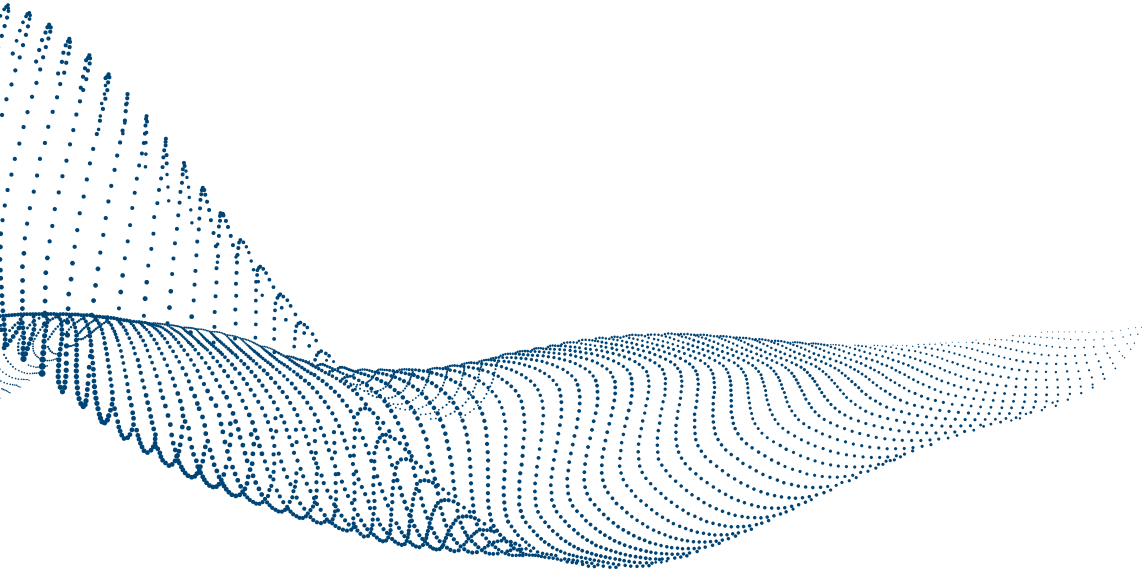
INFICON

Inspired by visions. Proven by success.



INFICON Sustainability Report 2025
Report on non-financial matters 2025
2025

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SUSTAINABILITY – A CORE PILLAR OF INFICON'S STRATEGY

This chapter of the Annual Report outlines how INFICON integrates sustainability into its business model. INFICON products can support customers to achieve environmental objectives. Its manufacturing operations are designed to minimize waste and emissions, reducing potential negative impact on the communities. INFICON also focuses on sustainable profitability and effective risk management to protect long-term value for shareholders.

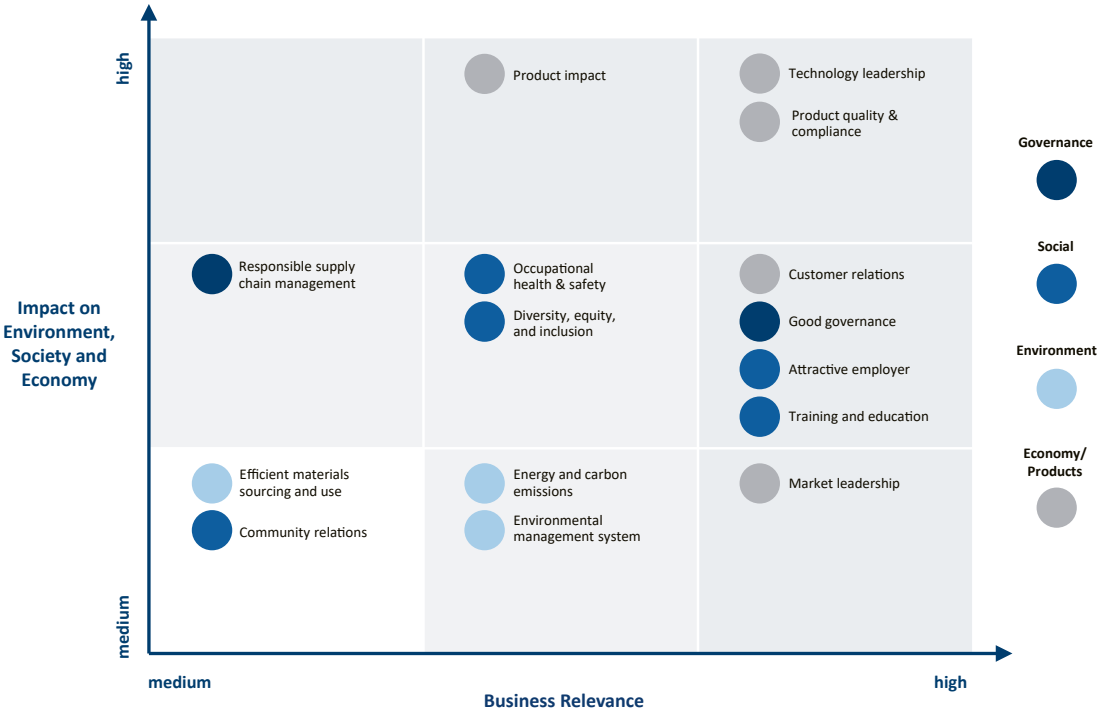
This chapter describes the general environmental, social, as well as governance and leadership structure of INFICON and serves as report on non-financial matters according to the Swiss Code of Obligations. It covers the business model together with environmental, social, employee-related matters, respect for human rights, and anti-corruption efforts. See also reference table for Art. 964b Swiss Code of Obligations on page 63.

INFICON's lean manufacturing operations and purchasing aim to use resources efficiently and sustainably while ensuring that suppliers also operate and source materials in an environmentally and socially conscious manner. This approach supports the continuity of our operations and long-term stability. Beyond environmental sustainability, maintaining high ethical standards reflected in our corporate social responsibility practices results in reasonable dividends for shareholders, fair compensation for our employees and business partners across the regions in which we operate. It is also a key factor in attracting, recruiting and retaining talent. Employees are drawn to companies that prioritize their well-being, support their communities and act responsibly on a global scale. When employees understand the company's ESG approach and align with its goals, they recognize the broader impact of their work, which in turn increases engagement, commitment, and performance.

IDENTIFICATION OF MATERIAL TOPICS

INFICON carried out a thorough materiality analysis based on the principle of double materiality. Material themes were assessed for their financial materiality (risks and opportunities for our business) and impact materiality (positive and negative impacts on the environment, society, and the economy). In the reporting year, members of the Board of Directors reviewed and confirmed the themes, which form the foundation for this report.

Materiality matrix



STAKEHOLDER MANAGEMENT AND KEY STAKEHOLDER CONCERNS

INFICON identifies and prioritizes key stakeholders, their interest and priorities through formal management reviews, SWOT analyses, and dedicated stakeholder analyses as part of its ISO-certified management system. INFICON defines stakeholders as entities that engage in economic transactions with the Company or as entities affected by its actions. INFICON maintains regular dialogue with stakeholders to understand their needs and to gain insight into changing market requirements and trends. Key stakeholder groups include customers, employees, suppliers, the academic community, shareholders, and local communities.

Customers

INFICON engages with its global customer base through various formats to gain a deep understanding of their needs and expectations. In 2025, customers operated in a complex and evolving global business environment. The tables below summarize the key engagement formats and discussion topics:

Examples of engagement formats	Key needs and concerns
Daily interaction	Reliable customer service
Regular personal contact	Quality/good value products
Video conferences	Changes in international trade, taxes, and tariffs
Workshops/visits	Meeting the technical specs and requirements
Webinars, technical trainings	Fast response times
Conferences, presentations, speaker opportunities	Reliable on-time delivery
Training and application videos	Health and safety impacts of products
Social media, newsletters, case study articles, emails	Explaining features and competitive advantages
Trade shows (virtual and physical)	Providing general information, generating visibility online
Industry associations	Show and explain innovation and performance
Completion of Responsible Business Alliance surveys at customer requests	Assessing overall industry and technology trends

Our key account managers and technical staff frequently meet with customers, and nearly 10% of INFICON's workforce are application engineers providing daily support to customers, with a key emphasis on working directly at customers' locations around the world. This close collaboration helps us to understand customers' most pressing needs and jointly research and develop the next generation of customer-oriented solutions.

