

# VTU Facts & Figures 2022

## Organisation

- Total of **1,172 employees** as of 31.12.2022 (approx. 37.46 % female, approx. 62.46 % male, approx. 0.08 % diverse)
- The number of employees at VTU increased by 187 in 2022 (from 985 to 1,172); there were a total of **372 actual new entrants** in 2022 (trainees excluded)
- **34 locations in 7 countries**
  - Germany 11:** Braunschweig, Burghausen, Deggendorf (VTU DS), Dortmund, Dresden, Hamburg, Hattersheim, Munich (ifss), Neu-Ulm, Penzberg, Rheinbach
  - Austria 9:** Kundl, Langkampfen, Linz, Linz (VTU Design Solutions), Pinkafeld, Raaba-Grambach, Villach, Vienna, Vienna (ifss)
  - Italia 4:** Bolzano, Latina, Milano, Mirano
  - Switzerland 5:** Lausanne, Muttenz, Visp, Winterthur, Zofingen
  - Romania 2:** Bucuresti, Ploiesti City
  - Poland 2:** Gdańsk, Warsaw
  - Belgium 1:** Mechelen
    - of which new in 2022: Mechelen (Belgium), Winterthur (Switzerland), Zofingen (Switzerland), Gdańsk (Poland), Dresden (Germany), Langkampfen (Austria), Pinkafeld (Austria), Merger of VTU Automation and Gleisdorf site with Grambach site
    - in November 2022 closure of Hünenberg (Switzerland)
- **Operative in more than 35 countries** so far

**Core business:** Planning of process plants and entire Production facilities for the process industry in a wide range of project scopes from plant optimisation to general planning of large-scale investments; including industrial digitalization, project management and execution; in addition, for the pharmaceutical industry, highly specialised qualification and validation services according to cGMP, development, transfer and regulatory submission of production processes as well as inspections and audits

**Services for the process industry:** EPCMv – general planning, process development, process engineering, building planning and civil engineering services, technical building equipment, 3D layout & piping design, electrical engineering, automation and industrial digitalisation, cGMP services, risk management, validation, manufacturing science & technology, laboratory & pilot plant, project management, safety engineering, technical and business consulting services, technology transfer

**Processes:** Bid preparation / feasibility study – process development – concept design – basic engineering – detail engineering – procurement incl. logistics – construction – EI&C engineering / hardware/software - commissioning - DQ/IQ/OQ/PQ – project management & project controlling in all project phases; consulting for e.g. safety studies

**Type of business relationships with supplier companies:** contractual, long-term or project-based

**Other relevant business relationships:** Industries/professional associations, universities

VTU has no standard supplier companies, so there were no significant changes in the structure of the supply chain. In 2022, VTU Group GmbH was able to achieve a total increase in sales of over 40 million euros compared to the previous year.

