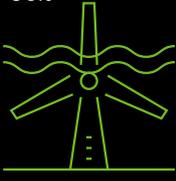
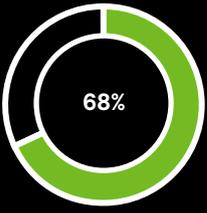
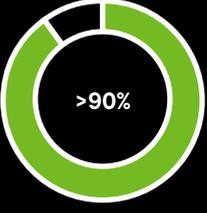
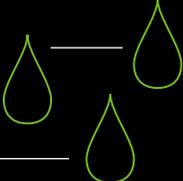
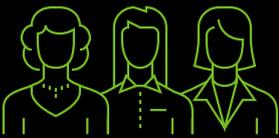
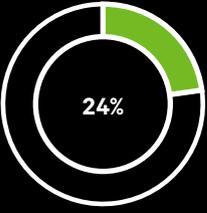
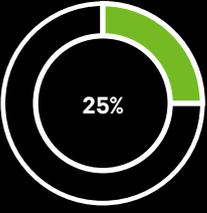
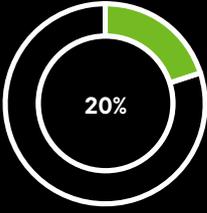
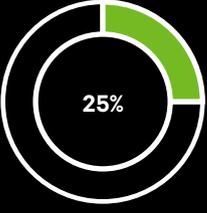


ESG HIGHLIGHTS 2023

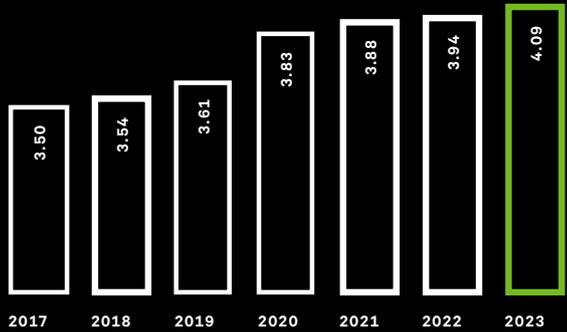
Progress on our ESG targets and commitments

		Reference timeframe or year	Current value	Target value
Environment	 Climate protection Reduce GHG emissions (Scope 1 and 2) by 50% by 2025, versus 2022 levels	2025		
	 Energy consumption Aim for 100% renewable energy : The share of renewable energy should increase from 68% to >90%			
	 Water Take steps to improve water conversion		~108,000 m ³	
	 Waste reduction Prioritize waste reduction, recycling and proper disposal methods		~4,500 tonnes	
Social	 Workforce diversity Increase the share of women among new hires to 24% by 2027 and to 25% by 2030	2030		
	 Leadership diversity Increase the share of women in leadership positions to 25% by 2027	2027		

We aim to lead in ESG the way we lead in vacuum valves

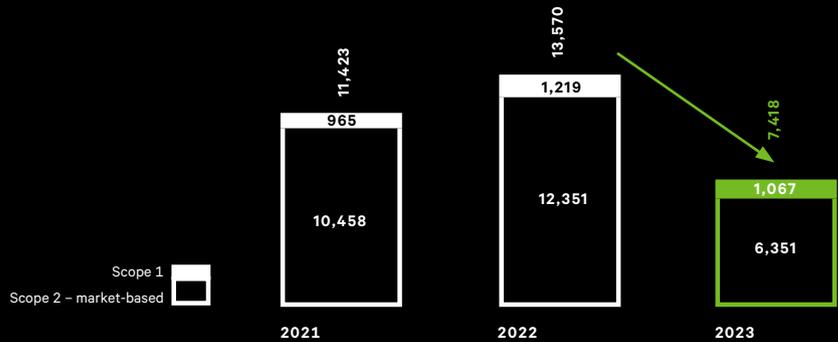
Employee engagement score

increased again – 7th year in a row –
 from 3.94 (2022) to 4.09 (2023)



Emission reduction of 45%

driven by reduction efforts in Malaysia



Reduction of work-related accidents:

32 accidents (2023) vs. 49 accidents (2022)

Improvement of LTA / 1,000 FTEs

from 16.4 (2022) to 13.4 (2023)
 (see p. 40)

Responsible Factory Initiative

VAT Manufacturing Malaysia Sdn Bhd joins the Responsible Factory Initiative

