



SUSTAINABILITY REPORT 2025

CEO Letter



Dear readers,

VTU entered a new chapter in 2025. Building on the vision and values established by our founders, I, as the new CEO, have the privilege of continuing to develop VTU together with more than 1,000 colleagues across Europe. Sustainability is not bound to individuals or roles – it remains a central element of our strategy as we move forward.

The world is undergoing profound ecological, economic and social transformation. Climate change, regulatory developments, geopolitical uncertainty and technological progress are redefining expectations towards companies and their role in society. As an engineering company, we are acutely aware that our activities have an impact on the environment, the economy and people. We therefore see it as our responsibility to actively contribute to sustainable solutions while continuously improving our own performance.

Sustainability at VTU is understood as a long-term transformation process. We aim to maximize positive impacts and to prevent, reduce or mitigate negative effects wherever possible. A key milestone in this journey was the validation of our science-based climate targets by the Science Based Targets initiative (SBTi) in 2024. This confirmation provides a clear, science-aligned framework for reducing emissions. The focus now and in the future lies on consistent implementation: increasing efficiency, reducing emissions across our operations (more on this in Chapter '6 Environment - Climate Change') and embedding sustainability criteria into everyday decision-making throughout the organization.

Social responsibility and good governance are equally essential pillars of our sustainability approach. Our people are the foundation of VTU's success. We strive to offer a safe, inclusive and supportive working environment and foster development across cultures and locations. Progress achieved in areas such as gender diversity in management and the ongoing transition of our company car fleet demonstrates our commitment.

Our approach is guided by international frameworks, including the principles of the UN Global Compact, of which VTU has been a member since 2023. In parallel, we continue to strengthen transparency and governance. We view the adherence to the European Sustainability Reporting Standards (ESRS) not only as a legal requirement (which, for the time being, no longer applies to us after the Omnibus package) but as an opportunity to sharpen our strategic focus and further professionalize sustainability management.

At the same time, challenges remain – economic volatility, increasing competition and rising complexity demand resilience, adaptability and collaboration. But they also create opportunities: for innovation, for closer cooperation with our clients and for contributing our engineering expertise to sustainable transformation in industries such as life sciences, chemicals and beyond.

This Sustainability Report provides a transparent and honest overview of where we currently stand in our sustainability journey. It reflects progress made, challenges ahead and the areas in which we will continue to focus our efforts. I invite all our stakeholders – employees, clients, partners and the wider public – to accompany and challenge us on this path of transformation, constructively and collaboratively.



Liam O'Neil

Chief Executive Officer of VTU Group

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1 Basis of Reporting and Methodology

VTU Group, a European engineering service provider, publishes its sustainability report on a consolidated basis, aligned with its financial reporting scope. The report covers the full calendar year 2025 and includes all subsidiaries, with data centrally collected and processed using consistent methodologies. The parent company holds 100% ownership of all subsidiaries, ensuring uniformity in reporting.

The report encompasses VTU's upstream and downstream value chains where applicable and where data is available. In cases where direct data collection or measurement was not feasible, estimates based on indirect sources, sector averages or recognized secondary data sources were used. The information on these estimates and uncertainties are transparently documented in the respective accounting policies sections.

Methodological improvements, particularly in emissions calculations, may lead to recalculations year over year. Any such changes and their significance are explained in the relevant KPI sections.

The performance indicators used are in reference to the standards defined by the European Sustainability Reporting Standards (ESRS) and the Global Reporting Initiative (GRI). VTU adheres to the medium- and long-term time horizons defined in ESRS 1.

No exemptions under Article 19a(3) or 29a(3) of Directive 2013/34/EU were applied.

The report was approved by the Executive Management and has not undergone external assurance. VTU has been reporting annually on its sustainability performance since 2020.

2 Sustainability Commitment

The larger a company is, the greater its social and environmental responsibility. We live up to this responsibility in our internal processes as well as our planning projects, in which our colleagues' and partners' safety, health and satisfaction take top priority alongside the ecological dimension. The guidelines we hold ourselves to include high standards in relation to both sustainability reporting (GRI, ESRS) and sustainability assessments ([EcoVadis](#), CDP).

The VTU Mission Statement, the [VTU CSR Policy](#) and the [VTU Code of Conduct \(CoC\)](#) serve our employees as an expression of our commitment to securing a sustainable future and as navigation tools for all our decision-making processes. The CSR policy focuses on the fields of human rights, diversity/inclusion, the fight against corruption and the handling of business partnerships, the environment, health and safety, and is considered a 'guidance document'. The Code of Conduct can be considered to be a derived and definitive set of guidelines, and consists of a set of rules and requirements for appropriate managerial conduct and general conduct in day-to-day business, with the focus on covering the following areas:

- Health and safety
- Sustainability
- Legal compliance
- Human rights
- Diversity/inclusion
- Environmental protection
- Protection of the material and intellectual property of VTU
- Prevention of corruption, bribery and money laundering

The ideas and principles that we define for these fields also apply to all other areas of our activity. They are not only aimed at the employees of VTU, our business partners and subcontractors; we also invite all other stakeholders to join us on the journey to a sustainable future.

With our CoC and our CSR policy, we commit to

- continuously look for ways to reduce our ecological footprint and CO₂ emissions in the interests of protecting the environment
- act in an ethical and socially responsible manner which goes beyond the applicable legal requirements
- consider the relevant requirements and integrate all stakeholders affected by our actions
- work hard to attain a sustainable development in terms of our relationships with business partners and colleagues

3 Business and Governance

3.1 Company Structure

VTU Group is a European engineering and technology service provider specializing in the process industry. Founded in 1990 in Graz, Austria, the company has grown into a consolidated group of specialized entities operating across several European countries. The group functions under a unified governance and reporting structure, with all subsidiaries fully owned by the parent company, VTU Management GmbH. This centralized ownership ensures consistency in strategic direction, operational standards, and sustainability reporting.

Figure 1 shows the company structure of VTU Group with its entities, branches and countries.

During the reporting period, the subsidiary IFSS GmbH with its two offices was divested. Due to structural changes some employees of the subsidiaries VTU Engineering and VTU Engineering Deutschland GmbH were moved into the subsidiaries VTU Automation GmbH and VTU Design Solutions GmbH.

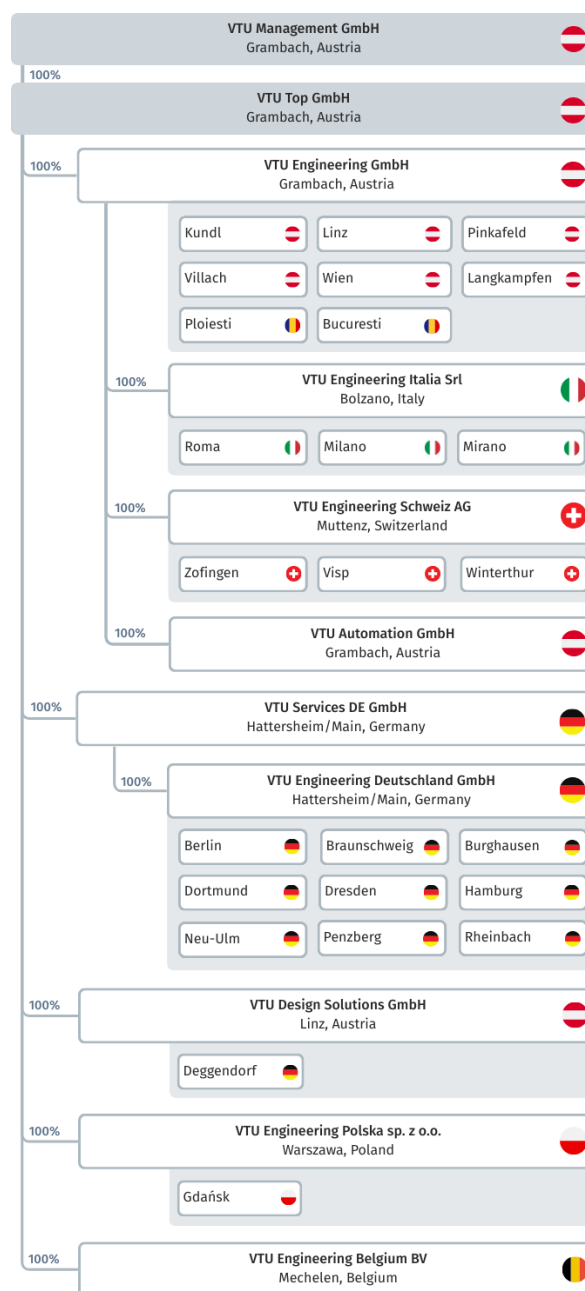


Figure 1: Company structure and branch locations of VTU Group

3.2 Fields of Activity

VTU delivers a comprehensive portfolio of engineering services tailored to the needs of the process industry. VTU's core competencies include the design and planning of process plants and production facilities, optimization of existing plants, and the general planning of large-scale industrial investments. The group also offers services in industrial digitalization, project management, and project controlling across all project phases. In addition, VTU provides EPCMv (Engineering, Procurement, Construction Management, and validation) services and specialized consulting, such as safety studies.

For clients in the pharmaceutical sector, VTU offers highly specialized services including qualification and validation in accordance with current Good Manufacturing Practice (cGMP), process development and transfer, regulatory submissions, and support during inspections and audits.

VTU's services are spanning a wide range of industries. These include:

- Biopharma
- Consumer care
- Pharmaceuticals
- Food industry
- Chemicals
- Energy
- Oil and gas
- Electronics
- Plastics
- Metallurgy and minerals
- Medical technology
- Pulp and cellulose

There were no changes in offered services or main markets during the reporting period.

The company does not operate in sectors such as fossil fuel extraction, controversial weapons, or tobacco production, and none of its services are banned in any of its markets.

Through its integrated structure and broad service offering, VTU positions itself as a key partner in the development and implementation of sustainable, high-tech solutions for the European process industry.

3.3 Corporate Governance

VTU Group operates under a clearly defined governance framework that ensures strategic alignment, regulatory compliance, and sustainable corporate management. The governance structure is composed of three interrelated bodies: the Shareholder Committee, the Supervisory Board, and the Executive Board.

The appointment and selection of these governing bodies are carried out by VTU's majority owner, Altor. Professional and social qualification criteria are considered, and an increase in diversity is aimed for. VTU currently does not have policies on sustainability-related incentive and remuneration systems for members of the administrative, management and supervisory bodies.

These bodies are supported by a Managing Directors Board and specialized roles responsible for sustainability and corporate social responsibility.

Shareholder Committee

The Shareholder Committee is the highest decision-making authority within VTU. It is responsible for overarching strategic decisions and high-level risk management. The committee also serves as an advisory body to both the Supervisory Board and the Executive Board.

It is composed of one independent member and three representatives of the majority shareholder, Altor, ensuring both external oversight and shareholder alignment.

Supervisory Board

The Supervisory Board functions as the primary oversight body. It ensures that the Executive Board complies with regulatory requirements, aligns the company's strategic direction with the owner's vision, and manages the company in accordance with sustainability principles. The board meets quarterly and receives detailed reports from the Executive Board.

The board consists of two independent advisors with experience in engineering and production industries, and two representatives of the majority shareholder. There are no employee representatives on the Supervisory Board.

Executive Board

The Executive Board is responsible for the operational leadership of the VTU Group. It is also tasked with the development, approval, and periodic adjustment of the company's strategy, policies, and vision. It ensures that sustainability is integrated into all business areas and that adequate resources are allocated to support data-driven sustainability management.

The Executive board comprises the Chief Executive Officer (CEO), Chief Financial Officer (CFO), Chief Operations Officer (COO), Chief Innovation Officer (CIO) and the Chief Human Relations Officer (CHRO).

In 2025, a new executive board was established and extended to include the roles of CIO and CHRO. Both the CEO and CFO were appointed from outside the company, while the remaining positions were filled internally.



Liam O'Neil
Chief Executive Officer

Experience and competences

With more than 20 years of international leadership and project experience in the energy, process, and life sciences industries, Liam has a clear vision of how VTU needs to be transformed to achieve a high sustainability level.



Matthias Bendel
Chief Financial Officer

Experience and competences

Thanks to his many years of international experience in finance and leadership roles within large corporate groups, Matthias ensures that ESG criteria are incorporated into VTU's financial processes and investment decisions.



Rudi Wierer
Chief Operations Officer

Experience and competences

As long serving manager at VTU, Rudi Wierer understands the business in such a way that he is able to foster implementation of sustainability in all operational steps. Next to his role in the Executive Board in 2025 he served as managing director of VTU Engineering Italia Srl.



Andreas Schumacher
Chief Innovation Officer

Experience and competences

With his international experience in digitalization, innovation, and strategic planning at the intersection of engineering, industry, and research, Andreas drives the integration of sustainability through digitalization, data-driven management, and innovation processes.



Wolfgang Zelle
Chief Human Relations Officer

Experience and competences

With extensive HR leadership experience from international companies, Wolfgang Zelle supports VTU's sustainability aspirations through a strong people strategy.

The CEO holds overarching responsibility for economic, environmental, and social matters and is accountable for the review and approval of all published sustainability information. As the highest internal executive authority, the CEO reports directly to the Supervisory Board, ensuring a clear separation of oversight and execution. This setup also mitigates conflicts of interest.

During the reporting period the following material impacts, risks and opportunities have been discussed:

- Employee commuting and business travel with low emission transport options
- Office energy consumption
- Emission reduction possibilities
- Changing VTU's car fleet to low emission vehicles
- Gender Pay Gap situation at VTU

Managing Directors Board

Supporting the Executive Board is the Managing Directors Board, which includes the managing directors of all VTU subsidiaries.

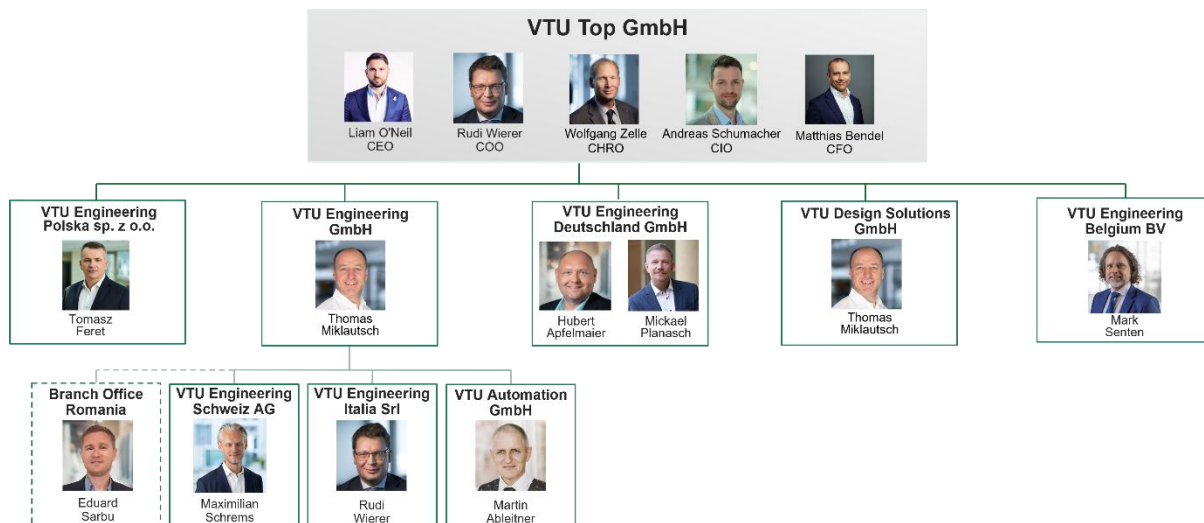


Figure 2: Executive and Managing Directors Board of VTU Group

This body is responsible for translating the group's strategic objectives into operational plans. It develops annual plans for each business area, incorporating economic, societal, and sustainability considerations. The Managing Directors Board also plays a key role in the annual strategy process, where progress is assessed and actions are defined if necessary. In case changes in material sustainability matters are affecting the company's strategy, the information is taken up in the annual strategy development.