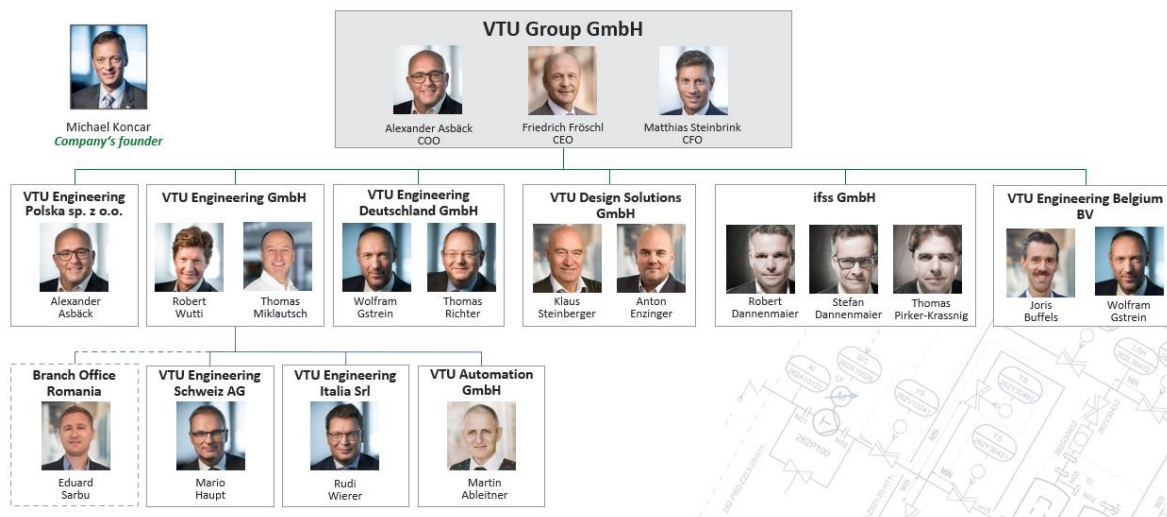


In 2020, executive management, together with young employees, defined our mission statement. Executive management also seeks inputs down to the third management level for the development of the Group's strategy, in which sustainability is an important component.

CSR is the responsibility of the VTU Group's management. The **strategy team**, which consists of all the managing directors of VTU and its subsidiaries, discusses and decides on issues and goals relating to sustainability. The **director EHS & S (Environment, Health and Safety & Sustainability)** is responsible for implementing and developing the decisions throughout the organisation. Together with the **sustainability specialist** assigned to him and the senior managers at country level, he drives strategic contributions to sustainable development. The implementation of tasks and projects decided in the strategy team can thus be delegated to the country and branch level.

Material issues in the context of sustainability are regularly reported by the director EHS & S in the strategy team and discussed with the managing directors. Once a year, targets and general status are reviewed as part of the management review and additional or corrective measures are taken if necessary. Risks and potential consequences of inaction are assessed in all decisions to reflect the precautionary approach to social and environmental issues.

