination with the Global Head of Compliance and the Global Head of CSR. All purchasing managers are responsible for compliance with our Group-wide sustainability standards. They report to the Global Head of Procurement and, for environmental issues, to the Global Head of Quality & EHS.

Based on our Group-wide guidelines, we use supply-chain-related risk management to assure structured sustainability within our sphere of influence. We have defined a central guideline with a set of rules that determine the implementation of sustainability in our global supply chains. These rules are reflected in our Code of Conduct for Suppliers, in our Code of Conduct for all our employees, and in our internal training measures.

In this context, our Group-wide guidelines regulate the passing on of our sustainability requirements to suppliers. Furthermore, they define the standards for internal reporting. We monitor the suppliers' compliance with the requirements with our risk management software. In addition, our purchasing teams record the processing of complaints and indications of potential violations. The purchasing teams consistently take remedial action if any breaches of the sustainability requirements are identified.

In 2023, we conducted 167 (previous year: 125) web-based trainings as well as classroom trainings for the education and training of our Purchasing team worldwide. Participation in sustainability training is mandatory for these employees. In addition to a general overview of sustainability topics, this training includes, in particular, information on our supplier requirements and the procedure of our supplier evaluations and developments. We provide our suppliers with all information on our sustainability requirements and country-specific developments via our supplier platform/website.

We organize our sustainable standards within our supply chain and when commissioning recycling companies (see chapter "3.6 Recycling") based on the following management system:

### 3.2.1 Supplier Scouting

We select potential suppliers in accordance with the Group-wide requirements of our sustainability standards. This stipulates that all new suppliers must be screened before we enter into a business relationship.

Furthermore, since 2019, all new and existing suppliers have had to confirm compliance with our Group-wide sustainability standards by signing the Supplier Code of Conduct when concluding a contract. Our Supplier Code of Conduct is available on our website in seven languages.

### 3.2.2 Supplier Evaluation

We strive for transparency to ensure compliance with our social and environmental standards. With our contractual principles as the basis of our collaboration, we work to achieve a high level of social and environmental development and compliance in our supplier network.

New contracts are only awarded if there is sufficient proof that our sustainability requirements are not breached. Existing suppliers only receive new orders if they are sufficiently classified. If an active supplier is found to be behaving in an unlawful manner or fails to ensure sufficient sustainability performance, the purchasing manager, in collaboration with the Head of Global Compliance, will initiate appropriate measures. These measures can range from discussions with the business partner to the termination of the business relationship.

Before we enter into a new business relationship, we conduct a business partner review to identify critical areas such as delivery capability, financial standing and compliance with human rights by using risk assessment software introduced at Group level worldwide. Changes in the risk assessment and the risk situation are reported immediately to all relevant departments within the Group.

This enables Group-wide supply chains and suppliers to be checked for risks promptly and risk mitigation measures to be introduced in order to avoid damage as early as possible.

In order to regularly assess the sustainability performance of our suppliers, we conduct sustainability audits with supplementary questionnaires for suppliers. Moreover, we further standardized and developed our on-site audits in 2023. Our purchasing units monitor compliance with environmental and social standards by conducting quality audits at the premises of the individual suppliers. The evaluations are based on international quality and environmental management systems such as ISO 9001. Suppliers who are not manufacturers do not necessarily have to introduce an environmental management system, but they should comply with the corresponding regulations.

For further comprehensive monitoring of social and ecological management at our suppliers' premises, we give their employees, business partners and other third parties the opportunity to anonymously report any cases of suspected violations of our sustainability standards to us via our whistleblower system.

The results of all supplier reports and evaluations are documented in our supplier database. We record individual potential improvements and their progress in action plans at our suppliers' premises. Our Compliance department investigates all reports immediately and, depending on the report, involves the Purchasing department with the relevant technical experts and whoever else is deemed necessary to contribute to clarification and ensuring the necessary improvements.

The findings from the various assessments show that our suppliers meet our standards with only minimal deviations. In a few cases, improvements were necessary, which we then requested. We did not identify any significant actual or potential negative environmental or social impact with any of our main suppliers. We did not have to terminate any of our supplier relationships due to unresolved misconduct. The careful selection and long-standing relationship of trust with many of our suppliers has proven its worth.

### 3.2.3 Supplier Selection

When selecting new suppliers, we focus on partnerships that enable us to maintain our competitiveness in the long term – with the benefit of sustainable value creation. We prioritize the most sustainable and economically efficient suppliers for the development of our products and services as preferred suppliers.

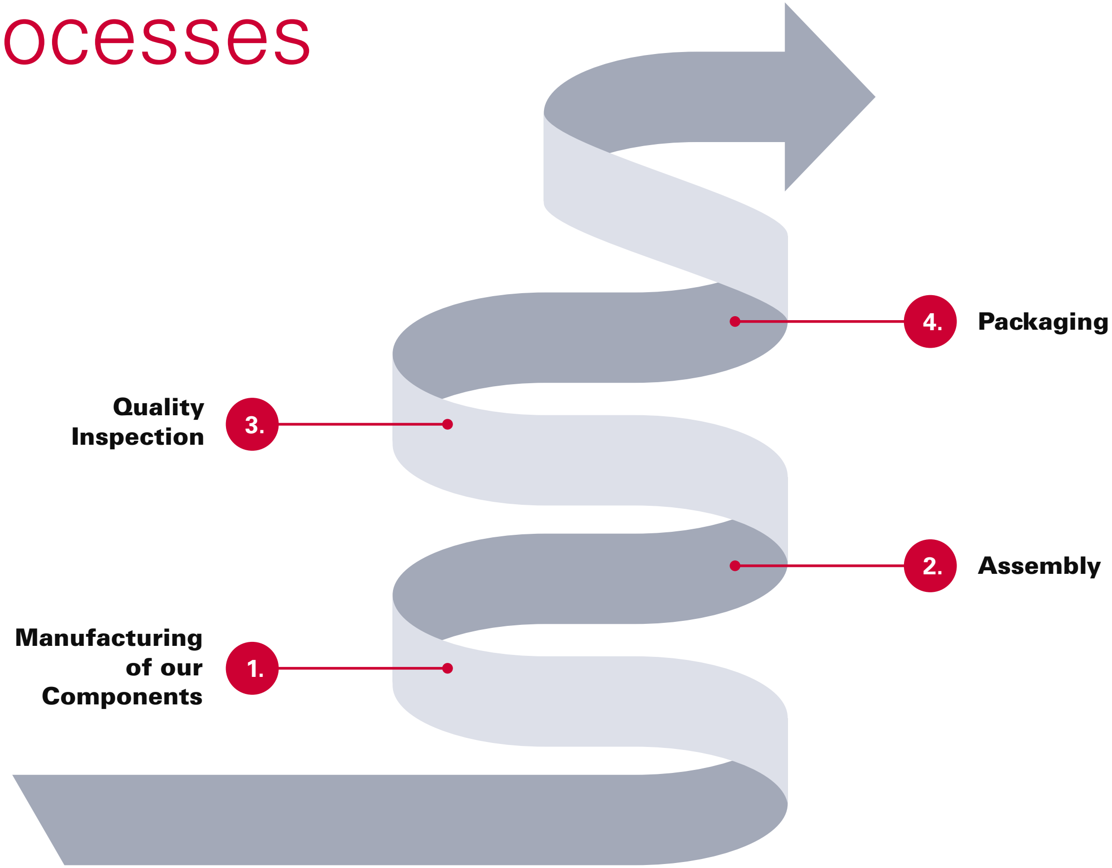
### 3.2.4 Supplier Development

We want to convince our suppliers that sustainable management brings collective benefits and that the added value results in joint competitive advantages as the demand for these factors grows. We address the sustainability requirements in our collaboration contracts with our existing suppliers and in new contracts with potential suppliers at purchasing events, trade fairs and other events. In 2023, the focus was on the activities of suppliers with regard to climate protection and the EU Supply Chain Due Diligence Act, which will apply to us from 2024 on.

Our goal is to systematically reduce $CO_2$ emissions in our supply chain in order to achieve our ambitious climate targets (see section "3.7 Environmental Impact"). Therefore, we are supporting our business partners in their $CO_2$ reduction activities on our way to joint climate protection.

In addition, we continue to demand that our suppliers commit to our Supplier Code of Conduct. Pfeiffer Vacuum considers respect for human rights to be one of the fundamental preconditions of our business activities. Therefore, respecting human rights is already well integrated into our existing business practices. In view of the new legislation of the German Supply Chain Due Diligence Act (GSCDDA), we used the current fiscal year to optimize and document the established processes in our own business activities as well as those in relation to our suppliers in order to get ready for the new legal requirements from 2024. We will document our efforts to effectively implement our due diligence obligations under the GSCDDA continuously. In addition, we will publish an annual report on the fulfilment of our due diligence obligations for 2024 at the beginning of the year 2025.

# Manufacturing Processes




## 3.3 Production

***Our sustainable business practices as well as our products and services are a reflection of our accomplishments for our customers, people, and nature. We strive to reduce emissions, optimize materials, and increase efficiency. Our customers experience the effects of these efforts through our products.***

Our commitment to the sustainability of our products becomes apparent in our production processes:

### 1. Manufacturing of our Components

In our manufacturing processes, we follow clear objectives to consider aspects of resource and environmental protection. Our main goal is to constantly increase energy and material efficiency to preserve nature and simultaneously reduce costs. In product development, we focus on saving material and resources, from the earliest possible design stages onwards. In addition to technical features and physical properties, we always include space requirements and power consumption in new product development specifications. We use intelligent drive technologies that enable significant energy savings during the use phase.

We ensure that the raw materials and intermediate products we use are handled in the most environmentally-friendly way possible. We take into account the legal requirements for hazardous substances, such as the EU chemicals regulation REACH and the RoHS Directive on the restriction of the use of certain hazardous substances in electrical equipment. Our product compliance department, established in 2021, is responsible for global compliance with these and other material directives. The main focus is to maintain the standards, assure that product compliance is up to date, and apply all relevant guidelines throughout our entire Group (see chapter "3.2 Procurement/Supply Chain Management" and chapter "3.6 Recycling").

## 2. Assembly

We already pursue the strategy to produce several product lines locally. This includes the procurement of raw materials and components, processing, and the assembly and testing of the products. This enables us to offer short distances and fast delivery to our customers worldwide. At the same time, we keep transport routes short and the emissions of our logistics and transportation as low as possible (see chapter "3.4 Logistics").

In 2023, we implemented a proof of concept for flexible assembly lines to increase efficiency by using less resources. This proof of concept is used as a blueprint for future projects at other locations.

## 3. Quality Inspection

The comprehensive quality testing and control of each Pfeiffer Vacuum product is an essential part of our brand promise to manufacture high-quality products and ensure their efficient and long-lasting use by our customers. All pumps are subject to a 100 % test procedure, which not only proves the functionality but also the achievement of the high-quality requirements. Detailed methods ensure extremely high reliability.

## 4. Packaging

We use as little material as possible in transport packaging. We use recycled and recyclable materials and continue to decrease the proportion of plastics – especially those that cannot be recycled (see the chapter "3.6 Recycling").

## Buildings and Future Factory

***Our production facilities are our most important buildings as not only our products are manufactured here but they are also the workplace for our employees and home to our service and R&D facilities. To keep transportation distances short, we locate them close to our customers where possible. When it comes to our buildings, our sustainability goals are the energy efficiency of our production, heating and electrification as well as material and process efficiency.***

In 2023, we continued our global expansion projects for many of our factories, including an important contribution to saving $CO_2$ emissions in our Scope 1 & 2. The regional teams closely collaborate with the global sustainability departments to strengthen synergies between the sites and to ensure that our sustainable and low-energy building standards are applied to the greatest extent at every construction or refurbishment project worldwide.

As part of our expansion projects at our production and service locations, we are modernizing our buildings, technologies and operating processes with a strong focus on energy efficiency to support our efforts to reduce our carbon footprint. In this process, our regional project teams are partly supported by external energy system planners so that we can exploit potential $CO_2$ savings in our energy systems.

Our energy analyses were also continued in 2023 with a focus on the building structure at the Indianapolis, Nashua, Austin and San Jose sites. Based on the results of these analyses, recommendations were developed.

At several of our production sites, we installed photovoltaic systems in 2023:

- Dresden: 150 kWp
- Asan: 520 kWp
- Asslar: 88 kWp
- Cluj: 470 kWp

In addition, we have installed energy monitoring systems at the Asslar, Annecy, Cluj and Asan sites in order to find better ways to reduce energy consumption in the future.

In Asslar, we have installed 50 charging points for electric vehicles, refurbished an existing building, realized energy-saving potential and partially converted the hot water generation to green electricity.

We have started to replace fuel-driven company cars by hybrid and fully electric cars. A roadmap to replace most company cars by electric cars by 2030 has been developed.

In France, in 2023, a heat pump replaced the natural gas boiler to further reduce the use of fossil fuels in the logistic center, directly reducing our Scope 1 emissions.

In Asan, we installed an AC tower heat recovery system and a rainwater recycling system which saves up to 10 m³ of fresh water per year for cleaning the solar panels.

In 2024, we will continue to drive our automation concepts, roll out developed standards and increase flexibility in our assembly lines to positively influence our resource efficiencies.

## 3.4 Logistics

### $CO_2$ reduction in our logistics

In order to reduce $CO_2$ emissions in our logistics overall, we have five main levers at our disposal:

1. The global decentralization of our production sites to produce close to our customers (see chapter "3.3 Production"),
2. The regional selection of our suppliers by our local production sites (see chapter "3.2 Procurement/ Supply Chain Management"),
3. The reduction of our air transport, in particular,
   - the bundling of our freight, and
   - the expansion of pendulum packaging for suppliers and customers

We had to carry out more air freight shipments from 2020 to 2022 due to the impact of the Corona pandemic and global supply shortages. However, it is our clear goal to significantly reduce this form of shipment. In 2023, we increased sustainable transportation modes such as railway and sea shipment. For example, our sea shipments from Annecy to Korea and China rose by 49 %. In order to achieve our goals, we will continue to systematically record and analyze our global Scope 3 $CO_2$ emissions in detail so that we can use the results as a basis for further significant saving measures in the coming years. In 2024, we plan to further decrease our air and truck freight by expanding our rail and sea shipment by 10 % compared to 2023.

In 2023, we started analyzing how we can expand our pendulum packaging for our suppliers and customers. Our goal is to increase the pendulum packaging for suppliers and customers in the coming years to reduce our $CO_2$ emissions from the production and disposal of packaging materials.

Furthermore, we have started to standardize our packaging in Annecy in order to reduce the need for packaging material, storage space and transport capacities and at the same time cause less $CO_2$ emissions.

At our main sites, our employees in the logistics and shipping departments have specific expertise to implement our goals in the logistics processes. The same environmentally-friendly and efficiency-enhancing requirements that we apply to our own logistics also apply to our suppliers and logistics service providers. As described in our supplier management system, for our future transport needs we will use only suppliers and logistics service providers who meet our requirements. We also demand that suppliers make improvements to their sustainability performance before they are selected (see chapter "3.2 Procurement/ Supply Chain Management").

## 3.5 Services

***One of the major levers for preventing $CO_2$ emissions in the first place is the achievement of high product quality throughout a long life cycle – with the effect of improving the product's lifetime, financial performance, energy efficiency and material efficiency. This is targeted through our R&D processes as described above.***

With our various services, from technical support right through to the modernization of complex machines, we continue to keep our products in reliable operation, in co-operation with our customers. Our services range from service hotlines to online advisors, online spare part finders/spare part services, utility films for customer self-service, and even the modernization of complete systems (retrofit). Our service unit is one of the largest and most utilized in our industry, with more than 500 technicians and engineers worldwide.