INFICON also engages its broader customer base through industry-specific trade shows, conferences, and industry association panels, through webinars and technical training videos as well as newsletters and e-mails. We regularly present at exhibitions and trade shows in North America, Europe and Asia, focusing on market-relevant topics, technological achievements, and new solutions. In the reporting year, INFICON expanded its presence at selected trade shows focused on growth applications including semiconductor, battery and automotive manufacturing, solar, gas and hydrogen energy, as well as security and energy markets. This included "PV CellTech", where INFICON presented advanced process control and critical sensing solutions to optimize cell production in solar or the "Hydrogen Technology Expo", which focuses on technologies supporting a low-carbon hydrogen future.

Digital formats have become more accepted and frequent. INFICON has further expanded its presence on various social media platforms such as LinkedIn, YouTube, Instagram, and Facebook.

Employees

Employees are a key asset to the Group. INFICON aims to be a reliable, fair, and caring employer by prioritizing employee safety, ensuring job security, and attracting and retaining talent. Internal communication plays a central role in supporting these goals. We engage with our workforce through various channels, including on-site staff gatherings, hybrid to virtual town halls, intranet updates, newsletters, job-related trainings, INFICON culture workshops, and special topic meetings. Townhall meetings are held monthly at most locations and quarterly at others.

As INFICON continues to expand globally to support growth and adapt to changing international trade conditions, effective communication remains critical to successful hiring and onboarding. With the addition of a new production and service site in Malaysia, we extended communication efforts to integrate new colleagues into the Group. INFICON also focuses on training employees at specific locations and sharing specific skills and research expertise across sites.

Production Tour at the Grand Opening Event in Malaysia

Exhibition Booth at Semicon Taiwan

Examples of engagement formats	Key needs and concerns
Daily interaction	Health and safety
Regular staff meetings	Job security
Regular town-hall meetings	Flexible communications and information sharing
Intranet, newsletters	Business situation
Trainings	Onboarding, daily workload
Employee representatives	Compensation, training and education
Social meetings and activities at the various sites	People-centered and inspiring work environment

Suppliers

Suppliers are key to INFICON's flexible manufacturing model. International trade, tax, and industrial policy disputes posed major challenges in 2025. Yet resilient, reliable, and mutually beneficial relationships provided a solid foundation for INFICON's supply chain management.

INFICON's purchasing departments and quality specialists interact daily with key suppliers to secure the right quantity and quality of components at competitive prices. Component quality is critical to the overall quality of INFICON products. Quarterly Quality Business Reviews (QBRs) increase the reliability and consistency of the components we use in our sites. We conduct on-site audits at suppliers bi-annually or more frequently if needed and offer specific training for supply partners at INFICON sites. These onsite or virtual visits help maintain high standards. INFICON has increased inspections of incoming components, promotes dual sourcing where feasible, and continues to monitor the quality as the Group expands globally.

Examples of engagement formats	Key needs and concerns
Regular, daily interaction	Pricing
Supplier visits	Required volumes
Supplier audits	Specifications
Quality and pricing meetings	Reliable on-time delivery
Forecasting systems	Volumes, capacity, planning

Local communities

Local communities recognize INFICON as a responsible corporate citizen and frequently reach out regarding sponsorships, support of local events, and public service initiatives. Local communities and the broader public increasingly request greater transparency on environmental, social, and governance (ESG) data. Regulatory developments continue to raise the requirements for non-financial disclosures. INFICON maintains close relationships with international, national, and local media, which serve as impactful intermediaries connecting INFICON with the public at large.

Examples of engagement formats	Key needs and concerns
Engagement projects	Sponsorship
Funding requests	Support with personnel
Open-door events	Other contributions and support
Media relations	Connecting with the public at large

Financial community

The international financial community is essential for a publicly listed company. INFICON engages with investors through Annual and Interim Reports, quarterly earnings releases, presentations and web conferences, its Annual General Meeting of Shareholders, special events such as Technology Days, national and international roadshows, financial conferences, and individual and collective meetings with analysts and investors at the INFICON premises. In 2025, INFICON management interacted with over 150 individual investors and analysts through various personal channels. Investors and analysts seek insight into INFICON's financial performance and core technological competence in vacuum technology, gas analysis, and smart manufacturing. We communicate on these topics on the internet, in financial reports, and presentations.

Examples of engagement formats	Key needs and concerns
Financial reports and press releases	Growth
Annual report and Sustainability report	Profitability
Annual general meeting	Long-term success
Analyst conferences/ summits and calls	Results, product pipeline, development projects
Technology days (every three to four years)	End-market developments and key research and technology focus
Roadshows	Results, products and services, sustainability
Reversed Roadshows	Strategic clarity and transparency
Investor Talks	

Analyst Visit in Balzers

Industry associations

International industry associations offer important platforms for interaction and discussion on topics such as industry-specific compliance and conformity issues, products and process certifications, and tax contributions. We support relevant associations in the countries we operate in. INFICON's management holds active memberships in several of these associations, occasionally participates in the yearly programs as speakers or podium members, and actively promote these initiatives.

INFICON is member of the following associations via its subsidiaries:

INFICON AG/Liechtenstein:

- American Vacuum Society (AVS)
- SAQ (Swiss Association for Quality)
- SEMI (Microelectronics Industry association)
- Swiss-American chamber of commerce
- Swiss Association for Standardization (SNV)
- Swissmem
- Swissvacuum
- Vacuum Society

INFICON GmbH/Germany:

- BG ETEM
- Deutscher Kaffeeverband e.V.
- Deutsche Vakuum-Gesellschaft e.V.
- DIL – Deutsches Institut für Lebensmitteltechnik e.V.
- DIN – Deutsches Institut für Normung e.V.
- DLG – Deutsche Landwirtschafts-Gesellschaft e.V.
- IHK – Industrie- und Handelskammer zu Köln
- Köln Metall – Arbeitgeberverband
- SPECTARIS e.V. – Deutscher Industrieverband
- ZLV – Zentrum für Lebensmittel- und Verpackungstechnologie e.V.

INFICON Inc. (USA)
- Air Conditioning, Heating & Refrigeration Institute (AHRI)
- American Public Gas Association
- CenterState CEO
- Interior Climate Control Committee (ICCC)
- MACNY (Manufacturers Association of Central New York)
- Mobile Air Conditioning Society (MACS)
- Manufacturing Leadership Council
- National Defense Industrial Association
- SEMI Microelectronics Industry Association
- SEMI Smart Manufacturing Group

Academia
Universities and research Institutes are significant technology partners and pools for future talent. INFICON participates in several research projects with leading universities, research institutes, and science partnerships located in the US and in Europe, including CERN, the European Nuclear Research Center; ITER, the international fusion energy project; ETH, the Swiss Federal Institute of Technology; NASA, the US Space Agency; and various universities, colleges, and research institutes worldwide. Collaborations with entities such as NASA, ETH Robotics, the University of Rhode Island, and the Alfred Wegener Institute allow us to present our expertise to leading researchers.

These partnerships provide access to novel expertise in fields ranging from basic research to applied developments and industrial manufacturing, covering areas from physics and chemistry to medical applications. INFICON seeks new core technologies for its vacuum technology components through these collaborations. The complexity and rapid evolution of vacuum technology require close monitoring of developments in core and adjacent disciplines such as optics and acoustics.

We also co-develop advanced materials including ceramics, glasses, metal alloys, and innovative novel coatings, that enhance product performance and longevity and enable new vacuum technology procedures and applications. Additionally, INFICON cooperates with academic partners on data analysis projects, as rapid data processing is key to next-generation innovations. Our experts speak at academic events and mentor young science students during bachelor or master theses. These collaborations strengthen INFICON's employer attractiveness and help engage with the next generation of talents.

INFICON'S BUSINESS MODEL

IINFICON is a leading provider of innovative instrumentation, critical sensor and gas analysis technologies, and Smart Manufacturing /Industry 4.0 software solutions that enhance productivity and quality of tools, processes, complete factories, and our customers' end-products. Our strategy and business model are anchored in the following core competencies:

- We are a technology company specializing in **vacuum technology and smart manufacturin**g solutions. We offer bespoke sensors, components, instruments as well as control and smart manufacturing software for a growing range of industries and applications.
- Our goal is to be recognized as the **innovative partner** of choice, delivering the smartest solutions for future customer needs.
- We develop, produce and sell our products and services through a **lean, flexible manufacturing model** built around high-performing R&D, manufacturing, and service units, combined with strong supplier management and customer focus.

We leverage scientific expertise in vacuum technology into a growing range of applications and industries. R&D and manufacturing are coordinated in three Competence Centers: Syracuse (USA) for sensors and software, Cologne (Germany) for leak detection, and Balzers/Liechtenstein for pressure management. The Market Leadership chapter provides a detailed insight of R&D, Sales & Service, and Innovation teams, highlighting their work.