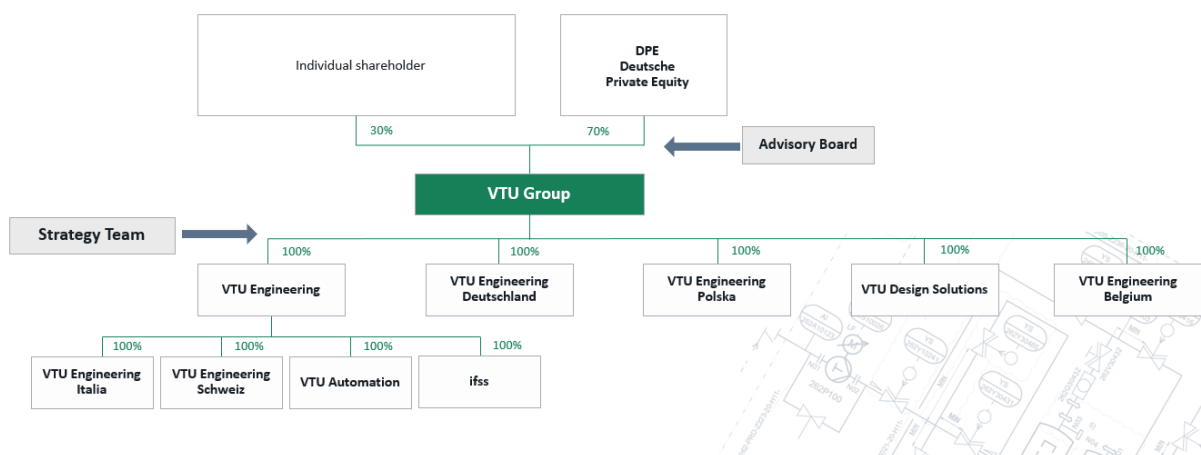
## Company Structure - Management Board



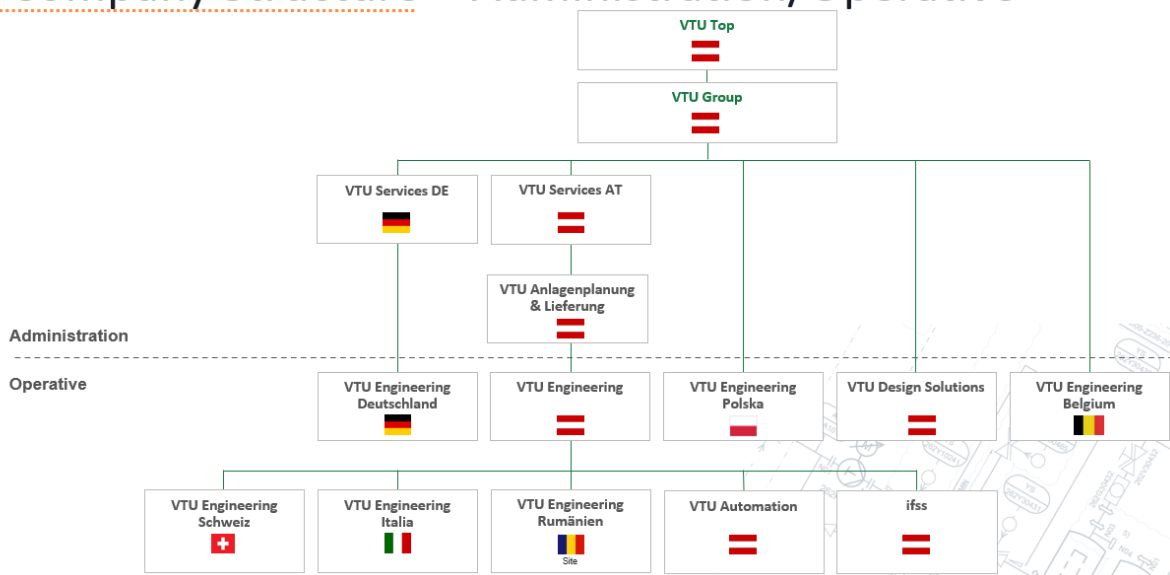
The VTU Group is headed by **three managing directors – Dr Friedrich Fröschl, CEO, Alexander Asbäck, COO** (since April 2022), **Matthias Steinbrink, CFO** – to whom the managing directors of the individual subsidiaries report. At the executive board level, CEO Friedrich Fröschl is responsible for economic, ecological and social issues as well as for reviewing and approving the information published in this regard. As chief executive officer and thus highest executive and at the same time highest internal control body, he reports to an independent advisory board. This control reduces conflicts of interest.

The VTU Group has had an **advisory/supervisory board** for many years, which provides advice to the company management. The current advisory/supervisory board of VTU consists of four male persons: a representative of the majority shareholder DPE, the founder of the VTU Group and two industrial advisors who can contribute experience both from the management of large engineering groups and from manufacturing companies. This mix of experience from a wide variety of areas enables us to provide the best possible support for the further development of the VTU Group and to take into account the experience already gained by our advisory/supervisory board members in the management decisions. The nomination and appointment of the management and the advisory/supervisory board is carried out by the owner company. Professional and social qualification criteria are taken into account and diversity is becoming increasingly important (female member of the advisory/supervisory board from 2023).