3.4 CSR Management

Corporate Social Responsibility (CSR) at VTU is embedded within the company's governance and operational framework. The responsibility for Corporate Social Responsibility (CSR) lies with the Executive Board under the leadership of the CEO, which defines the strategic direction and approves the sustainability-related objectives and measures.

The Director of EHS¹ & Sustainability is charged with advising the Executive board on sustainability matters and implementing the defined sustainability strategies and decisions across the organization. This role includes development, coordination, and oversight of sustainability-related processes and initiatives throughout the VTU Group as well as identifying and managing sustainability-related impacts, risks, and opportunities.

The Director of EHS & Sustainability reports directly to the CEO and works in close coordination with the Executive Board. Regular meetings between the CEO and the Director of EHS & Sustainability ensure that current sustainability issues are addressed promptly and that strategic alignment is maintained.

A sustainability manager and senior managers on country and branch level are responsible for implementing the defined measures. This decentralized structure allows for the integration of sustainability into local operations while maintaining group-wide consistency.

Processes and Procedures

CSR management at VTU is governed by a set of formalized processes and procedures (e.g. CSR Policy, Code of Conduct) that are reviewed and approved by a member of the Executive Board. These include:

- **Development of Sustainability Procedures**
All procedures related to the identification, assessment, and management of sustainability impacts, risks, and opportunities are developed by the Director of EHS & Sustainability. These procedures are subject to approval by an Executive Board member to ensure alignment with corporate strategy and compliance requirements.
- **Annual Management Review**
Sustainability performance as well as impacts, risks and opportunities are reviewed annually as part of the management review process. This includes an evaluation of key performance indicators (KPIs), assessment of target achievement, and identification of corrective actions where necessary. The review also considers the risks and potential consequences of inaction, applying a precautionary approach to environmental and social issues.
- **Compliance and Risk Management**
VTU maintains structured processes to ensure compliance with legal, ethical, and internal standards. These include defined procedures for risk identification, internal reporting channels, internal audits and regular training for employees. Compliance is integrated into the company's broader risk management system, which supports the early detection and mitigation of potential legal, reputational, and operational risks.

¹ Environment, Health and Safety

- **Delegation and Implementation**

Strategic sustainability tasks and projects are delegated to the country and branch levels. This ensures that implementation is adapted to local conditions while remaining aligned with group-wide objectives.

- **Incident Management**

CSR management is closely linked to VTU's broader incident management systems. These systems include mechanisms for identifying and analyzing incidents that may result in personal, environmental, or property damage. Lessons learned are documented and shared across the organization to support continuous improvement.

3.5 Integration with Strategic Planning

CSR is not treated as a standalone function but is integrated into VTU's strategic planning and corporate culture. From a strategy point of view, objectives are defined during the company's annual strategic planning process and are integrated into both mid-term and short-term planning cycles. Sustainability KPIs are developed in alignment with these objectives and are monitored through the annual review process. The results of this monitoring inform adjustments to strategy and operational planning.

Culture-wise the Executive Board and Managing Directors Board actively support sustainability and view themselves as part of a leadership coalition for sustainable development. Employees and managers on all levels are also involved in shaping the company's values – for example, through the co-creation of VTU's mission statement with younger staff members.

By embedding CSR into its governance and operational structures, VTU ensures that sustainability considerations are systematically addressed across all levels of the organization. This approach supports regulatory compliance, risk mitigation, and the long-term resilience of the company, enabling VTU to meet the demands of modern, data-driven sustainability management while fostering a responsible and ethical corporate culture.

3.6 Metrics

GOV-1 – The role of the administrative, management and supervisory bodies

Table 1: Composition of governing bodies

	Shareholder Committee		Supervisory Board		Executive Board	
	#	%	#	%	#	%
Female	1	25.0%	1	25.0%	0	N/A
Male	3	75.0%	3	75.0%	5	100%
Other	0	N/A	0	N/A	0	N/A
Not reported	0	N/A	0	N/A	0	N/A
Total	4		4		5	
Thereof independent members	1	25.0%	2	50.0%	0	N/A

SBM-1 – Strategy, business model and value chain

Table 2: Geographic workforce distribution (heads)

Geographical Area	#
Western Europe	879
Southern Europe	117
Eastern Europe	54

Table 3: Financial KPIs

	EUR million
Net revenue	148.37
Gross profit	116.15
Equity capital (incl. investment subsidies)	135.42
External capital	76.03
Total capital	248.58

4 Value Chain and Stakeholder Relationships

4.1 Value Chain

VTU's value chain begins and ends with its industrial clients, encompassing all intermediate stages of project development and delivery. It is characterized by a high degree of collaboration with external stakeholders, particularly suppliers and service providers, whose influence – whether financial, safety-related, or societal – is considered essential for effective project execution. These relationships are typically contractual and project-specific.

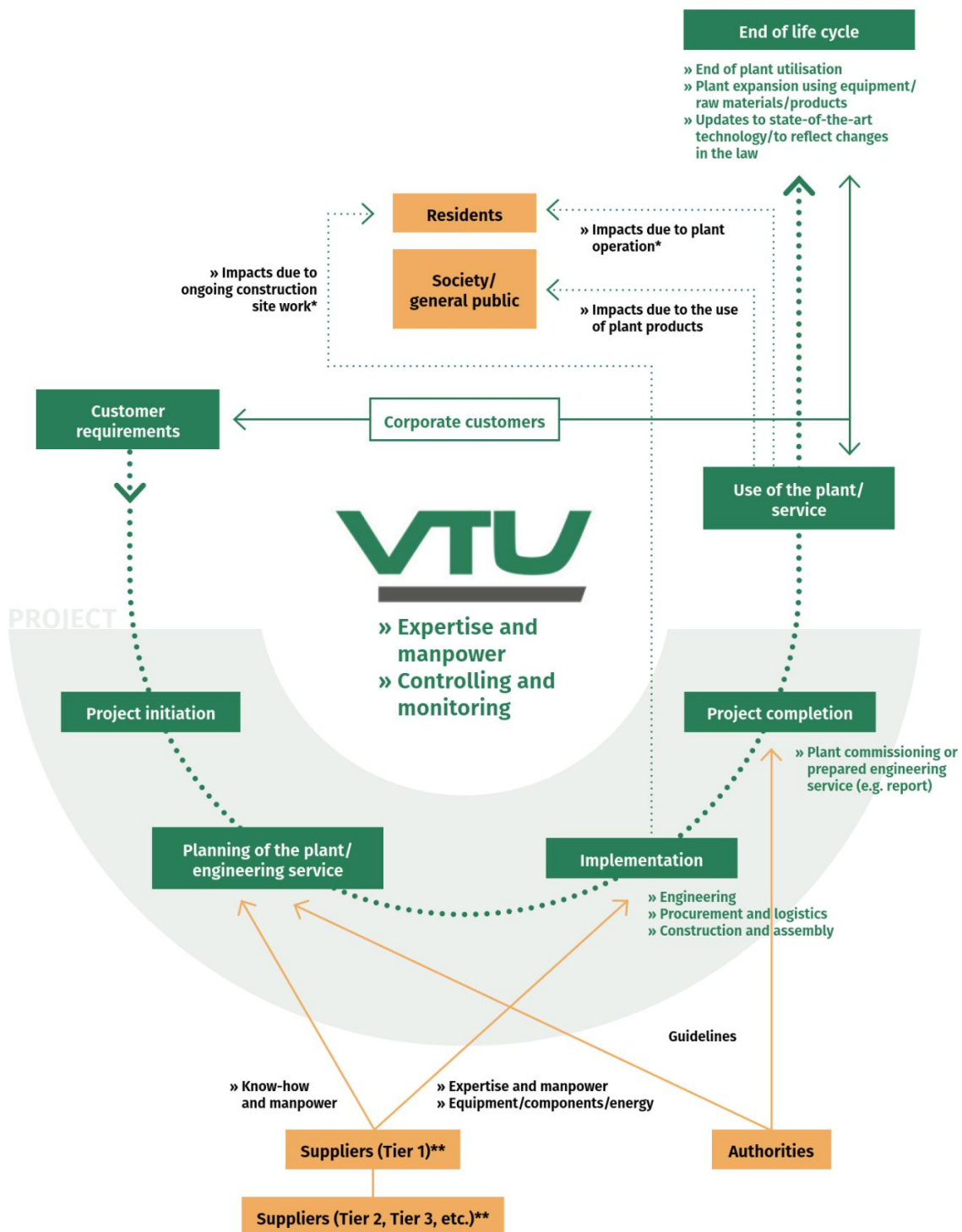


Figure 3: Value chain of VTU

VTU aims to foster long-term partnerships through repeat engagements but does not rely on fixed standard suppliers and has not introduced significant changes to its supply chain structure since 2022.

Understanding its influences enables VTU to integrate preventive measures directly into operational workflows, thereby reducing the likelihood of problems and mitigating potential risks at an early stage.

The outputs generated along the value chain are primarily project deliverables and documentation, produced through the use of digital tools, office supplies, and paper-based materials.

4.2 Social and Environmental Impacts in Operations and Supply Chain

VTU's activities, particularly during construction and plant installation phases, can result in localized environmental and social impacts, for which VTU takes responsibility and takes action to remediate them. These include emissions from machinery and vehicles, generation of construction-related waste such as rubble and excavated material, and noise pollution. In such cases, VTU engages in direct communication with affected residents and, where appropriate, implements compensatory measures. For example, if construction work leads to soiling of nearby buildings, compensation may be provided in the form of vouchers for cleaning services.

Beyond its own operations, VTU also considers actual and potential impacts along its supply chain. These may arise from raw material extraction, energy and resource use, transport activities, and emissions associated with construction processes. Key suppliers include energy providers, global material and component suppliers, assembly service providers, and engineering partners. VTU monitors these relationships to identify and mitigate adverse environmental and social effects across the value chain.

VTU has implemented a pre-qualification process for new suppliers that includes environmental and CSR-related criteria since mid-2023. These criteria assess whether suppliers have sustainability targets, calculate their corporate carbon footprint, and evaluate working conditions in their supply chains. While these factors are not currently used as exclusion criteria due to the fact that a majority of companies in the supplier sectors of VTU is just currently starting in their sustainability journey, they serve as decision-making inputs and reflect VTU's commitment to responsible sourcing.

VTU's office activities do not have a direct impact on biodiversity; VTU does, however, have an indirect impact on biodiversity through the activities along its value chain. This impact is seen as not material (see Figure 4).

4.3 Stakeholder Engagement at VTU

Stakeholder engagement is a central element of VTU's sustainability and strategic management approach. The company recognizes the importance of understanding the influence of and on stakeholders throughout the value chain – whether financial, safety-related, or societal.

VTU's decisions and operations affect a wide range of individuals and groups, and these stakeholders, in turn, influence VTU's ability to achieve its objectives.

This awareness enables VTU to proactively address potential risks and integrate sustainable solutions into its operations from the outset.

As such, VTU maintains a structured and inclusive process for identifying, engaging, and responding to stakeholder interests and concerns. We employ a variety of communication methods tailored to the specific needs of each stakeholder group. These include:

- Direct interactions, such as personal meetings and email correspondence
- Internal and external surveys
- Regular communication events for employees and customers
- Newsletters and informational brochures
- Online platforms for information sharing and feedback

In 2023, VTU conducted a comprehensive survey to analyze how the different stakeholder groups are communicating with VTU in order to better understand the effectiveness of its communication channels. The results identified direct interactions as the most commonly used and preferred method. This information was updated in 2025 to ensure continued relevance and effectiveness of engagement practices.

4.4 Stakeholder Landscape

VTU manages its stakeholders interests via a stakeholder landscape that contains the risks and opportunities associated with them. The key stakeholders identified for VTU are (in alphabetical order):

- Customers
- Employees
- Intra-group service providers
- Management/Executives
- Shareholders
- Subsidiaries
- Supervisory/Advisory board
- Suppliers

These groups represent diverse perspectives and expectations, and VTU acknowledges the importance of understanding and addressing their respective needs.

The stakeholder landscape is reviewed annually by VTU's management. This review includes an assessment of stakeholder interests, potential risks and opportunities associated with stakeholder relationships, and the relevance of stakeholder feedback to strategic planning. The process is led by the ELT in collaboration with the Director of Quality Management, the Director of EHS & Sustainability, and the IT Security Manager.

4.5 Integration into Strategy and Decision-Making

The stakeholder landscape assessment forms part of the broader management review process. Insights gained through engagement activities are transported via the assessment results and used to inform the development of the company's strategy and business model. This includes identifying emerging risks and opportunities, shaping sustainability priorities, and guiding operational improvements. New measures as well as information received by the stakeholders over the different communication channels are taken up in the annual strategy planning regarding strategy and business model.

By maintaining an open, ongoing, and goal-oriented dialogue with its stakeholders, VTU fosters mutual understanding and builds trust. This engagement supports the company's commitment to responsible governance, sustainable development, and long-term value creation.

5 Material Impacts, Risks and Opportunities

Understanding and managing material impacts, risks and opportunities (IROs) is a central component of VTU's sustainability strategy. The company applies a structured and evolving process to identify, assess, and prioritize sustainability-related topics that are relevant to its operations, stakeholders, and long-term value creation. This process is aligned with the European Sustainability Reporting Standards (ESRS) and supports the integration of sustainability into VTU's strategic and operational planning.

5.1 The Double Materiality Assessment (DMA) Process

VTU follows a systematic process to identify, assess, and prioritize sustainability-related impacts, risks, and opportunities. The process consists of the following steps:

- **Understanding**

As first step VTU's sustainability context needs to be understood. This involves identification and engagement of key stakeholders – such as customers, employees and suppliers – to understand their expectations and concerns. Through surveys, discussions, and workshops, VTU gathers valuable insights into which environmental, social, and governance (ESG) topics are most relevant for its stakeholders. This phase also includes an analysis of industry trends, regulatory developments, and peer practices to ensure that VTU's understanding of material issues is both current and comprehensive.

- **Identification**

With a clear understanding of the context, VTU proceeds to identify the specific impacts, risks, and opportunities that are most relevant to its operations and value chain. This includes both actual and potential effects, spanning upstream suppliers to downstream clients. The identification process draws on internal data, external consultations, and cross-functional collaboration to ensure a holistic view. It also considers emerging issues and long-term trends that could influence VTU's business environment and sustainability performance.

- **Assessment**

Once identified, each topic is assessed for its significance. VTU evaluates the likelihood and potential impact of each issue. These assessments include financial risk, regulatory exposure, reputational considerations, and alignment with strategic goals. Importantly, VTU incorporates the principle of double materiality – evaluating not only how sustainability issues affect the company, but also how the company's activities impact the environment and society. This dual perspective ensures a balanced and responsible approach to risk and opportunity management.