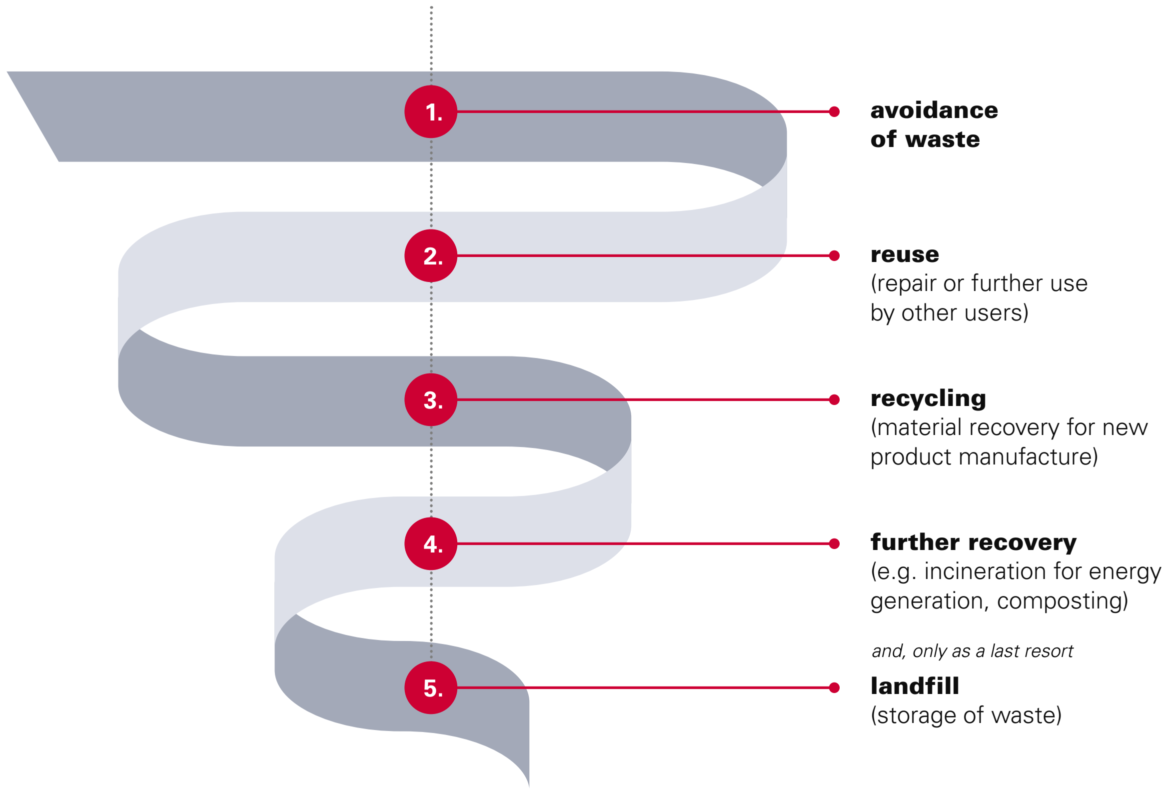
Our qualified Service Centers are located close to our customers to avoid unnecessary shipments. This reduces not only the $CO_2$ emissions but also the turnaround time for service. In our globally distributed Service Centers, we also store major spare parts for a period of seven to 20 years (depending on the product) after the end of production, to ensure a long lifetime and reduce any instances of early retirement of our products.

In addition to its Service Centers, Pfeiffer Vacuum has built up a network of Field Service Engineers to ensure fast service at the customer's site. This could be, for example, in a semiconductor factory, at a research facility or at the manufacturing site of a pharmaceutical customer. Our first hit repair rate (yield) is above 90 %.

Our training sessions for customers and for our own service technicians and engineers focus on understanding our products and how to use them in the best possible way with optimal operating parameters, how to use stand-by options, and how to select ideal maintenance intervals to minimize failures and save costs for our customers. In addition to the existing standard trainings, we have established online trainings to reduce the amount of international travel.

By offering the widest range of training classes in the vacuum market, we have achieved our goal set in the year 2021 to be the leading provider of customer training in the vacuum market by the end of 2023.

# Waste hierarchy




## 3.6 Recycling

***All materials have once been taken from nature. They become waste only if they are not used or when they are no longer used. For a minimal use of resources, the circular economy is the most effective concept for the future. The recycling pyramid defines the hierarchy of material and substance use:***

- ***avoidance of waste***
- ***reuse***
  ***(repair or further use by other users)***
- ***recycling***
  ***(material recovery for new product manufacture)***
- ***further recovery***
  ***(e.g. incineration for energy generation, composting)***
  ***and, only as a last resort***
- ***landfill***
  ***(storage of waste)***

With our circular economy strategy and by using sustainable packaging, we strive to protect nature throughout the entire life cycle of our products and components – from procurement and production through to use, maintenance, repair and return. To extend the life of the materials we use, we are creating more and more cycles within our Company or closing them outside with established recycling processes. In this way, we simultaneously reduce the $CO_2$ footprint of our products (especially Scope 3.5), because the recycling of materials reduces material extraction from nature and often cuts out energy consuming production steps.

The circular economy strategy serves as a mid-term target concept for our entire value chain. In 2024, we will analyze further potential to bring more material flows "into the loop". On this basis, the EHS departments can analyze and – depending on the application and technical feasibility – decide which approach is best suited for our products in order to further avoid negative environmental impacts in mining and processing. We have already introduced numerous processes that follow the principle of circular economy:

- Even in the early development stages of our products, we make sure to continuously reduce the material input by using blanks whose contour is as close as possible to the production contour. An example is the HiPace80 Neo, which uses around 15 % less material than its predecessor.
- In material recycling, we keep steel, aluminum and plastics cycles as closed as possible.
- We also strive for continuous improvement in the maintenance/repair and reuse of existing products. To this end, we encourage our employees and customers to provide ideas, especially with regard to the sorting of materials during the dismantling of our products.

Reusable packaging is more resource-efficient, generates less waste, and improves the $CO_2$ balance with each life cycle compared to single-use packaging. This is why we supply our internal and external suppliers with reusable empties and continuously optimize our empties management. In service, we use the packaging we receive and store it in order to resend the product to the customer in the same packaging.

## 3.7 Environmental Impacts

***Global warming, the extinction of species, over population, nature pollution and water pollution are the greatest ecological challenges of the 21st century, because their uncontrolled progress threatens the foundations of life and our civilization. The increasing release of $CO_2$ from the combustion of fossil fuels moves to center stage as the main driver of global warming and harmful resulting effects on the entire ecosystem. Reducing the demand for energy along the entire value chain and replacing fossil fuels with sustainable energy sources are measures with the potential to significantly contribute to the preservation of our planet. Our sustainability goals include, first and foremost, the sustainable selection and efficient use of materials, substances and energies.***

The continuous human impacts on nature have the potential to affect our business activities as well. Floods, storms and heat waves in many countries directly impact our employees, suppliers and transport routes, even in temperate latitudes. Some materials are becoming scarcer and/or more expensive.

Conversely, our business activities also have negative effects on nature, which we want to reduce as far as possible according to our technical, natural and economic possibilities. Particularly in view of the complex interrelationships between the extraction of materials from nature and the manufacture as well as transport of all the materials, substances and energies that we procure and use, we consider it our responsibility to keep our footprint and that of our products as small as possible. With our environmental management, we contribute to nature conservation and to the continuous improvement as well as competitive strength of our products through the efficient and economical use of the right materials, substances and energies. In this way, we also increase the sustainable added value of our customers.

We strategically organize the management of our environmental impact for our entire Company in our CSR Board, as we do for all other sustainability issues (see chapter "2.2 Responsible Corporate Government"). In order to manage the respective risks and opportunities, the results of the environmental risk assessments are also analyzed in the individual business departments and translated into concrete plans for our value creation steps by our specialist units. Based on the decisions of the CSR Board, the Head of Global CSR and the Head of Global EHS (Environment, Health, Safety) coordinate the sustainability strategy, along with the corresponding management systems and measures, and support their implementation in all business areas. Since 2022, we have used a comprehensive database that utilizes the global, continuous and standardized measurement of our material and energy flows for decision-making.

## Handling of Materials, Substances and Energies

In the circular economy strategy, which is fundamental to our environmental management, we systematize our ecologically efficient business approach in order to optimize our processes and products step by step so that we can minimize their overall impact.

For this purpose, we generally apply the concept of the so-called recycling hierarchy:

1. Minimize material usage, ensure the nature-friendly selection and sourcing of our materials, substances and energies; minimization of weight and volume, above-average product lifetimes, etc.
2. Reuse or renew materials, substances and energies. High reusability or reintroduction into the production process.
3. Recycle materials, substances and also energies in our own production, e.g., heat from production, recycle materials that cannot be reused or renewed.
4. Recycle with external recycling specialists, e.g. return to foundries.
5. Avoid landfill/deposition of waste.

We follow this system throughout our entire value chain (cf. chapters 3.1 to 3.6), as a logical step to establish ecological optimization more and more in all of our Company's processes and to anchor this knowledge and motivation in each employee to apply it in their respective areas of work and even in their private sphere.

The continuous improvement of our nature-friendly management at the Annecy, Asslar, Asan, Cluj and Ho Chi Minh City production sites has been systematized by the certification processes in accordance with the ISO 14001 environmental management standard. In 2023, the sites in Yreka, Indianapolis, Nashua, Austin, San Jose and Wuxi received ISO 14001 certification. We will introduce ISO 14001 certification at all the main production sites by 2026. In order to continuously find, analyze and exploit further potential energy savings, and at the same time reduce our emissions and energy costs, we are already using ISO 50001 certifications in Asslar, Annecy and Asan to systematize our energy management. New findings and proven ecological improvements from individual sites are passed on to all our sites, worldwide.

As a global technology company, we also comply with the wide range of environmental laws and regulations in force in the various countries in which we operate. The experts in the relevant specialist areas ensure that all standards and norms are complied with (see chapter "2.2 Responsible Corporate Governance"). For the planning, construction/procurement and renovation/further development of buildings, plants and manufacturing facilities, we apply mandatory environmental criteria worldwide, for example with regard to material and energy efficiency, the use of renewable energies, and the use of water (see chapter "3.3 Production – Buildings and Future Factory").

In 2023, we trained our employees to be able to implement $CO_2$ reduction measures in their respective areas and further develop their methodological and technical expertise to ensure and expand safe and environmentally optimized work processes. We will continue to familiarize our employees with the relevant global and country-specific regulations and standards, and to enable them to meet the specific environmental, economic and social requirements of their sites as well as our Group targets. In 2023, we further strengthened awareness and information on environmental protection topics via our internal media, in order to give all employees the knowledge that will help them contribute with sustainable behavior. At the same time, we are in constant exchange with science, politics, non-governmental organizations, suppliers and customers in order to be able to further increase the effectiveness of our emission reduction action plans.

In line with our sustainability strategy, our environmental management focuses on the special levers for reducing $CO_2$. In our general circular economy strategy, we address this special goal, in particular, with regard to our four levers:

1. Increasing energy efficiency
2. Increasing material efficiency
3. Increasing process efficiency, and
4. Expanding renewable energy generation.

### Energies and $CO_2$ emissions

We support the United Nations climate protection agreement adopted in Paris in 2015 and, through our corporate activities, make concrete contributions to the government-determined goal of limiting global warming to as close to 1.5 degrees Celsius as possible. To highlight our contributions in the important area of action against global warming, we joined the Science Based Targets Initiative (SBTi) in 2022. With this step, we publicly committed ourselves to supporting the goals of the Paris Climate Agreement through concrete actions. We will work closely with SBTi to implement its science-based emission reduction before 2050.

We aim to reduce our Scope 1 and Scope 2 $CO_2$ emissions by 2030 to such an extent that our production will have net zero emissions from then on. In addition, we will continue to analyze the causes of the Scope 3 $CO_2$ emissions for which we are jointly responsible so that we can move ever closer to net zero $CO_2$ emissions with our entire value chain.

Manufacturing of vacuum pumps is not an energy-intensive industry. But energy efficiency and reductions in emissions have always brought opportunities for innovation and competitive advantage. And they strengthen our motivation to do better, ever more sustainable business. When assessing climate-related issues and suitable improvement measures, we include the use phase of our products, which also ensures reductions in emissions in the various applications of our customers.

At the same time, we see the opportunities that arise from our use of emission-reducing technology as a competitive advantage. This is reflected in increased customer preferences for products with low energy consumption. Increasing attention is also being paid to our production processes and the environmentally-friendly use of materials. For example, we are receiving more and more inquiries about the proportion of green electricity used, and the recyclability of materials. We are increasingly meeting these sustainability-oriented challenges through targeted research and development.

The main energy sources at Pfeiffer Vacuum are electricity and gas, especially for the operation of our machines and systems. These are followed by gas for heat generation (natural gas and liquid gas), for heating our buildings, and electricity for air conditioning. The processes in our value chain are constantly analyzed with regard to technological and process-related developments in order to further optimize them in terms of emission reduction.

The following table shows our consumption of natural gas, fuels, electricity, steam, heating and cooling at all locations. A total of 66,136 MWh was consumed in the reporting year (previous year: 69,381 MWh).

## ENERGY CONSUMPTION

| | 2023 | | | 2022 | | | 2021 | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Europe | Asia | USA | Europe | Asia | USA | Europe | Asia | USA | 2023 | 2022 | 2021 |
| **Consumption category** | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh | in MWh |
| Natural gas | 8,108 | 116 | 2,122 | 10,425 | 110 | 2,765 | 13,355 | 100 | 1,435 | 10,346 | 13,300 | 14,889 |
| Company car diesel | 2,274 | 354 | 121 | 2,113 | 302 | 583 | 1,904 | 282 | 256 | 2,748 | 2,998 | 2,442 |
| Company car gasoline | 375 | 170 | 1,203 | 256 | 276 | 1,002 | 168 | 330 | 991 | 1,747 | 1,534 | 1,490 |
| Electricity consumption | 29,308 | 14,201 | 4,671 | 28,418 | 14,165 | 4,888 | 27,088 | 12,928 | 4,955 | 48,180 | 47,471 | 44,972 |
| Steam, heat or cold consumption | 3,098 | 0 | 0 | 4,078 | 0 | 0 | 4,499 | 0 | 96 | 3,098 | 4,078 | 4,595 |
| **Total energy consumption** | **43,163** | **14,841** | **8,117** | **45,291** | **14,853** | **9,237** | **47,014** | **13,640** | **7,734** | **66,136** | **69,381** | **68,387** |

For the coming years, we are planning the global standardization and further implementation of certified management systems. Local energy officers at our sites coordinate all measures to meet local legal requirements as well as our global standards. In energy circle meetings, energy consumption is jointly analyzed by the Facility Management, Purchasing and Engineering departments and specific measures to improve energy efficiency are identified.

The responsibility for energy management lies with the management of each individual site, with technical support from the Global Head of EHS and the Energy Manager. In 2023, we continued the installation of energy consumption meters with measurement systems in order to analyze and control energy demand at the Annecy, Asslar, Asan, Ho Chi Minh City and Cluj sites. The metering systems are equipped with sensors for diagnostics and predictive maintenance. We have installed more than 280 measuring points worldwide and will be introducing these measuring systems throughout our Group over the next few years.

We ask our suppliers to provide evidence of installed capacity, power consumption and energy class when we purchase new equipment, and we always strive to increase energy efficiency by using the most efficient and appropriate production equipment.

We achieved a significant reduction in $CO_2$ emissions in 2023 by purchasing electricity from renewable energy sources at our sites in Asslar, Dresden, Göttingen, Annecy and the whole North American region and by reducing the total gas consumption. In 2023, the share of renewable electricity was 63 %. In Annecy, we obtain our entire energy supply from a biomass power plant. In addition, we use the waste heat from production there by feeding it into the district heating circuit of the city of Annecy. In 2023, we equipped our warehouses in neighboring Chaumontet with a heat pump.

The emissions from our global energy consumption – direct emissions from the operation of our plants and buildings (Scope 1 and 2), indirect emissions from purchased energy (Scope 3.3) as well as business travel (Scope 3.6) and employee commuting activities (Scope 3.8) – are shown in the following table as $CO_2$ equivalents ($CO_2$e) in metric tons (t).

We will continue to review existing energy supply contracts for their share of renewable energies and give preference to environmentally friendly contracts.