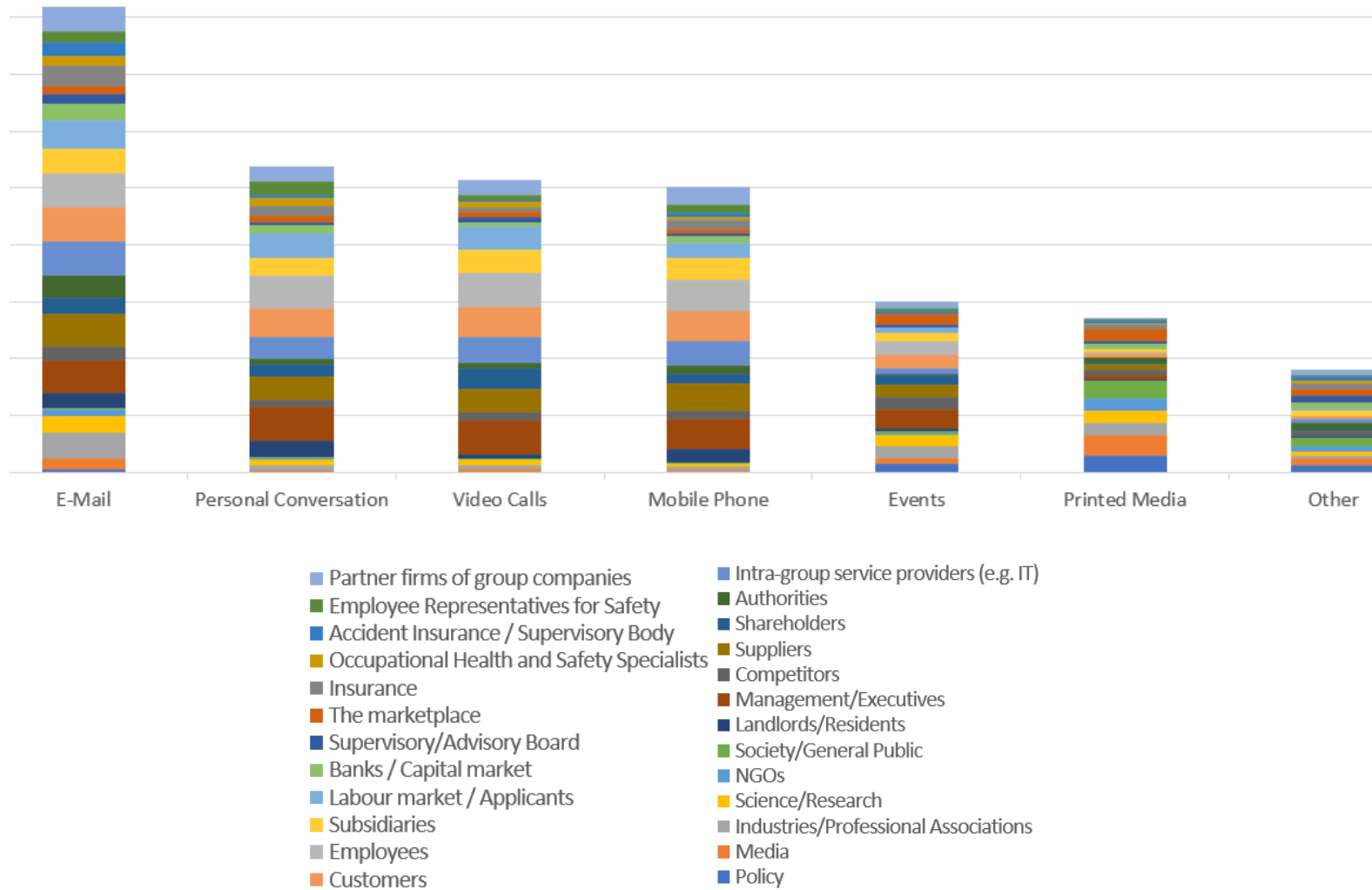
## Company Structure - Shareholder



## Company Structure – Administration/Operative



### Most important means of communication



“Chat/LinkedIn”, “social media” and “websites” were mentioned and summarized as “Other”.

## Safety

### Occupational accidents

13 accidents – 0 of which involved stoppage

Year	Number of employees 31.12.	Working hours	Occupational accidents (excl. Way-to-work accidents)	Accident rate (LTIR)
2017	469	903,112	0	0.00
2018	539	992,973	0	0.00
2019	646	1,019,943	1	0.98
2020	781	1,188,247	4	3.37
2021	985	1,532,550	0	0.00
2022	1,172	1,815,572	0	0.00
<b>Total</b>	<b>4,592</b>	<b>7,452,397</b>	<b>5</b>	<b>0.67</b>

### IT Security

In 2,579 e-mails, SUSI („Send Us Security Issues“) users reported suspected cyber-attacks and data breaches in the previous year (an additional 1,339 e-mails are attributable to the “attack simulation” carried out in 2022) – SUSI responded to the reported incidents with 7 "Urgent Security Infos".