- **Prioritization**

The final step involves prioritizing the most material topics to guide strategic decision-making and reporting. VTU convenes cross-departmental teams to validate and rank these issues based on their relevance, urgency, and potential to influence business outcomes. The prioritization process ensuring that decisions are well-founded and aligned with both stakeholder expectations and regulatory requirements. The resulting priorities are then integrated into VTU's sustainability strategy, risk management framework, and corporate reporting, ensuring that the company remains proactive and resilient in a dynamic environment.

This process to conduct a materiality assessment was first executed in 2020 based on the Global Reporting Initiative (GRI) standard. It considered VTU's impacts and the relevance for its stakeholders. The assessment was consecutively updated in 2022 to incorporate stakeholder feedback gathered through structured questionnaires.

During 2024, the process was comprehensively revised to align with the Corporate Sustainability Reporting Directive (CSRD) and ESRS requirements and to include the outside-in view, thereby moving towards the double materiality approach. Existing IROs from the 2020 assessment were mapped to the ESRS topic structure. A cross-functional team of internal experts, including members of the Executive Board, EHS & Sustainability, and Human Relations, then reviewed each topic. In addition, new topics,

especially the newly assessed risks and opportunities, were discussed and addressed. Assessment and prioritization followed the steps described above. The results were reviewed and validated by the Executive Board and relevant stakeholders.

Due to the change to ESRS the revision in 2024 changed almost all category names in the materiality assessment and matrix. However, when looking at the content of these categories, the material topics themselves did not change.

The DMA process ensures that VTU's materiality assessment is not static but evolves with regulatory developments, stakeholder expectations, and scientific insights. In 2025, the matrix was shared with external stakeholders via publications (e.g. LinkedIn), with the possibility to give feedback that can be incorporated in the double materiality assessment.

5.2 Key Material Topics Identified

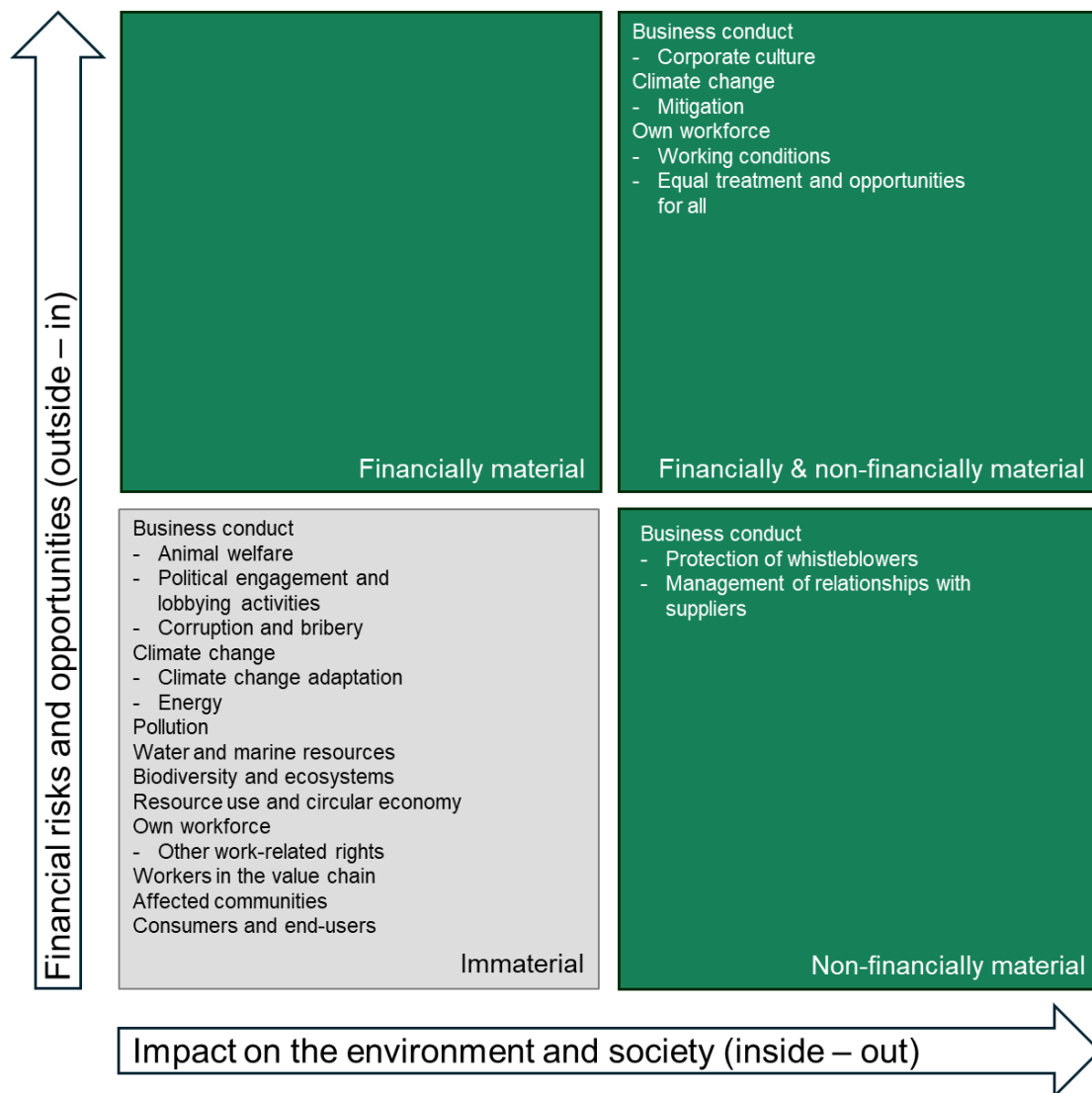


Figure 4: Double materiality matrix

As a service-oriented company, VTU's core value lies in the expertise and capabilities of its workforce. Accordingly, material impacts, risks, and opportunities related to employee development, retention, and well-being are of central importance. Governance-related topics similarly focus on maintaining a safe, compliant, and stable working environment for the employees.

Failure to address these material topics may impair VTU's ability to deliver services effectively due to constraints in personnel availability, competence, or operational continuity.

Environmental impacts, particularly those associated with emissions from operations and business travel, also represent a key area of attention.

If not addressed, these impacts can damage VTU's reputation as an engineering company that can understand the material issues of its customers and support them in building sustainable processes.

E1 – Climate Change			
Subtopic	Description	Classification	Time Horizon
Climate Change Mitigation	VTU's CO ₂ emissions are impacting climate change due to emissions generated by business travel, commuting and purchased goods and services, among other factors	Actual negative impact	Short-, medium-, long-term
	By managing and reducing VTU's CO ₂ emissions, specifically in the fields of business travel, commuting and purchased goods and services, VTU can support climate change mitigation	Potential positive impact	Medium-, long-term
	Due to the need of travelling to the customer, increased costs for CO ₂ generation in transportation may lead to increased costs that cannot be passed on	Risk	Medium-, long-term

S1 – Own Workforce			
Subtopic	Description	Classification	Time Horizon
Working Conditions			
Secure employment	Stable income and security for livelihood through stable employment and attractive and permanent contracts	Actual positive impact	Short-, medium-, long-term
	VTU is an attractive employer by offering secure employment and stable income for potential employees	Opportunity	Medium-, long-term
	VTU is not an attractive employer by offering secure employment and stable income for potential employees	Risk	Medium-, long-term
Working time	Positive influence on personal well-being and health as well as quality of work due to working time (including peaks) being balanced out over a reasonable timeframe	Actual positive impact	Short-, medium-, long-term
	Negative influence on personal well-being and health as well as quality of work due to working time being constantly high due to project demands and not being balanced out over a reasonable timeframe	Potential negative impact	Short-, medium-, long-term
	Excessive working time and related stress can lead to negative health effects and consequently to loss of resources due to sick leave or resignation	Risk	Short-, medium-, long-term

Adequate wages	Appropriate remuneration ensuring an adequate standard of living increases satisfaction and motivation of employees	Actual positive impact	Short-, medium-, long-term
Collective bargaining	Positive influence on satisfaction of employees due to standardized salaries and benefits due to collective agreements (minimum standard guarantee)	Actual positive impact	Short-, medium-, long-term
Work-life balance	Good work-life balance for employees through part-time and flexible working time models, as this contributes to adapt according to the needs of family and free time alongside work. This is further supported by the possibility of part-time remote working, where possible.	Actual positive impact	Short-, medium-, long-term
	VTU is not an attractive employer due to lacking work-life balance, leading to inability to cover project execution, especially short-term project peaks or very specialized project tasks by own personnel and not being able to grow as a company	Risk	Medium-, long-term
	Insufficient work-life-balance and related mental stress can lead to negative health effects and consequently to loss of resources due to sick leave or resignation	Risk	Short-, medium-, long-term
Equal treatment and opportunities for all			
Training and skills development	Inequality in development of in-house personnel (gender, race, educational background) leads to unequal manning of leadership positions. This prevents, if not actively then at least passively, the development of an inclusive and open-minded company culture.	Risk	Medium-, long-term
Gender equality and equal pay for work of equal value	Positive influence on satisfaction of employees and open corporate culture due to elimination of inequalities and discrimination	Potential positive impact	Medium-, long-term
Measures against violence and harassment in the workplace	Positive influence on well-being and security creating a healthy surrounding in which people can thrive	Actual positive impact	Short-, medium-, long-term
	VTU is not an attractive employer due to a toxic work environment, leading to an inability to find or retain personnel, thereby not covering necessary resources for project execution and not being able to grow as a company	Risk	Medium-, long-term
Diversity	Diversity in the workforce enables an inclusive and open-minded company culture. This leads to increased motivation at work, a broader spectrum of ideas and problem-solving approaches, and therefore to a better project execution.	Opportunity	Medium-, long-term
	Lack of diversity in the workforce prevents an inclusive and open-minded company culture. This leads to low motivation at work, a narrow spectrum of ideas and problem-solving approaches, and therefore to a lack in project execution excellence.	Risk	Short-, medium-, long-term

G1 – Business Conduct

Subtopic	Description	Classification	Time Horizon
Corporate culture	Shared convictions (corporate culture) ensure that decisions and plans can be implemented more quickly and effectively and be seen as beneficial by all stakeholders	Actual positive impact	Short-, medium-, long-term
	A positive, inclusive and open corporate culture attracts and retains good employees to ensure project execution and growth	Opportunity	Short-, medium-, long-term
	Lack of a positive, inclusive and open corporate culture prevents good employees to join VTU and leads to high personnel fluctuation, risking good project execution and growth	Risk	Short-, medium-, long-term
	To keep employees satisfied it may be necessary to continuously expand work environment and increase expenses (benefits, facilities, working hours,...)	Risk	Medium-, long-term
Protection of whistleblowers	A good whistleblowing system and process enables a good whistleblowing culture that will mitigate negative impacts due to e.g. corruption, harassment, as information on these non-compliances is received and can be acted upon by the management	Actual positive impact	Short-, medium-, long-term
Management of relationships with suppliers incl. payment practices	Reliable payment practices ensure that suppliers remain financially stable, thereby reducing the risk of supply chain disruptions	Actual positive impact	Short-, medium-, long-term

5.3 Integration into Strategy and Risk Management

The results of the DMA are directly integrated into VTU's sustainability strategy, risk management framework, and corporate reporting. Material topics inform the development of key performance indicators (KPIs), guide resource allocation, and shape the company's mid- and long-term objectives.

By systematically identifying and addressing its most significant impacts and risks, VTU ensures that it remains resilient, responsible, and aligned with stakeholder expectations in a rapidly changing business environment.

6 Environment – Climate Change

6.1 Material Impacts, Risks and Opportunities

As described in Section 5, the double materiality analysis by VTU showed that climate change is material in terms of impacts, risks and opportunities for VTU.

Impacts	
Climate Change Mitigation	(-/+) VTU's CO ₂ emissions are impacting climate change. By managing its emissions specifically in the fields of business travel, commuting and purchased goods and services, VTU can affect this impact to a major extent.
Risks/Opportunities	
Climate Change Mitigation	(-) Due to the need of travelling to the customer, increased costs for CO ₂ generation in transportation may lead to increased costs that cannot be passed on

6.2 Our Approach

VTU's approach to climate change mitigation and adaptation, emissions management, and corporate carbon footprint reporting is grounded in a sustainability strategy that aims to integrate environmental responsibility into all aspects of its operations.

The company recognizes climate change as a critical global challenge and aligns its goals with the Science Based Targets initiative (SBTi) and the Paris Agreement's 1.5°C target. This commitment is embedded in VTU's CSR Policy, Code of Conduct, and Supplier Code of Conduct, which collectively emphasize the reduction of greenhouse gas emissions and the management of climate-related risks.

Climate considerations are not treated in isolation but are embedded across the company's internal operations, client services, and supply chain. VTU calculates its Corporate Carbon Footprint (CCF) annually, covering all three scopes of emissions as defined by the Greenhouse Gas (GHG) Protocol. This includes direct emissions from company vehicles and facilities (Scope 1), indirect emissions from purchased energy (Scope 2), and a wide range of value chain emissions (Scope 3), such as business travel, commuting, and subcontracted services.

The company's internal governance structure ensures that climate-related goals are integrated into strategic decision-making. The EHS & Sustainability department plays a central role in monitoring progress and coordinating initiatives.

VTU also supports its clients in their own decarbonization efforts through engineering solutions that incorporate energy efficiency, circular economy principles, and innovative technologies such as green hydrogen. This dual focus – reducing its own footprint while enabling clients to do the same – reflects VTU's holistic and proactive stance on climate responsibility.

6.3 Actions

6.3.1 Climate Change Mitigation and Adaptation

VTU's climate action strategy is both inward- and outward-facing.

Internally, the company assesses and follows up its environmental aspects, calculates its CCF annually and uses this data to guide emission reduction efforts. VTU has embedded climate responsibility into its operational and strategic processes. Energy consumption is tracked across all locations and energy intensity is monitored relative to employee count and revenue, providing a basis for identifying efficiency

opportunities. Selected Scope 3 indicators are monitored on an intensity basis (t CO₂e per mio. euro of gross profit). Progress against defined sub-targets is reviewed regularly, and results are disclosed in the annual sustainability reporting.

The assessment of environmental aspects reveals that electricity consumption and heating represent the highest materiality, driven by their significant contribution to greenhouse gas emissions and resource usage. In addition, employee mobility and behaviour have been identified as key factors shaping VTU's overall environmental profile. No cross-site energy saving and energy efficiency initiatives that can be quantified have yet been implemented.

This is also reflected in the calculated Corporate Carbon Footprint, which covers all three scopes of emissions as defined by the Greenhouse Gas Protocol. This comprehensive accounting forms the basis for targeted reduction measures and continuous performance monitoring.

VTU has submitted its climate targets to the Science Based Targets initiative (SBTi), planning to reduce Scope 1 and Scope 2 emissions and Scope 3 emission intensity. These targets have been officially validated by SBTi. This external validation confirms that the company's emissions reduction pathway is aligned with the goal of limiting global warming to 1.5°C, as set out in the Paris Agreement.