## $CO_2e$ EMISSIONS

| | 2023 | | | 2022 | | | 2021 | | | Total | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | **Europe** | **Asia** | **USA** | **Europe** | **Asia** | **USA** | **Europe** | **Asia** | **USA** | **2023** | **2022** | **2021** |
| | in t | in t | in t | in t | in t | in t | in t | in t | in t | in t | in t | in t |
| **Emissions all sites**[1] | | | | | | | | | | | | |
| Scope 1 GHG emissions[2] | 2,347.2 | 162.2 | 775.7 | 2,758.6 | 174.9 | 697.8 | 3,276.2 | 181.2 | 443.3 | 3,285.0 | 3,631.2 | 3,900.7 |
| thereof $CO_2$ emissions[2] | 2,335.6 | 160.7 | 772.5 | 2,746.7 | 173.4 | 693.7 | 3,264.1 | 179.7 | 440.8 | 3,268.7 | 3,613.8 | 3,884.5 |
| thereof $CH_4$ emissions[2] | 2.9 | 0.2 | 1.8 | 3.1 | 0.3 | 1.1 | 3.8 | 0.3 | 0.9 | 4.9 | 4.5 | 5.0 |
| thereof $N_2O$ emissions[2] | 8.6 | 1.3 | 1.4 | 8.8 | 1.3 | 2.9 | 8.3 | 1.2 | 1.6 | 11.4 | 13.0 | 11.2 |
| Scope 2 GHG emissions (location-based) | 6,831.2 | 7,151.1 | 1,798.0 | 6,446.5 | 7,091.0 | 1,898.1 | 6,112.1 | 6,509.4 | 1,907.3 | 15,780.3 | 15,435.5 | 14,528.8 |
| Scope 2 GHG emissions (market-based) | 1,195.2 | 7,151.1 | 0.0 | 1,728.5 | 7,091.4 | 1,721.2 | 2,450.8 | 6,509.4 | 1,761.4 | 8,346.3 | 10,541.1 | 10,721.6 |
| thereof $CO_2$ emissions | 1,187.9 | 7,120.5 | 0.0 | 1,718.2 | 7,061.4 | 1,712.9 | 2,440.3 | 6,482.3 | 1,752.8 | 8,308.4 | 10,492.5 | 10,675.4 |
| thereof $CH_4$ emissions | 4.1 | 3.2 | 0.0 | 4.7 | 3.2 | 1.0 | 5.1 | 2.9 | 1.1 | 7.4 | 8.8 | 9.0 |
| thereof $N_2O$ emissions | 3.8 | 27.3 | 0.0 | 5.7 | 26.8 | 7.3 | 5.5 | 24.2 | 7.5 | 31.1 | 39.8 | 37.2 |
| Scope 3 GHG emissions[3] | 6,979.7 | 3,667.0 | 2,086.7 | 5,567.2 | 3,036.6 | 1,441.5 | 4,317.5 | 2,682.0 | 1,356.0 | 12,733.3 | 10,045.2 | 8,355.4 |
| thereof fuel- and energy-related activities | 1,679.8 | 1,297.2 | 542.6 | 1,650.5 | 1,289.0 | 490.4 | 1,641.4 | 1,190.6 | 540.4 | 3,519.5 | 3,429.9 | 3,372.4 |
| thereof business travel | 2,288.0 | 1,024.6 | 979.9 | 990.5 | 459.3 | 381.0 | 189.0 | 411.1 | 303.6 | 4,292.5 | 1,830.8 | 903.7 |
| thereof employee commuting | 3,011.9 | 1,345.2 | 564.2 | 2,926.2 | 1,288.3 | 570.1 | 2,487.1 | 1,080.3 | 512.0 | 4,921.3 | 4,784.6 | 4,079.4 |
| **Total emissions**[4] | **10,522.0** | **10,980.2** | **2,862.3** | **10,054.3** | **10,302.9** | **3,860.4** | **10,044.5** | **9,372.6** | **3,560.7** | **24,364.6** | **24,217.5** | **22,977.8** |
| thereof $CO_2$ emissions[5] | 3,523.5 | 7,281.2 | 772.5 | 4,464.9 | 7,234.8 | 2,406.6 | 5,704.3 | 6,662.0 | 2,193.6 | 11,577.2 | 14,106.3 | 14,559.9 |
| thereof $CH_4$ emissions[5] | 7.1 | 3.4 | 1.8 | 7.7 | 3.4 | 2.1 | 8.8 | 3.2 | 2.0 | 12.3 | 13.2 | 14.0 |
| thereof $N_2O$ emissions[5] | 12.4 | 28.6 | 1.4 | 14.5 | 28.0 | 10.2 | 13.8 | 25.5 | 9.1 | 42.5 | 52.8 | 48.4 |
| **Total $CO_2e$ emissions**[2] | **10,522.0** | **10,980,2** | **2,862.3** | **10,054.3** | **10,302.9** | **3,860.4** | **10,044.5** | **9,372.6** | **3,560.7** | **24,364.6** | **24,217.5** | **22,977.8** |

[1] Emissions are calculated according to the operational control approach. Sources for emission factors are DEFRA 2023 for all factors apart from emissions from location-based electricity, which are calculated via IEA 2020. Renewable electricity certificates are included in the carbon footprint (Scope 2 GHG emissions [market-based]).
[2] Direct fugitive emissions are not included.
[3] Scope 3 emissions include: Fuel- and energy-related activities that are not included in the categories direct emissions and indirect energy; and business travel and employee commuting. All other 12 categories are excluded.
[4] Including Scope 3 emissions.
[5] Excluding Scope 3 emissions.

We will continue to review existing energy supply contracts with regard to their share of renewable energy and prioritize the conclusion of ecologically positive contracts.

## Materials, Substances and Waste Treatment

We pursue the goal of ensuring that all the materials and substances we use are kept for as long as possible in the product life cycle or in the circular economy as a whole. We avoid waste by increasing our material efficiency – by continuously developing our production methods and optimizing our processes. However, despite our careful approach, production- and transport-related waste is generated at our production sites during the processing of the materials and substances we use, and typical household waste is produced at our service and administration sites. Waste also continues to include materials and substances that we want to safeguard for as long as possible in the circular economy or in recycling, so that new materials and substances do not have to be extracted from nature (see chapter "3.6 Recycling").

In our Company-wide waste management regulations, we ensure compliance with country-specific legal requirements for the handling of materials and substances and their proper transport and disposal. Where possible, we also use recycling methods that exceed these requirements. Responsibility for the proper and legally compliant sorting and transfer of waste to local disposal companies or recyclers is clearly defined at all production sites.

In 2023, we further systematized our global waste management and introduced uniform reporting on all waste. Our largest waste fractions are aluminum, iron and stainless steel, from the production of our vacuum pumps. The total amount of waste in the fiscal year 2023[1] was 6,617 t (previous year: 7,121 t). By separating and collecting the various waste fractions by type as much as possible, we maximize recycling. We pass on the separated waste to professional recycling companies for material recycling.

Waste that cannot be materially recycled in the processes of the disposal companies or recycling plants is disposed of in accordance with the statutory disposal standards and the municipal disposal options. As a waste producer, we are responsible for our waste until final disposal. We therefore select our service providers with the utmost care and contractually stipulate the conditions for disposal. We carry out random audits to check that waste is being disposed of properly.

## Water and Recycling

The supply of drinking water is increasingly becoming a global challenge due to global warming, but also due to overuse and pollution. Other risks include the resulting regional shortage of raw materials and food, which, altogether, may result in changes in the regulatory framework. To protect nature and water, to comply with the relevant laws and standards in the countries in which we operate, and to safeguard resources for our company, we take precautions to protect water. At our Asan site, the water that is used for cleaning processes is recycled through an efficient wastewater treatment system and then reused. In 2023, we also installed a rainwater system in Asan that saves up to ten thousand liters of water per year for cleaning the solar panels.

[1] Excluding our facilities in Saclay, Caponago, Paderno Dugano, Secunderabad, Yongin-Si, Hwasung-Si, Gyonggi-do, Kulim, Nor-Cal Products Singapore

At our Annecy site, the water used in the cleaning processes is treated and reused by an efficient wastewater recycling system. This has enabled us to reduce water consumption in Annecy by 90 % over the last 20 years. The responsibility for our global water management lies with the Global Head of EHS. We measure our water consumption at all sites, compile the measurements in a global controlling tool, manage them in coordination with the Global Manager, and implement general and site-specific measures to reduce water requirements.

We use water in manufacturing and cleaning processes as a coolant, as process water, in sanitary facilities and as drinking water. The total water withdrawal in the fiscal year 2023[2] was 76,473 $m^3$ (previous year: 88,213 $m^3$). This decrease is mainly attributable to our sites in Asslar, Annecy, Asan and Ho Chi Minh City. We discharged all not self-recycled wastewater (76,473 $m^3$)[3] to municipal disposal companies in accordance with local laws and possibilities. With the issue of adequate global water availability and supply in mind, we plan to further analyze our Group-wide water consumption in detail and reduce it.

Overall, we will continue to monitor and to conduct comprehensive analyses of the Group-wide water consumption across our Group.

[2] Except for our facilities in Sacley, Zurich, Copanago, Upplands Vaesby, Hisings Backa, Shanghai, Secunderabad, Nor-Cal Products Singapur
[3] Different calculation method to GRI: As not all measurement data is available for all wastewater worldwide, we set the quantities of used water equal to water disposed of.

# 4. PEOPLE, CULTURE AND VALUES

***We want to create working conditions for our employees in which they are valued and can apply their potential and ambition and thus contribute to the long-term success of the Company as members of our value chain, and as part of our community.***

Our employees are the key to our success in a highly dynamic environment and are therefore at the heart of our strategy. We continue to develop our corporate culture in a targeted manner and enable our employees to acquire new competencies so that they can meet their own goals and support us in achieving our corporate goals. At the same time, it is important for us to attract new talent for innovative growth fields and sustainable implementations in our highly competitive international markets.

The Pfeiffer Vacuum values are the foundation of our entrepreneurial actions. They serve as central and reliable points of orientation for our employees – irrespective of the specific challenges we face at present and in the future. Our mission statement for employees unites our common, diverse strengths in our strategic orientation.

We want to harmonize the needs and goals of our employees with the requirements of our Company. To this end, we contribute to personal development and training, and support our employees with our working and employment conditions as well as with appropriate HR tools and formats.

## Our People and Culture Organization

The local HR managers are responsible for regional support and implementation. They are supported by the Global HR team consisting of members of the HR departments in Annecy and Asslar. To enable seamless cooperation between all regions, flat hierarchies are indispensable and therefore already part of everyday practice in our Group. We revised the management organization in terms of reporting lines and established a matrix organization to empower functional managers across all Pfeiffer Vacuum sites around the globe in 2019.

To gauge the satisfaction of our employees, we have been conducting regular Group-wide surveys since 2020. The most recent survey, conducted in 2022, involved the participation of 2,658 employees, a notable increase from the 1,580 participants in 2020.

The results confirmed that employees working together at Pfeiffer Vacuum have a high level of commitment and satisfaction. However, the employees wanted this to be communicated more clearly to the outside world so that we can further improve our role as an employer of choice. In order to derive the greatest possible benefit from the employee survey, the Managing Directors and the Human Resources Manager of each unit as well as in some sites a dedicated team were given the task of evaluating the results of the survey in detail for their respective areas and deriving improvement actions from them. The results of the survey showed that employee communication in the form of town hall meetings was rated as very important by employees.

Over the course of the current year, smaller surveys have been carried out in various departments in relation to specific topics in order to follow up on the impact of targeted improvements.

## Our Team Structure

At the end of 2023, a total of 4009 people from 56 nationalities were employed at Pfeiffer Vacuum. This represents an increase of 1,9 % compared to the previous year (3,935 employees) and is essentially linked to our strong corporate growth. Beyond this, we also currently need further staff so that we can continue on our planned growth path.

In the reporting year, the employee fluctuation rate varied depending on the Company's geographical location. In Germany, a large internal transfer from one legal unit to another legal unit took place.

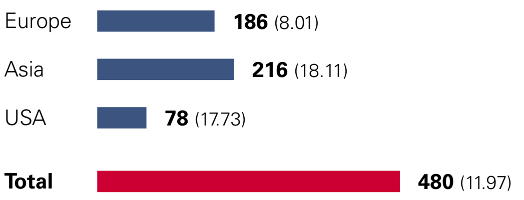
The most common type of workers who are not regular or full-time employees are temporary workers. They mainly perform tasks in warehousing, logistics, manufacturing/processing and assembly. We report their headcounts and FTE in the same way as for regular or full-time employees. In the countries where we employ temporary workers, we ensure the best possible protection by law by working with large, well-known temporary-employment agencies.

## REGIONAL DISTRIBUTION OF EMPLOYEES

| | 2023 | | 2022 | | 2021 | | 2020 | |
|---|---|---|---|---|---|---|---|---|
| | Number | in % | Number | in % | Number | in % | Number | in % |
| Europe | 2,458 | 61 | 2,414 | 62 | 2,104 | 61 | 2,048 | 62 |
| Asia | 1,107 | 28 | 1,074 | 27 | 939 | 27 | 884 | 27 |
| USA | 444 | 11 | 447 | 11 | 401 | 12 | 377 | 11 |
| **Total** | **4,009** | **100** | **3,935** | **100** | **3,444** | **100** | **3,309** | **100** |

## FLUCTUATION RATE BY REGION

Number of employees leaving the Company (fluctuation rate in %[1]) compared to the total number of employees




Figures excluding internal change.
[1] Fluctuation per region represents the average rate per country.

This includes complying with local laws and treating temporary and part-time workers as employees, for example in terms of access to social services and equal pay.

### Diversity and Equal Opportunities

The collaboration of people from different cultures and nationalities is a matter of course for us as a globally operating group. Consequently, cooperation between people of different cultures and nationalities is common at Pfeiffer Vacuum. We value the individuality, the different knowledge and skills and the different career aspirations and motivations of our employees as important drivers for our joint corporate performance. These differences and different drivers are what make up our innovation strength and continuous development. We keep these values consistent and safeguard them by raising awareness among our employees that they should not treat their colleagues differently from others because of their origin, age, gender, sexual orientation, disability or religious beliefs. Pfeiffer Vacuum has been a member of the "Diversity Charter" initiative launched by the German federal government for several years. It is an expression of a fundamental commitment to fairness and the appreciation of the people in our companies. To further raise awareness of intercultural differences, diversity and compliance among our colleagues, we again held numerous training sessions in 2023, where participants were able to learn about our Code of Conduct, covering key aspects of the broad area of diversity (see chapter "2.2 Responsible Corporate Governance"). In 2022, there were again no incidents of discrimination among our employees that were reported to the Global HR or Compliance department.

Of our 4,009 employees, 772 are female and 3,237 are male. There were no employees who specified the third gender. This means that women make up 19 % of the total workforce (previous year: 19 %).

Since October 2017, the chair of the Supervisory Board of Pfeiffer Vacuum has been held by a woman and the percentage of women is 33 %. The percentage of women in the Management Board is 50 %. This puts Pfeiffer Vacuum, together with Fresenius Medical Care, in first place out of 160 companies listed on the Frankfurt Stock Exchange with a balanced Management Board that were named in the AllBright Foundation's latest report from September 2023. And many of our global leadership positions below board level are also occupied by women.

Under French law, every company with more than 50 employees must publish an annual index reflecting the status of women's pay compared to men. For 2023, the score is 92/100, which places PV SAS among the best employers. For all locations, we strive for equal pay for men and women, even if there are no local laws requiring this. Our general and our starting salary gradings are based on position, experience, skills, and knowledge and are not related to gender.

Our practice is to promote employees from the local organizations to senior management positions. In 20 subsidiaries out of 23, our senior management is recruited from the local community. However, we sometimes cover interim positions with expats to ensure business continuity and the internal transfer of expertise.

## Education and Training

To continuously secure our corporate strength – the development of high-quality and sustainably optimized technology products – our human resources strategy focuses not only on recruiting highly-qualified colleagues, but also on targeted further training in view of the evolving demands of our customers as well as global ecological and social developments. This continuous, motivated learning in the different areas of expertise of our employees ensures the quality and competitive strength of our Company as well as of everyone, regardless of age, area of operation, length of service, or career level.

We continued the supply of mandatory information events on health and safety at work at all locations and integrated them into the onboarding training. In addition, we expanded the corporate e-learning material in compliance to include aspects of global information security, competition, antitrust law, anti-corruption and bribery law, and export control.

### PROFESSIONAL QUALIFICATIONS OF THE WORKFORCE

| | 2023 | 2022 | 2021 | 2020 |
|---|---|---|---|---|
| | Number | Number | Number | Number |
| Graduates of universities, colleges, and universities of applied sciences | 1,666 | 1,571 | 1,364 | 1,248 |
| Employees with professional training | 1,750 | 1,746 | 1,524 | 1,454 |
| Employees without professional training | 500 | 521 | 471 | 344 |
| Apprentices | 93 | 97 | 85 | 82 |
| **Total** | **4,009** | **3,935** | **3,444** | **3,124** |

Our employees also benefited from training on the use of social media, on our corporate brand strategy and, at our headquarters in Asslar, also from e-learning regarding soft and leadership skills for middle and senior management.

Our goal is to offer every employee at least one full-day training course at our in-house Pfeiffer Vacuum Academy or with external providers. In 2023, we provided each employee with an average of more than two days of training at our in-house Pfeiffer Vacuum Academy or with external providers. In this connection, our new e-learning portal, whose roll-out was completed in 2022, offers all employees greater flexibility and opportunities for conducting various training courses. We established a collaboration with a popular business network to provide our staff with increased access to digital learning materials, to improve our learning culture, and to develop our collective intelligence. In 2022, we started with a set of 1,200 licenses for all the managers of our subsidiaries, so that they could allow their employees take part in this program and realize their potential in personnel development. In 2023, we will continue to pursue the goal of setting the industry benchmark for average training costs per employee.