## Employees

Key date for headcount of all following tables: 31.12. of the year

### Total number of employees by gender:

VTU total														
Year	Employees							Executives						
	Total	f		m		d		Total	f		m		d	
2018	539	198	37 %	341	63 %	-	-	-	-	-	-	-	-	-
2019	646	223	35 %	423	65 %	-	-	78	13	17 %	65	83 %	-	-
2020	781	251	32 %	530	68 %	-	-	108	21	19 %	87	81 %	-	-
2021	985	341	35 %	644	65 %	-	-	149	31	21 %	118	79 %	-	-
2022	1.172	439	37 %	732	62 %	1	1 %	205	46	22 %	159	78 %	0	0 %

Total number of employees by region:

VTU Group GmbH						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	6	2	4	2	0	2
2019	9	4	5	4	1	3
2020	8	3	5	5	1	4
2021	11	6	5	6	1	5
2022	16	9	7	11	4	7

VTU Austria (includes ENG AT <sup>1</sup> , SAT <sup>2</sup> , DES <sup>3</sup> , AUT <sup>4</sup> & ifss <sup>5</sup> )								
Year	Employees				Executives			
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>d</i>	<i>Total</i>	<i>f</i>	<i>m</i>	<i>d</i>
2018	238	93	145	-	-	-	-	-
2019	333	124	209	-	38	8	30	-
2020	425	142	283	-	52	14	38	-
2021	519	184	335	-	79	18	61	-
2022	595	227	367	1	98	26	72	0

VTU Germany (includes ENG DE <sup>6</sup> & SDE <sup>7</sup> )						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	159	45	114	-	-	-
2019	198	60	138	28	4	24
2020	218	64	154	32	3	29
2021	258	83	175	38	7	31
2022	310	105	205	54	8	46

<sup>1</sup> VTU Engineering GmbH

<sup>2</sup> VTU Services AT GmbH

<sup>3</sup> VTU Design Solutions GmbH

<sup>4</sup> VTU Automation (previously metior Industrieanlagen Planungs- und Beratungs-GmbH)

<sup>5</sup> ifss GmbH

<sup>6</sup> VTU Engineering Deutschland GmbH

<sup>7</sup> VTU Services DE GmbH

VTU Switzerland						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	41	12	29	-	-	-
2019	47	12	35	8	1	7
2020	56	17	39	9	1	8
2021	78	24	54	12	1	11
2022	97	34	63	16	1	15

VTU Italy						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	35	13	22	-	-	-
2019	40	16	24	3	0	3
2020	48	18	30	6	1	5
2021	78	27	51	9	3	6
2022	95	35	60	18	6	12

VTU Romania						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2018	14	7	7	-	-	-
2019	14	7	7	2	0	2
2020	19	7	12	2	0	2
2021	25	15	10	3	1	2
2022	38	21	17	6	1	5

VTU Poland						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2020	7	0	7	2	0	2
2021	16	2	14	2	-	2
2022	13	5	8	2	0	2



VTU Belgium						
Year	Employees			Executives		
	<i>Total</i>	<i>f</i>	<i>m</i>	<i>Total</i>	<i>f</i>	<i>m</i>
2022	8	3	5	0	0	0

### Total number of employees by employment type (full-time and part-time), by gender:

There are no significant fluctuations in the number of employees, as VTU orders are not a seasonal business. In 2022 there was one employee (female) with a fixed-term contract, all other employees had an open-ended contract. Overall, the number of employees is growing steadily despite COVID-19.

### Alternative work arrangements total/gender-specific<sup>8</sup>

Year	Employees				On maternity/paternity leave			In part-time		
	<i>Total</i>	<i>w</i>	<i>m</i>	<i>d</i>	<i>Total</i>	<i>w</i>	<i>m</i>	<i>Gesamt</i>	<i>w</i>	<i>m</i>
2018	539	198	341	-	25	21	4	96	62	34
2019	646	223	423	-	45	37	8	138	94	44
2020	781	251	530	-	47	38	9	144	90	54
2021	985	341	644	-	63	39	24	175	106	69
2022	1,172	439	732	1	83	50	33	266	162	104

### Activities of the organisation carried out by staff members who are not employees:

Depending on the scope and content of the project, external staff is employed as subcontractors for special topics such as the design of HVAC, monitoring of employee protection on construction sites etc. VTU employed 7 temporary workers in 2022.