To further reduce waste and its environmental impact, VTU is establishing a waste management guideline that defines the core principles of waste prevention, minimisation, and reuse. The guideline will also set up requirements for waste segregation at all locations, ensuring that as much waste as possible is directed into recycling and circular streams. To guarantee proper handling and compliance, all waste disposal is managed through certified waste disposal service providers. In order to estimate the remaining share of waste directed to landfill, a dedicated evaluation was conducted across all locations.

VTU also considers long-term environmental risks in its infrastructure planning and operational decisions, integrating resilience and adaptability into its internal systems. Future efforts will concentrate on understanding long-term requirements, assessing cost and technical feasibility, and ensuring a cost-effective transition to net-zero.

Externally, VTU plays a proactive role in helping clients reduce their environmental impact. Through its Green Engineering approach, the company is able to integrate sustainability into every phase of project planning and execution. This includes the use of proprietary tools such as the SuSTaIN method and the greenSPEED™ toolbox, which enable clients to identify energy and material savings, quantify environmental and economic impacts, and implement targeted improvements. These tools have been applied across various industries, including pharmaceuticals and chemicals, resulting in measurable reductions in emissions and resource consumption.

VTU also supports the adoption of innovative low-carbon technologies. A notable example is its work in green hydrogen, where the company assists clients in assessing feasibility, navigating permitting processes, and implementing infrastructure for hydrogen production, storage, and distribution.

In addition, VTU promotes circular economy principles in its engineering solutions. This includes designing systems that minimize waste, extend the lifecycle of materials, and enhance resource efficiency. Digital tools for energy monitoring and predictive maintenance further enhance clients' ability to respond to environmental risks. The company also incorporates climate adaptation measures into project designs, ensuring that industrial infrastructure is resilient to long-term environmental changes.

6.3.2 Corporate Carbon Footprint: Scope 1

Scope 1 emissions at VTU primarily stem from its vehicle fleet and minor fugitive emissions from air conditioning systems. To address this, VTU has implemented a structured transition to low-emission mobility. As of the end of 2025, 44.8% of the fleet consists of electric vehicles, up from 17.9% in 2022, while the share of gasoline and diesel vehicles has dropped to just under 50%. Hybrid vehicles make up the remainder. The company also tracks total travel distances and promotes virtual collaboration and offers remote work to reduce travel-related emissions.

6.3.3 Corporate Carbon Footprint: Scope 2

Scope 2 emissions result from the purchase of electricity, heating, and cooling for VTU's rented office spaces. Although the company has limited control over building infrastructure, it actively selects green electricity providers and monitors energy consumption.

In 2025, 78.6% of electricity used came from renewable sources, contributing to an overall renewable energy share of 42.9%. VTU also tracks energy intensity per employee and per revenue and promotes the use of energy-efficient equipment and lighting.

6.3.4 Corporate Carbon Footprint: Scope 3

Scope 3 emissions are the most significant component of VTU's carbon footprint, with major contributors including employee commuting, business travel, and subcontracted services.

VTU offers remote work and subsidizes public transport to reduce commuting emissions. Business travel policies support the use of train travel over flights, and digital tools such as smart glasses are used to minimize on-site presence at the customer. The company also evaluates supplier sustainability and includes emissions from subcontracted services in its reporting where data is available.

6.3.5 Transition plan for climate change mitigation

VTU has established a transition plan to mitigate climate change that focuses on reducing GHG emissions across Scope 1, Scope 2, and relevant Scope 3 categories through targeted technological, operational, and behavioral measures. The decarbonization strategy addresses mobility, energy supply and consumption at workplaces, procurement and value-chain activities.

Key elements of the transition include the continued shift towards low-carbon mobility, such as increased use of public transport, electrification of the company vehicle fleet, and the exclusive use of green electricity tariffs for charging electric vehicles. VTU plans to switch the majority of its company vehicles to electric vehicles. In addition, charging electric company vehicles exclusively with green electricity is expected to further reduce emissions.

With regard to energy supply and energy use at the branches, VTU is implementing a switch to green electricity at all locations. Further reductions are targeted through a projected reduction in emissions from energy suppliers. Where technically feasible, fossil fuel-based heating systems (gas and oil) are being replaced by district heating solutions.

These measures are complemented by energy-efficient workplaces, including low-energy buildings, energy-efficient equipment, and the optimization of using remote work and virtual meetings to reduce travel-related emissions. Behavioral changes are actively supported through internal guidelines and incentives encouraging public transport use and reduced business travel.

In addition to energy-related emissions, VTU's transition plan also addresses relevant Scope 3 emissions. Within Category 1 (Purchased Goods and Services), VTU aims to reduce emissions by extending the service life of IT hardware and increasing in-house service provision. Additional savings in purchased services contribute to further reductions in emissions.

For Category 2 (Capital Goods), VTU is implementing sustainable procurement practices and increasing the service life of capital goods.

Mobility-related Scope 3 emissions are addressed in Category 6 (Business Travel) and 7 (Commuting). VTU plans to shift road-based travel and air travel to rail for business travel, while promoting bus transportation for employee commuting where feasible.

6.4 Metrics and Targets

The metrics and targets presented in this section reflect VTU's approach to monitoring and steering its environmental and climate-related topics. They cover greenhouse gas emissions across all relevant scopes, energy consumption and energy mix, renewable electricity, the company car fleet, business travel, employee commuting, water consumption, and waste.

VTU's climate-related targets are aligned with the Science Based Targets initiative (SBTi) framework and focus on reducing greenhouse gas emissions in line with a science-based transition pathway. For assurance purposes, the official SBTi target formulations are stated below:

Net-Zero Target:

VTU Management GmbH commits to reach net-zero greenhouse gas emissions across the value chain by 2050.

Near-Term Targets:

VTU Management GmbH commits to reduce absolute Scope 1 and 2 GHG emissions 50.4% by 2032 from a 2023 base year. VTU Management GmbH also commits to reduce Scope 3 GHG emissions 58.14% per million EUR value added within the same timeframe.

Long-Term Targets:

VTU Management GmbH commits to reduce absolute Scope 1 and 2 GHG emissions 90% by 2050 from a 2023 base year. VTU Management GmbH also commits to reduce Scope 3 GHG emissions 97% per million EUR value added within the same timeframe.

To support the achievement of these climate targets, VTU defines and monitors additional environmental targets and measures. These focus in particular on increasing the use of green electricity, further transitioning the company car fleet towards electric vehicles, developing and implementing emission reduction plans across all scopes, and improving the quality of Scope 3 emissions data through supplier engagement.

The following tables show the status of target achievement in the reporting year and define the targets for the coming years. The subsequent metrics provide further insight into VTU's environmental performance, including energy use, greenhouse gas emissions, mobility-related emissions, water consumption, and waste. Further explanations on calculation methods, scope and data sources are provided in the accounting policies section.

E1-4 – Targets related to climate change mitigation and adaptation

Target Achievement 2025

Table 4: Overall SBTi target achievement 2025

KPI		Target	Result		Comment
Scope 1 absolute reduction	t CO ₂ eq	330.9	339.1		Target missed slightly due to insufficient number of vehicles changed to electric vehicles
Scope 2 absolute reduction	t CO ₂ eq	383.6	299.8		Target largely exceeded due to faster implementation of green electricity in offices and improvement of green energy shares in district heating providers
Scope 3 intensity reduction	t CO ₂ eq/EUR million	40.0	37.3		Target reached due to reduction of purchased goods and services as well as commuting and business travel emissions. Reduction partly due to decreased business demand

Table 5: Quantitative environmental target achievement 2025

SDG ²	Target		Status		Comment
 	Use of green electricity at branch offices	75%	78.6%	➡	Ongoing, making good progress

Table 6: Qualitative environmental target achievement 2025

SDG ⁶	Target	Measure	Target year	Status 2025	Comment
	Develop a strategy compatible with the goals of the Paris Agreement to reduce CO ₂ emissions across VTU	Creation of an emissions reduction plan for all scopes	2026	➡	Plan for emission reduction Scope 1 & 2 emissions developed, Scope 3 in progress
		Define quantitative targets and start implementing actions for the climate action plan Scope 1 & 2	2025	✓	Emission reduction targets and actions defined
 	Conserve/save resources in the offices continuously	Switch to LED lights	2025	✗	Execution delayed due to lack of resources

✓ implemented/reached ✗ not implemented/reached ➡ ongoing, on track ➡ ongoing, delayed

Targets 2026 and further

Table 7: Overall SBTi targets 2026+

KPI		Base		Target 2026	Near Term Target (2032) ³		Long Term Target (2050) ⁴	
		Year	Value					
Scope 1 absolute reduction	t CO ₂ eq	2023	372.7 ⁵	310.1	184.8 ⁵	-50.4%	37.3 ⁵	-90.0%
Scope 2 absolute reduction	t CO ₂ eq	2023	432.0 ⁵	359.4	214.3 ⁵	-50.4%	43.2 ⁵	-90.0%
Scope 3 intensity reduction	t CO ₂ eq/EUR million	2023	46.0	37.0	19.3	-58.1%	1.4	-97.0%

² Sustainable Development Goal

³ SBTi Near-Term Target

⁴ SBTi Net Zero Target

⁵ The base-year emissions have been recalculated (which also affected the target-year emissions), as the method for calculating electric vehicle emissions has been improved from a mileage-based to a fuel-based approach.

Table 8: Quantitative environmental targets 2026+

SDG ⁶	Target	Base		Target 2026	Final Target	
		Year	Value	Value	Year	Value
	Use of green electricity	2023	60.7%	82.2%	2032	100%
	Change of car fleet to electrical vehicles	2023	33.6%	52.7%	2032	90.0%

Table 9: Qualitative environmental targets 2026+

SDG ⁶	Target	Measure	Target year
	Develop a strategy compatible with the goals of the Paris Agreement to reduce CO ₂ emissions across VTU	Creation of an emissions reduction plan for all scopes	2026
		Define quantitative targets and start implementing actions for the climate action plan Scope 3	2026
		Engagement with top 10 suppliers to move from spend-based emission calculation for goods and services to real emission factors	2027

E1-5 – Energy consumption and mix

Table 10: Data on purchased energy⁷

		2023	2024	2025
Office space	m ²	21,584	21,533	21,108
Electricity (for offices)	kWh	906,443	981,572	952,690
green electricity	%	60.7%	65.6%	78.6%
Heating	kWh	1,564,740	1,556,254	1,567,750
from renewable sources	%	Data limitations	13.7%	16.2%
Cooling	kWh	33,473	28,075	27,413
Electricity (for electric cars)	kWh	157,020	251,171	279,578
from renewable sources	%	75.0%	76.9%	74.6%
Total energy	kWh	2,661,676	2,817,071	2,827,430
from renewable sources	%	22.0% ⁸	32.1%	42.9%
	kWh	585,569	905,407	1,211,554

⁶ Sustainable Development Goal

⁷ Additions and recalculations were made, which are described in more detail in the section on accounting policies.

⁸ Data limitations for heating, therefore heating considered as 100% not renewable

Table 11: Energy KPIs⁹

		2023	2024	2025
Total energy consumption within the organization	GJ	9,583.03	10,141.46	10,178.75
Energy intensity per employee	kWh/FTE	2,264.83	2,606.23	2,770.33
Energy intensity per monetary unit	kWh/EUR million	14,861.40	16,845.31	19,056.62
GHG emissions intensity	t CO ₂ e/EUR million	44.39	41.01	39.42

As each VTU product is unique and customized for our clients, calculating its energy consumption is not possible. Therefore, no statements regarding a decrease in product energy consumption are possible.

⁹ Emissions from previous years have been recalculated; these are described in more detail in the section on accounting policies

E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions

Table 12: Greenhouse gas emissions [t CO₂e]

Greenhouse Gas Emissions [t CO ₂ e]	2023	2024	2025
Total	7,949.85	6,858.96	5,848.94
Scope 1	372.67	390.89	339.06
Car fleet	368.87	387.05	326.43
Fugitive emissions of AC systems	3.80	12.84	12.63
Scope 2	431.97	312.94	299.81
Purchased electricity ¹⁰	107.20	70.80	62.74
Purchased heat	294.38	195.63	186.63
Purchased cooling	5.36	4.14	4.03
Electricity for electric vehicles	25.04	42.36	46.41
Scope 3	7,145.21	6,155.14	5,210.07
Purchased goods and services	2,753.85	1,683.67	1,354.07
Capital goods	333.43	333.60	265.40
Fuel- and energy-related activities not included in scope 1 or 2	181.94	221.15	295.92
Upstream transportation and distribution	0.12	0.02	0.01
Waste generated in operations	66.12	59.01	59.80
Business travel	1,272.52	1,504.35	1,341.37
Employee commuting	2,324.49	2,140.17	1,673.13
Upstream leased assets	16.18	8.07	11.23
<i>Total upstream Scope 3 emissions</i>	<i>6,948.65</i>	<i>5,950.04</i>	<i>5,000.93</i>
Downstream transportation and distribution		N/A	
Processing of sold products		N/A	
Use of sold products	196.56	205.10	209.14
End-of-life treatment of sold products		N/A	
Downstream leased assets		N/A	
Franchises		N/A	
Investments		N/A	
<i>Total downstream Scope 3 emissions</i>	<i>196.56</i>	<i>205.10</i>	<i>209.14</i>

Table 13: Car fleet data

		2023	2024	2025
Number of cars	#	143	148	145
Electric vehicles	%	33.6%	38.5%	44.8%
Hybrid vehicles	%	11.2%	10.8%	7.0%
Gasoline/diesel vehicles	%	55.2%	50.7%	48.3%
Distance travelled	km	3,254,020	3,889,192	3,604,335

¹⁰ Figures shown are market-based emissions; location-based emission figures are: 2023: 187.87 t CO₂e; 2024: 197.85 t CO₂e; 2025: 188.01 t CO₂e

Table 14: Data on water consumption

		2023	2024	2025
Water consumption	m ³	2,573.4	5,555.5 ¹¹	5,384.6
	ML	2.57	5.56	5.38

VTU uses water only during office operations. The water is sourced from the local water network.

Table 15: Data on waste

		2023	2024	2025
Waste	t	177.19	175.16	187.47
Landfill rate	%	Data limitations		3.0%
Total weight of waste recovered ¹²	t	Data limitations		101.71
Hazardous waste ¹³	t	3.01	0.13	0.16

Table 16: Data on business travel

		2023	2024	2025
Car travel	km	2,224,723	2,759,830	2,466,461
Air travel	km	1,408,920	1,610,614	1,303,089
Rail travel	km	1,178,721	1,141,487	874,697

Table 17: Data on employee commuting

		2023	2024	2025
Bike	km	367,204	335,113	264,844
Electric Bike	km	120,677	110,130	80,738
Car	km	5,398,958	4,927,123	3,783,042
Electric car	km	301,232	274,906	254,486
Motorscooter/Motorbike	km	78,777	71,892	52,672
Public Transport	km	459,970	419,771	500,217
Train	km	1,281,961	1,169,926	976,020

E1-7 – GHG removals and GHG mitigation projects financed through carbon credits

Currently no disclosure

E1-8 – Internal carbon pricing

Currently no disclosure

¹¹ In 2024, actual data with significantly higher consumption were available for several large locations, whereas in previous years, average data per FTE was used more frequently

¹² Rates of recovery (reusing, recycling, composting, and other recovery operations) were determined using publicly available online sources such as Eurostat

¹³ Hazardous waste consists of batteries from IT equipment as well as hazardous chemical waste from VTU's R&D facility

E1-9 – Anticipated financial effects from material physical and transition risks and potential climate-related opportunities

Currently no disclosure

6.5 Accounting Policies

6.5.1 Emission Calculation Methodology

The emissions considered for the calculation of VTU's corporate carbon footprint (CCF) include all emissions of the VTU Group (no equity-share approach) and take into account all greenhouse gases covered by the Kyoto Protocol¹⁴. The emissions were calculated using emission factors from the SimaPro software as well as from scientifically recognized databases such as ecoinvent, the Austrian Federal Environment Agency (UBA), and DEFRA, or supplier-specific data (using the Global Warming Potential (GWP) 100). For consumption data, primary data was used as far as possible. When primary data was not available, secondary data from recognized sources was used. All spend-based data whose emissions are calculated with USD-based emission factors were converted using the 'EUR per US dollar' exchange rate from European Central Bank statistics. In addition, inflation was taken into account by using the 'US Inflation calculator'.