At our Annecy site, demonstrations were offered to schools on the subject of vacuum and its applications, with the aim of inspiring young students to become interested in the world of physics. Plant tours for school classes, accompanied by their teachers, were also offered again in 2023. In addition, some of our engineers hold tutorials on technical and operational topics at local universities.

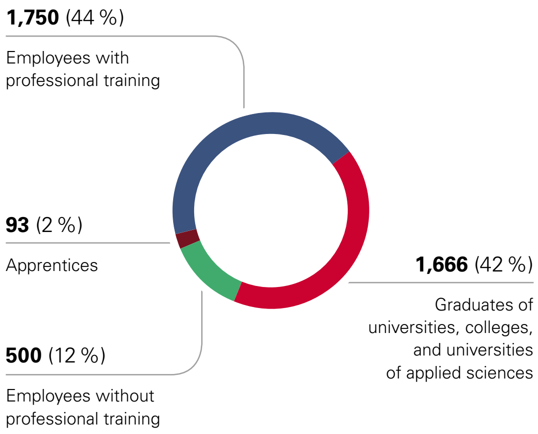
In 2023, a Hacker School course was held at Pfeiffer Vacuum in Asslar for the first time. The Hacker School is a non-profit organization and was founded to awaken the interest of children and young people for programming. The mission: to teach them the skills they need for a potential career in programming in the future. The course was attended by 12 boys and girls between the ages of 11 and 15 who are interested in programming and wanted to learn more about this field. Pfeiffer Vacuum has also been involved in "Girls Day" for several years. On Girls Day, girls from grade 5 onwards can get a taste of traditional "male professions" in technology, trades, IT, natural sciences and industry.

### Vocational Training for Young Professionals

Pfeiffer Vacuum provides training for a variety of professions in commerce, production and warehouse logistics, at various locations. Following the disruption caused by the Corona pandemic, we resumed our exchange programs for trainees and students in 2023. In 2023, Pfeiffer Vacuum employed a total of 93 trainees worldwide (previous year: 97).

**RELATIVE DISTRIBUTION OF THE PROFESSIONAL QUALIFICATIONS OF THE WORKFORCE**

Number (in %)




In Germany, Pfeiffer Vacuum participates in the "StudiumPlus" project, a dual course of study at the Technical University of Central Hesse, and works in partnership with the Georg-August University of Göttingen in the area of in-company training. Through these efforts, our goal is to ensure a steady supply of skilled professionals in industrial engineering, mechanical engineering, and business informatics for the future. Since 2022, Pfeiffer Vacuum has been a partner of the national "plus-MINT" program, in which outstandingly talented students in the fields of mathematics, computer science, natural sciences and technology are promoted at selected boarding schools. In France, in partnership with the local university association Alptitude, we support students in their preparation for their entrance exams to the best universities.

In China, we have established internship programs in partnership with the two leading universities in vacuum technologies, Northeastern University and Hefei University of Technology, to attract young talent to these advanced technologies and introduce them to our Company. Similarly, in Singapore, we are making efforts to offer internships at universities. In Malaysia, we already employ interns from technical institutions.

In Romania, we are training new CNC operators at our site in a dual training program in partnership with the local university Liceul Tehnologic Aurel Vlaicu.

Depending on the location and demand, the classes are offered in German, English, French, Korean or Chinese.

We support and promote the transfer of knowledge between employees in all areas of our Company. One example of this is that a special project team made up of members of the HR department and Research and Development worked on the development of an expert career path in addition to the "classic" manager career path. With this approach, we want to validate a process to identify internal experts who can progress with a personalized development plan and clearly defined responsibilities. Pfeiffer Vacuum wants to retain its technical talent and offer a path to a successful career within the Group.

### GROUP-WIDE KEY FIGURES FOR TRAINING AND EDUCATION

| | 2023 | 2022 | 2021 | 2022 |
|---|---|---|---|---|
| | Number | Number | Number | Number |
| Training measures | 13,700 | 7,900 | 3,900 | 5,300 |
| thereof on-site trainings | 700 | 800 | 800 | 900 |
| Training participants | 21,500 | 17,600 | 11,800 | 20,200 |

The figures are rounded to the nearest hundred.

In 2024, we will continue to offer our employees the opportunity to participate in trainings including those based on innovative digital tools and video conferencing.

**Corporate Management and Personnel Development**

We strive to combine the individual motivations of our employees and the goals of our company in our various departments in order to promote the personal development of each individual employee. To achieve this objective, we conduct annual talks between managers and their team members. During these sessions, we synchronize our corporate objectives with the motivational and career aspirations of both employees and managers. The goal is to establish a shared path to success and identify developmental opportunities that can aid our employees in attaining both organizational and individual career goals. This personnel development system is applicable to both managers and all other employees within our organization.

Our goal is to have at least one feedback session per year with each employee. In 2023, we conducted a personal meeting with more than 74 % of our employees.

Given their crucial roles, we prioritize the ongoing training and development of our current and prospective managers who seek further enhancement. The classes encompass a range of topics, including management techniques, employee leadership, and the refinement of rhetorical skills.

In 2023, we continued to work on our leadership culture, which focuses on key competencies and values that define leadership at Pfeiffer Vacuum. In addition, we developed a training program to promote clear roles for our managers in production, and trained our managers and key users in good change-management practices in a one-day intensive training course in Asslar. This was to prepare them for the move to the future factory (see chapter "3.3 Production – Buildings and Future Factory") and other topics.

Since 2020, we have been using a 360-degree feedback system for our top management, including the members of the Management Board, General Managers and Regional Managers worldwide. In the following year, we expanded this 360-degree feedback opportunity to the next levels of leadership in France, the US, Germany, China, Vietnam and Korea. Extended individual coaching was offered to the leaders to implement what was learned from the feedback. In 2023, managers from various departments spent more than 973 hours in digital coaching.

The feedback we received showed us that we are on the right track, so we will continue and expand our activities in 2024.

Our training program for our Human Resources business partners at our four main sites enables participants to gain experience on how to run a leadership assessment center by themselves.

As a globally operating Company, Pfeiffer Vacuum has had a Global Mobility Guideline since 2021. In accordance with this, we assign certain employees to a foreign subsidiary for a period of more than six months. The mutual learning process is at the forefront of these long-term projects – and they have proven themselves repeatedly. In 2023, the first employees made use of this.

## Remuneration and Incentive Schemes

Pfeiffer Vacuum's incentive scheme differs according to local conditions and customs. In addition to personal KPIs and Company results, personal development is also included in the bonus scheme. Depending on the location, there are additional bonus, incentive or employee participation schemes.

We include our ESG targets, such as the reduction of our $CO_2$ emissions, in the bonus systems for executive levels and continue to develop ESG targets for 2024.

The pension scheme similarly varies according to the individual location. Apart from a purely public scheme in most European locations, the worldwide pension schemes include additional measures and payments into pension funds, and the offer of a pension plan and direct insurance with the additional option of deferred compensation.

In Annecy, all employees are covered by the collective bargaining agreement of the metal industry. In Asslar, most of the workforce is covered by the metal industry collective bargaining agreement for the state of Hesse, and in Romania, there is also a collective agreement in place. We do not pay less than any local minimum wage.

We strictly comply with the local law and collective bargaining agreements when it comes to informing our employees about operational changes. Furthermore, in the interest of our employees, we involve them as far as possible and inform them about organizational changes in advance of any statutory notice period.

## Work-life Balance

To give our employees the freedom to develop their potential and shape their work-life balance, we offer them mobile and flexible working time models as well as models to reconcile their family responsibilities with their job even better.

Moreover, parental leave is a common practice at Pfeiffer Vacuum. The duration of parental leave varies according to country regulations. In general, both men and women can take parental leave according to local regulations, and we have noticed that more and more men are taking parental leave.

Now that the pandemic has subsided in some parts of the world, colleagues have slowly returned to their workplaces in the Group's offices. We have mastered the associated challenges well. This is also due to our global guideline for mobile working. The guideline grants all employees a total of eight days of mobile work per month, provided that this suits their daily work tasks and local working culture.

## Occupational Health and Safety

Health and physical integrity are the ultimate basic conditions for our corporate strength. Ensuring healthy working conditions for our employees is fundamental to us. We also make every effort to avoid accidents as far as possible in order to protect our employees. In the areas of production, service, administration, and sales, we follow the specific occupational health and safety requirements at our sites.

We manage occupational safety and health protection worldwide through our demanding occupational safety policy. We continuously work to identify all sources of danger in our processes, to analyze our employees' suggestions for improvement, and to implement them as specific safety measures that go well beyond the respective local, national and international legal requirements.

### GROUP-WIDE KEY ACCIDENT FIGURES

Key indicators for occupational health and safety worldwide

| | 2023 | 2022[1] | 2021[1] | 2020[1] |
|---|---|---|---|---|
| LTI (Lost Time Injuries: Accidents requiring at least one day of absence) | 37 | 25 | 43 | 46 |
| LTIFR (Lost Time Injuries Frequency Rate: LTI per 1 million working hours) | 5.33 | 3.30 | 6.16 | 6.98 |
| Work-related deaths | 0 | 0 | 0 | 0 |
| FAR (Fatal Accident Rate: Frequency of fatalities) in % | 0 % | 0 % | 0 % | 0 % |

[1] The previous year's figures have been adjusted presenting the total Group. Figures are given for the Group as a whole instead of selected sites.

The increase in accidents at work in the reporting year was mainly due to an increase of minor accidents at work.

Raising awareness among our employees that they should protect themselves is also key to ensuring improvement. To this end, we developed our "12 rules of workplace safety and health", translated them into nine languages, printed them on posters, and displayed them at various places at our sites.

Since 2019, we have been using a software-based information and collaboration platform at all Group sites to collect coherent data in the areas of environment, occupational safety and health protection on a monthly basis. Detailed reports are prepared on all LTIs (Lost Time Injuries), which the Chief Operating Officer, General Managers, Global Head of EHS and EHS Managers at all sites receive. Based on these reports, they can take appropriate action to prevent similar incidents in the future. In addition, we conduct weekly "Gemba Walks" at our main sites to identify possible safety risks and look for optimization opportunities in the production processes. As a matter of principle, we follow a preventive approach in order to avoid all potential risk situations as early as possible.

To accompany these measures, we run training classes on EHS topics and use different media channels to illustrate general safety requirements, protective measures and other key issues of the subject area. The training classes are held at regular intervals throughout the Group. During the classes, specific findings are also discussed in order to continuously expand the knowledge and experience of all employees. Wearing safety equipment is mandatory throughout the Group and applies to all employees and other persons who enter the production areas. Our safety services also include the provision of escape and rescue plans everywhere, as well as the creation of standard templates for instruction documents such as work instructions and process descriptions. The furnishing of workplaces according to ergonomic aspects and the setting up of comfortable workplaces are also part of this.

## FREQUENCY OF ACCIDENTS AND FATALITIES

Key indicators for occupational health and safety at all Pfeiffer Vacuum production sites

| | 2023 | | | 2022 | | | 2021[1] | | | 2020[1] | | | Total | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | Europe | Asia | USA | Europe | Asia | USA | Europe | Asia | USA | Europe | Asia | USA | 2023 | 2022 | 2021 | 2020 |
| LTI (Lost Time Injuries: Accidents requiring at least one day of absence) | 28 | 3 | 6 | 20 | 0 | 5 | 31 | 10 | 2 | 43 | 2 | 1 | 37 | 25 | 43 | 46 |
| LTIFR (Lost Time Injuries Frequency Rate: LTI per 1 million working hours) | 7.22 | 1.36 | 6.96 | 5.56 | 0 | 5.94 | 9.19 | 3.52 | 2.60 | 13.87 | 0.73 | 1.30 | 5.33 | 3.30 | 6.16 | 6.98 |
| Work-related deaths | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| FAR (Fatal Accident Rate: Frequency of fatalities) in % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % | 0 % |

[1] The previous year's figures have been adjusted presenting the total Group. Figures are given for the Group as a whole instead of selected sites.

Our EHS managers are responsible for the ongoing improvement of our workplace safety and regularly carry out safety checks and audits within the Group. Hence, they are driving the process forward to achieve the implementation of ISO 45001 certification at all production sites by the year 2025.

The Lost Time Injury Frequency Rate (LTIFR; Accidents with lost time of at least one day/shift) was 5.33 in 2023 (previous year: 3.30). We attribute the decrease in the rate to our preventive measures in occupational health and safety.

The health protection concept at the production site in Asslar is managed by the HR and EHS department and includes measures such as health consultations with a company physician, the regular supply of personal protective equipment, and the "Mission Zero" poster campaign to raise awareness for the prevention of occupational accidents. All documents are available to the entire Group. Pfeiffer Vacuum in Annecy offers employees similar programs and also established the "MoveGreen" program in 2021, which encourages employees to come to work by bicycle. Programs will continue to be adapted to the locally identified areas. At our main sites in Europe, the US and Asia, we trained our employees on the topics of prevention of safety risks, chemical leakage, electric shock emergencies, firefighting contingencies, emergency rescue, chemical emergencies, hazardous waste, lifting devices, fork lifts, and lockout/tagout.

## Our Role in Society

***The importance of our work and its diverse impact on society and nature goes beyond our personal lives, families and business partners. As a large company, we also maintain close relationships with local communities.***

We are located at more than 35 sites in Europe, America and Asia, with our production, sales, service and logistics operations employing around 4,009 people worldwide. As a globally active company, we make valuable contributions to local social communities in various ways: Firstly, as an employer, by offering secure and attractive jobs with reliable salary payments, and as a business partner by making payments to our suppliers. And secondly, as a taxpayer (see chapter "2.2 Responsible Corporate Governance"), by contributing to the local community and financing a broad range of activities in a wide variety of industries with our products. At all our sites (see chapter "3.3 Production") and in our business relationships (see chapter "3.2 Procurement/Supply Chain Management"), we take care to protect the environment as best we can.

In our relationships and dialogs at the various locations, we are regularly asked to participate locally and regionally in further measures to promote the common good and protect nature. As a company, we are happy to accept this responsibility and contribute to corresponding local initiatives.

The CSR Board discusses our positioning strategy within society and defines it in line with our values. In a further step, this strategy is then incorporated into our business and social relationships via our communication measures, in the same way as our sustainability standards (see chapter "2.2 Responsible Corporate Governance").

We support our diverse local participation and involvement in a similar way to promote our sustainability issues and goals. In recent years, we have supported children's charities and schools, universities and research institutes, cultural events, sports clubs, charities for the financially needy, fire departments, and medical/technical institutions with donations and sponsorships. In 2023, we made additional donations to alleviate the plight of the Ukrainian people. In 2020, our actions amounted to a total of € 197,903. In 2021, it was € 159,215, in 2022 € 441,101 and in 2023 € 446,282.

We have defined the areas for our donations and sponsoring measures for the coming years. We will support the following areas in the coming years:

1. Employer branding
2. Education and technology
3. Research partnerships
4. Sustainability

The Management Board or the local General Managers decide on the individual measures. All donations are documented in writing and compiled in an annual list of donations that can be viewed for auditing purposes. For the coming years, we plan to further systematize our involvement in local communities, in alignment with our sustainability strategy, in order to support our sustainability issues and objectives even more efficiently.

Pfeiffer Vacuum fundamentally welcomes political framework conditions that promote innovation, and it strives to identify approaches for solutions to eco-social challenges. However, we do not make financial or in-kind donations to individual political parties.

## 5. SUSTAINABILITY INDICATORS

***More and more multi-stakeholder organizations, states, and the United Nations are issuing fundamental guidelines regarding the ecological/social transformation of economic activities that we use to systemize our sustainability management (see chapter "2. Sustainability at Pfeiffer Vacuum"), to orient ourselves toward international sustainability goals, and to evaluate our sustainability performance.***

Key indicators are provided by the EU Taxonomy (mandatory information), the UN Global Compact[1], the UN Sustainable Development Goals (SDGs)[1] and the Global Reporting Initiative (GRI)[1], which we present in detail below and in a jointly concluded overview in the GRI Content Index (see page 55 ff.) as a complete table of contents for the corresponding text passages in this sustainability report.