Four defined target markets
We serve four defined target markets:
(1) Semiconductor & Vacuum Coating
(2) General Vacuum Application (industrial and academic customers)
(3) Refrigeration, Air Conditioning & Automotive industries
(4) Security & Energy

Details on market contribution are provided in the Letter to Shareholders and Financial Report of this Annual Report. Our mastery of vacuum technology and smart manufacturing process control forms the backbone of all markets, supporting INFICON's resilience to business cycles.

We serve markets directly under three INFICON brands and indirectly through private-label products, ensuring customer proximity and responsive service.

Lean and flexible manufacturing model
INFICON's innovation, manufacturing, and production competence rests on the three Competence Centers and eight smaller locations with specialized competencies. While we design next-generation solutions, we do not manufacture all components ourselves. Our flexible model relies on effective international sourcing. For details, see "Responsible supply chain management" chapter.

Managing business volatilities
Global trade disputes, technology bans, and geopolitical risk highlighted challenges for our flexible production model. Ensuring the availability of the right products in the required quantities and quality is a critical management responsibility.

INFICON's proven strategy and business model provide a sustainable foundation for long-term stakeholder relations, as discussed further in this report.

ECONOMIC ASPECTS

Technology leadership

INFICON strives to maintain strong market positions through continuous technological innovation. Developing advanced solutions contributes to long-term competitiveness and business resilience. Our innovation activities rely on close collaboration with OEMs, end-users, and research institutions, enabling early identification of technological needs and the transfer of scientific insights into industrial applications. These efforts support the reduction of resource consumption, improved energy efficiency, and technologies essential for the transition to a low-carbon economy.

Key risks include rapid technological change, supply chain disruptions, rising competition, and technology restrictions caused by international politics that could affect INFICON's ability to sustain leadership. Our agile R&D structure, lean manufacturing model, and strong customer proximity help mitigate these risks.

Opportunities arise from global trends such as semiconductor industry expansion, the clean energy transition, and growing demand for smart, efficient production technologies and artificial intelligence.

Market leadership

INFICON's business model focuses on gaining and expanding leading positions in its target markets, which are highly competitive fields where the company already holds strong leadership roles.

Key risks to market leadership include emerging technologies, new competitors, and especially in 2025 the impacts of trade disputes, technology restrictions, and limited access to international knowledge.

INFICON sees strong opportunities through its global manufacturing base, which allows us to adapt production to changing international trade conditions and mitigate impacts from taxes, tariff, and technology restrictions. INFICON delivers comprehensive services, consulting, and training solutions covering every stage of the customer buying cycle. Our global sales and service organization comprises approximately 400 people including functions in sales and marketing, application engineering, customer service, order management, logistics, as well as specific finance and administrative support teams. Customers around the globe benefit from our extensive portfolio of local, efficient services including installation, commissioning, calibrating, maintenance, repair, and device rental. Notably more than 150 of our application engineers work directly at our key customers most of the time. They have access to their production facilities and deeply understand the customers' challenges and most urgent needs. This close collaboration is an essential basis for INFICON's customer-oriented value creation.

Customer relations

Since its formation, INFICON has sought a close connection with its customers, turning emerging needs into innovation targets. Through daily interactions, collaboration, and co-creation with OEMs and end-product manufacturers, we gain valuable insights into their requirements and those of their customers, many of whom are also our end-user clients. This customer-centric approach has secured top positions in our markets and earned INFICON recognition as a trusted partner for innovation and solutions.

Possible risks may arise if direct customer contact or commercial relationships become more difficult due to trade and technology restrictions or geopolitical conflicts.

Opportunities stem from our global sales and service organization of approximately 400 employees – half of whom are highly skilled service and application engineers – who maintain continuous dialogue with our customers. In addition, customers benefit from the trained support provided by INFICON's distributors and agents. We systematically evaluate feedback through spontaneous responses, structured surveys, and ongoing monitoring of both internal and external data sources, including complaints, product rejections, and insights derived from development and quality assurance processes. Based on these analyses we define measures and implement actions to close the feedback loop.

Our commitment to customer orientation includes positioning ourselves geographically close to the markets we serve. Our global manufacturing network near key customer bases has allowed INFICON to mitigate severe trade and tariff impacts during the reporting year by adjusting our production programs and relocating the manufacture of certain products and components to sites better positioned geopolitically to serve customers.

Major customer groups

In our largest target market, **Semiconductor & Vacuum Coating**, we address two major customer groups. The first includes semiconductor or thin-film coating end-users and their top-tier suppliers, who aim to optimize manufacturing processes, maximize output yields, and operate as environmentally sustainable as possible. INFICON's gas and vacuum instruments, sensors as well as process control and smart manufacturing software help semiconductor manufacturers ("fabs") optimize production processes and increase the yield and quality of their wafer production. Our solutions also support monitoring of storage, transport, and usage of corrosive or hazardous materials, contributing to environmental protection and overall sustainability of the industry. The second group consists of Original Equipment Manufacturers (OEMs), which integrates INFICON's vacuum and thin film-technology components into their production equipment and tools.

In the **General Vacuum** market, we supply vacuum analysis, control, and measurement instruments to a broad range of customers, including market leader and innovative companies and organizations in the solar, life science and analytics industries, in the food packaging industry, and the global research and academic community.

In the **Refrigeration, Air Conditioning, and Automotive** market, our customers specialize in cooling appliances and services, focusing on quality control, leak tightness, and leak detection for installed products. Leak tightness is critical for many automotive components–from engines and fuel tanks to airbags – and increasingly for lithium-ion batteries, battery stacks, and fuel-cells. The products of INFICON support the shift from internal combustion engines to electric or hydrogen powered vehicles. We have designed and developed specialized leak testing devices to meet the demands of this fast-growing market.

In the **Security & Energy** market, we supply public and private sector clients with devices for rapid detection and analysis of gases and volatile organic compounds. Our products help identify chemical agents and hazardous volatile compounds, enhancing safety for people and the environment.

Product Quality and Compliance

INFICON aims to be recognized as a benchmark supplier in vacuum technology. Awards and recognitions confirm that INFICON products are among the best in their target markets. For a selection of recent innovations and awards, see pages 8–9. Superior product quality is essential for INFICON's long-term success and growth, as it directly impacts our ability to maintain and expand market share.

Our quality principles apply to both design and manufacturing processes. They reduce scrap and waste in our own production, reduce energy and raw material consumption in our customers' processes and applications, and extend products life cycles. Sustainability is embedded in our lean manufacturing and facility management efforts. Compliance with legal requirements ensures that no restricted materials of environmental concern enter production.

All locations set individual goals for scrap reduction and cost of poor quality (COPQ). Identifying and eliminating the root cause for COPQ (scrap, waste, complaints, production problems, sorting, rework etc.) is an important part of our quality management system.

At the corporate level, INFICON monitors and documents quality in line with ISO 9001:2015 through an annual Management Review. All ISO certified locations contribute to a consolidated Group report covering quality performance and indicators. INFICON successfully passed its re-certification audit IN 2024; the new ISO certificate is valid until 2027 and available for download at: Terms, Standards and Certifications | INFICON

Quality means delivering results that meet defined requirements and ensure lasting customer satisfaction. Both external and internal customers set the standard for our products and services. INFICON's quality principles are documented in our quality policy.

They include the following elements:

1. Customer satisfaction and market knowledge: meeting our customers' expectations is critical for our success. Our strategy is built on a thorough knowledge of the markets we serve.
2. Employees as key to success: Employees represent the cornerstone of our achievements. Teamwork, environmental responsibility, and open communication are cultivated within an attractive work environment. Vocational training, advanced education, and professional development opportunities are provided to dedicated, high-performing staff committed to excellence.
3. Know-how for future success: To deliver innovative solutions, we continuously develop expertise through active collaboration with suppliers and future partners.
4. Quality through managed processes: We constantly optimize our business processes to supply products and services that meet the agreed quality standards. We apply state-of-the-art methods and fulfill special customer requirements, e.g. CE/CC requirement (Copy Exactly / Change Control).
5. Comprehensive continuous improvement: We measure our performance using defined key metrics and implement corrective actions as needed.

INFICON monitors the success of its quality policy through customer feedback collected during quality audits performed on-site.

Products with Economic, Social and Environmental Impacts

INFICON's commitment to innovation and its robust product pipeline reinforce the company's technological leadership, fostering sustainable growth and long-term prosperity.

Our products are designed to help customers conserve resources, supporting environmental protection and positive social impacts. All research, development, and innovation goals inherently aim to promote sustainability.