6.5.2 Changes in the CCF calculation

Compared to previous years, the following changes were applied in the 2025 emission calculations (Table 12):

- The emission factor for T&D electricity losses and emissions from company vehicles (change from distance-based to fuel-based approach) have been updated. Using this method, emissions and affected KPIs for the past two years were also recalculated to ensure comparability.
- Hazardous waste (IT – batteries) was taken into account for the first time.
- Heat was no longer calculated using the SimaPro software, but primarily using real emission factors; where these were missing, Umweltbundesamt (UBA) emission factors were used.

In addition the base-year emissions for the SBTi targets shown in Table 7 have been recalculated (which also affected the target-year emissions), as the method for calculating electric vehicle emissions has been improved from a mileage-based to a fuel-based approach.

6.5.3 Calculation methodology changes regarding purchased energy (Table 10)

- 'Electricity for electric vehicles' was added and also included in the 'Total energy' for the first time due to the switch of emission calculation based on electricity consumption instead of driven kilometers.
- Recalculation of total energy for 2023 and 2024 to include emissions from electricity used by electric vehicles.
- Recalculation of heating from renewable sources and consequently also recalculation of total energy from renewable sources using heat provider data identifying renewable share of their product.

6.5.4 Calculation methodology changes regarding Energy KPIs (Table 11)

- Recalculation of 2023 and 2024 total energy consumption, because electricity from electric vehicles were included
- Recalculation of 2023 and 2024 energy intensity KPIs, since, on the one hand, electric vehicles were included in total kWh consumption and, on the other hand, 2023 the energy intensity per

¹⁴ carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), hydrofluorocarbons (HFCs), perfluoro-carbons (PFCs), sulfur hexafluoride (SF₆) and nitrogen trifluoride (NF₃)

employee was originally calculated using HC instead of the average FTE (unlike other KPIs the energy intensity per employee was calculated using the average FTE rather than the FTE as of December 31)

- Recalculation of GHG emissions intensity due to recalculations in the CCF

6.5.5 CCF Categories

Car Fleet

VTU operates a fleet of vehicles consisting of pool cars and company cars, most of which are assigned to specific individuals. The data is based on annual reports from fleet management on the mileage and fuel consumption per 100 km. With the reported data the total fleet fuel consumption was calculated.

Air Conditioning Systems

The refrigerant charge quantities are recorded per location and the conservative value of 1% per year is assumed for the corresponding losses. The reason for this is the lack of transparency regarding the maintenance and operation of the systems at the offices, as these are the responsibility of the building management. If the filling quantity at a location is unknown, the average value of the respective refrigerant is calculated from the known data and used.

Purchased Energy (Electricity, Heating, Cooling)

VTU purchases all the energy used (since all VTU locations are rented in office buildings, the possibility of producing its own energy is limited), which is largely directly dependent on the office space. The figures are collected by sustainability department on an annual basis. Since consumption data is often only available through annual invoice from building management or energy provider, the consumption of the calendar year is extrapolated according to available data (e.g. annual statements do not always cover the period from January to December of the reporting year). Electricity emissions are calculated on both a market-based and a location-based approach.

Purchased Goods

The use of materials is not considered significant for VTU as a service provider. The main input materials for VTU are office supplies and IT equipment. Data is obtained from VTU accounting system.

Purchased Services

VTU purchases subcontractor services for engineering tasks that it cannot offer itself due to a lack of expertise or staff shortages. The emissions from subcontractor services were calculated using an expenditure-based approach, with an emission factor derived from VTU's own emissions of 2023, as the purchased subcontractor services are similar to VTU's services. Purchased online services and non-project-related services (occupational physician, waste management officer, cleaning staff, technician, etc.) also fall into this category. Data is obtained from VTU accounting system.

Water

Water consumption data is based on meter readings, where available. At VTU locations where actual consumption values were not available, consumption was extrapolated. The extrapolations were made using a specially calculated average value for water consumption (4.21 m³ per year per FTE), based on the 29 locations for which actual consumption values were available.

Capital Goods

The capital goods purchased by VTU mainly consist of office furniture and software. Data is obtained from VTU accounting system.

Fuel- and Energy-related Activities Not Included in Scope 1 or 2

In this category, the upstream emissions from purchased fuels, electricity, heat, and cooling, as well as their transport and distribution (T&D) losses, are included. T&D losses from electricity are calculated using country-specific factors from the ecoinvent database. T&D losses from heating are assumed to be 5% based on information from DEFRA, while T&D losses from cooling are assumed to be 1% (conservative estimate based on various online sources).

Upstream Transportation and Distribution

VTU mainly purchases office and IT equipment, and the upstream transport emissions are included in the emission factors for these items in the category of purchased goods.

VTU distributes IT equipment from several main locations to all branches. The emissions from this distribution are recorded in this category. An evaluation of the amount of equipment issued per country by IT serves as the basis for calculating emissions. The percentage breakdown of equipment per location is then calculated based on the employee figures per location (Power BI report from Controlling). The weight assumptions correspond to those of the same products in category 1.

Waste Generated in Operations

Consumables purchased by VTU, generate waste of the categories mixed municipal waste, cardboard/paper, organic waste, packaging from dual systems, glass (colored/white).

The amount of waste generated at all VTU locations was extrapolated using the usable office space and average values for kg of waste per year and m².

The landfill rate was calculated using average landfill rates from EEA (European Environment Agency) for the countries VTU is operating its offices. Where no EEA data for a specific country and waste fraction were available, the rate was defined using Eurostat, local sources, or European averages.

Emissions from the disposal and treatment of waste water at the branches are estimated on the basis of water consumption (category 1). Waste in small quantities of various chemicals occurred at the R&D facility at the branch Grambach and were calculated using the official disposal documents. Emissions from electronic waste and batteries from IT equipment are also included in this category.

Business Travel

Business trips are divided into travel by car, airplane, and train. Additionally, hotel stays are included in the emissions calculation for business trips. The vehicle and rail data originate from internal time recording. Flight data come from airlines or travel agencies. Emissions from hotel overnight stays are calculated on a spend-based basis using the amounts spent on hotel nights obtained from VTU accounting system.

Employee Commuting

To analyze employee commuting, a survey is conducted regularly (last survey Q4 2025). The results are then extrapolated to the entire workforce. In addition to commuting, the emissions associated with working from home are included in this category. This data is obtained from VTU accounting system.

Upstream Leased Assets

VTU leases printers for its offices. The corresponding emissions are calculated on a spend-based basis, with the basic data coming from the VTU accounting system.

Downstream Transportation and Distribution

The direct 'products' of VTU are projects and files, which are mainly created using digital media, office supplies, and paper documents. No significant quantities of physical products are transported and distributed, so this emission category is not applicable to VTU.

Processing of Sold Products

The direct 'products' of VTU are projects and files. These products do not need to be processed. Thereby this emission category for VTU is not applicable.

Use of Sold Products

The direct 'products' of VTU are projects and files. These products do not generate emissions during use. Downstream emissions of turn key plants were excluded from the calculation of the CCF as they represent a very small part of VTU's portfolio.

VTU develops software solutions that are sold to customers. The fees obtained from licenses and sold products were calculated and emissions calculated by using a spend-based emission factor.

End-of-Life Treatment of Sold Products

The direct 'products' of VTU are projects and files. These products do not require end-of-life treatment. Downstream emissions of turn key plants were excluded from the calculation of the CCF as they represent a very small part of VTU's portfolio.

Therefore, this emissions category is not applicable to VTU.

Downstream Leased Assets

VTU does not lease assets to other parties. Thereby this emission category is not applicable for VTU.

Franchises

VTU is not in the market of franchises. Thereby this emission category is not applicable for VTU.

Investments

VTU is not an investment company. Thereby this emission category is not applicable for VTU.

7 Social – Own Workforce

7.1 Material Impacts, Risks and Opportunities

As described in Section 5, VTU's double materiality analysis has shown that the workforce of our operations is material in terms of impacts, risks and opportunities for VTU.

Impacts		
Working Conditions	Secure employment	(+) Stable income and livelihood security through stable employment and attractive and permanent contracts
	Working time	(+/-) Influence of working time on personal well-being and health as well as quality of work
	Adequate wages	(+) Appropriate remuneration ensuring an adequate standard of living increases satisfaction and motivation of employees
	Collective bargaining	(+) Positive influence on employee satisfaction due to standardized salaries and benefits under collective agreements (minimum standard guarantee)
	Work-life balance	(+) Good work-life balance for employees through part-time and flexible working time models as this contributes to adapt according to the needs of family and free time next to work. This is further supported by the possibility of working remotely part-time where possible
Equal treatment and opportunities for all	Gender equality and equal pay for work of equal value	(+) Positive influence on employee satisfaction and open corporate culture due to elimination of inequalities and discrimination
	Measures against violence and harassment in the workplace	(+) Positive influence on well-being and security creating a healthy surrounding in which people can thrive

Risks/Opportunities		
Working Conditions	Secure employment	(+/-) VTU is (not) an attractive employer by (not) offering secure employment and stable income for potential employees
	Working time	(-) Excessive working time and related stress can lead to negative health effects and, consequently, to resource losses due to sick leave or resignation
	Work-life balance	(-) VTU is not an attractive employer due to lacking work-life balance, leading to inability to cover project execution, especially short-term project peaks or very specialized project tasks by own personnel and not being able to grow as a company
		(-) Insufficient work-life-balance and related mental stress can lead to negative health effects and consequently to resource loss due to sick leave or resignation
Equal treatment and opportunities for all	Training and skills development	(-) Inequality in development of in-house personnel (gender, race, educational background) leads to unequal manning of leadership positions. This prevents (not necessarily actively, but at least passively) the development of an inclusive and open-minded company culture
	Measures against violence and harassment in the workplace	(-) VTU is not an attractive employer due to a toxic work environment, leading to inability to find or retain personnel, thereby not covering necessary resources for project execution and not being able to grow as a company
	Diversity	(+/-) Diversity in the workforce enables an inclusive and open-minded company culture. This leads to increased motivation in work, a broader spectrum of ideas and problem solving approaches, and therefore to a better project execution

7.2 Our Approach

VTU's approach towards its own workforce is rooted in a comprehensive and integrated understanding of corporate responsibility. The relevant topics are not treated as standalone obligations but as essential, interdependent components of a sustainable and resilient organizational culture. The company's CSR Policy and Code of Conduct provide the formal foundation for these commitments, ensuring that they are consistently applied across all subsidiaries, departments, and levels of leadership.

Health and safety are considered fundamental to VTU's operational integrity. The company's philosophy – 'Better safe, than sorry' – reflects a proactive, preventive mindset that prioritizes the well-being of employees, contractors, and all individuals involved in its operations. This is operationalized through a structured EHS management system, led by the Director of EHS & Sustainability and supported by local EHS personnel across all sites. The system emphasizes shared responsibility, transparency, and continuous improvement, with a strong focus on risk prevention, incident learning, and employee participation.

Mental well-being is treated as a core element of employee health and organizational performance. VTU recognizes that psychological safety, emotional resilience, and work-life balance are critical to long-term productivity and satisfaction.

The company's policies explicitly promote a respectful and inclusive work environment, free from harassment and discrimination, and support a culture where mental health is openly discussed and actively supported. HR and EHS & Sustainability departments collaborate to ensure that mental well-being is addressed holistically, alongside physical health and safety.

Diversity, equity, and inclusion (DEI) are embedded in VTU's ethical framework and strategic direction. The company is committed to creating a workplace where all individuals – regardless of gender,

background, or identity – feel valued, respected, and empowered to contribute. DEI is not only a matter of fairness but also a driver of innovation, collaboration, and social impact.

VTU's policies prohibit all forms of discrimination and promote equal opportunity in recruitment, development, and leadership.

Workforce engagement and training are seen as strategic enablers of organizational success. VTU believes that a motivated, skilled, and connected workforce is essential for delivering high-quality results and adapting to future challenges.

Engagement is fostered through open communication, participatory leadership, and a culture of mutual respect. Training is approached as a continuous process, with structured programs, leadership development, and personalized learning paths that align with both individual aspirations and company goals.

Data security and privacy are treated with the same level of seriousness as health and safety. In an increasingly digitalized business environment, VTU recognizes the importance of protecting sensitive information and maintaining trust with clients, partners, and employees. The company adheres to strict legal and ethical standards, including GDPR (General Data Protection Regulation), and has implemented robust technical and organizational measures to safeguard data across all operations and projects.

Together, these principles form a cohesive and forward-looking approach to responsible business conduct. They reflect VTU's commitment to building a safe, inclusive, and future-ready organization that prioritizes people, integrity, and long-term value creation.

7.3 Actions

7.3.1 Health and Safety

VTU's health and safety system is comprehensive, structured, and continuously evolving. It applies to all employees, contractors, and workplaces, including offices, construction sites, and customer locations. Risk assessments are conducted regularly and systematically, taking into account both the nature of the work and the specific conditions of each site. These assessments inform the development of safety protocols, training programs, and emergency response plans tailored to the risks identified.

Mandatory training is provided to all employees, including specialized modules for high-risk activities such as working in confined spaces or in areas with explosion hazards.

First aid and fire safety training are conducted regularly to ensure preparedness. Internal and external occupational health professionals, such as occupational physicians and safety officers, are involved in assessments and are available to employees free of charge for consultations and support.

Incident management is a cornerstone of VTU's safety culture. All incidents – including near misses and unsafe conditions – are reported, investigated, and analyzed to identify root causes and implement corrective actions. Lessons learned are documented and shared across the organization to prevent recurrence. Key performance indicators, such as the Lost Time Injury Rate (LTIR), are used to monitor effectiveness and guide improvements.

In addition to incident management, emergency planning and response are important for good preparedness. Therefore, VTU has not only emergency plans and trainings at all sites but also an emergency management team for serious incidents, which takes care of tasks such as communication in the background and relieves personnel on site to focus on the tasks at hand.

Employee involvement is actively encouraged through structured communication channels, including safety meetings, inspections, and feedback platforms. In Germany and Austria, formal occupational health and safety committees bring together management, EHS staff, and employee representatives to ensure collaborative decision-making. In project execution, safety is integrated from the planning phase onward. During the design of a plant, several types of safety studies and risk assessments are done, the depth and type of study depending on the project. Due to VTU's broad service portfolio, it is not

possible to make a statement about a percentage; however, for projects that involve process engineering, almost all undergo some form of safety study.