### EU Taxonomy

As part of the expansion of non-financial disclosure requirements, Pfeiffer Vacuum provides information on the implementation of Regulation 2020/852 (Taxonomy Regulation) for the 2023 reporting year. As part of the Sustainable Finance Action Plan, a key objective of the EU Taxonomy is to channel financial flows into environmentally sustainable activities. In order to achieve this goal, the EU Taxonomy aims to create a classification system and thus a uniform understanding of environmentally sustainable activities. The identified economic activities were set in relation to six central environmental objectives (Art. 9 Taxonomy Regulation):

1. Climate change mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Prevention and reduction of pollution
6. Protection and restoration of biodiversity and ecosystems

Which economic activities can potentially be classified as ecologically sustainable (taxonomy-eligible) and which are actually carried out in an ecologically sustainable manner (taxonomy-aligned) is specified by the EU Commission in delegated acts.

There is a delegated act on the environmental objectives "Climate Change Mitigation (CCM)" and "Climate Change Adaptation (CCA)". A further delegated act on the additional environmental objectives "Sustainable use and protection of water and marine resources (WTR)", "Transition to a circular economy (CE)", "Pollution prevention and control (PPC)" and "Protection and restoration of biodiversity and ecosystems (BIO)" was adopted on June 13, 2023. All economic activities are to be classified as taxonomy-eligible if they are described in principle in Annexes I to V and can be classified. Economic activities pursuant to Art. 3 of the Taxonomy Regulation are only classified as taxonomy-eligible if

- they make a substantial contribution to the achievement of one or more of the environmental objectives mentioned in accordance with Articles 10 to 16, and
- there is no significant harm to one or more of the five other environmental objectives (do no significant harm – DNSH) according to Art. 17 and
- they comply with the minimum safeguards in accordance with Art. 18, and
- the respective applicable technical screening criteria are fulfilled, which are described by the EU Commission in the Delegated Acts.

[1] These are not subject to the audit in accordance with ISAE 3000 (revised).

Development, production and distribution of vacuum pump systems and components (vacuum generation, measurement and analysis) do not fall within the scope of this regulation. Pfeiffer Vacuum's core activities are thus not covered by the activities described in Annex I and II of the Delegated Act of the EU Taxonomy. However, this does not mean that those activities do not pursue and support the objectives of the company's overall sustainability strategy. Moreover, Pfeiffer Vacuum's products are also used in industries that contribute to sustainable development. For example, in the production of batteries and solar systems, and in fusion reactors.

## Analysis of Taxonomy Eligibility

To determine the taxonomy eligibility, we built on last year's analyses, validated the activities already identified in workshops with the business units concerned and examined potential new activities, and finally recalculated the KPIs.

There were no activities identified that are relevant to the sales KPI according to EU Taxonomy Regulation. However, sustainable investments in our locations as well as the decarbonization of our company car fleet can be classified into economic activities according to the EU taxonomy, which are relevant for capital expenditures (CapEx KPI) or operating expenditures (OpEx KPI).

The CapEx and OpEx KPIs at Pfeiffer Vacuum are therefore not based on sales and are to be assigned to category (c) in accordance with Commission Delegated Regulation (EU) 2021/2178, Annex I, No. 1.1.2.2. An individual analysis was performed for this purpose. Identified taxonomy-eligible activities are shown in the following overview:

### IDENTIFIED TAXONOMY-ELIGIBLE ACTIVITIES

| No. | Economic activity | Assignment to environmental goal | Brief description |
|---|---|---|---|
| 5.4 | Renewal of waste water collection and treatment | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Repair and maintenance of wastewater collection systems |
| 6.5 | Transportation by motorbikes, passenger cars and light commercial vehicles | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Employee company car |
| 6.6 | Freight transport services by road | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Vehicles for transport of goods |
| 7.1/3.1 | Construction of new buildings | Climate change mitigation (CCM)/ Climate change adaptation (CCA)/ Circular economy (CE) | New construction of office buildings and production sites |
| 7.2/3.2 | Renovation of existing buildings | Climate change mitigation (CCM)/ Climate change adaptation (CCA)/ Circular economy (CE) | Various renovation works at office and production sites |
| 7.3 | Installation, maintenance and repair of energy efficient equipment | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Various energy-efficient refurbishment and maintenance measures at existing office and production sites, such as installation of energy-efficient light sources |
| 7.4 | Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings) | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Installation, maintenance and repair of charging stations for electric vehicles |
| 7.5 | Installation, maintenance and repair of devices for measuring, regulating and controlling the energy performance of buildings | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Installation and maintenance of measuring points for the regulation and control of consumption data |
| 7.6 | Installation, maintenance and repair of renewable energy technologies | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Installation of photovoltaic systems |
| 7.7 | Acquisition and ownership of buildings | Climate change mitigation (CCM)/ Climate change adaptation (CCA) | Leased and owned buildings |

There were small changes in the identification of taxonomy-eligible economic activities compared to the previous year. The economic activity "Installation, maintenance and repair of charging stations for electric vehicles in buildings and on parking lots belonging to buildings" (economic activity 7.4) was added in 2023 due to the 50 charging points installed at the site in Asslar. The following economic activities are unchanged. "Repairs and maintenance to our waste water collection system" (economic activity 5.4) resulted in a small amount of operating expenses (OpEx) this year. In the area of capital expenditures (CapEx), major investments were made in 2023 in energy-efficient equipment such as light sources or heating, ventilation and air conditioning (economic activity 7.3) and in renewable energies such as photovoltaic systems (economic activity 7.6).

Following a detailed review of the recently defined environmental objectives 3-6, we can confirm that as a result of this assessment, no additional economic activities were identified and classified as taxonomy eligible for Pfeiffer Vacuum.

## Analysis of Taxonomy Alignment

In addition to this, an analysis and determination of taxonomy alignment was also carried out for the second time in accordance with the EU Taxonomy Regulation for fiscal year 2023. A review of the technical screening criteria for substantial contribution and criteria for "Do no significant harm" (DNSH) in the course of interviews and workshops led to the conclusion that some of the required evidence can currently not be provided for the fiscal year 2023. In the area of climate risk analysis, the steps required by the EU Taxonomy, such as the integration of climate projection scenarios, could be fulfilled. In the remaining areas, the steps required by the EU Taxonomy could not yet be fulfilled and thus no taxonomy-aligned economic activities can be reported.

Although the technical assessment criteria for substantial contribution and DNSH criteria of each identified activity were not met, and thus taxonomy alignment could not be achieved in 2023, a review of the minimum safeguards at corporate level has taken place again. Four topics were considered for the assessment: Human rights (including labor and consumer rights), corruption and bribery, taxation, and fair competition, which were derived from the guiding principles of the UNGP, OECD, ILO, and the International Bill of Human Rights. The requirements of the minimum safeguards demand, on the one hand, reliable processes for the relevant topics and, on the other hand, that there must be no violations of these topics. A comprehensive analysis by the compliance department has shown that Pfeiffer Vacuum meets the underlying criteria.

## Calculation of the KPIs

The amounts used for the calculation of taxonomy-eligible and taxonomy-aligned sales, CapEx and OpEx are based on the figures in the consolidated financial statements.

Double counting of investment and operating expenditure was avoided by assigning the identified economic activities for CapEx and OpEx exclusively to environmental objective 1 Climate action. For both CapEx and OpEx, query templates were used to clearly assign the corresponding expenditure to the identified taxonomy-eligible activities. No allocation keys were used.

### Sales

The share of sales referred to in Article 8(2)(a) of Regulation (EU) 2020/852 shall be calculated as the part of the net sales of goods or services, including intangibles, associated with taxonomy-eligible and compliant economic activities (numerator) divided by the net sales (denominator) within the meaning of Article 2(5) of Directive 2013/34/EU.

The sales KPI corresponds to the ratio of net sales from taxonomy-eligible or-aligned economic activities in a financial year to total net sales in the same financial year. Net sales (IFRS 15) in the financial year 2023 form the denominator of the sales KPI (see Consolidated statement of income in the notes to the consolidated financial statements p. 114 in the Annual Report 2023 which is only available in German).

### CapEx

The denominator for capital expenditure (CapEx) includes additions to rights of use, property, plant and equipment and intangible assets during the financial year under review before depreciation, amortization and revaluations, including those resulting from revaluations and impairment losses for the financial year in question and excluding changes in fair value. The denominator must also include additions to rights of use, property, plant and equipment and intangible assets resulting from business combinations (application of IAS 16, 38, 40, 41, IFRS 16).

In the denominator, Pfeiffer Vacuum has included capital expenditures for property, plant and equipment, intangible assets, and rights of use (see Notes to the Consolidated Financial Statements p. 121 in the Annual Report 2023 which is only available in German).

The numerator of the CapEx-KPI corresponds to the portion of the capital expenditures included in the denominator that relates to assets or processes associated with taxonomy-eligible or-aligned economic activities.

CapEx plans as defined by the EU Taxonomy have not been adopted.

### OpEx

The denominator for operating expenses (OpEx) includes direct, non-capitalized costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of property, plant and equipment by the company or third parties to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

In the denominator, Pfeiffer Vacuum has included operating expenses related to building maintenance, maintenance and repair, research and development, and other direct costs (see Notes to the Consolidated Financial Statements p. 121 in the Annual Report 2023 which is only available in German). At Pfeiffer Vacuum, the numerator of the OpEx-KPI corresponds to the portion of the operating expenses included in the denominator that relates to assets or processes associated with taxonomy-eligible or-aligned economic activities. The numerator of taxonomy-eligible operating expenses comprises expenses for building renovation measures (€ 0.63 million) and maintenance and repair expenses (€ 3.13 million).

The KPIs for the fiscal year are as illustrated in the reporting sheets[1]:

[1] No information is provided on further nuclear power and gas reporting sheets pursuant to Regulation (EU) 2022/1214, as Pfeiffer Vacuum does not perform any of these activities.

## Reporting sheets

### PROPORTION OF SALES FROM PRODUCTS OR SERVICES ASSOCIATED TO TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR THE YEAR 2023

| | 2023 | | | Substantial contribution criteria | | | | | | DNSH-criteria ("Do No Significant Harm") | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Economic activities (1) | Code[1] (2) | Sales (3) | Proportion of sales (4) | Climate change mitigation (5) | Climate change adaptation (6) | Water (7) | Pollution (8) | Circular economy (9) | Biodiversity (10) | Climate change mitigation (11) | Climate change adaption (12) | Water (13) | Pollution (14) | Circular economy (15) | Biodiversity (16) | Minimum safeguards (17) | Proportion of Taxonomy-aligned (A.1) or eligible (A.2) sales 2023 (18) | Category (enabling activities) (19) | Category (transitional activity) (20) |
| | | in € millions | in % | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | in % | E | T |
| **A. TAXONOMY-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **A.1 Environmentally sustainable activities (Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| **Sales of environmentally sustainable activities (Taxonomy-aligned) (A.1)** | | **0** | **0%** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N** | **Y** | **N** | **N** | **N** | **N** | **Y** | **0%** | | |
| Of which Enabling | | 0 | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N | Y | N | N | N | N | Y | 0% | E | |
| Of which Transitional | | 0 | 0% | N/EL | | | | | | N | Y | N | N | N | N | Y | 0% | | T |
| **A.2 Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)** | | | | | | | | | | | | | | | | | | | |
| **Sales of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)** | | **0** | **0%** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | | | | | | | | **0%** | | |
| **Sales of Taxonomy eligible activities (A.1 + A.2)** | | **0** | **0%** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | | | | | | | | **0%** | | |
| **B. TAXONOMY-NON-ELIGIBLE ACTIVITIES** | | | **0%** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | | | | | | | | | | |
| **Sales of Taxonomy-non-eligible activities** | | **956.25** | **100%** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | | | | | | | | | | |
| **Total (A+B)** | | **956.25** | **100%** | | | | | | | | | | | | | | | | |

[1] The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.:
- Climate Change Mitigation: CCM
- Climate Change Adaptation: CCA
- Water and Marine Resources: WTR
- Circular Economy: CE
- Pollution Prevention and Control: PPC
- Biodiversity and ecosystems: BIO

[2] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
EL – eligible, for the respective environmental objective for taxonomy-eligible activity
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective

**Proportion of sales/Total sales**

| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
|---|---|---|
| CCM | 0% | 0% |
| CCA | 0% | 0% |
| WTR | 0% | 0% |
| CE | 0% | 0% |
| PPC | 0% | 0% |
| BIO | 0% | 0% |

## PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR THE YEAR 2023

| | 2023 | | | Substantial contribution criteria | | | | | | DNSH-criteria ("Do No Significant Harm") | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Economic activities (1)** | **Code[1] (2)** | **CapEx (3)** | **Proportion of CapEx (4)** | **Climate change mitigation (5)** | **Climate change adaptation (6)** | **Water (7)** | **Pollution (8)** | **Circular economy (9)** | **Biodiversity (10)** | **Climate change mitigation (11)** | **Climate change adaption (12)** | **Water (13)** | **Pollution (14)** | **Circular economy (15)** | **Biodiversity (16)** | **Minimum safeguards (17)** | **Proportion of Taxonomy-aligned (A.1) or eligible (A.2) CapEx 2023 (18)** | **Category (enabling activities) (19)** | **Category (transitional activity) (20)** |
| | | in € millions | in % | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | in % | E | T |
| **A. TAXONOMY-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **A.1 Environmentally sustainable activities (Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| **CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)** | | **0** | **0%** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N** | **Y** | **N** | **N** | **N** | **N** | **Y** | **0%** | | |
| Of which Enabling | | 0 | 0% | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N | Y | N | N | N | N | Y | 0% | E | |
| Of which Transitional | | 0 | 0% | N/EL | | | | | | N | Y | N | N | N | N | Y | 0% | | T |
| **A.2 Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)** | | | | | | | | | | | | | | | | | | | |
| Renewal of waste water collection and treatment | **5.4 (CCM)** / 5.4 (CCA) | 0.05 | 0.05% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Transportation by motorbikes, passenger cars and light commercial vehicles | **6.5 (CCM)** / 6.5 (CCA) | 1.63 | 1.45% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Freight transport services by road | **6.6 (CCM)** / 6.6 (CCA) | 0.19 | 0.17% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Construction of new buildings | **7.1 (CCM)** / 7.1 (CCA) / 3.1 (CE) | 32.03 | 28.49% | EL | EL | N/EL | N/EL | EL | N/EL | | | | | | | | 0% | | |
| Renovation of existing buildings | **7.2 (CCM)** / 7.2 (CCA) / 3.2 (CE) | 4.88 | 4.34% | EL | EL | N/EL | N/EL | EL | N/EL | | | | | | | | 0% | | |
| Installation, maintenance and repair of energy efficient equipment | **7.3 (CCM)** / 7.4 (CCA) | 0.56 | 0.50% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings) | **7.4 (CCM)** / 7.4 (CCA) | 0.42 | 0.37% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Installation, maintenance and repair of devices for measuring, regulating and controlling the energy performance of buildings | **7.5 (CCM)** / 7.5 (CCA) | 0.27 | 0.24% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Installation, maintenance and repair of renewable energy technologies | **7.6 (CCM)** / 7.6 (CCA) | 0.64 | 0.57% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| Acquisition and ownership of buildings | **7.7 (CCM)** / 7.7 (CCA) | 12.98 | 11.55% | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0% | | |
| **CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)** | | | | | | | | | | | | | | | | | | | |
| **CapEx of Taxonomy-eligible activities (A.1 + A.2)** | | **53.65** | **47.73%** | | | | | | | | | | | | | | | | |
| **B. TAXONOMY-NON-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **CapEx of Taxonomy-non-eligible activities (B)** | | **59.18** | **52.27%** | | | | | | | | | | | | | | | | |
| **Total (A+B)** | | **112.83** | **100%** | | | | | | | | | | | | | | | | |

[1] The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.:
- Climate Change Mitigation: CCM
- Climate Change Adaptation: CCA
- Water and Marine Resources: WTR
- Circular Economy: CE
- Pollution Prevention and Control: PPC
- Biodiversity and ecosystems: BIO

[2] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
EL – eligible, for the respective environmental objective for taxonomy-eligible activity
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective

**Proportion of CapEx/Total CapEx**

| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
|---|---|---|
| CCM | 0% | 47,73% |
| CCA | 0% | 47,73% |
| WTR | 0% | 0% |
| CE | 0% | 32,83% |
| PPC | 0% | 0% |
| BIO | 0% | 0% |