<sup>8</sup> The figures in this table do not include ifss in 2021, as ifss did not belong to VTU for the entire year in 2021. In addition, 2020 VTU Automation (previously metior) is not included, as VTU Automation did not belong to VTU for the entire year in 2020; VTU Design Solutions and VTU Poland are not included in 2019, as VTU Design Solutions did not belong to VTU for the entire year in 2019 and VTU Poland was only established in the course of 2019.

### Turnover rate total/gender-specific<sup>8</sup>

Year	Employees (AVG headcount)				Resignations (Headcount)			Turnover rate (% , related to FTE)			
	<i>Gesamt</i>	<i>w</i>	<i>m</i>	<i>d</i>	<i>Gesamt</i>	<i>w</i>	<i>m</i>	<i>Gesamt</i>	<i>w</i>	<i>m</i>	<i>d</i>
2018	486.6	184.0	302.7	-	66	24	42	13.6 %	13.0 %	13.9 %	-
2019	591.4	213.7	377.6	-	69	26	43	11.7 %	12.2 %	11.4 %	-
2020	685.0	233.7	451.3	-	71	30	41	10.4 %	12.8 %	9.1 %	-
2021	890.7	299.8	590.9	-	105	30	75	11.8 %	10.0 %	12.7 %	-
2022	1,105.6	395.5	709.1	1.0	160	51	109	14.5 %	12.9 %	15.4 %	0 %
<b>Sum</b>	<b>3,759.3</b>	<b>1,326.7</b>	<b>2,431.6</b>	<b>1.0</b>	<b>471</b>	<b>161</b>	<b>310</b>	<b>12.4 %</b>	<b>12.2 %</b>	<b>12.5 %</b>	<b>0 %</b>

### Parental leave

The total number of employees that were entitled to parental leave, by gender has not been recorded by VTU so far as the administration of this data has no effect on the entitlement to parental leave for the employees.

#### Total number of employees that took parental leave, by gender:

- total 83
- of which 50 female and 33 male

#### Total number of employees that returned to work in the reporting period after parental leave ended, by gender:

- total 51
- of which 26 female and 25 male

#### Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender:

- total 20
- of which 9 female and 11 male

#### Rate of return and remain of employees that took parental leave, by gender:

##### Rate of return

- f 52 % / m 75.8 %
- total 61.4 %

##### Rate of remain

- f 18 % / m 33.3 %
- total 24.1 %

## Training

In 2022, a total of 14 new leaders started the **compulsory leadership training** and 13 people successfully completed it after 4 modules. From 2021, the open cycle could conclude with 8 successful participants after attending the remaining 3 modules.

## Training hours per capita

	hours (per AVG FTE)
VTU Group	4.28
VTU Services DE	20.46
VTU Services AT	46.58
Austria	63.98
Germany	65.86
Italy	31.84
Switzerland	55.88
Romania	279.57
Poland	203.98
Belgium	148.27
VTU Design Solutions	40.10
VTU Automation	not recorded
ifss	not recorded
<b>Total average</b>	<b>67.12</b>

## Ratio of basic salary and remuneration of women to men

The median of gross annual salaries was used to calculate the gender pay gap. The gender pay gap was calculated as

$$\frac{\text{median salaries men} - \text{median salaries women}}{\text{median salaries men}}$$

The annual salaries used do not include bonuses or other additional payments. For employees working part-time, the salary was extrapolated to full-time. Salaries from Switzerland, Poland and Romania were converted into euros.

In the calculation, it was found that a comparison of all persons employed in the VTU leads to a distorted and thus not meaningful result due to the different job profiles and associated salary groups. It is therefore necessary to compare salaries of similar job profiles and thus similar salary groups. Furthermore, in order to make a correct statement, the years of experience of the persons must be taken into account.

For this reason, all engineer and senior engineer positions (e.g. Process Engineer, Mechanical and Piping Engineer, Qualification Engineer ...) were combined for consideration. This group comprises approx. 70 % of the entire workforce in 2022. The persons were also broken down into experience groups.