For the execution of projects with extended EHS responsibilities, detailed management plans are developed, and tools such as the Last Minute Risk Analysis (LMRA) card are used to assess risks before work begins. Safety is also considered during the design phase.

Beyond regulatory compliance, VTU promotes holistic well-being through ergonomic workplace design, mental health support, and wellness initiatives. Calm app subscriptions encourage stress reduction. Flexible work arrangements, including remote work options and sabbaticals, support work-life balance and long-term health.

7.3.2 Mental Well-being

VTU's mental well-being strategy is proactive, inclusive, and deeply embedded in its organizational culture. The Employee Assistance Program (EAP) is a central pillar, offering free, confidential counseling for both personal and work-related issues. The EAP is introduced during onboarding and regularly promoted through internal communication to ensure accessibility and awareness.

HR plays an active role in supporting employees facing challenges. Confidential conversations are offered to explore underlying causes of stress or difficulty, and tailored solutions are developed in collaboration with the employee. These may include temporary part-time arrangements, extended leave, or referrals to external professionals.

Flexible working models are a key component of VTU's approach. Employees are encouraged to manage their schedules in ways that support their well-being, and the company supports extended time off through combinations of vacation and compensatory time. These measures have contributed to improved employee feedback on mental health and work-life balance.

VTU also fosters a culture of psychological safety and openness. Managers are trained to recognize signs of burnout and to maintain regular, empathetic communication with their teams. Initiatives such as virtual 'mystery coffee' meetups and internal idea competitions help build community and reduce isolation, particularly in remote or hybrid work settings. The company invests in tools that promote mental well-being, including a meditation app, wellness challenges, and support for sports activities.

7.3.3 Diversity, Equity & Inclusion (DEI)

VTU's DEI strategy is implemented through targeted initiatives, structural policies, and cultural reinforcement.

Across the group, VTU promotes an inclusive working environment through flexible working arrangements, including remote work options, and family-friendly policies such as parental leave provisions that go beyond statutory requirements. These measures aim to support employees in balancing professional and personal responsibilities regardless of gender or family situation.

VTU Italy exemplifies the company's commitment at subsidiary level. In 2022, the topic of gender equality was taken up by the Italian management. Initiatives and workshops were carried out to identify gaps and raise awareness, supported by clear targets, transparent reporting, and leadership accountability. This led to an increase in the proportion of women in leadership as well as a decrease of the adjusted gender pay gap to -0.1%. As of 01.01.2026, Italy will be headed by the first female managing director at VTU.

The company's flat hierarchies and open communication style further contribute to an inclusive work culture. Results from internal employee surveys indicate that employees feel respected and supported, and the company actively accommodates diverse needs and preferences. Training on DEI principles is integrated into the Code of Conduct and delivered regularly to all employees. Managers are expected to lead by example and are supported through workshops on unconscious bias and inclusive leadership.

Ensuring equitable pay across the workforce is a core element of VTU's DEI commitment. Details on VTU's compensation framework, including the adjusted gender pay gap analysis, are presented in Chapter 7.3.4.

VTU's anonymous Compliance Line (see Chapter 8.3.1) provides a secure channel for reporting discrimination or harassment.

7.3.4 Compensation & Fair Pay

VTU's compensation framework is designed to ensure fairness, transparency, and compliance across all countries of operation. Compensation policies are aligned with applicable collective agreements and labour contracts in each country, providing a structured and equitable basis for employee remuneration. Formal agreements cover working conditions across all subsidiaries, ensuring consistent standards throughout the group.

As part of its ESRS S1-10 disclosure requirements, VTU conducted an adequate wage assessment for all countries in which it operates. The analysis compared actual compensation levels against benchmarks for adequate wages according to ESRS in each country. The assessment confirmed that VTU employees across all locations are compensated above the applicable adequate wage thresholds.

To ensure equal pay across the workforce, VTU additionally performed an adjusted gender pay gap analysis covering all operating countries. The analysis applies a factor-based methodology that adjusts for variables such as professional experience and job complexity, ensuring that pay comparisons reflect like-for-like roles. The results of 1.7% over all VTU employees, demonstrate VTU's commitment to eliminating unjustified pay disparities. VTU will continue to monitor compensation levels and pay equity through regular reassessments, ensuring that its practices remain aligned with evolving regulatory requirements and employee expectations.

7.3.5 Human Rights

VTU is committed to respecting and upholding human rights across all its operations. As part of its due diligence obligations under the ESRS, VTU conducted a comprehensive human rights risk assessment covering all countries in which it operates, thereby encompassing all office locations.

The assessment evaluated potential risks related to labour rights, freedom of association, fair working conditions, and non-discrimination. It drew on four internationally recognised indices: the ITUC Global Rights Index, the Freedom House Freedom in the World Index, the Corruption Perceptions Index (CPI) by Transparency International, and the World Justice Project (WJP) Rule of Law Index. Each country was assessed individually, and the results were aggregated to provide a group-wide risk profile.

The assessment confirmed a generally low human rights risk profile across all VTU locations, which is consistent with the company's operational footprint in European countries with well-established legal frameworks and labour protections. Where individual indicators showed slightly elevated values — particularly in areas such as corruption perception or labour rights enforcement — these were flagged for continued monitoring.

VTU's existing policies and mechanisms further support human rights protection. The Code of Conduct explicitly addresses non-discrimination, fair treatment, and ethical business conduct, and is communicated to all employees through regular training. The anonymous Compliance Line (see Chapter 8.3.1) provides a confidential channel for reporting potential human rights concerns. Beyond its own operations, VTU extends its human rights expectations to the supply chain through its Supplier Code of Conduct, which requires business partners to uphold equivalent standards regarding labour rights, fair working conditions, non-discrimination and other related issues. VTU will continue to monitor developments through periodic reassessments and adapt its measures where necessary.

7.3.6 Workforce Engagement and Training

VTU supports workforce engagement through structured programs, open communication, and continuous development. New employees are welcomed through a buddy system and informal meetups that help them integrate into the company culture. Initiatives like 'CreatePlace4U' invite employees to suggest improvements, many of which have been implemented, demonstrating the company's responsiveness and commitment to co-creation.

Employees are encouraged to speak openly with management or HR, and a dedicated email address is available for feedback or concerns. There exists an anonymous Compliance Line (see Chapter 8.3.1 for more details) that provides an anonymous channel for reporting issues related to behavior, conflicts of interest, or compliance. Real-time feedback is gathered through tools such as 'Business Beat' mini-surveys, which inform management decisions and support continuous improvement.

Leadership development is supported through structured programs, including a four-module training series for new managers. Talent development is guided by annual discussions that identify high-potential employees and create personalized development plans. Annual performance reviews provide a structured opportunity to reflect on achievements, set goals, and plan training. VTU's efforts have been recognized through external certifications such as 'Great Place to Work' and 'kununu Top Company,' reflecting high levels of employee satisfaction and engagement.

7.3.7 Data Security and Privacy

VTU's data security strategy is multi-layered, combining technical defenses, organizational protocols, and employee engagement. The SUSI (Send Us Security Issues) reporting system allows employees and partners to report suspicious activity, such as phishing emails or potential data breaches. The IT department conducts regular phishing simulations and follows up with targeted training to strengthen awareness and resilience.

External cybersecurity experts are engaged to conduct audits and penetration tests, ensuring that systems are robust and up to date. In customer projects, particularly those involving digitalization and automation, VTU's Industrial Data Solutions team assesses cybersecurity risks and implements tailored protection measures. These include network segmentation, firewalls, and access controls based on the principle of least privilege.

Two-factor authentication and revised office access protocols have been introduced to enhance both digital and physical security. A dedicated Data Protection Officer oversees compliance with GDPR and internal policies, ensuring that data protection is embedded in all aspects of the company's operations and relationships.

7.4 Metrics and Targets

The metrics and targets presented in this section reflect VTU's approach to monitoring and steering its key social topics. They cover employee-related areas such as occupational health and safety, diversity and equal opportunities, training and development, performance reviews, workplace culture, remuneration, work-life balance, and social protection.

The targets focus in particular on increasing the representation of women in management, strengthening the timely completion of appraisal interviews, reducing work-related injuries, maintaining high training coverage on human rights and discrimination, and expanding employee awareness of environmental aspects in office operations. In addition, qualitative targets support VTU's efforts to foster a strong workplace culture and further raise awareness of ESG topics across the organization. The section also includes selected indicators related to human rights and discrimination, ESG awareness, environmental aspects in office operations, IT security, and data privacy.

The following tables show the status of target achievement in the reporting year and define the targets for the coming years. The subsequent metrics provide further insight into the composition of VTU's workforce and the development of relevant social performance indicators. Further explanations on calculation methods, scope and data sources are provided in the accounting policies section.

7.4.1 Target Achievement 2025

Table 18: Quantitative Social Target achievement 2025

SDG ¹⁵	Target			Status	Comment
	Increase the proportion of women in management	27.0%	28.4%	➡	Ongoing, making good progress
	Percentage of appraisal interviews completed on time	90.0%	86.4%	✖	Increase from year before but still short of target due to lack of knowledge of required process
	LTI Rate VTU Employees & Subcontractors	≤ 0.7	0.58	➡	1 incident by a subcontractor

✓ implemented/reached ✖ not implemented/reached ➡ ongoing, on track ⚠ ongoing, delayed

7.4.2 Targets 2026 and further

Table 19: Quantitative Social Targets 2026+

SDG ¹⁵	Target	Base		Target 2026	Final Target	
		Year	Value	Value	Year	Value
	Increase the proportion of women in management	2023	25.4%	28.0%	2027	29.0%
	Percentage of appraisal interviews completed on time	2023	62.0%	90.0%	2026	90.0%
	LTI Rate VTU Employees & Subcontractors	2023	1.5	≤ 0.5	2026	≤ 0.5
	Employees trained on human rights and discrimination	2024	94.7%	95.0%	2026	95.0%
	Employees trained on environmental aspects in the office	2025	0%	75.0%	2027	95.0%

¹⁵ Sustainable Development Goal

Table 20: Qualitative Social Targets 2026+

SDG ¹⁵	Target	Target-supporting measure	Target year
	Foster a strong workplace culture	Maintain GPTW Top company certification for Austria, Germany, Italy and Switzerland	2027
	Raising awareness on ESG	Hold a workshop on sustainability with the marketing department	2026

S1-6 – Characteristics of the undertaking's employees

VTU operates a business without seasonal impacts, so there are no significant seasonal fluctuations in the number of employees over a reporting year. In 2025, a total of 99 new employees were hired, but the overall number of employees decreased.

Table 21: Number of employees (heads) VTU Group and countries according to gender

	VTU Group		AT		DE		IT	
	#	%	#	%	#	%	#	%
Female	399	38.1%	189	36.9%	93	35.2%	48	41.0%
Male	648	61.9%	323	63.1%	171	64.8%	69	59.0%
Other	0	N/A	0	N/A	0	N/A	0	N/A
Not reported	0	N/A	0	N/A	0	N/A	0	N/A
Total	1047	100%	512	100%	264	100%	117	100%
	CH		RO		PL		BE	
	#	%	#	%	#	%	#	%
Female	36	42.4%	24	63.2%	4	25.0%	5	33.3%
Male	49	57.6%	14	36.8%	12	75.0%	10	66.7%
Other	0	N/A	0	N/A	0	N/A	0	N/A
Not reported	0	N/A	0	N/A	0	N/A	0	N/A
Total	85	100%	38	100%	16	100%	15	100%

Table 22: Number of employees (heads) VTU Group according to type of employment

	Permanent	Temporary	Non-guaranteed hours	Full time	Part time
Female	398	1	0	241	158
Male	647	1	0	550	98
Other	0	0	0	0	0
Not reported	0	0	0	0	0
Total	1045	2	0	791	256

Table 23: Number of employees (heads) who left VTU and corresponding turnover rate

	#	Turnover rate
Female	88	20.9%
Male	138	20.3%
Other	0	N/A
Not reported	0	N/A
Total	226	20.5%

S1-7 – Characteristics of non-employee workers in the undertaking’s own workforce

Depending on the scope and content of the project, external temporary workers are employed to carry out activities for VTU, which cannot be implemented by regular staff due to resource or competency constraints. This concept is applied to specific topics such as HVAC planning, safety monitoring on construction sites, etc.

Table 24: Number of external temporal workers (heads)

	#
Female	1
Male	6
Other	0
Not reported	0
Total	7

S1-8 – Collective bargaining coverage and social dialogue

Table 25: Number of employees (heads) covered by formal agreements regarding working conditions

	#	% of total workforce
Covered by formal agreements	1,047	100%
Not covered by formal agreements	0	N/A

Table 26: Coverage rate of collective bargaining and social dialogue

Coverage Rate	Collective Bargaining		Social Dialogue
	Employees – EEA ¹⁶	Employees – Non-EEA ¹⁶	Workplace representation
0 – 19%	-	-	Belgium (0%) Poland (0%) Romania (0%) Italy (0%)
20 – 39%	-	-	-
40 – 59%	-	-	-
60 – 79%	-	-	Austria (62%)
80 – 100%	Austria (100%) Germany (100%) Belgium (100%) Poland (100%) Romania (100%) Italy (100%)	Switzerland (100%)	Germany (94%)

S1-9 – Diversity metrics

Table 27: Composition of governing bodies

	Shareholder Committee		Supervisory Board		Executive Board	
	#	%	#	%	#	%
Female	1	25.0%	1	25.0%	0	N/A
Male	3	75.0%	3	75.0%	5	100%
Other	0	N/A	0	N/A	0	N/A
Not reported	0	N/A	0	N/A	0	N/A
Total	4	100%	4	100%	5	100%

Regarding C-level, 80% come from VTU countries (DE, AT, IT). For all management levels, around 95% come from the countries of VTU branches.

Table 28: Number of executives (heads) VTU Group according to gender

	#	% of respective workforce
Female	44	28.4%
Male	111	71.6%
Other	0	N/A
Not reported	0	N/A
Total	155	100%

¹⁶ EEA: European Economic Area

Table 29: Number of employees and executives (heads) VTU Group belonging to a minority or disadvantaged group¹⁷

	#	% of respective workforce
Employees	10	1.0%
Executives	2	1.3%

Table 30: Number of employees (heads) VTU Group according to age range

	#	% of total workforce
Age < 30	151	14.4%
Age 30 – 50	704	67.2%
Age > 50	192	18.3%
Total	1047	100%

S1-10 – Adequate wages

Table 31: Lowest wage at VTU Group compared to adequate wage

	Lowest wage EUR	Adequate wage EUR
Austria	2,158	2,077
Germany	3,180	2,221
Switzerland	5,288	4,530
Italy	1,714	1,703
Poland	1,708	1,091
Romania	1,448	814
Belgium	3,400	2,112

S1-11 – Social protection

Obligations for pension payments are 100% externally funded (projected once a year). The normal statutory tables and specifications are used to calculate the provisions.

The percentage of the annual salary contributed by the employee or the employer is more than 95%.

¹⁷ The data is based on figures for people with disabilities; currently, there is no data available for other minority or disadvantaged groups.

Table 32: Social protection through public programs or benefits offered

Case	Public Programs
Sickness	Yes, all countries
Unemployment from the moment the employee starts working for the company	Yes, all countries
Accidents at work and disability for work	Yes, all countries
Parental leave	Yes, all countries
Retirement	Yes, all countries

S1-12 – Persons with disabilities

Table 33: Number of employees and executives (heads) VTU Group with disabilities

	#	% of respective workforce
Employees	10	1.0%
Executives	2	1.3%

S1-13 – Training and skills development metrics

In 2025, a total of 11 new managers started the mandatory leadership training and successfully completed it after all modules.