## PROPORTION OF OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR THE YEAR 2023

| | | 2023 | | Substantial contribution criteria | | | | | | DNSH-criteria ("Do No Significant Harm") | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| **Economic activities (1)** | **Code[1] (2)** | **OpEx (3)** | **Proportion of OpEx (4)** | **Climate change mitigation (5)** | **Climate change adaptation (6)** | **Water (7)** | **Pollution (8)** | **Circular economy (9)** | **Biodiversity (10)** | **Climate change mitigation (11)** | **Climate change adaption (12)** | **Water (13)** | **Pollution (14)** | **Circular economy (15)** | **Biodiversity (16)** | **Minimum safeguards (17)** | **Proportion of Taxonomy-aligned (A.1) or eligible (A.2) OpEx 2023 (18)** | **Category (enabling activities) (19)** | **Category (transitional activity) (20)** |
| | | in € millions | in % | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y; N; EL; N/EL[2] | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | Y/N | in % | E | T |
| **A. TAXONOMY-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **A.1 Environmentally sustainable activities (Taxonomy-aligned)** | | | | | | | | | | | | | | | | | | | |
| **OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)** | | **0** | **0 %** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N** | **Y** | **N** | **N** | **N** | **N** | **Y** | **0 %** | | |
| Of which Enabling | | 0 | 0 % | N/EL | N/EL | N/EL | N/EL | N/EL | N/EL | N | Y | N | N | N | N | Y | 0 % | E | |
| Of which Transitional | | 0 | 0 % | N/EL | | | | | | N | Y | N | N | N | N | Y | 0 % | | T |
| **A.2 Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)** | | | | | | | | | | | | | | | | | | | |
| Renewal of waste water collection and treatment | **5.4 (CCM)** / 5.4 (CCA) | 0.11 | 0.27 % | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0 % | | |
| Acquisition and ownership of buildings | **7.7 (CCM)** / 7.7 (CCA) | 2.29 | 5.54 % | EL | EL | N/EL | N/EL | N/EL | N/EL | | | | | | | | 0 % | | |
| **OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)** | | **2.40** | **5.81 %** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | | | | | | | | | | |
| **OpEx of Taxonomy-eligible activities (A.1 + A.2)** | | **2.40** | **5.81 %** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | **N/EL** | | | | | | | | | | |
| **B. TAXONOMY-NON-ELIGIBLE ACTIVITIES** | | | | | | | | | | | | | | | | | | | |
| **OpEx of Taxonomy-non-eligible activities (B)** | | **38.98** | **94.19 %** | | | | | | | | | | | | | | | | |
| **Total (A+B)** | | **41.38** | **100 %** | | | | | | | | | | | | | | | | |

[1] The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.:
- Climate Change Mitigation: CCM
- Climate Change Adaptation: CCA
- Water and Marine Resources: WTR
- Circular Economy: CE
- Pollution Prevention and Control: PPC
- Biodiversity and ecosystems: BIO

[2] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
EL – eligible, for the respective environmental objective for taxonomy-eligible activity
N/EL – not eligible, Taxonomy non-eligible activity for the relevant environmental objective

**Proportion of OpEx/Total OpEx**

| | Taxonomy-aligned per objective | Taxonomy-eligible per objective |
|---|---|---|
| CCM | 0 % | 8.81 % |
| CCA | 0 % | 8.81 % |
| WTR | 0 % | 0 % |
| CE | 0 % | 0 % |
| PPC | 0 % | 0 % |
| BIO | 0 % | 0 % |

## Activities in the areas of nuclear energy and fossil gas

As none of the activities related to natural gas and nuclear energy (activities 4.26 to 4.31) are relevant,Pfeiffer Vacuum uses in the following section only the declaration form "Activities in the fields of nuclear energy" which was introduced by the complementary delegated act for activities in certain energy sectors.

Reporting form 1

| Row | Nuclear related activities | Yes/No |
|---|---|---|
| 1. | The company carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle. | No |
| 2. | The company carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies. | No |
| 3. | The company carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades. | No |

| Row | Fossil gas related activities | Yes/No |
|---|---|---|
| 4. | The company carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels. | No |
| 5. | The company carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels. | No |
| 6. | The company carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels. | No |

Reporting forms 2–5 are not relevant.

## UN Global Compact[1]

Since 2021, we have been a member of the United Nations (UN) Global Compact, the world's largest sustainability initiative (www.unglobalcompact.org). We are committed to making the principles of this Code an integral part of our corporate strategy (see chapter "2. Sustainability at Pfeiffer Vacuum") and we make our implementation of the ten Code principles, mentioned below, transparent via the corresponding content references in the GRI Content Index (see page 55 ff.).

## UN Sustainable Development Goals[1]

The 17 Sustainable Development Goals (SDGs) are the most important political goals of the United Nations (UN) aimed at ensuring economic, social and environmental development worldwide. They came into force for all countries in 2016 and are valid until 2030 (https://sdgs.un.org/goals).

We examined the SDGs and identified six main goals, and nine subgoals, to which we, as a technology company, can make significant sustainability contributions. They are in line with our corporate and sustainability strategies (see chapter "2. Sustainability at Pfeiffer Vacuum"). We have added these relevant goals for Pfeiffer Vacuum to the table of contents of the GRI Content Index (see page 55 ff.) in order to make our corresponding sustainability performance transparent.

### THE TEN UN GLOBAL COMPACT PRINCIPLES

| Human Rights | Labor Standards | Environment | Anti-corruption |
|---|---|---|---|
| **1.** Businesses should support and respect the protection of internationally proclaimed human rights. | **3.** Uphold the freedom of association and the effective recognition of the right to collective bargaining. | **7.** Adopt a precautionary approach to environmental challenges. | **10.** Work against all forms of corruption, including extortion and bribery. |
| **2.** Ensure that business practices are not complicit in human rights abuses. | **4.** Eliminate all forms of forced and compulsory labor. | **8.** Undertake initiatives to promote greater environmental responsibility. | |
| | **5.** Abolish child labor. | **9.** Encourage the development and diffusion of environmentally-friendly technologies. | |
| | **6.** Eliminate discrimination in employment and occupation. | | |

[1] These are not subject to the audit in accordance with ISAE 3000 (revised).

# Sustainable Develop-ment Goals[1]

### SDG 5: Gender Equality

**Relevant Target for Pfeiffer Vacuum**
**5.5** _ Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

**Our Contributions**
Pfeiffer Vacuum promotes women and enables their equal opportunities at all hierarchical levels. We foster equal pay for work and fight against any form of discrimination. We have 33 % women on the supervisory board and 50 % women on the management board.

### SDG 7: Affordable and clean Energy

**Relevant Targets for Pfeiffer Vacuum**
**7.2** _ By 2030, substantially increase the proportion of renewable energy in the global energy mix
**7.3** _ By 2030, double the global rate of improvement in energy efficiency

**Our Contributions**
Pfeiffer Vacuum invests in sustainable, energy-efficient and environmentally-friendly production, logistics and services. Moreover, particularly energy-efficient products are offered. Pfeiffer Vacuum itself promotes the production of renewable energy by operating biomass or photovoltaic systems and buying from renewable sources.

### SDG 8: Decent Work and Economic Growth

**Relevant Targets for Pfeiffer Vacuum**
**8.4** _ Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation
**8.8** _ Protect labor rights and promote safe and secure working environments for all workers

**Our Contributions**
Pfeiffer Vacuum strives for sustainable corporate growth without negative impacts on the environment and in compliance with labor standards at all Company sites. Pfeiffer Vacuum promotes the human right to physical and mental health of employees within the Group and other companies along the supply chain.

### SDG 9: Industry, Innovation and Infrastructure

**Relevant Target for Pfeiffer Vacuum**
**9.4** _ By 2030, upgrade infrastructure (buildings, machinery) and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes

**Our Contributions**
Pfeiffer Vacuum is modernizing its production sites to enable sustainable, energy-efficient product manufacturing. Pfeiffer Vacuum invests in research and development to become a technology leader, also concerning energy-efficient products.

### Responsible Consumption and Production

**Relevant Targets for Pfeiffer Vacuum**
**12.2** _ By 2030, achieve the sustainable management and efficient use of natural resources
**12.6** _ Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

**Our Contributions**
Pfeiffer Vacuum invests in sustainable, energy-efficient and environmentally-friendly production. Our research and development focuses on sustainable product and process innovations. Since 2017, Pfeiffer Vacuum has published non-financial information in accordance with CSR-RUG and expands the scope of this with each report. Along its value chain, Pfeiffer Vacuum encourages its business partners and suppliers to enhance their sustainability reporting as well.

### SDG 16: Peace, Justice and strong Institutions

**Relevant Target for Pfeiffer Vacuum**
**16.5** _ Substantially reduce corruption and bribery in all their forms

**Our Contributions**
Pfeiffer Vacuum is committed to combating corruption and bribery. Our management systems and our Code of Conduct clearly forbid any such behavior.

[1] These are not subject to the audit in accordance with ISAE 3000 (revised).

# Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting[1]

To Pfeiffer Vacuum Technology AG, Aßlar

We have performed a limited assurance engagement on the non-financial group statement of Pfeiffer Vacuum Technology AG, Aßlar, (hereinafter the "Company") for the period from 1 January to 31 December 2023 (hereinafter the "Non-financial Group Statement") included in section "Sustainability Report 2023" of the group management report.

Not subject to our assurance engagement are the external sources of documentation or expert opinions mentioned in the Non-financial Group Statement, which are marked as unassured.

[1] PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the non-financial group statement and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report..

## Responsibility of the Executive Directors

The executive directors of the Company are responsible for the preparation of the Non-financial Group Statement in accordance with §§ (Articles) 315c in conjunction with 289c to 289e HGB ("Handelsgesetzbuch": "German Commercial Code") and Article 8 of REGULATION (EU) 2020/852 OF THE EUROPEAN PARLIAMENT AND OF THE COUNCIL of 18 June 2020 on establishing a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 (hereinafter the "EU Taxonomy Regulation") and the Delegated Acts adopted thereunder, as well as for making their own interpretation of the wording and terms contained in the EU Taxonomy Regulation and the Delegated Acts adopted thereunder, as set out in section "EU-Taxonomy" of the Non-financial Group Statement.

This responsibility includes the selection and application of appropriate non-financial reporting methods and making assumptions and estimates about individual non-financial disclosures of the Group that are reasonable in the circumstances. Furthermore, the executive directors are responsible for such internal controls as the executive directors consider necessary to enable the preparation of a Non-financial Group Statement that is free from material misstatement whether due to fraud or error.

The EU Taxonomy Regulation and the Delegated Acts issued thereunder contain wording and terms that are still subject to considerable interpretation uncertainties and for which clarifications have not yet been published in every case. Therefore, the executive directors have disclosed their interpretation of the EU Taxonomy Regulation and the Delegated Acts adopted thereunder in section "EU-Taxonomy" of the Non-financial Group Statement. They are responsible for the defensibility of this interpretation. Due to the immanent risk that indeterminate legal terms may be interpreted differently, the legal conformity of the interpretation is subject to uncertainties.

## Audit Firm's Independence and Quality Management

We have complied with the German professional provisions regarding independence as well as other ethical requirements.

Our audit firm applies the national legal requirements and professional standards – in particular the Professional Code for German Public Auditors and German Chartered Auditors ("Berufssatzung für Wirtschaftsprüfer und vereidigte Buchprüfer": "BS WP/vBP") as well as the Standard on Quality Management 1 published by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW): Requirements to quality management for audit firms (IDW Qualitätsmanagementstandard 1: Anforderungen an das Qualitätsmanagement in der Wirtschaftsprüferpraxis – IDW QMS 1 (09.2022)), which requires the audit firm to design, implement and operate a system of quality management that complies with the applicable legal requirements and professional standards.

## Responsibility of the Assurance Practitioner

Our responsibility is to express a conclusion with limited assurance on the Non-financial Group Statement based on our assurance engagement.

We conducted our assurance engagement in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements other than Audits or Reviews of Historical Financial Information, issued by the IAASB. This Standard requires that we plan and perform the assurance engagement to obtain limited assurance about whether any matters have come to our attention that cause us to believe that the Company's Non-financial Group Statement, other than the external sources of documentation or expert opinions mentioned in the Non-financial Group Statement, are not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section "EU-Taxonomy" of the Non-financial Group Statement.

In a limited assurance engagement, the procedures performed are less extensive than in a reasonable assurance engagement, and accordingly a substantially lower level of assurance is obtained. The selection of the assurance procedures is subject to the professional judgement of the assurance practitioner.

In the course of our assurance engagement, we have, amongst other things, performed the following assurance procedures and other activities:

- Gain an understanding of the structure of the Group's sustainability organization and stakeholder engagement
- Inquiries of the executive directors and relevant employees involved in the preparation of the Non-financial Group Statement about the preparation process, about the internal control system relating to this process and about disclosures in the Non-financial Group Statement
- Identification of likely risks of material misstatement in the Non-financial Group Statement
- Analytical procedures on selected disclosures in the Non-financial Group Statement
- Reconciliation of selected disclosures with the corresponding data in the consolidated financial statements and "Geschäftsbericht" (group management report)
- Evaluation of the presentation of the Non-financial Group Statement
- Evaluation of the process to identify taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Non-financial Group Statement
- Inquiries on the relevance of climate-risks

In determining the disclosures in accordance with Article 8 of the EU Taxonomy Regulation, the executive directors are required to interpret undefined legal terms. Due to the immanent risk that undefined legal terms may be interpreted differently, the legal conformity of their interpretation and, accordingly, our assurance engagement thereon are subject to uncertainties.

## Assurance Opinion

Based on the assurance procedures performed and evidence obtained, nothing has come to our attention that causes us to believe that the Non-financial Group Statement of the Company for the period from 1 January to 31 December 2023 is not prepared, in all material respects, in accordance with §§ 315c in conjunction with 289c to 289e HGB and the EU Taxonomy Regulation and the Delegated Acts issued thereunder as well as the interpretation by the executive directors disclosed in section "EU-Taxonomy" of the Non-financial Group Statement. We do not express an assurance opinion on the external sources of documentation or expert opinions mentioned in the Non-financial Group Statement, which are marked unassured.

## Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Consequently, it may not be suitable for any other purpose than the aforementioned. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is to the Company. We do not accept any responsibility to third parties. Our assurance opinion is not modified in this respect.

Frankfurt, April 11, 2024

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

| | |
|---|---|
| Nicolette Behncke<br>Wirtschaftsprüfer<br>[German public auditor] | Claudia Niendorf-Senger<br>Wirtschaftsprüferin<br>[German public auditor] |

# Pfeiffer Vacuum Climate Risk Management according to TCFD and EU Taxonomy 2023

The recommendations on climate risk management of the Task Force on Climate-related Financial Disclosures (TCFD) and the EU Taxonomy have become standards in corporate reporting on climate change risks and opportunities. In our 2023 reporting, we are incorporating the requirements of the TCFD as well as the EU Taxonomy for the first time. Using the content structure of the TCFD (1. Governance, 2. Strategy, 3. Risk Management and 4. Metrics and Targets) and the climate and vulnerability analysis integrated here in accordance with the EU Taxonomy, we make the development of our climate protection measures and climate adaptation solutions transparent to our stakeholders based on a detailed climate risk analysis and organization.

In this first reporting year, we are focusing particularly on the fundamental risk analysis and do not yet consider possible opportunities, for example in terms of winning industries among our customers. In other words, we have so far been looking at the risk analysis particularly from an outside-in perspective: We analyze whether and how climate risks could impact our Company.

The inside-out view – i.e., the question of what impact our corporate activities have on the climate and how greenhouse gas emissions can be reduced – plays a prominent role for us. This is because climate protection and adaptation are also an immense competitive advantage for us, which we implement first and foremost in accordance with our sustainability strategy to steadily expand our sustainable offering (see Sustainability Report - Sustainability strategy and $CO_2$ reduction measures).

The growing expectations of our stakeholders, particularly regarding our carbon footprint and our approach to climate risks, are prompting us to create transparency and provide answers. In 2023, we therefore launched and permanently implemented a sub-project for climate risk analysis as part of our global sustainability management, on which we will report below and regularly in the future on our further developments.

## 1. GOVERNANCE

We have been observing and considering risks and opportunities in connection with climate change for several years. As part of our general risk management process, they have been discussed and included in our corporate risk management. Appropriate sustainability measures have been derived and implemented based on the discussion results. In our corporate sustainability management, various committees ensure the continuous development of sustainability and responsible corporate governance at Pfeiffer Vacuum, which is reflected overall in our economic success. At Management Board level, Chief Executive Officer Dr. Britta Giesen is responsible for this area. She is also a member of the Global CSR Board, which comprises executives from all corporate departments. This Board regularly discusses all important stakeholder expectations as well as environmental developments and issues of sustainable business. It defines the Company's sustainability strategy, and sets the roadmap for the implementation of goals and action plans. The work of the Global CSR Board is coordinated by the Global Head of CSR, who reports directly to the CEO. The Global Head of CSR is responsible for organizing and communicating CSR-related issues across the Group. Our General Managers and Regional Managers play a significant role in accelerating the sustainability roadmap. They are responsible for the implementation of CSR measures in their respective regions, align the further developments and innovations with our customers, and control the correct collection and evaluation data for their sustainability KPIs.

