

ESG HIGHLIGHTS

We aim to reduce our impacts on the environment, provide employees with opportunities to grow, and play a positive role in the communities in which we operate.

Lowers CO₂ emissions relative to total production
CO₂ emissions in tons per CHF 1 million sales

-21%



More than doubles use of in-house solar
Million kWh of electricity used by VAT's own solar PV installations

+118%

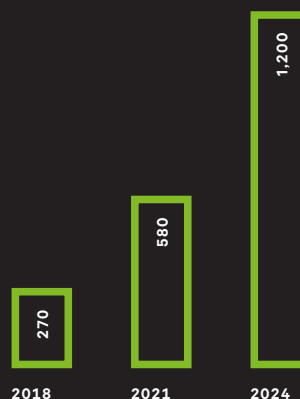


Reduces waste intensity with recycling
Total waste in tons per CHF 1 million revenue

-17%



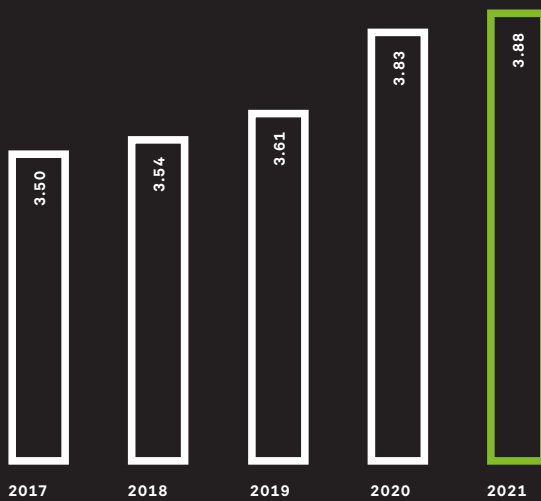
Invests more than CHF 140 million* to get closer to customers in Asia and reduce CO₂ footprint
Approximate no. of employees in Malaysia (FTEs)



* Completed and planned from 2012 to 2024

Committed to improving employee engagement

The overall engagement score of VAT employees – on a 1–5 scale – has increased steadily since the program was introduced five years ago, and is close to industry benchmarks.



Investing in innovation supports community development

VAT’s investment in a new R&D innovation center in Switzerland that will add 100 new science and engineering jobs by 2024 in CHF million

40

Employee diversity broadens the talent pool and enhances collaboration

Employee and Board diversity

	2021	2020
Women as percentage of workforce	17.3%	15.9%
Women as percentage of management	18.0%	18.0%
Women on the Board of Directors	28% ¹ (2 out of 7)	14% (1 out of 7)

¹ Reflects the make-up of the Board of Directors as of the company’s Annual General Meeting on May 17, 2022

EQUAL PAY FOR EQUAL WORK



VAT received the Fair-ON-Pay+ certificate from SGS Société Générale de Surveillance for being compliant with the equal pay provisions of the Swiss Federal Act on Gender Equality.

SGS, an independent global inspection and certification company, completed an audit for VAT in 2021 based on data for about 1,000 VAT employees in Switzerland. The Fair-ON-Pay+ certificate recognizes VAT as a fair employer and underlines its ongoing commitment to equal pay.