Understanding how INFICON products support economic, environmental and social objectives is central to our corporate purpose. It fosters employee engagement and strengthens INFICON's reputation.

Our flexible manufacturing model involves sourcing materials and components from diverse suppliers, with a focus on minimizing negative environmental impact. INFICON products help prevent leakages, reduce waste and increase yield for customers.

Key product categories and their positive impact include:

- **Leak detectors** detect microscopic leaks to ensure safety and functionality in products such as airbags, gas pipelines, AC equipment, batteries and battery packs, and food packaging. They also identify harmful gases for rapid containment. In capital-intensive industries like semiconductors, quick leak detection is critical.
- **Vacuum gauges** control production processes, reduce waste, and lower energy consumption. INFICON gauges offer superior accuracy and reliability across the full range of vacuum from ultra-high vacuum up to atmospheric pressure using Pirani (cost-effective measurement in the low and medium vacuum range), Capacitance Diaphragm (precise measurement in the low vacuum range), and Hot or Cold Ionization technologies (ultra- and high-vacuum ranges). Each technology is available as a standalone sensor or combined with complementary measurement technologies.
- **Process control and smart manufacturing software** helps semiconductor manufacturers optimize processes, reduce waste, increase output, and ensure sustainable use of raw and process materials.
- **Gas analyzers/chemical identification systems** generate contamination profiles needed to contain hazardous risks orrecover valuable process gases. INFICON's HAPSITE® ER person-portable Gas Chromatograph-Mass Spectrometer (GC/MS) enables rapid identification and quantification of chemicals for emergency response. The new HAPSITE CDT enhances analytical capabilities and usability.

GOVERNANCE TOPICS

Good Governance

Maintaining strong governance, including corruption prevention, is essential for trusted partnerships with our stakeholders and the integrity of our business operations. Good governance promotes transparency, accountability, and ethical decision-making, key elements that strengthen organizational trust and reputation. By upholding the highest standards, we ensure compliance with local and international laws, thereby reducing the risk of fines, sanctions and reputational damage. Strong governance fosters fair market structures, supports healthy competition, and benefits society. Hence, non-compliance or lack of transparency can undermine market, distort competition, and harm society. Such issues in INFICON's operations or value chain could damage our reputation and expose us to legal and financial risks.

INFICON has implemented high standards of corporate governance and business ethics. Separate chapters on corporate governance and compensation practices in this report provide detailed information. The Board of Directors and Group Management consist of distinct individuals, with no overlap or conflicts of interest. Corporate information flows continuously between Management and the Board, supported by a robust information system. Stakeholders regularly receive information about INFICON's business and financial performance.

As a responsible company and corporate citizen, INFICON is committed to fair and ethical business practices. The Group Management integrates ESG criteria into its strategic scope and objectives. In 2025, these objectives included qualitative targets, analysis and implementation of new regulations, and support for internal initiatives. We also recognize the benefits of infrastructure and public services in jurisdictions where we operate. Therefore, good governance also includes fair tax practices.

Risk management

INFICON strives to identify and effectively manage risks that may arise from economic, social, and environmental factors that could potentially impact business operations. Effective risk assessment is an integral part of INFICON's Group-wide enterprise risk management, governed by policies reviewed by the Board of Directors. Continuous monitoring and control of the risks is a key management objective and a critical factor in preserving long-term value.

Risks, threats and opportunities to specific business units and the Group are discussed during INFICON's Annual Strategy review with the Board of Directors. This review covers market analysis, major projects and initiatives, SWOT analysis and key financial data.

INFICON'S risk management process ensures risks are consistently (i) identified, (ii) assessed, (iii) monitored, (iv) managed and (v) reported to minimize negative impacts. Formalized procedures evaluate likelihood and potential impact, define mitigation measures, assign responsibilities, and track actions.

Business Ethics Policy

INFICON's Business Ethics Policy defines the principles of ethical business conduct and the responsibilities of all employees and representatives. Proper conduct includes compliance with law, ordinances, and regulations such as SIX Swiss Stock Exchange listing rules, as well as accounting principles and procedures. Compliance is instrumental to prevent violation of legal or regulatory requirements.

In addition to regular internal reviews, 2025 included external audits at various sites focusing on quality, financial performance, and IT security. INFICON also welcomed several customers' Responsible Business Alliance surveys, underscoring the importance of our ethics policy and commitment to compliance.

Human rights are fundamental to INFICON. Our corporate culture promotes respect for these principles, with policies that explicitly prohibit child and forced labor and emphasize personal integrity and honesty. As new laws regarding child and forced labor emerge, INFICON updates its reporting accordingly.

Our business ethics policy provides guidance on political contributions, gifts, fees, and commissions, conflict of interest, and other potential misconduct. It also addresses international business conduct, handling of confidential information, employment practices, as well as health and safety procedures. INFICON's Business Ethics Policy is publicly available online at www.inficon.com/about-us/company/.

All new employees complete ethics training at their respective Company site and all employees participate in refresher courses, renewing their commitment by signature. This process is overseen by the local HR teams. In 2025, approximately 80% of the workforce completed the refresher training.

Violations of the Code of Conduct must be reported promptly to a direct supervisor or, if necessary, to the audit committee of INFICON corporate management (Dr. Reto Suter, In der Deisten 11, 8125 Zollikerberg, Switzerland, email: INFICON@whistleblowercontact.com). In 2023, we introduced an additional reporting channel via international phone number +49 221 2888375. All reports are treated confidentially to the greatest extent possible. During the reporting year, one incident of concern was raised through this channel. The matter was addressed by INFICON's leadership together with Human Resources and was resolved without requiring further action.

Anti-Corruption

INFICON enforces a strict zero-tolerance policy towards corruption. Comprehensive anti-corruption guidelines are communicated to all employees, supported by regular training to ensure understanding and compliance. Each year, INFICON reviews whether any breaches were reported internally through whistle blowing channels, whether formal incidents of corruption occurred, or if any legal actions related to anti-competitive behavior or any antitrust were issued.

No incidents of corruption nor bribery were reported for the year under review.

Responsible Supply Chain Management

By ensuring responsible sourcing and respect for human rights, we promote fair labor practices and safe working conditions throughout our supply chain. This supports community well-being, sustainable development goals, long-term supply security. Human rights violations not only harm individuals but could damage INFICON's reputation and lead to legal consequences. Failure to ensure ethical sourcing practices could result in supply chain and business disruptions, particularly if key suppliers are found to be non-compliant with human rights or environmental standards. This could also lead to delays, increased costs, and loss of business continuity. Conversely, INFICON's commitment to responsible sourcing and human rights strengthen brand reputation and creates a competitive advantage.

INFICON's global supplier base is broadly diversified with over 1000 suppliers, which materially reduces supplier concentration and strengthens supply chain resilience. The 20 largest account for about 40% of sourcing. Regionally, Europe represents roughly 46% of direct suppliers and 64% of sourcing volume, while North America accounts for about 40% of the suppliers and around 28% of the volume. Most sourcing occurs near INFICON's major production sites, fostering shared values, long-term business relationships, and reduced purchasing risks.

Tier 1 suppliers are primarily located in Europe and North America. However, the proportion of material and components originally manufactured in Asia and China is higher than the 8% direct sourcing volume suggest. Risks in Asian markets remain moderate but include dependency on international logistics and political developments. The significant share of Western Europe suppliers (primarily from Germany and Switzerland) contributes to a relatively low overall risk profile.

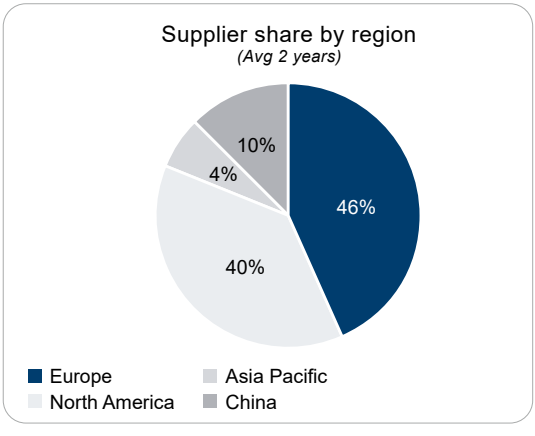
By material category, 28% of INFICON's purchased input is metalworking and mechanical items, electronics account for 15%, vacuum pumps are 21% of the total materials while the remaining 36% is consisting of other materials.