The Management Board is responsible for the central risk policy decisions. In parallel with the business strategy, we establish an annual risk strategy and thus define the framework of our business activities in terms of risk willingness and risk-bearing capacity. Compliance with this risk strategy is monitored on an ongoing basis, in coordination with the CSR and Compliance departments. Significant developments and issues relating to climate risk management are brought to the CSR Board by the Global Head of CSR on a bi-monthly basis for discussion and decision. As soon as climate risks are classified as material, they are presented to the Management Board for information and decision-making so that the business or risk strategy can be adjusted and corresponding adjustments can be made to the company-wide business area plans.

Company-wide coordination on climate risks is one of the tasks of the CSR department. This includes initiating studies to ensure our ecological-material data basis and location-based trend derivations on climate developments, integrating the topic into relevant tools and processes throughout the corporate group, and also preparing this TCFD and EU Taxonomy Report. To this end, the CSR department works closely with the Compliance department on risk controlling and with the risk units in all business units as well as strategic management. The thematically concerned department heads involved here include the main climate risk topics in their departmental planning for implementation.

## 2. STRATEGY

For Pfeiffer Vacuum, climate-relevant issues have an important strategic and operational significance. We are pursuing the vision of being the most sustainable supplier in the high-tech market of the vacuum technology industry. We have anchored correspondingly ambitious goals in our strategic planning in order to further expand our positioning as most sustainable and reliable supplier. We explain our sustainability strategy and the steps we have taken to implement it in our Sustainability Report. The global warming crisis and our ambitious measures to reduce greenhouse gases in our value chain play a central role here.

By applying the TCFD recommendations and the EU Taxonomy, we analyze the resilience of our business model and our company to climate risks. For this purpose, we use scientifically collected data of various parameters and climate scenario analyses, taking into account interactions which show how the global climate could develop in the future. The result is a consistent world view in each case, naturally coupled with the imponderabilities of future forecasts. As a general rule, the probability of occurrence of long-term scenarios involving many different assumptions can sometimes be very low or difficult to estimate. The analysis of various climate scenarios and their challenges/risks used here provide us with a very significant gain in knowledge for our decisions for our climate protection and climate adaptation measures.

Climate risks are not considered a stand-alone risk type but can be contained in several risk types. For Pfeiffer Vacuum these are in particular:

### Transition Risks

In the short to medium term, the transitory risks appear to be more relevant for Pfeiffer Vacuum than the direct physical risks. This is because the risks arising from climate change have reached the attention of legislators at national, European and international level (e.g. discussion of appropriate $CO_2$ prices, EU Green Deal) and the further process could be challenging for us, for our suppliers and for our customers if we were to fail to sufficiently respond and/or fail to sufficiently meet the expectations placed on us by our stakeholders with respect to climate issues. Depending on the severity and materiality of the climate risk for our own organization and processes, for our suppliers as well as for our customers, we incorporate transition risks via our assessments of supplier and customer default probabilities (quantitative: including those already reflected in customers' business figures; qualitative: regulatory risks or manual up/downgrade assessments). And we include climate reputational risks in our decisions on the continuation of our supplier relationships.

### Regulations Risks

Pfeiffer Vacuum operates with more than 30 affiliates all around the world. Compliance with local and national regulations has always been the foundation of our business success. Non-compliance with regulations will severely impact our operation, profit and reputation. Especially relevant climate-related current regulations are the various Emissions Trading Schemes, carbon taxes and EU Taxonomy. Through the Group-wide Compliance Management System, Pfeiffer Vacuum aims to ensure that all company employees and managers comply fully with the applicable laws and internal guidelines in all countries in which it operates.

Emerging regulations in the countries and regions in which Pfeiffer Vacuum operates will have potential significant risk to our license to operate, sales, profits and reputation. Especially climate-relevant emerging regulations are carbon tax and emission trading schemes. However, we take into consideration increasingly strict regulation guidelines for the further strong expansion of our climate protection measures and $CO_2$ reduction path. An increasingly effective carbon pricing policy, particularly in Europe, may also lead to additional costs in the context of energy and material consumption.

We are encountering that risk by installing an ambitious $CO_2$ reduction plan and, to this end, we are completely converting our energy supply to renewable energies by 2030 and integrating corresponding requirements into our supplier-side procurement requirements.

## Reputational Risks

Our compliance with high standards regarding the quality, safety and social responsibility of our products is the basis for our customers' continued trust in our brand. Our responsible environmental, social and governance activity is increasingly a factor to gain the trust of our investors and customers. Failing to fulfill the expectations of our customers and investors in mitigating climate-related risks would jeopardize our customers' confidence in us.

With our vision of being the most sustainable supplier in our industry, we assess reputational risks as material, although significant adverse effects for us due to negative reputation have not yet been observed and are not measurable. Sub-risk strategies on this topic can limit or prevent the impact, including raising awareness among our employees through training to identify risks at an early stage.

## Technology Development Risks

Consumers are increasingly interested in products with a lower carbon footprint. Pfeiffer Vacuum, as a leading manufacturer of vacuum solutions, is reducing its greenhouse gas emissions both in operations and throughout the value chain. Renewable energies, state-of-the-art high-tech products and further innovations in the field of energy efficiency are crucial for Pfeiffer Vacuum to further reduce its greenhouse gas emissions and to bring competitive products with a lower carbon footprint to the market. Otherwise, Pfeiffer Vacuum could lose its competitive advantage, its market share and its good reputation as a sustainably committed company.

## Legal Risks

The violation of climate-related legal requirements would severely impact our license to operate, financial flows and reputation. Climate risks may also arise as a result of more frequent climate-related lawsuits in which plaintiffs seek to obtain compensation for damages or to achieve a change in the behavior of economic or governmental actors ("climate litigation risks"). Due to the different legal systems, these lawsuits are less likely today in Europe than in other parts of the world, especially the USA, but could affect us as well as our suppliers and customers.

## Market Risks

As a manufacturer of vacuum solutions, Pfeiffer Vacuum is strongly affected by changes in technologies and consumer behaviors and preference. Moreover, changes in raw material prices and, to a lesser extend, energy prices directly lead to fluctuation in our production costs. World crisis and wars, in the future increasingly caused by climate change and the struggle for resources and living space, also have an impact on global trade and supply chains, increasing prices for raw materials, energy and delivery times. The increased costs for raw materials and energy are a relevant risk and can have a negative impact on our profits.

The climate crisis is a global issue of major importance. Stakeholders require companies to act responsibly and limit their negative impacts on the climate and environment. Larger customers have increasingly begun to expect their suppliers to also have a positive impact on the environment and society. They are incorporating these expectations into their product specifications and preferences as climate change increases. In particular customers with high energy consumption are asking for more energy-efficient products that require less energy in their use phase but also already in their manufacturing processes. Production capacities and technical equipment that are limited to the manufacturing of comparatively emission-intensive products or materials run the risk of losing value during the transition to a low-carbon economy. We are countering this risk by focusing our investment program on capacities that serve to transform both our Company and our suppliers into leading providers of sustainable products.

The transition to a low-emission economy is leading market participants to switch their energy supply to emission free fuel sources and creating a concentration of demand for renewable energies. This development may lead to higher prices for electricity from non-fossil-fuel sources and thus to additional costs for us as well as for our suppliers, and may also jeopardize progress towards decarbonization if sufficient supply volumes of renewable energies cannot be made available. We are countering this risk with targeted reviews of the development of our own renewable energy generation capacity for electricity and heat and the long-term supply contracting of renewable energies. Based on the growing scientific knowledge about natural materials in view of the inclusion in the analysis of our raw material portfolio as well as in the closer application of the tightening EU eco-design guidelines for further sustainable improvements, we will use potentials for further improvements of our ecological footprints. In the use of materials with a lower footprint, of materials that have already been recycled and are quality assured and in the further expansion of the recyclability of our products, as well as in the further reduction of emissions from our services, we see strong drivers for further innovation and potential for added value of Pfeiffer Vacuum's brands to further differentiate from the competition, in order to be able to tap further sales potential.

### Cost savings

Decarbonization measures can go hand in hand with tapping efficiency potential. This is because, in principle and in the long term, the use of renewable energies is associated with lower costs than the extraction, production and combustion of fossil fuel energies. Similarly, there is a great deal of yet unlevered potential for efficiency gains and cost reductions in the materials sector as a whole. We utilize such potential by systematically analyzing reduction or conversion options and including them in our decisions.

### Capital market performance

Positive $CO_2$ performance and reporting in line with capital market requirements can have a positive impact on the Group's rating results and capital market conditions. ESG criteria are therefore an integral part of our corporate strategy to achieve further improvements in capital market performance.

### Acute Physical Risks

Potential disruptions to our own ability to operate or to the supply of critical input factors due to extreme weather events such as floods, droughts, hurricanes and fires can lead to production losses and have financial consequences. We encounter extreme weather-related risks through adapted business continuity management, by intensifying and diversifying our supplier relationships in consideration of climate risk scenarios and climate adaptation measures.

### Chronic Physical Risks

Changes in weather conditions and/or physical climate patterns that could disrupt Pfeiffer Vacuums' value chain, e.g. changes in precipitation patterns, extreme variability in weather patterns, rising temperatures and water scarcity are deemed as chronic risks. For example, Pfeiffer Vacuum has a production site in Vietnam (Ho Chi Minh City) and the US (Yreka) which could be subject to heat stress in the future.

Likewise, climate-related impairments in water availability can cause site-related investments or additional costs through corresponding adaptation measures or alternative supply routes.

## 3. RISK MANAGEMENT

### Our Resilience

Continuous climate risk analysis to expand our measures is intended to strengthen the resilience of our entire business and that of our customers and suppliers to the effects of human-made global warming, avoid possible business interruptions and even further improve our market position. To this end, the first step is to analyze the likelihood of climate risks relevant to us for all our sites and, based on this, to derive recommendations for actions to implement specific adaptation measures.

Disclose how the organization identifies, assesses, and manages climate-related risks. (An important aspect of this description is how organizations determine the relative significance of climate-related risks in relation to other risks.)

See Pfeiffer Vacuum Annual Report, Risk Report 2023 (Page 86–97) – only available in German

https://ir.pfeiffer-vacuum.com/files/doc_financials/2023/ar/PV-Geschaeftsbericht-2023.pdf

## 4. METRICS AND TARGETS

In the area of climate-relevant indicators and targets, we relate the material impact of climate change primarily to the outside-in perspective (impact of climate change on our company), analogously to the TCFD recommendations and the EU Taxonomy. The inside-out perspective, i.e., the impact of our corporate activities on the climate, is covered in our Sustainability Report (chapter Environmental Impacts).

See Pfeiffer Vacuum Sustainability Report 2023 (Page 38–45)

See Pfeiffer Vacuum Sustainability Report 2023 (Page 24–29)

https://ir.pfeiffer-vacuum.com/files/doc_downloads/2024/04/PV-Sustainability-Report-2023.pdf

# GRI Content Index

**Statement of use:** Pfeiffer Vacuum Technology AG has reported in accordance with the GRI Standards for the period January 1 – December 31, 2023.

**GRI Reporting Standard:** GRI 1 – Foundation 2021. GRI does not provide specific sector standards for Pfeiffer Vacuum.

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **General Disclosures** | | | | | |
| **GRI 2: General Disclosures 2021** | 2-1 Organizational details | **The Pfeiffer Vacuum Group**[1] Corporate Profile p. 15–18 | | | |
| | 2-2 Entities included in the organization's sustainability reporting | **The Pfeiffer Vacuum Group**[1] Corporate Profile p. 15–18 Group Structure p. 19–20 **Notes to the Consolidated Financial Statements**[1] Notes to the scope of consolidation p. 130 | | | |
| | 2-3 Reporting period, frequency and contact point | | Pfeiffer Vacuum Technology AG has reported in accordance with the GRI Standards for the period January 1 – December 31, 2023 | | |
| | 2-4 Restatements of information | | No restatements | | |
| | 2-5 External assurance | **Independent Practitioner's Report on a Limited Assurance Engagement on Non-financial Reporting** p. 48–49 | | | |
| | 2-6 Activities, value chain and other business relationships | **The Pfeiffer Vacuum Group**[1] Corporate Profile p. 15–18 **Sustainability Report** 2.1 Sustainability Strategy p. 04–09 3. Our Value Creation p. 13–29 | | 9 | |

[1] Refers to this chapter in the "Annual Report 2023" (only available in German).

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **GRI 2: General Disclosures 2021** | 2-7 Employees | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 6 | 5.5, 8.8 |
| | 2-8 Workers who are not employees | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 6 | |
| | 2-9 Governance structure and composition | **Report of the Supervisory Board on the 2023 Fiscal Year**[1]<br>– Cooperation between Supervisory Board and Management Board p. 08<br>**Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Dual management system: Management Board and Supervisory Board p. 104<br>– Shareholders and Annual General Meeting p. 110 | | | |
| | 2-10 Nomination and selection of the highest governance body | **Report of the Supervisory Board on the 2023 Fiscal Year**[1] p. 08–12<br>**Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Dual management system: Management Board and Supervisory Board p. 104 | | | 5.5 |
| | 2-11 Chair of the highest governance body | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Dual management system: Management Board and Supervisory Board p. 104 | | | |
| | 2-12 Role of the highest governance body in overseeing the management of impacts | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Dual management system: Management Board and Supervisory Board p. 104 | | | |
| | 2-13 Delegation of responsibility for managing impacts | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Dual management system: Management Board and Supervisory Board p. 104 | | | |
| | 2-14 Role of the highest governance body in sustainability reporting | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13 | | | |

[1] Refers to this chapter in the "Annual Report 2023" (only available in German).

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **GRI 2: General Disclosures 2021** | 2-15 Conflicts of interest | **Report of the Supervisory Board on the 2023 Fiscal Year**[1] p. 08–12<br>**Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Notes to the Consolidated Financial Statements**[1]<br>– Related party disclosures p. 164–166 | | 10 | |
| | 2-16 Communication of critical concerns | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13 | | | |
| | 2-17 Collective knowledge of the highest governance body | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Dual management system: Management Board and Supervisory Board p. 104 | | | |
| | 2-18 Evaluation of the performance of the highest governance body | **Report of the Supervisory Board on the 2023 Fiscal Year**[1]<br>– Annual and consolidated financial statements, audit of financial statements p. 11–12<br>**Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>**Declaration on Corporate Governance**[1]<br>– Collaboration between the Management and Supervisory Board p. 110 | | | |
| | 2-19 Remuneration policies | **Sustainability Report**<br>4. People, Culture and Values p. 30–38<br>**Remuneration Report**[2] | | 3 | 8.8 |
| | 2-20 Process to determine remuneration | **Sustainability Report**<br>4. People, Culture and Values p. 30–38<br>**Remuneration Report**[2] | | 3 | 8.8 |
| | 2-21 Annual total compensation ratio | **Sustainability Report**<br>4. People, Culture and Values p. 30–38<br>**Remuneration Report**[2] | | | |
| | 2-22 Statement on sustainable development strategy | **Letter from the Management Board**[1] p. 05–06<br>**Sustainability Report**<br>2.1 Sustainability Strategy p. 04–09 | | | |
| | 2-23 Policy commitments | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13 | | | |

[1] Refers to this chapter in the "Annual Report 2023" (only available in German).
[2] Refers to the separate document "Remuneration Report 2023" (only available in German).