The result of the analysis of this group is the following gender pay gap:

Table 1: Gender pay gap of the group of engineers for the entire VTU Group broken down by years of experience

Experience Years	Headcount female	Headcount male	Pay Gap
<b>Entire group</b>	<b>230</b>	<b>568</b>	<b>7 %</b>
> 25	4	39	16 %
20 – 25	4	24	1 %
15 – 20	18	65	-3 %
10 – 15	34	90	0 %
5 – 10	54	143	3 %
< 5	116	207	2 %

It can be seen that there is a very small or even negative gender pay gap in the table for most experience year groups. In the group of employees with more than 25 years of professional experience, however, a very high gender pay gap can be seen. However, the number of female employees is also very low here, which means that a few high salaries among the employees already have a great influence.

This result, which includes the entire VTU Group including its subsidiaries, is also reflected in the results of the individual subsidiaries.

No meaningful evaluation could be made for the remaining positions in VTU, because either the number of people with comparable job profiles was too small to form representative group sizes taking into account the years of experience, or the groups of people are extremely one-sided, i.e. a predominantly purely male or purely female workforce.

## Emissions and database

### Total emissions of VTU in 2022: 4799,39 t CO<sub>2</sub>-eq

SCOPE 1 **478.72 t CO<sub>2</sub>-eq** (fleet: company cars, pool cars)

SCOPE 2 **585.91 t CO<sub>2</sub>-eq** (purchased electricity, heat and cooling)

Scope 2 emission calculations of the purchased electricity for own use (stationary electricity & fleet electricity) were based on the market-based method and result in 304.72 t CO<sub>2</sub>. The location-based method on the other hand results in emissions of 297.12 t CO<sub>2</sub>.

- Total purchased electricity: 816,911 kWh
- Purchased electricity from renewable energy (0 g CO<sub>2</sub> emissions): 482,591 kWh
- Total purchased heat: 1,545,429 kWh
- Total purchased cooling: 72,552 kWh
- Total energy consumption within the organisation in joules: 8,765.61 GJ
- Energy intensity (energy consumption per € turnover): 0.01 kWh/€
- GHG emission intensity (greenhouse gas emissions per € turnover): 0.03 kg CO<sub>2</sub>-eq/€

SCOPE 3 **3,734.77 t CO<sub>2</sub>-eq**, thereof

- Purchased goods and services (printed paper, purchased electronic equipment, external data centres, water): **340.55 t CO<sub>2</sub>-eq**
  - Total water consumption: 2,550.6 m<sup>3</sup>
- Fuel and energy-related emissions (upstream chains heat, electricity, cooling): **171.59 t CO<sub>2</sub>-eq**
- Waste: **39.82 t CO<sub>2</sub>-eq**
  - 157.24 t
- Business trips: **1,139.82 t CO<sub>2</sub>-eq**, thereof
  - Rental and private cars **543.75 t CO<sub>2</sub>-eq** / 1,627,024 km
  - Plane **238.52 t CO<sub>2</sub>-eq** / 836,018 km
  - Train **111.22 t CO<sub>2</sub>-eq** / 1,463,835 km
  - Hotel overnight stays **246,33 t CO<sub>2</sub>-eq**
- Commuting to or from work: **2,042.99 t CO<sub>2</sub>-eq**, thereof
  - Public transportation: **186.86 t CO<sub>2</sub>-eq**
  - Motor scooter + Motorbike: **12.99 t CO<sub>2</sub>-eq**
  - Electric car: **38.5 t CO<sub>2</sub>-eq**
  - Car: **1,658.59 t CO<sub>2</sub>-eq**
  - Bicycle + E-Bike: **4.78 t CO<sub>2</sub>-eq**
  - Use of Homeoffice: **141.26 t CO<sub>2</sub>-eq**

All greenhouse gases covered by the Kyoto Protocol were taken into account in calculating the CCF: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF<sub>6</sub>) and nitrogen trifluoride (NF<sub>3</sub>). CO<sub>2</sub> emissions were calculated using consumption data and emission factors. Primary data was used as far as possible. If no primary data was available, secondary data from recognised sources was used. The emission factors were taken from scientifically recognised databases such as ecoinvent and DEFRA. No equity share approach – all emissions 100% VTU. Own ClimatePartner Protocol based on the GHG Protocol; ClimatePartner Online Footprint Calculator Tool; Global Warming Potential (GWP) 100

#### Further comments regarding the CCF calculation:

- In 2020, the emissions have not yet been calculated with ClimatePartner. Due to the different calculation method, only the km data published in the VTU CSR Report 2020 can be compared with 2021 and 2022, but not the associated emissions.
- In 2021, ifss only included site consumption data (Scope 2) and data regarding employee travel (Scope 3); in 2022, the categories “water” and “waste” were also included in Scope 3.
- The recording accuracy of the train km could be significantly increased in 2022; the higher number of train km recorded in 2022 has a major influence on the result.