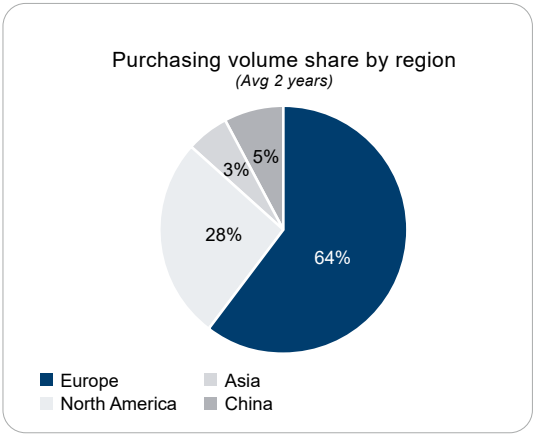
Supplier capacity building

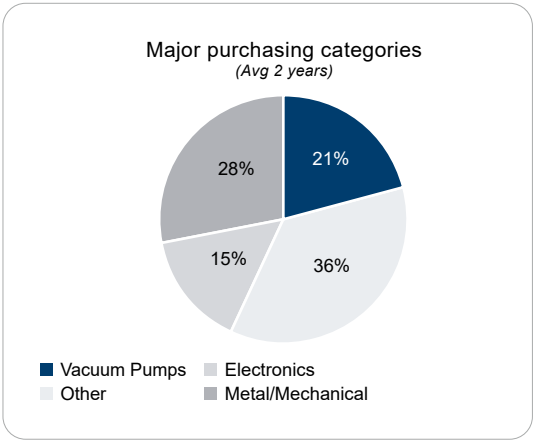
Close cooperation with suppliers is the backbone of INFICON's flexible manufacturing model. We focus on careful selection, ongoing management, and continuous development of our supplier base. Key suppliers have signed agreements outlining INFICON's requirements, production change control process (CE/CC).

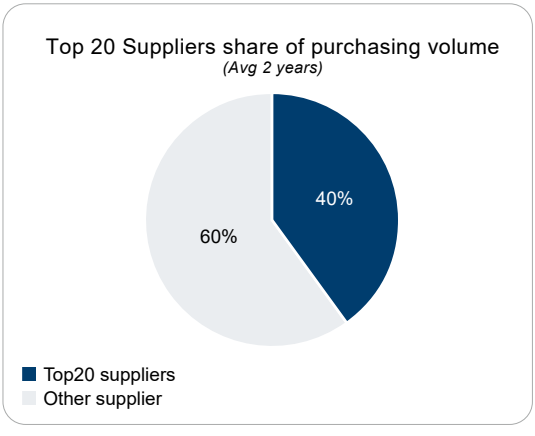
Beyond quality aspects, our assessments cover environmental and social topics such as eco-friendly processing, compliance with environmental regulations, labor practices, and occupational safety standards. Prevention of child and forced labor is explicitly included in supplier contracts. Compliance with our Business Ethics Policy is reviewed regularly during meetings and audits. Most supplier relations are long-standing and based on a shared long-term business perspective. Formal quality, technical, and legal meetings and audits are conducted at least once a year with major suppliers.

In 2025, INFICON reviewed due diligence obligations regarding child labor and conflict minerals and metals in accordance with the applicable Swiss law pursuant to Art. 964 j et seq. CO. For the European and Liechtenstein production sites, INFICON was exempt from due diligence and reporting obligations for conflict minerals. The review regarding child labor found no reasonable grounds for suspicion, and INFICON is exempt from related reporting obligations for 2025.









ENVIRONMENTAL ASPECTS

Environmental management system

Environmental protection, safety, and product stewardship and management are key priorities at INFICON. For example, INFICON uses certain gases for calibration and testing its components. Minimizing their use and keeping them in closed loops reduces leaking risk. These measures improve health and safety, optimize production processes, and enhance product quality, longevity, and recyclability. Assessing, studying, and optimizing our environmental management system has brought us valuable insights on how INFICON can continuously optimize its environmental management.

All INFICON manufacturing sites adhere to ISO 14001:2015, requiring systematic analysis of environmental risks and opportunities. Each manufacturing facility prioritizes and implements actions to monitor and lower energy consumption and carbon footprint. The ISO 14001 recertification was successfully completed in 2025.

At INFICON Syracuse the Sustainability Working Group, a volunteer body from all business departments, drives initiatives across five tactical areas: 1) Circular Economy, 2) Education, 3) Packaging 4) Sustainable Transport, 5) Energy, water, effluent and air emission.

The Circular Economy Team focuses on two goals:

1) Establishing a cradle-to-cradle business model for finished products during use and end-of-life phases.

2) Creating circular processes during design and sourcing to reduce environmental impact.

In 2025, the team launched the INFICON Infinite Reuse Market, an internal platform for reusing material. Employees listed and reused 45 items, from office furniture to advanced instrumentation, diverting 1,117 kg from waste and reducing 1,131 kg CO_2e emission. One project reused intact conflat flanges to blank-off Pfeiffer turbo pumps used on scanners, saving 275 to 545 kg of waste annually and reducing emissions by 1,175–2,330 kg CO_2e. Together with the Packaging Team, the reuse of pallets was studied and introduced. The reuse of a single pallet achieves cost saving and avoids the emission of estimated 5–15 kg CO_2e.

Repair and refurbishment was another important achievement in 2025: 17 thin film controllers were refurbished using parts and components that would otherwise have been discarded, saving 45 kg of metal, plastic, and electronics and generating additional sales revenue. New projects include repairing printed circuit boards for mass spectrometers, potentially avoiding 0.018–0.185 kg CO_2e emissions per repair.

The Energy team promoted sustainability in building renovations by installing energy-efficient LED lighting and implementation advanced building management software. Automated controls optimize heating and lighting based on occupancy and demand, significantly reducing energy waste and emissions.

Trees and plants planted in 2024 on the INFICON campus in partnership with the Cornell Cooperative Extension (CCE) are thriving and fully in bloom this year.

EV charging stations in Cologne

Key suppliers must sign quality and environmental agreements to ensure compliance with all applicable laws. Group companies handling chemical substances adhere to the EU REACH regulation on chemical safety and the RoHS directive restricting hazardous substances in electrical and electronic equipment. We monitor SVHC Candidate List and, in the U.S., focus on conflict materials under CMRT, EMRT and TSCA requirements. INFICON also follows the Responsible Business Alliance (RBA) Code of Conduct, promoting sustainability and corporate social responsibility, and observes the UN guidelines on conflict minerals (Report S/2006/525). We remain vigilant regarding emerging regulations and new compliance requirements.

INFICON did not encounter any non-compliance with environmental laws in 2025.

Energy and Carbon Emissions

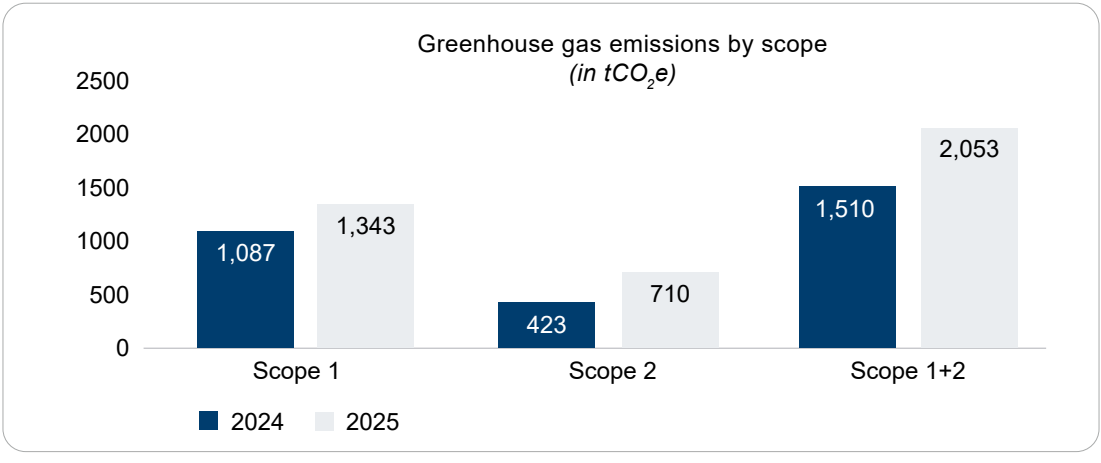
Greenhouse gases are emitted at various stages in our value chain. Certain manufacturing processes for our instrumentation and technologies use fossil fuels resulting in carbon emissions. Some energy-intensive machinery or equipment relies on electricity from non-renewable sources, also resulting in carbon emissions. In addition, producing specific components, such as sensors, involves raw materials and chemicals that generate emissions during their extraction, processing or use.