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **GRI 2: General Disclosures 2021** | 2-24 Embedding policy commitments | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13 | | | |
| | 2-25 Processes to remediate negative impacts | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13 | | | |
| | 2-26 Mechanisms for seeking advice and raising concerns | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13 | | | |
| | 2-27 Compliance with laws and regulations | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13 | | 1, 2, 3, 4, 5, 6, 10 | 8.8, 16.5 |
| | 2-28 Membership associations | | Membership in „Blue Competence" initiative of VDMA: https://ir.pfeiffer-vacuum.com/English/csr/default.aspx | | |
| | 2-29 Approach to stakeholder engagement | **Sustainability Report** 2.1 Sustainability Strategy p. 04–09 | | | |
| | 2-30 Collective bargaining agreements | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 3 | 8.8 |
| **Material Topics** | | | | | |
| **GRI 3: Material Topics 2021** | 3-1 Process to determine material topics | **Sustainability Report** 2.1 Sustainability Strategy p. 04–09 | | | |
| | 3-2 List of material topics | **Sustainability Report** 2.1 Sustainability Strategy p. 04–09 | | | |
| **Economic Performance** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13<br>3.7 Environmental Impacts p. 24–29<br>4. People, Culture and Values p. 30–38<br>5. Sustainability Indicators – EU Taxonomy p. 38–45 | | 7, 9 | |

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **GRI 201: Economic Performance 2016** | 201-1 Direct economic value generated and distributed | **Business Report**[1]<br>– Profitability, Financial Position, and Liquidity<br>Profitability p. 29–31<br>Financial Position p. 32–33 | | | |
| | 201-2 Financial implications and other risks and opportunities due to climate change | **Sustainability Report**<br>2.2 Responsible Corporate Governance p. 09–13<br>3.7 Environmental Impacts p. 24–29 | | 7 | 7.2, 7.3, 12.6 |
| | 201-3 Defined benefit plan obligations and other retirement plans | **Consolidated Financial Statements**[1]<br>– Pensions and similar obligations p. 146–151 | | | |
| | 201-4 Financial assistance received from government | **Business Report**[1]<br>– Profitability: Research and development expenses p. 29<br>**Consolidated Financial Statements**[1]<br>– Accounting and valuation methods:<br>Research and development expenses p. 124<br>Government grants p. 129<br>– Other operating income and other operating expenses p. 133 | | | |
| **Market Presence** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report**<br>4. People, Culture and Values p. 30–38 | | 3, 6 | 8.8 |
| **GRI 202: Market Presence 2016** | 202-2 Proportion of senior management hired from the local community | **Sustainability Report**<br>4. People, Culture and Values p. 30–38 | | | |
| **Indirect Economic Impacts** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report**<br>2. Sustainability at Pfeiffer Vacuum p. 04–13<br>3. Our Value Creation p. 13–29<br>4. People, Culture and Values<br>– Our Role in Society p. 37–38 | | 1, 2, 8 | 12.6 |
| **GRI 203: Indirect Economic Impacts 2016** | 203-1 Infrastructure investments and services supported | **Sustainability Report**<br>4. People, Culture and Values<br>– Our Role in Society p. 37–38 | | 1, 2, 8 | |

[1] Refers to this chapter in the "Annual Report 2023" (only available in German).

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|---|---|---|---|---|---|
| **GRI 203: Indirect Economic Impacts 2016** | 203-2<br>Significant indirect economic impacts | **Sustainability Report**<br>**2. Sustainability at Pfeiffer Vacuum** p. 04–13<br>**3. Our Value Creation** p. 13–29<br>**4. People, Culture and Values**<br>**– Our Role in Society** p. 37–38 | | 1, 2, 8 | 12.6 |
| **Procurement Practices** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3<br>Management of material topics | **Sustainability Report**<br>**3.2 Procurement/Supply Chain Management** p. 16–18 | | 1, 2, 10 | 12.6 |
| **GRI 204: Procurement Practices 2016** | 204-1<br>Proportion of spending on local suppliers | **Sustainability Report**<br>**3.2 Procurement/Supply Chain Management** p. 16–18 | | 1, 2, 10 | 12.6 |
| **Anti-Corruption** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3<br>Management of material topics | **Sustainability Report**<br>**2.2 Responsible Corporate Governance** p. 09–13 | | 10 | 12.6, 16.5 |
| **GRI 205: Anti-corruption 2016** | 205-1<br>Operations assessed for risks related to corruption | **Sustainability Report**<br>**2.2 Responsible Corporate Governance** p. 09–13 | | 10 | 12.6, 16.5 |
| | 205-2<br>Communication and training about anti-corruption policies and procedures | **Sustainability Report**<br>**2.2 Responsible Corporate Governance** p. 09–13 | | 10 | 12.6, 16.5 |
| | 205-3<br>Confirmed incidents of corruption and actions taken | **Sustainability Report**<br>**2.2 Responsible Corporate Governance** p. 09–13 | | 10 | 12.6, 16.5 |
| **Anti-competitive Behavior** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3<br>Management of material topics | **Sustainability Report**<br>**2.2 Responsible Corporate Governance** p. 09–13 | | | |
| **GRI 206: Anti-competitive Behavior 2016** | 206-1<br>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices | | Any risks from litigation or claims are disclosed in the Notes to the Consolidated Financial Statements | | |
| **Tax** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3<br>Management of material topics | **Sustainability Report**<br>**2.2 Responsible Corporate Governance** p. 09–13<br>**4. People, Culture and Values**<br>**– Our Role in Society** p. 37–38 | | | |

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **GRI 207: Tax 2019** | 207-1 Approach to tax | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13 4. People, Culture and Values – Our Role in Society p. 37–38 | Fiscal transparency reporting: https://ir.pfeiffer-vacuum.com/English/governance/governance-documents/default.aspx | | |
| | 207-2 Tax governance, control, and risk management | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13 4. People, Culture and Values – Our Role in Society p. 37–38 | Fiscal transparency reporting: https://ir.pfeiffer-vacuum.com/English/governance/governance-documents/default.aspx | | |
| | 207-3 Stakeholder engagement and management of concerns related to tax | **Sustainability Report** 2.1 Sustainability Strategy p. 04–09 | Fiscal transparency reporting: https://ir.pfeiffer-vacuum.com/English/governance/governance-documents/default.aspx | | |
| | 207-4 Country-by-country reporting | | Fiscal transparency reporting: https://ir.pfeiffer-vacuum.com/English/governance/governance-documents/default.aspx | | |
| **Materials** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 3. Our Value Creation p. 13–29 3.7 Environmental Impacts p. 24–29 | ISO Certification: https://group.pfeiffer-vacuum.com/en/group/iso-certification/ | 7, 8, 9 | 8.4, 9.4, 12.2 |
| **GRI 301: Materials 2016** | 301-1 Materials used by weight or volume | **Sustainability Report** 3.7 Environmental Impacts p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 301-2 Recycled input materials used | **Sustainability Report** 3.7 Environmental Impacts p. 24–29 | | 7 | 8.4, 12.2 |
| | 301-3 Reclaimed products and their packaging materials | **Sustainability Report** 3.7 Environmental Impacts p. 24–29 | | 7 | 8.4, 12.2 |
| **Energy** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 3. Our Value Creation p. 13–29 3.7 Environmental Impacts p. 24–29 | ISO Certification: https://group.pfeiffer-vacuum.com/en/group/iso-certification/ | 7, 8, 9 | 7.2, 7.3, 8.4, 9.4, 12.2 |

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| **GRI 302: Energy 2016** | 302-1 Energy consumption within the organization | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 302-2 Energy consumption outside of the organization | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | Until now, we have had data on Scope 3 emissions: the Company's own fuel- and energy-related activities, the energy-related activities that are not included in the categories of direct emissions and indirect energy purchases, as well as business travel. We will continue to use Scope 3 analyses and evaluations in the future. | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 302-3 Energy intensity | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 8 | 7.2, 7.3, 8.4, 12.2 |
| | 302-4 Reduction of energy consumption | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 8, 9 | 7.2, 7.3, 8.4, 12.2 |
| | 302-5 Reductions in energy requirements of products and services | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8, 9 | 7.2, 7.3, 8.4, 12.2 |
| **Water and Effluents** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **3. Our Value Creation** p. 13–29 **3.7 Environmental Impacts** p. 24–29 | ISO Certification: https://group.pfeiffer-vacuum.com/en/group/iso-certification/ | 7, 8, 9 | 8.4, 9.4, 12.2 |
| **GRI 303: Water and Effluents 2018** | 303-1 Interactions with water as a shared resource | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 303-2 Management of water discharge-related impacts | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 303-3 Water withdrawal | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 303-4 Water discharge | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | Until now, we do not have any data on the wastewater volumes of all sites. We take water from municipal fresh water pipes and discharge it into the communal disposal pipes. | 7 | 8.4, 12.2 |
| | 303-5 Water consumption | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7 | 8.4, 12.2 |

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| **Emissions** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **3. Our Value Creation** p. 13–29 **3.7 Environmental Impacts** p. 24–29 | ISO Certification: https://group.pfeiffer-vacuum.com/en/group/iso-certification/ | 7, 8, 9 | 7.2, 7.3, 8.4, 9.4, 12.2 |
| **GRI 305: Emissions 2016** | 305-1 Direct (Scope 1) GHG emissions | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 305-2 Energy indirect (Scope 2) GHG emissions | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 305-3 Other indirect (Scope 3) GHG emissions | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 305-4 GHG emissions intensity | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 305-5 Reduction of GHG emissions | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 305-6 Emissions of ozone-depleting substances (ODS) | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| | 305-7 Nitrogen oxides ($NO_x$), sulfur oxides ($SO_x$), and other significant air emissions | **Sustainability Report** **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 7.2, 7.3, 8.4, 12.2 |
| **Waste** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **3.6 Recycling** p. 23–24 **3.7 Environmental Impacts** p. 24–29 | ISO Certification: https://group.pfeiffer-vacuum.com/en/group/iso-certification/ | 7, 8, 9 | 8.4, 9.4, 12.2 |
| **GRI 306: Waste 2020** | 306-1 Waste generation and significant waste-related impacts | **Sustainability Report** **3.6 Recycling** p. 23–24 **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 306-2 Management of significant waste-related impacts | **Sustainability Report** **3.6 Recycling** p. 23–24 **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 306-3 Waste generated | **Sustainability Report** **3.6 Recycling** p. 23–24 **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |

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| **GRI 306: Waste 2020** | 306-4 Waste diverted from disposal | **Sustainability Report** **3.6 Recycling** p. 23–24 **3.7 Environmental Impacts** p. 24–29 | | 7, 8 | 8.4, 12.2 |
| | 306-5 Waste directed to disposal | **Sustainability Report** **3.6 Recycling** p. 23–24 **3.7 Environmental Impacts** p. 24–29 | | | |
| **Supplier Environmental Assessment** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 7, 8, 9 | 8.4, 12.2, 12.6 |
| **GRI 308: Supplier Environmental Assessment 2016** | 308-1 New suppliers that were screened using environmental criteria | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 8 | 8.4, 12.2, 12.6 |
| | 308-2 Negative environmental impacts in the supply chain and actions taken | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 8 | 8.4, 12.2, 12.6 |
| **Employment** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **4. People, Culture and Values** p. 30–38 | | 6 | 8.8 |
| **GRI 401: Employment 2016** | 401-1 New employee hires and employee turnover | **Sustainability Report** **4. People, Culture and Values** p. 30–38 | | 6 | 8.8 |
| | 401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees | **Sustainability Report** **4. People, Culture and Values** p. 30–38 | Career: https://group.pfeiffer-vacuum.com/en/careers/ | 6 | 8.8 |
| | 401-3 Parental leave | **Sustainability Report** **4. People, Culture and Values** p. 30–38 | | 6 | 8.8 |
| **Labor/Management Relations** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **4. People, Culture and Values** p. 30–38 | | 3 | 8.8 |

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| **GRI 402: Labor/Management Relations 2016** | 402-1 Minimum notice periods regarding operational changes | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 3 | 8.8 |
| **Occupational Health and Safety** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| **GRI 403: Occupational Health and Safety 2018** | 403-1 Occupational health and safety management system | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-2 Hazard identification, risk assessment, and incident investigation | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-3 Occupational health services | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-4 Worker participation, consultation, and communication on occupational health and safety | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-5 Worker training on occupational health and safety | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-6 Promotion of worker health | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |

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|---|---|---|---|---|---|
| **Occupational Health and Safety 2018** | 403-8 Workers covered by an occupational health and safety management system | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-9 Work-related injuries | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| | 403-10 Work-related ill health | **Sustainability Report** 4. People, Culture and Values – Occupational Health and Safety p. 35–37 | | | 8.8 |
| **Training and Education** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | | |
| **GRI 404: Training and Education 2016** | 404-1 Average hours of training per year per employee | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | | |
| | 404-2 Programs for upgrading employee skills and transition assistance programs | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | | |
| | 404-3 Percentage of employees receiving regular performance and career development reviews | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | | |
| **Diversity and Equal Opportunity** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 1, 2, 6 | 5.5 |
| **GRI 405: Diversity and Equal Opportunity 2016** | 405-1 Diversity of governance bodies and employees | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 6 | 5.5 |
| | 405-2 Ratio of basic salary and remuneration of women to men | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 6 | 5.5 |

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **Non-discrimination** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 1, 2, 6 | 5.5 |
| **GRI 406: Non-discrimination 2016** | 406-1 Incidents of discrimination and corrective actions taken | **Sustainability Report** 4. People, Culture and Values p. 30–38 | | 1, 2, 6 | 5.5 |
| **Freedom of Association and collective Bargaining** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 3.2 Procurement/Supply Chain Management p. 16–18 | | 3 | 8.8 |
| **GRI 407: Freedom of Association and collective Bargaining 2016** | 407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | **Sustainability Report** 3.2 Procurement/Supply Chain Management p. 16–18 | Code of Conduct and international guidelines: https://ir.pfeiffer-vacuum.com/English/governance/governance-documents/default.aspx<br>Code of Conduct and Supplier Code of Conduct: https://group.pfeiffer-vacuum.com/en/group/compliance/our-culture/ | 3 | 8.8 |
| **Child Labor** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 3.2 Procurement/Supply Chain Management p. 16–18 | | 1, 2, 5 | 8.8 |
| **GRI 408: Child Labor 2016** | 408-1 Operations and suppliers at significant risk for incidents of child labor | **Sustainability Report** 3.2 Procurement/Supply Chain Management p. 16–18 | | 5 | 8.8 |
| **Forced or compulsory Labor** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 3.2 Procurement/Supply Chain Management p. 16–18 | | 1, 2, 4 | 8.8 |
| **GRI 409: Forced or compulsory Labor 2016** | 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor | **Sustainability Report** 3.2 Procurement/Supply Chain Management p. 16–18 | | 1, 2, 4 | 8.8 |

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **Rights of indigenous Peoples** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 1, 2 | |
| **GRI 411: Rights of indigenous Peoples 2016** | 411-1 Incidents of violations involving rights of indigenous peoples | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | There were no reports of incidents during the reporting period. | 1, 2 | |
| **Local Communities** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **2.2 Responsible Corporate Governance** p. 09–13 **4. People, Culture and Values – Our Role in Society** p. 37–38 | | 1, 2, 8 | |
| **GRI 413: Local Communities 2016** | 413-1 Operations with local community engagement, impact assessments, and development programs | **Sustainability Report** **2.2 Responsible Corporate Governance** p. 09–13 **4. People, Culture and Values – Our Role in Society** p. 37–38 | | 1, 2, 8 | |
| | 413-2 Operations with significant actual and potential negative impacts on local communities | **Sustainability Report** **2.2 Responsible Corporate Governance** p. 09–13 **4. People, Culture and Values – Our Role in Society** p. 37–38 | | 1, 2, 8 | |
| **Supplier social Assessment** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 1, 2, 4, 5, 6 | 12.6, 16.5 |
| **GRI 414: Supplier social Assessment 2016** | 414-1 New suppliers that were screened using social criteria | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 1, 2, 4, 5, 6 | 12.6, 16.5 |
| | 414-2 Negative social impacts in the supply chain and actions taken | **Sustainability Report** **3.2 Procurement/Supply Chain Management** p. 16–18 | | 1, 2, 4, 5, 6 | 12.6, 16.5 |

| GRI Standard | Disclosure | Reference | Additional Information | UNGC Principles page 46 | UN SDGs page 47 |
|---|---|---|---|---|---|
| **Public Policy** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13; 4. People, Culture and Values – Our Role in Society p. 37–38 | | | |
| **GRI 415: Public Policy 2016** | 415-1 Political contributions | **Sustainability Report** 4. People, Culture and Values – Our Role in Society p. 37–38 | | | |
| **Customer Health and Safety** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 3.3 Production p. 19–21; 4. People, Culture and Values p. 30–38 | | | 8.8 |
| **GRI 416: Customer Health and Safety 2016** | 416-1 Assessment of the health and safety impacts of product and service categories | **Sustainability Report** 3.3 Production p. 19–21 | | | 8.8 |
| **Customer Privacy** | | | | | |
| **GRI 3: Material Topics 2021** | 3-3 Management of material topics | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13; 3.3 Production p. 19–21 | | | |
| **GRI 418: Customer Privacy 2016** | 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data | **Sustainability Report** 2.2 Responsible Corporate Governance p. 09–13; 3.3 Production p. 19–21 | Any risks from litigation or claims are disclosed in the Notes to the Consolidated Financial Statements. | | |

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