Table 34: Training hours per head

	Training hours	#	Average training hours per head
Female	21,773.33	399	54.6
Male	38,701.57	648	59.7
Other	0	0	N/A
Not reported	0	0	N/A
Total	60,474.90	1,047	57.8

Table 35: Number of employees (heads) with competence related trainings

	#	% of respective workforce
Female	197	49.4%
Male	297	45.8%
Other	0	N/A
Not reported	0	N/A
Total	494	47.2%

Table 36: Number of employees (heads) with ESG relevant trainings

	#	% of total workforce
Training on discrimination and harassment ¹⁸	976	90.5%
Training on human rights ¹⁸	976	90.5%
Training on compliance and business conduct ¹⁸	976	90.5%
Training on IT security ¹⁹	866	80.9%
Training on general EHS ¹⁹	1,110	97.4%
Training of buyers on social and environmental issues within the supply chain	6	50.0%

Human rights, discrimination, harassment, compliance and business conduct are covered by the CSR policy and the Code of Conduct and trained by VTUs compliance courses. VTU does not employ security personnel, such positions if needed are assigned by our corporate customers.

Table 37: Number of employees (heads) with executed performance review

	#	% of respective workforce
Female	328	90.6%
Male	536	86.3%
Other	0	N/A
Not reported	0	N/A
Total	864	87.9%

S1-14 – Health and Safety Metrics

Table 38: KPIs for occupational health and safety

	2023	2024	2025
Headcount	1,293	1,180	1,047
Working Hours	2,000,576	1,888,021	1,649,143
Fatalities	0	0	0
Recordable work-related accidents ²⁰	3	1	0
Recordable work-related ill-health	0	0	0
Non-recordable incidents ²¹	15	17	16
Near miss	15	19	14
Lost days	13	42	0
Rate of recordable work-related accidents	1.50	0.53	0.00

¹⁸ figures also include employees who left the company in 2025, see accounting policy for detail

¹⁹ figures only include employees who were actively working at the company on 31.12.2025

²⁰ includes lost time accidents and restricted work cases

²¹ includes first aid cases and external medical treatment cases

Table 39: Branches with an OHS risk assessment

	#	%
Branches	32	100%

Table 40: Number of employees (heads) that are represented in an occupational health and safety committee

	#	% of total workforce
Employees	761	72.7%

S1-15 – Work-life balance metrics

From a legal and contractual perspective, all VTU employees (100%) are entitled to family leave.

Table 41: Number of employees (heads) VTU Group that have taken family-related leave

	#	% of total workforce
Female	79	19.8%
Male	62	9.6%
Other	0	N/A
Not reported	0	N/A
Total	141	13.5%

Table 42: Number of employees (heads) returned from parental leave and retention rate

	Return rate		Retention rate	
	#	%	#	%
Female	35	77.8%	19	70.4%
Male	53	93.0%	30	66.7%
Other	0	N/A	0	N/A
Not reported	0	N/A	0	N/A
Total	88	86.3%	49	68.1%

S1-16 – Compensation metrics (pay gap and total compensation)

Table 43: KPIs of Remuneration

	2023	2024 ²²	2025 ²²
Unadjusted gender pay gap	24.7%	22.4%	18.8%
Adjusted gender pay gap	No calculation	1.5%	1.7%
Total remuneration ratio	0.32	0.34	0.35

²² Due to adjustments to the calculation method for the adjusted gender pay gap, the figures from 2023 are not comparable. In 2025, the same method as in 2024 was used, but it was further refined due to the availability of more country-specific information.

S1-17 – Incidents, complaints and severe human rights impacts

Table 44: Branches with a human rights risk assessment²³

	#	%
Branches	32	100%

Table 45: Incidents related to human rights

Number of complaints received through channels where individuals within the company's workforce can raise concerns	3
Total number of reported cases of discrimination, including harassment, during the reporting period	1
Number of serious incidents related to human rights involving the workforce	0
Critical matters reported to the supervisory board	0
Total amount of significant fines, sanctions, and compensation payments related to the aforementioned incidents and complaints	EUR 0

One incident occurred in 2025. It was reported directly to the responsible line management.

A staff member repeatedly intruded into the private affairs of a colleague, including outside the workplace. Disciplinary measures were taken, including a written admonition and a contact restriction. The affected employee was offered access to social counselling.

Table 46: Incidents regarding IT Security and data privacy

Number of reported emails	3,010
Resulting urgent security information/warnings	0
Cases of successful cyberattacks and phishing	13
Number of reports related to data protection	4
Number of reportable incidents related to data protection	1
Total amount of significant fines, sanctions, and compensation payments related to the aforementioned incidents and complaints	EUR 0

The 13 cases of successful cyberattacks and phishing resulted in stolen passwords but did not compromise any personal or customer data due to the fast response of VTU's cybersecurity team.

No complaints about data protection were reported from internal and external sources.

Of the 4 reported incidents, one was reportable. A service provider of VTU Austria reported a professional cyberattack on their system in which personal data was stolen. The service provider notified authorities, and involved external cyber security experts for situation analysis and recovery efforts. Due to the fact that data of VTU personnel was involved in the stolen personal data, VTU's data security officer was involved in the case and Austrian authorities and affected employees were notified.

²³ For details see Chapter 7.3.5

7.5 Accounting Policies

Employee and Executive Headcount, Gender, Age, Country, Working and Training Hours and Turnover

Employee data is recognized based on records from the Group's HR system. The total number of employees, including permanent and temporary employees, is expressed on a headcount basis as of year-end.

Executives include all line management positions within the organization. Executives are defined as employees who lead other employees from a disciplinary perspective.

The employee turnover rate is calculated as the number of permanent employees who left the company during the reporting year divided by the average total number of permanent employees during the reporting year. All figures are given on a headcount basis.

Age Distribution

The age distribution is calculated by determining the number of employees within each age group and expressing this as a proportion of the total number of employees. All figures are given on a headcount basis as of year-end.

Adequate Wage

To identify the adequate wage for each country, VTU is using the data for the minimum wage according to ESRS guideline for EEA countries.

National minimum wages from Eurostat were used for Germany, Poland and Romania.

Minimum wages according to the collective bargaining agreement under which VTU is operating were used for Austria, Belgium and Italy.

For Switzerland, the minimum wage of the county with the highest minimum wage (Geneva) was used.

The lowest wage for VTU employees was taken from the person with the lowest salary in the respective countries salary scheme or if no salary scheme exists, the lowest salary of an active employee was used. Exchange rates for the calculation of wages in euro were used from 31.12.2025.

Trainings

The number of trainings was based on the training software used by VTU, training hours were based on the time records from HR.

For metrics that include also employees who left in 2025, the basis for the percentage is the number of people enrolled in the training.

Regarding performance overview data, the basis for the percentage is not the total number of employees as of December 31, 2025, but rather those employees who, based on their start date with the company, are scheduled for an employee interview according to the internal procedure.

Rate of Recordable Work-related Accidents

The rate of recordable work-related accidents (also known as the LTI rate) includes all reportable work accidents (fatalities and accidents with lost work time) and is calculated as follows:

$$LTIR = \frac{\text{number of reportable accidents} \times 1,000,000}{\text{total hours worked}}$$

Family-related Leave

Family-related leave includes maternity leave, paternity leave, parental leave, and leave for caregivers, granted according to national law or collective agreements. The data is recognized based on records from the Group's HR system.

Unadjusted Gender Pay Gap

The unadjusted gender pay gap is calculated using the gross hourly wage based on records from the Group's HR system.

Salaries from Switzerland, Poland, and Romania were converted into euros using the conversion rate as of 31.12.2025. For employees with all-inclusive contracts, the overpayment was represented by higher weekly working hours.

The unadjusted gender pay gap was calculated as follows:

$$\frac{\text{average gross hourly earnings men} - \text{average gross hourly earnings women}}{\text{average gross hourly earnings men}}$$

Adjusted Gender Pay Gap

For the adjusted gender pay gap the hourly wages were normalized by multiplying them with factors corresponding to the complexity and scope of responsibility of the respective position, as well as the years of experience of employees. The factors were calculated using the salary schemes of the respective countries. For Poland and Belgium the salary scheme of Germany was used as these countries currently do not have an own salary scheme.

Using these normalized gross hourly wages, the adjusted gender pay gap was calculated based on the calculation method of the unadjusted gender pay gap.

Total Remuneration Ratio

The ratio was calculated as follows:

$$\frac{\text{average of annual remuneration of all employees (FTE)}}{\text{annual remuneration of highest paid individual}}$$

using the average annual compensation of the entire workforce (due to the lack of availability of detailed data, calculating the median for the entire workforce was not possible) based on FTE (excluding the costs for the highest-paid person) and the annual remuneration of the highest paid individual (VTU does not pay compensation in the form of shares or equity packages).

8 Governance – Business Conduct

8.1 Material Impacts, Risks and Opportunities

As described in Section 5, the double materiality analysis conducted by VTU showed that VTU's business conduct is material in terms of impacts, risks, and opportunities for VTU.

Impacts	
Corporate culture	(+) Shared convictions (corporate culture) ensure that decisions and plans can be implemented more quickly and effectively and be seen as beneficial by all stakeholders
Protection of whistleblowers	(+) A good whistleblowing system and process enables a good whistleblowing culture that will mitigate negative impacts due to e.g. corruption, harassment, as information on these non-compliances are received and can be acted upon by the management
Management of relationships with suppliers incl. payment practices	(+) Reliable payment practices ensure that suppliers remain financially stable, thereby reducing the risk of supply chain disruptions

Risks/Opportunities	
Corporate culture	(-/+) A positive, inclusive and open corporate culture attracts and retains good employees to ensure project execution and growth
	(-) To keep employees satisfied, it may be necessary to continuously expand work environment and increase expenses (benefits, facilities, working hours, etc.)

8.2 Our Approach

At VTU, our approach to corporate culture, business conduct, and supplier relationship is unified by a commitment to ethical integrity, sustainability, and responsible governance. These principles are embedded in a cohesive policy framework comprising the CSR Policy, the Code of Conduct (CoC), and the Supplier Code of Conduct (SCoC). Together, these policies guide behavior across all levels of the organization and throughout the value chain.

The CSR Policy articulates VTU's voluntary commitment to act beyond legal compliance, aligning with international standards such as the UN Global Compact and the Sustainable Development Goals. It applies to all employees, subsidiaries, and business activities, emphasizing on anti-corruption and fair business conduct. The Code of Conduct serves as a practical guide for ethical decision-making, setting clear expectations for integrity, fairness, and transparency in all business dealings. The Supplier Code of Conduct, introduced in 2024, extends these standards to external partners. It mandates compliance with legal and ethical norms, covering areas such as labor rights, environmental responsibility, and anti-corruption. This ensures that VTU's values are consistently upheld across its supply chain.

Management plays a central role in embedding these principles into daily operations. The Executive Board, particularly the CEO, holds direct responsibility for sustainability and compliance. Strategic oversight is ensured through regular coordination with the Director of EHS & Sustainability and the Director Corporate Compliance. Managers at all levels are expected to promote ethical behavior, lead by example, and ensure that policies are understood and applied consistently within their teams. Their active involvement is essential in translating corporate values into concrete actions and fostering a culture of accountability and continuous improvement.

To further sustainability aspects within VTU and in projects for our customers, we are part of relevant associations such as EcoVadis, ISPE (International Society for Pharmaceutical Engineering), the

Austrian Economic Chamber, UNGC (United Nations Global Compact), and the SBTi (Science Based Targets initiative).

8.3 Actions

8.3.1 Corporate Culture

VTU's corporate culture is shaped by internal practices that promote ethical behavior, employee empowerment and organizational integrity. The company fosters a speak-up culture in which employees are encouraged to provide feedback, raise concerns or report misconduct without fear of retaliation. Employees may contact their managers, HR or the dedicated email address (vtu@vtu.com) for advice, feedback or concerns.

This is complemented by the VTU Compliance Line, a confidential and independently managed whistleblowing system that is available to employees and external stakeholders. It provides a secure channel to report potential breaches of the Code of Conduct, conflicts of interest or other compliance-related concerns. Reports are reviewed by an independent legal expert and, where substantiated, escalated to the Director Corporate Compliance and handled through a structured process involving the Compliance Committee. Critical matters are also reported to the Supervisory Board. Retaliation against reporting persons is strictly prohibited.

Managers are expected to lead by example and foster an inclusive, respectful and open working environment. This leadership responsibility is supported by regular training and internal communication on VTU's values, the Code of Conduct and ethical decision-making. Training also covers topics such as diversity, occupational health and safety, and compliance, reflecting their relevance for a sustainable corporate culture.

VTU monitors and strengthens its corporate culture through internal audits, risk assessments, employee feedback and cross-functional collaboration between HR, EHS & Sustainability and Corporate Compliance. These processes support the consistent application of ethical standards across business units and locations and contribute to continuous improvement.

8.3.2 Management Systems and Certification

VTU uses certified and internally audited management systems to support the consistent implementation of governance, quality, occupational health and safety, environmental, and information security requirements across the organization. ISO 9001 provides the framework for quality management and process reliability, while SCC** and ISO 45001 support the systematic management of occupational health and safety requirements. ISO 27001 strengthens VTU's information security management, and the preparation of ISO 14001 supports the further development of environmental management processes. Together, these standards provide a structured basis for internal audits, continuous improvement, risk identification, and the implementation of corrective actions.

8.3.3 Business Conduct

VTU enforces a strict zero-tolerance policy toward corruption and unethical practices. Employees are prohibited from offering or accepting gifts, hospitality, or other benefits that could influence business decisions. All financial transactions must be clearly documented and tied to legitimate business purposes. Conflicts of interest must be disclosed and managed transparently, with decision-making reassigned where necessary to ensure impartiality.

The VTU Compliance Line (see Chapter 8.3.1) is a key tool in maintaining ethical business conduct. It allows both employees and external stakeholders to report concerns confidentially. Compliance training is mandatory and regularly updated. Employees are educated on how to recognize and report unethical behavior, and managers are held accountable for fostering a culture of integrity. Annual audits and risk assessments are conducted to monitor compliance with quality management and occupational health and safety standards. While a comprehensive corruption risk assessment is still under development, corruption-related checks are included in financial audits to provide an additional layer of oversight.

8.3.4 Management of Relationships with Our Suppliers

VTU manages supplier relationships through a structured and risk-based approach. All new suppliers undergo a prequalification process that includes assessments of safety, environmental performance, and compliance with CSR criteria. Since 2023, this process has been expanded to include questions about sustainability goals, carbon footprint tracking, and labor practices.

Once approved, suppliers are monitored through contract-specific evaluations and, where necessary, audits. The Supplier Code of Conduct is included with all purchase orders from 2025 onward and has been formally acknowledged by top suppliers since 2024. The Quality Management, Procurement and EHS & Sustainability departments collaborate to assess supplier risks, particularly in relation to occupational health and safety. Suppliers also have access to the VTU Compliance Line, reinforcing accountability and enabling them to report concerns anonymously.