At the same time, INFICON's innovative measurement and control instruments play a critical role in reducing emissions at customer sites. They detect gas leaks in industries such as refrigeration and automotive, improve efficiency and safety in semiconductor manufacturing, and help minimize scrap and production costs. Overall, our products contribute to making industrial processes less energy-intensive and more environmentally friendly.

INFICON faces climate-related physical and transition risks. These risks and mitigation measures are detailed in our climate reporting section.

Given INFICON's business model and value chain, the operational carbon footprint (Scope 1 and 2) are relatively small. Yet, understanding energy use and emissions is essential for improvements. In 2025, we expanded emissions evaluations to all nine production sites including the newly established Malaysian production site.

INFICON continues to lower its carbon footprint and assesses further reductions through supply chain management and responsibility for product use at customer sites (Scope 3). Screening analysis for Scope 3 categories began in 2024, with plans to extend the analysis accordingly in 2026. The carbon footprint management is critical for stakeholder trust and that insufficient engagement could result in reputational risks.



The year-on-year increase in total emissions in 2025 is primarily attributable to a significant temporary increase in natural gas use at one of our sites resulting from a heating system failure. Additionally, a much colder winter has ramped up our general energy consumption for heating and electricity.

Our main environmental impacts and efforts focus on reducing energy consumption and CO_2 emissions, decreasing resource consumption, and minimizing our ecological footprint. INFICON promotes electric vehicles by installing charging stations at its sites. In 2025, Cologne added EV charging stations for employees and adopted a new car policy prioritizing EVs and plug-in hybrids.

	2024	**2025**	**Delta**
Total energy consumption in MWh	21,285	**23,963**	**13%**
Electricity	15,428	**16,499**	**7%**
of which certified green electricity	96%	**90%**	
Natural gas[2]	3,342	**4,347**	**30%**
Petrol	741	**1,126**	**52%**
Diesel	933	**771**	**(17%)**
District heating (wood chips)	842	**1,220**	**45%**
Energy consumption in MWh per employee	15.1	**16.3**	**8%**
Greenhouse gas emissions in tCO_2e	1,510	**2,053**	**36%**
Scope 1: Natural gas[2]	678	**882**	**30%**
Scope 1: Petrol	172	**261**	**52%**
Scope 1: Diesel	237	**200**	**(16%)**
Scope 2: Electricity & district heating	423	**710**	**68%**
Greenhouse gas emissions in tCO_2e per employee	1.1	**1.4**	**31%**
Scope 3: Process gases use-phase	337	**n/a**	**n/a**
Biogenic CO_2 emissions are reported outside of scopes	295	**427**	**45%**

[1] *2025 Data covers INFICON's locations: Aaland in Finland, Balzers in Liechtenstein (incl. INFICON Holding), Cologne in Germany, Linköping in Sweden, Shanghai in China and Syracuse, Overland Park and Longmont in the USA, and Shah Alam in Malaysia (new site added in 2025)*

[2] *Emission factors from DEFRA and IEA, market-based emission factors from RECs/GOs from utilities systems and renewable energy purchases).Year 2024: Energy data for prior reporting periods has been restated following the identification of an input data error in historical natural gas consumption data. The correction has been applied retrospectively to maintain consistency and comparability across reporting periods, in line with GHG Protocol requirements.*

INFICON has tracked the energy intensity (measured against net sales) for the past seven years, previously shown in a graph. Due to the expanded reporting boundary, these indicators are no longer comparable. However, the trend over the comparable years shows continues downward. For this reporting period, with an energy intensity for 2025 at 35.7 kWh/KUSD net sales (31.0 kWh/KUSD for 2024), we have to report a slight increase again. After thorough analysis, we identified the following highly relevant focus areas.

Renewable electricity: All major production sites now use 100% certified renewable electricity.

Optimized Buildings, technical installations and premises: Our facilities offer significant opportunity to reduce energy consumption and greenhouse gas emissions.

Balzers (Liechtenstein) needs no additional external heating; all heat comes from a new HVAC system including an energy recovery system installed in 2023. In addition, a new closed-loop cooling water concept for the laboratories and production shop floors resulted in an 87% lower water consumption.

In Cologne (Germany), a new air conditioning system was installed. An innovative measurement and control system should further reduce the amount of energy consumed.

In Aaland (Finland), a closed-loop cooling system was installed for all buildings, considerably reducing freshwater consumption. A joint project with the local government in 2026 will explore further reductions.

Commuter traffic: Balzers partnered with local companies and municipalities to advocate for a new Swiss Railway train station near Balzers, replacing a distant former station. The CHF 12.7 million project is co-financed by industry and local towns; INFICON contributed CHF 100,000. The new train stop at Trübbach/Fährhütte and an additional bus line will improve public transport for commuters and is expected to be fully operational in 2029. Regular bus service to Balzers will complement this public transport project.

Efficient materials sourcing and use

INFICON not only manufactures products that help our customers to optimize their own manufacturing processes, save resources, and maximize output. In our purchasing and manufacturing endeavors, we source and use materials and components that minimize negative environmental impact, both in our production processes and during their use at customer sites. Designing new products or improving existing instruments always considers environmental consequences. Our developers also explore ways to separate and recycle valuable materials at the end of a product's life cycle.

An agreement reached with a major customer last year is a good example for these efforts. Since 2020, INFICON and its cutomer takes back used parts and components from older and no longer upgradable materials used by the customer. It has also been agreed that INFICON pays a certain amount to recuperate ("harvest") still perfectly working parts to re-use them in new equipment or as a stock of parts for repair work. Through this initiative, parts in perfect working order are used longer and waste overall is reduced.

Often, waste is not only associated with the actual components or products sourced, but rather with packaging. In 2025, INFICON Balzers installed a new, automated double packaging machine which should allow us to reduce the number of plastic rolls considerably. The machine was installed in November 2025, but indications show that up to 20% less plastic should be used in the future.

INFICON Syracuse has created a corporate social responsibility addendum that specifies environmentally sustainable packaging requirements for shipments of materials.

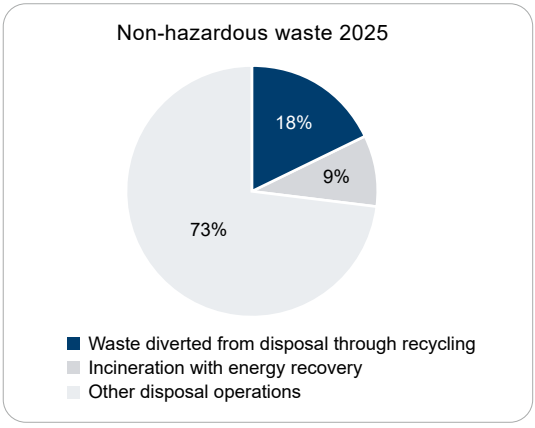
Talking to suppliers, we found ways for them to collect and reuse Isopropanol and Isopentane glass containers that formerly were scrapped when empty.

Reassessing daily routines can lead to positive environmental impacts and savings. For example, at several locations, we replaced hand towel and soap dispensers with more sustainable alternatives. The paper is now eco-certified and the soap dispensers now run battery free.

Waste

	2024	**2025**	**Delta**
Total waste in metric tons	430	**2,020**	**369%**
Waste diverted from disposal through recycling	219	**369**	**68%**
Waste directed to disposal	211	**1,652**	**683%**
Incineration with energy recovery	161	**183**	**13%**
Other disposal operations	50	**1,469**	**2,864%**

2025 Data covers INFICON's locations: Aaland in Finland, Balzers in Liechtenstein (incl. INFICON Holding), Cologne in Germany, Linköping in Sweden, Shanghai in China and Syracuse, Overland Park and Longmont in the USA, and Shah Alam in Malaysia (new site added in 2025)
As a large production site cleaned out one of its storage facilities in 2025, we report a one-time surge in waste for this period



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The data for 2025 show a significant increase in total waste numbers. However, this is a one-time effect due to our largest US site closing its chemical storage facility. The waste numbers otherwise remained stable over the course of the year. Our objective remains to separate, collect and recycle materials such as plastics.

SOCIAL ASPECTS

Attractive employer

INFICON's corporate culture plays a key role in shaping the engagement, well-being and satisfaction. When employees are motivated and engaged, their commitment directly contributes to overall performance and long-term success. Empowered employees also drive innovation, fostering continued growth. Our commitment to core values strengthens our reputation and helps attract new talent. Conversely, declining employee satisfaction could lead to the loss of valuable team members, reduced productivity, and higher recruitment and training costs.