Database	2021	2022	Unit
Office locations	30	34	number
Employees as of 31.12.	985	1,172	number
Company cars	72	95	number
<b>Scope 1 underlying data</b>			
Distance travelled with company cars and pool cars	1,411,126	2,055,059	km
<b>Scope 2 underlying data</b>			
Total purchased electricity	789,802	816,911	kWh
Purchased electricity from renewable energy (0 g CO <sub>2</sub> emissions)	525,395	482,591	kWh
Total purchased heat	1,358,726	1,545,429	kWh
Total purchased cooling	15,250	72,552	kWh
<b>Scope 3 underlying data</b>			
Water consumption at all VTU locations	not recorded	2.55	ML
Waste generation at all VTU locations	not recorded	157.24	t
Business travel by rental and private vehicle	774,754	1,627,024	km
Business travel by plane	512,651	836,018	km
Business travel by train	328,907	1,463,835	km
Hotel overnight stays	not recorded	9,525	nights
<b>Calculated figures for GRI</b>			
kWh (Scope2) per employee (EMP)	2,196.73	2,077.55	kWh/EMP
Total energy consumption within the organisation	7,789.60	8,765.61	GJ
Energy intensity (energy consumption per € turnover)	0.01	0.01	kWh/€
GHG emissions intensity (greenhouse gas emissions per € turnover)	0.03	0.03	CO <sub>2</sub> -eq/€

## Waste

Total waste consumption at all VTU locations in tons: 157.24 t

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 m<sup>2</sup> provided by ClimatePartner. For this purpose, the waste categories separated at each location were collected by questionnaire and multiplied by the respective factor (average values from ClimatePartner) for these waste categories (mixed municipal waste, cardboard/paper/cardboard, organic waste, packaging from dual systems, glass (coloured/white)).

### Input materials purchased\*:

Copy paper A4 and A3, plotter paper, data protection paper (separate disposal), toner cartridges, electrical appliances, toilet paper, soap, paper towels (sanitary), hygienic paper (wipes), various envelopes, illuminants, lamps, acetone and ethanol (but no purchase in 2021), various chemicals in small quantities in use in the technical centre at the Grambach site

### Waste categories\*:

Paper/cardboard, residual waste (municipal waste), batteries/rechargeable batteries, toner, organic waste, plastic waste, glass, data protection paper, metal, metal packaging, old electrical devices, halogen-free solvent mixture, metal containers with hazardous residual contents, laboratory waste/chemical residues

Hazardous waste is generated in the technical centre (various chemicals; the technical centre is located at the Grambach site) and IT (old electrical equipment, batteries/rechargeable batteries). These are collected in appropriate containers (e.g. hazardous waste containers) and handed over by VTU to an authorised disposal company by means of a consignment note. The proper collection and disposal of electrical equipment (mobile phones, laptops, monitors, peripheral electrical equipment) and lithium batteries is carried out centrally for all VTU sites by the IT department in Grambach. Peripheral electrical devices (e.g. mice, keyboards, etc.) are placed in the "e-scrap" container in the central waste room (building administration) and disposed of – not least for hygienic reasons. Mobile phones are used for an average of at least 4 years – when they become defective, unusable in terms of performance or there is no longer an update, they are shredded, as no secure deletion process (multiple overwriting of chips) can currently be guaranteed.

## Water

Total water consumption at all VTU sites in megalitres: 2.55 ML = 2,550.6 m<sup>3</sup>

The water consumption at those VTU sites where no real consumption value was available was extrapolated. The extrapolations were made using a specially calculated average value for water consumption (3.04 m<sup>3</sup> per year and per FTE) based on the 15 sites from which real consumption values were available.