8.4 Metrics and Targets

The metrics and targets presented in this section reflect VTU's approach to monitoring and steering its governance-related topics. They cover sustainability performance, sustainability KPI reporting, management system certifications, internal audits, supplier management, compliance, business conduct, corruption and bribery, political influence, and government-related financial assistance.

VTU's governance targets focus in particular on strengthening the quality and efficiency of sustainability KPI reporting, expanding third-party verification, further developing management systems related to occupational health, safety and environmental management, and improving the company's external sustainability rating. Additional targets address climate risk assessments of branch locations and the development of environmental and sustainability-related guidelines, including waste management and sustainable procurement.

Supplier management remains an important part of VTU's governance approach. The related metrics cover the integration of the Supplier Code of Conduct, supplier evaluations based on sustainability criteria, and supplier audits where applicable. These indicators support VTU's aim to extend responsible business practices across its value chain.

The section also includes selected indicators on compliance and business conduct, including incidents related to corruption, bribery, environmental, social and economic legislation, anti-competitive behavior, political influence and lobbying activities. Internal audit coverage is presented to show how VTU monitors the application of relevant standards, procedures and rules across the organization.

The following tables show the status of target achievement in the reporting year and define the targets for the coming years. The subsequent metrics provide further insight into VTU's governance performance, supplier management, compliance-related incidents, political influence and public financial assistance. Further explanations on calculation methods, scope and data sources are provided in the accounting policies section.

8.4.1 Target Achievement 2025

Table 47: Quantitative Governance Target achievement 2025

SDG ²⁴	Target	Status	Comment
	Increase EcoVadis sustainability rating (score)	65 → 68 ²⁵ →	Ongoing, making good progress

Table 48: Qualitative Governance Target achievement 2025

SDG ²⁴	Target	Measure	Target year	Status 2025	Comment
	Improve sustainability KPI reporting	Create a guideline for annual emission calculations and an OP for the collection of KPIs	2025	✓	Guideline created, content has been used for emission calculation 2025
		Implement a software solution for simplified data collection and KPIs calculation	2025	↻	Delayed due to investment restrictions
	Create a tool for the selection and development of office locations that meet certain sustainability criteria	Establish a catalogue of requirements for branches regarding green electricity, energy-efficient construction, accessibility by public transport, barrier-free access (mandatory for new branches, as a goal for existing branches where possible)	2025	✓	Requirements guideline created, will be used 2026 for new offices
	Company-wide introduction of ISO 45001	Introduce all required processes for ISO 45001	2025	✓	Measures and processes implemented, internal audits started
		External certification according to ISO 45001	2025	✗	External certification delayed due to lack of resources

✓ implemented/reached ✗ not implemented/reached → ongoing, on track ↻ ongoing, delayed

²⁴ Sustainable Development Goal

²⁵ Assessment done in July 2025

8.4.2 Targets 2026 and further

Table 49: Quantitative Governance Targets 2026+

SDG ²⁶	Target	Base		Target 2026	Final Target	
		Year	Value	Value	Year	Value
	Increase EcoVadis sustainability rating (score)	2023	59	68	2027	70

Table 50: Qualitative Governance Targets 2026+

SDG ²⁴	Target	Measure	Target year
	Improve sustainability KPI reporting	Implement a software solution for simplified data collection	2026
		Third-party verification of GHG emissions in accordance with a recognized verification standard	2027
		Third-party verification of sustainability report in accordance with a recognized verification standard	2028
 	Implementation ISO 45001	External certification according to ISO 45001	2027
	Preparation ISO 14001	Implementation procedures, policies and documents	2026
		Execution of internal audits for ISO 14001	2027
	Climate risk assessment of branches	Climate risk assessment of branches using AXA's Altitude platform	2026
	Development and implementation of environmental/sustainability guidelines	Creation of waste management guideline	2026
		Creation of guideline for sustainable procurement	2026

Internal Audits

To check the application of VTU's procedures and rules, annual internal audits are conducted and the audited content is extended accordingly. Currently internal audits are done for the ISO 9001, ISO 45001 and SCC** standards as well as ISO 27001 standard.

²⁶ Sustainable Development Goal

Table 51: Audited branches

	#	% ²⁷
ISO 9001	31	100%
SCC ²⁸	11	100%
ISO 45001	11	34.4%
ISO 27001	6	18.8%

G1-2 – Management of relationships with suppliers

With 2025, the Supplier Code of Conduct has been included as an accompanying document in all VTU orders (excluding orders at online platforms).

Table 52: Key performance indicators of Supply Chain Management

	#		%
	planned/required	executed	
Evaluation of new suppliers based on sustainability criteria	17	17	100%
Suppliers who have signed the Supplier Code of Conduct (SCoC)	569	569	100%
Conducting supplier audits with sustainability criteria	0	0	100%

G1-4 – Incidents of corruption or bribery

No comprehensive risk assessment regarding the corruption risks of specific countries/branches at VTU has been conducted, but an annual inquiry is carried out as part of the financial audit by an external entity.

Table 53: Incidents related to environmental, social or commercial legislation

Number of violations of environmental laws and regulations	0
Confirmed incidents of corruption or bribery	0
Number of violations of social and economic laws and regulations	0
Number of violations related to anti-competitive behavior, antitrust law, and monopoly practices	0
Number of incidents of health and safety impacts of products and services	0
Total amount of significant fines, sanctions, and compensation payments related to the aforementioned incidents and complaints	EUR 0

²⁷ The number of branches to be audited depends on whether the branch is covered by the respective standard and whether projects/tasks requiring such an audit were conducted during the period

²⁸ VTU has only 14 locations certified according to SCC; therefore, 100% of the certified locations underwent internal audits

G1-5 – Political influence and lobbying activities

VTU did not conduct any activities and commitments related to exerting its political influence, including its lobbying activities related to its material impacts, risks and opportunities.

Table 54: Funding for political influence and lobbying activities

Political funding provided	EUR 0
Funding for lobbying activities	EUR 0

Table 55: Financial assistance received from government

Investment subsidies	EUR 20,325.94
Salary and wage cost subsidies	EUR 18,999.64
Other benefits/subsidies	EUR 448,066.17

G1-6 – Payment practices

Currently no disclosure

8.5 Accounting Policies

Internal Audits, Management of Relationships with Suppliers

Metrics regarding internal audits and suppliers are received from quality management department which has the ownership over the integrated management system as well as supplier qualification. Numbers regarding internal audits are based on the audit program. The internal audit cycle represented here covers the period from the beginning of Q4 2024 to the end of Q3 2025.

Incidents of Corruption or Bribery

Metrics regarding corruption and bribery are received from the corporate department compliance.

Political Influence and Lobbying Activities

Metrics regarding funding and financial transactions are received from accounting department and based on the accounting system of VTU.

9 Appendices

9.1 GRI Content Index

VTU has reported the information cited in this GRI content index for the period 1/1/2025 to 31/12/2025 with reference to the GRI Standards. GRI 1 used is Foundation 2021. The page numbers referenced in the following table correspond to the chapters in which the content is located.

GRI	Disclosure	Page
GRI 2: General Disclosures 2021		
2-1	Organizational details	5, 7, 8
2-2	Entities included in the organization's sustainability reporting	5, 7
2-3	Reporting period, frequency and contact point	1, 5, 65
2-4	Restatements of information	7, 31
2-5	External assurance	5
2-6	Activities, value chain and other business relationships	8, 14, 15
2-7	Employees	43, 50
2-8	Workers who are not employees	42, 43, 50
2-9	Governance structure and composition	8
2-10	Nomination and selection of the highest governance body	8
2-11	Chair of the highest governance body	10
2-12	Role of the highest governance body in overseeing the management of impacts	11, 12, 16
2-13	Delegation of responsibility for managing impacts	11
2-14	Role of the highest governance body in sustainability reporting	10
2-15	Conflicts of interest	40
2-16	Communication of critical concerns	53, 49
2-17	Collective knowledge of the highest governance body	11
2-18	Evaluation of the performance of the highest governance body	9
2-19	Remuneration policies	8
2-20	Process to determine remuneration	39
2-21	Annual total compensation ratio	48, 50
2-22	Statement on sustainable development strategy	2
2-23	Policy commitments	6, 11, 47
2-24	Embedding policy commitments	6, 8, 47
2-25	Processes to remediate negative impacts	15, 53
2-26	Mechanisms for seeking advice and raising concerns	53
2-27	Compliance with laws and regulations	57
2-28	Membership associations	52
2-29	Approach to stakeholder engagement	15
2-30	Collective bargaining agreements	43
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	17

3-2	List of material topics	18
3-3	Management of material topics	17, 22, 25, 36-37, 40, 41, 53-55
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	13
201-2	Financial implications and other risks and opportunities due to climate change	22
201-3	Defined benefit plan obligations and other retirement plans	45
201-4	Financial assistance received from government	58
GRI 202: Market Presence 2016		
202-2	Proportion of senior management hired from the local community	44, 50
GRI 203: Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	None
203-2	Significant indirect economic impacts	None
GRI 205: Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	57
205-2	Communication and training about anti-corruption policies and procedures	47
205-3	Confirmed incidents of corruption and actions taken	57, 58
GRI 206: Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	57
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	14, 32
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	28
302-3	Energy intensity	28
302-4	Reduction of energy consumption	22
302-5	Reductions in energy requirements of products and services	28
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	30
303-5	Water consumption	30
GRI 304: Biodiversity 2016		
304-2	Significant impacts of activities, products and services on biodiversity	15
GRI 305: Emissions 2016		
305-1	Direct (scope 1) GHG emissions	29, 31
305-2	Energy indirect (scope 2) GHG emissions	29, 31
305-3	Other indirect (scope 3) GHG emissions	29, 31
305-4	GHG emissions intensity	28
305-5	Reduction of GHG emissions	25, 29, 31
305-6	Emissions of ozone-depleting substances (ODS)	N/A
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	30, 33
GRI 307: Environmental Compliance 2016		
307-1	Non-compliance with environmental laws and regulations	57

GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	57
308-2	Negative environmental impacts in the supply chain and actions taken	57, 15
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	42
401-3	Parental leave	48
GRI 402: Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	53
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	37, 54, 56
403-2	Hazard identification, risk assessment, and incident investigation	37, 38, 40
403-3	Occupational health services	37
403-4	Worker participation, consultation, and communication on occupational health and safety	37, 40
403-5	Worker training on occupational health and safety	37, 40
403-6	Promotion of worker health	37
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	37
403-8	Workers covered by an occupational health and safety management system	37
403-9	Work-related injuries	47, 50
403-10	Work-related ill health	47
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	46, 50
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	44
405-2	Ratio of basic salary and remuneration of women to men	48, 51
GRI 406: Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	49
GRI 410: Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	47
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	57
414-2	Negative social impacts in the supply chain and actions taken	15, 57
GRI 415: Public Policy 2016		
415-1	Political contributions	58
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	37
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	57
GRI 418: Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	49
GRI 419: Socioeconomic compliance 2016		
419-1	Non-compliance with laws and regulations in the social and economic area	57

9.2 GOV-4 – Statement on due diligence

Core Elements	Paragraph references
a) embedding due diligence in governance, strategy and business model	SBM-1, SBM 2, G1-1
b) Engaging with affected stakeholders in all key steps of the due diligence	SBM-3
c) Identifying and assessing adverse impacts	SBM-3
d) Taking actions to address those adverse impacts	E1-1, S1 Actions, G1 Actions
e) Tracking the effectiveness of these efforts and communicating	SBM-2, E1-1, S1 Actions, G1 Actions

9.3 IRO-2 – Disclosure requirements

General			
	ESRS Indicator		Page
General disclosures	BP-1	General basis for preparation of sustainability statements	5
	BP-2	Disclosures in relation to specific circumstances	5, 7, 31
Governance	GOV-1	The role of the administrative, management and supervisory bodies	8, 9, 10, 11, 12
	GOV-2	Information provided to and sustainability matters addressed by the undertaking's administrative, management and supervisory bodies	10, 11
	GOV-3	Integration of sustainability-related performance in incentive schemes	8
	GOV-4	Statement on due diligence	62
	GOV-5	Risk management and internal controls over sustainability reporting	11, 17, 21
Strategy	SBM-1	Strategy, business model and value chain	8, 13
	SBM-2	Interests and views of stakeholders	15, 16
	SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	17, 18, 21, 22, 35, 52
Impact, risk and opportunity management	IRO-1	Description of the process to identify and assess material impacts, risks and opportunities	17
	IRO-2	Disclosure requirements in ESRS covered by the undertaking's sustainability statement	62

Environmental			
	ESRS Indicator		Page
E1 – Climate Change	related to GOV-3	Integration of sustainability related performance in incentive schemes	8
	E1-1	Transition plan for climate change mitigation	24
	related to SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	22
	related to IRO-1	Description of the processes to identify and assess material climate-related impacts, risks and opportunities	17

	E1-2	Policies related to climate change mitigation and adaptation	22
	E1-3	Actions and resources in relation to climate change policies	22
	E1-4	Targets related to climate change mitigation and adaptation	25
	E1-5	Energy consumption and mix	27
	E1-6	Gross scopes 1, 2, 3 and total GHG emissions	28, 29
	E1-7	GHG removals and GHG mitigation projects financed through carbon credits	30
	E1-8	Internal carbon pricing	30
	E1-9	Anticipated financial effects from material physical and transition risks and potential climate-related opportunities	31

Social			
	ESRS Indicator		Page
S1 – Own Workforce	related to SBM-2	Interests and views of stakeholders	15, 36, 39
	related to SBM-3	Material impacts, risks and opportunities and their interaction with strategy and business model	17, 21, 35
	S1-1	Policies related to own workforce	36
	S1-2	Processes for engaging with own workers and workers' representatives about impacts	15, 37, 39
	S1-3	Processes to remediate negative impacts and channels for own workers to raise concerns	37, 38, 53
	S1-4	Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	37
	S1-5	Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	40
	S1-6	Characteristics of the undertaking's employees	42, 50
	S1-7	Characteristics of non-employee workers in the undertaking's own workforce	43, 50
	S1-8	Collective bargaining coverage and social dialogue	43, 50
	S1-9	Diversity metrics	44, 50
	S1-10	Adequate wages	45, 50
	S1-11	Social protection	45
	S1-12	Persons with disabilities	46, 50
	S1-13	Training and skills development metrics	46, 50
	S1-14	Health and safety metrics	47, 50
	S1-15	Work-life balance metrics	48, 50, 51
S1-16	Compensation metrics (pay gap and total compensation)	48, 50	
S1-17	Incidents, complaints and severe human rights impacts	49	

Governance			
ESRS Indicator			Page
G1 – Business Conduct	related to GOV-1	The role of the administrative, supervisory and management bodies	8, 9, 10, 11 12
	related to IRO-1	Description of the processes to identify and assess material impacts, risks and opportunities	17
	G1-1	Business conduct policies and corporate culture	18, 36, 38, 52, 53, 53
	G1-2	Management of relationships with suppliers	54, 57
	G1-3	Prevention and detection of corruption and bribery	53, 53
	G1-4	Confirmed incidents of corruption or bribery	57, 58
	G1-5	Political influence and lobbying activities	58
	G1-6	Payment practices	58



Please contact Daniel Sandholzer, Director EHS & Sustainability, VTU Top GmbH, at sustainability@vtu.com if you have any questions or comments on sustainability matters within the VTU Group, or if you have any suggestions on how to improve our reporting process.

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