INFICON operates in a highly competitive marketplace, competing not only with larger corporations but also with universities, research laboratories and scientific institutions. Our success relies on attracting, developing, empowering, and retaining top talent.

CREATE We enable visionary technologies for tomorrow

LIVE We live performance, joy and individual growth

CARE We make our world safer and better

The identity statements serve to communicate in simple terms why employees at INFICON get up in the morning, go to work with a smile, and are passionate and enjoy what we do.

Recognition as an attractive, modern, and fair, conscious employer with a strong ESG commitment fosters motivation across all levels and supports the recruitment and retention of the best talents Identity statements express why employees value working at INFICON and find fulfillment in their roles. Although INFICON does not maintain a formal employer branding policy, its reputation for offering appealing career opportunities is well established within the industry. These aspects are actively discussed with job applicants and supported through collaboration with employment agencies. Beyond competitive compensation, we offer performance-based financial incentives to all employees. Furthermore, sustainability initiatives are acknowledged as critical enablers of strategic objectives and growth plans.Sustainability is firmly embedded in our corporate strategy as a key enabler supporting long-term value creation.

Wellbeing of workforce

INFICON promotes employee well-being through flexible working hours, modern work patterns, lifelong learning and development programs, canteens fostering interaction across all levels, and many after-work social activities often involving families.

A comprehensive HR program structures dialogue with employees. New colleagues receive a formal introduction to the Group and their site on their first day. HR maintains regular contact through programs covering company values, business ethics, health and safety, personal well-being, governance, leadership, and motivation.

Workplace Safety Training in Balzers

To ensure a positive and fulfilling workplace, we apply engagement and satisfaction measurement approaches tailored to regional and business unit needs. Insights from these initiatives inform targeted actions that can enhance employee satisfaction and drive continuous improvement.

Annual performance appraisals address achievements, satisfaction, motivation, development goals, communication. In Balzers and Cologne, employees prepare individually for these discussions; Balzers also conducts mid-year "Energizing talks". HR oversees the process and monitors success using KPIs such as satisfaction, loyalty, turnover, and participation in training and development programs. Employees in Balzers may consult external occupational health specialists for confidential advise.

Social activities take place regularly at all locations. In addition to annual gatherings, INFICON hosted activities at various worksites promoting women in STEM. In Syracuse, the VP of People and Culturespoke at Syracuse University Career Center, sharing her career journey and impart professional knowledge to undergraduate students. INFICON Balzers supported a research project with the University of Applied Sciences of Eastern Switzerland on reducing the shortage of female STEM professionals, developing and implementing concrete measures.

The Women's Employee Resource Group at INFICON Syracuse launched a Speaker Series featuring the site president Claudia Kessler, visionary space engineer, entrepreneur, and CEO of Astronautin GmbH, who shared insights on leadership and advancing women in STEM.

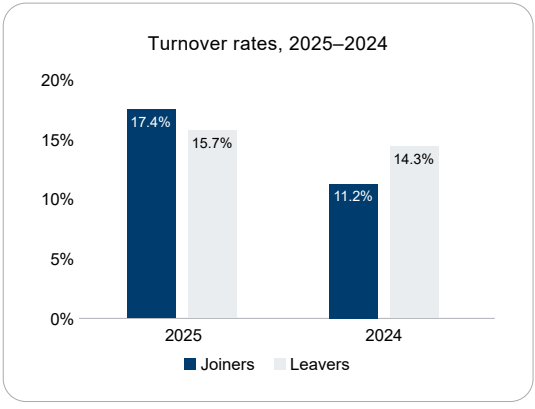
To reflect the evolving work conditions of many colleagues, INFICON Syracuse launched a Remote Employee Resource Group in December. The kickoff meeting brought together over 60 participants from across the United States, promoting connection and collaboration among remote employees.

INFICON also succeeded in filling open positions within reasonable timeframe. Additionally, HR teams conducted structured farewell interviews with retiring colleagues and employees pursuing careers outside INFICON to systematically gather feedback and strengthen our position as an employer of choice.

All numbers in Headcount	2024	**2025**
Employee turnover	209	**244**
Joiners in Headcount	164	**270**
Leaver Rate	14%	**16%**
Joiner Rate	11%	**17%**

1 2025 Data covers employees at INFICON's locations: Aaland in Finland, Balzers in Liechtenstein (incl. INFICON Holding), Cologne in Germany, Linköping in Sweden, Shanghai in China and Syracuse, Overland Park and Longmont in the USA, and Shah Alam in Malaysia (new site added in 2025)

2 Rates are calculated by dividing the total number of joiners/leavers by the total number of employees in the respective year.



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Diversity, Equity, and Inclusion

Fostering a strong culture of diversity, equity, and inclusion empowers employees and promotes equal opportunities in the technology industry. Embracing diverse perspectives drives innovation and helps attract a broader range of talent. Conversely, a lack of diversity, equity, and inclusion can lead to discrimination, harm our reputation, and hinder recruitment.

At INFICON, we believe performance and innovation improve when we bring together people from varied backgrounds and orientations. Our employment policies ensure equal opportunity, pay, and fairness in employment decisions, complying with the respective laws at our major worksites. This approach reduces interpersonal conflicts, mitigates legal risks, and protects our reputation as a trusted supplier.

We offer competitive, market-based salaries and regularly benchmark against industry standards, such as Swissmem's annual salary comparison, to ensure equal pay for equal work. Employment regulations explicitly prohibit gender-based discrimination in hiring, task allocation, working conditions, remuneration, training, promotion, and dismissal.

Embracing a diverse workforce
INFICON's global workforce includes employees from more than 40 nationalities. In Balzers alone, colleagues represent 15 different nationalities, and similar diversity exists at Cologne and Syracuse. We do not discriminate based on race, color, origin, religion, physical or mental disability, age, gender, sexual orientation, marital or family status, or income source, and we comply with all applicable affirmative action legislation.

Diversity, Equity and Inclusion
At INFICON Syracuse, the Diversity, Equity, and Inclusion Committee supports management and employees in creating a welcoming, fair workplace. In 2025, the DEI Council and the PanAsian Employee Resource Group celebrated Lunar New Year with cultural activities, including traditional decorations, specialty food, and an orange exchange symbolizing good fortune. Employees were also encouraged to refresh their workspace.

Syracuse also sponsored the Building Bridges Community Festival organized by InterFaithWorks, engaging three company groups in cultural activities. Our entry in the Duck Decorating Contest featured the word "INNOVATION" in multiple languages, reflecting our global culture.

Additionally, we partnered with Syracuse University's Engineering faculty to involve over 100 local students in STEM activities such as bridge building and earthquake testing. Proceeds benefited the El-Hindi Center for Dialogue & Action.

The age distribution indicates that all age groups are well represented across INFICON's workforce, with a more balanced spread at staff level, while management and the Board reflect higher average ages. In 2025, no incidents of discrimination were reported throughout the Group.

Occupational Health and Safety
The safety and well-being of our employees are top priorities at INFICON. As in any industrial company, certain job-related risks may arise from production processes, materials, and their handling. Safe, ergonomically optimized, and inspiring workplaces are provided to foster a positive work spirit. These efforts minimize health and safety risks, enhance employee well-being of our workforce and their families at large. At the same time, we reduce potential productivity losses, litigation costs, and reputational risks.

Our Business Ethics Policy declares personal health and safety a core principle. INFICON complies with applicable health and safety laws and industry standards, tracking performance through KPIs on incidents, accidents, absenteeism.

A regularly updated training program ensures implementation of safety policies, covering general workplace safety, equipment-specific instructions, ergonomic adjustments, chemical handling, firefighting, and emergency drills. Safety training is part of the onboarding for all new employees.

Managing health and safety
Employees actively contribute to developing implementation and improving the occupational health and safety management system. All incidents, risks, or suggestions are reported through structured schemes at each site. Cologne uses a formal reporting process and informs the Employer's Liability Insurance Association for accidents with more than three lost workdays. In 2025, Cologne's Work Safety team adopted the Scrum project management method to accelerate improvements. Syracuse operates a ticket system for EHS reporting, while Balzers uses accident form SUVA checklists for root cause analysis and corrective actions.

Site-specific initiatives:
Syracuse: All employees receive health and safety as well as ergonomics training. CPR certification was offered by the EHS Coordinator. To promote safe commuting, a bespoke bicycle workshop was hosted by the Safety Committee and Bike Club. Employees also joined fitness challenges, yoga sessions, and a corporate run with over 40 participants. A healthy eating workshop was well attended.

Balzers: Implementation of a strict “if sick, stay at home” policy and ensuring CE compliance for all equipment. SUVA guidelines support risk assessments. The site promotes the “Bike to work” initiative. In 2025, 72 out of 275 employees participated, aiming to cycle to work at least on 50% of their workdays in May and June. INFICON finished 4th of all Liechtenstein companies and organizations. Free yoga sessions, jogging and walking groups, a corporate soccer team – the IFCN Kickers – who compete with other corporate football teams in a local championship are all encouraging engagement with sports. Freshly cooked lunches, fresh fruit, and water dispensers encourage healthy habits.

Cologne: Reduced bottled water by installing dispensers and offer of free fruit as well as allowances for sport clubs.

Aaland: Support of a “no smoking” program and monthly health team meetings. Employees receive financial support for gym memberships and sports clubs. In 2025, the site participated in local health and sustainability days.

Occupational health and safety

	2024	**2025**
Accidents resulting in at least one lost work day	1	**2**
Lost work days	1	**17**
Accident Frequency Rate (AFR)	0.1	**0.1**
Accident Severity Rate (ASR)	0.1	**1.2**

1 The data for 2025 covers all our all our production sites in Aaland in Finland, Balzers in Liechtenstein (incl. INFICON Holding), Cologne in Germany, Linköping in Sweden, Shanghai in China and Syracuse, Overland Park and Longmont in the USA, and Shah Alam in Malaysia.

2 Rates are calculated by dividing accidents or lost work days by total hours worked and are counted per 100 FTEs.

Ongoing education and training

INFICON positions itself as a learning organization and offers continuous training to equip employees with the knowledge and skills needed to fulfil their roles. Internal job openings are transparently communicated to ensure equal opportunities for career advancement. Creating an environment where contributions are valued fosters trust, resilience, and commitment. Investing in education and training remains worthwhile, even when employees pursue opportunities outside INFICON, since they continue to serve as ambassadors for the company.

Training programs address both individual and market requirements, unlocking potential, creativity, and motivation while ensuring knowledge transfer. A lack of ongoing training can lead to skill gaps, reduced productivity, and lower innovation capacity. It may also result in compliance failures, particularly in areas such as health and safety or regulatory requirements, increasing the risk of accidents, legal penalties, and reputational damage. Furthermore, insufficient development opportunities can negatively impact employee engagement and retention, leading to higher turnover and increased recruitment costs.

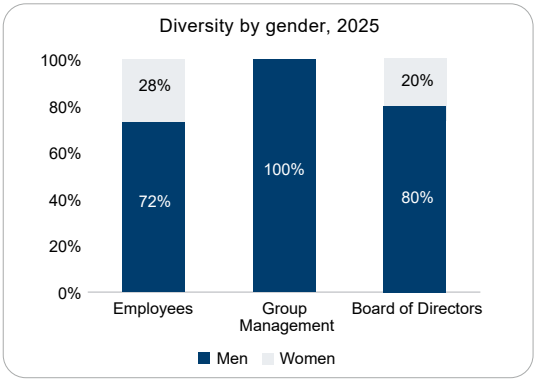
While INFICON provides limited in-house courses, such as language classes, we actively support participation in external programs focused on job-related skills, leadership development, and academic advancement for high-potential employees.

Data from all our production sites shows that in 2025 the average training hours per employee reached 14.7 hours.

Composition of workforce

All numbers in Headcount	2024	Share	**2025**	**Share**
Employees (excl. apprentices, interns, trainees, externals)	1,405	96%	**1,461**	**94%**
Apprentices, interns, trainees, externals	59	4%	**91**	**6%**
Employees by employment contract (excl. apprentices, interns, trainees, externals)				
Permanent	1,336	95%	**1,380**	**94%**
Fixed-term	69	5%	**81**	**6%**
Employees by employment type (excl. apprentices, interns, trainees, externals)				
Full time	1,323	94%	**1,384**	**95%**
Part time	82	6%	**77**	**5%**

2025 Data covers employees at INFICON's locations: Aaland in Finland, Balzers in Liechtenstein (incl. INFICON Holding), Cologne in Germany, Linköping in Sweden, Shanghai in China and Syracuse, Overland Park and Longmont in the USA, and Shah Alam in Malaysia (new site added in 2025)



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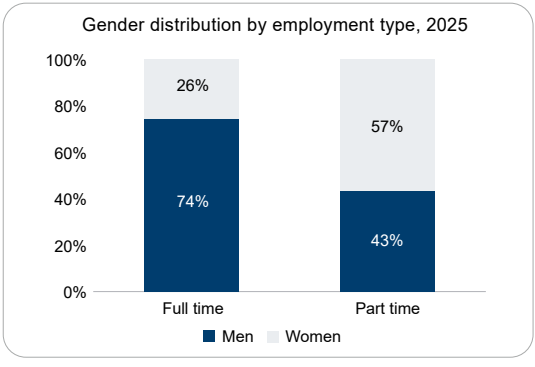

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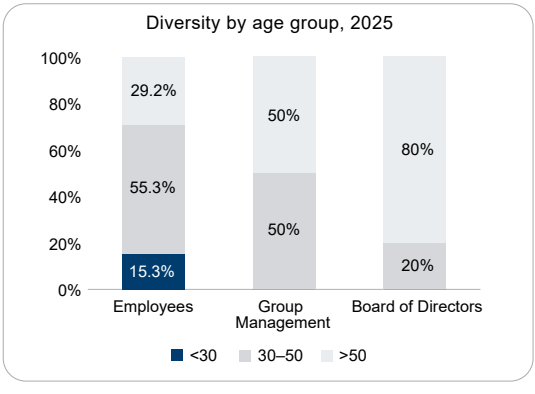

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Community Relations

As a global company with entities in 18 countries, our sites are strongly integrated into their local environments and interact with the surrounding communities. We contribute by creating jobs and supporting local economy, and our employees are active members of these communities, strengthening local ties. However, our operations can have negative impacts, such as increased noise, traffic congestion, or resource strain in hosting communities.

INFICON strives for strong relationships with local communities, neighbors, educational institutions, and networks relevant for our employees and business. We support numerous local initiatives where colleagues actively participate reinforcing our reputation as a responsible and caring employer. A lack of engagement, however, could lead to reputational risks, reduced trust, and challenges in talent acquisition.

Opportunities may arise from strong community relations that enhance INFICON's employer attractiveness, foster employee engagement, and create partnerships that support innovation and sustainability goals. The INFICON Management promotes shared values through identity statements discussed in workshops and displayed on posters and materials. These statements focus on authentic, simple, individual, and future- oriented ambitions.

- **Create:** We enable visionary technologies for tomorrow
- **Live:** We live performance, joy and individual growth
- **Care:** We make our world safer and better

Beyond our commitment to training young colleagues and ongoing education for our own work force, INFICON actively engages with local communities through educational and social initiatives. In Liechtenstein, INFICON Balzers hosted the annual "Business Week" in cooperation with the Liechtenstein Gymnasium and the Liechtenstein Chamber of Commerce and Industry. This project combined theory, practice, and production tours, giving students hands-on insights into operational processes and real-life business challenges.

In addition, INFICON sponsors bachelor theses at the local university of applied sciences in southeastern Switzerland.

The INFICON Cares Team, part of our Events Council, reviews donation requests and ensures partnerships align with our values, including education, health, wellness, and sustainability. In 2025, the team organized a food bank drive for Central New York, raising USD 1,000 on the first day and unlocking a company match for a total donation of USD 2,100. In December, the team ran a literacy and hygiene drive for Elmcrest Children's Centre, donating books and essential hygiene products to support children with emotional and developmental challenges.

In the U.S., INFICON organized a Career Closet Drive in 2025 to support students preparing for job interviews and career fairs. Employees donated professional attire, which was delivered to Le Moyne College to assist future professionals. The INFICON Cares Crew Committee partnered with United Way of Central New York for Mother's Day and the annual Day of Caring, where 29 volunteers completed projects such as painting murals, assembling care kits, and landscaping for local nonprofits. Syracuse and other locations also hosted "Bring Your Child to Work" Day, welcoming over 45 children for cleanroom tours, rocket launches, and STEM activities.

Bring Your Child to Work Initiative in Syracuse

In Finland, INFICON participates in "Bärkraft", a local sustainability network founded by the local government to promote collaborate solutions for environmental challenges. Meetings are held bi-monthly with other companies and local authorities to address shared sustainability goals. (www.barkraft.ax)

OUTLOOK AND GOALS

For the coming years, INFICON will focus on the following areas:

- Further improvements in production buildings are developed and analyzed as part of the strategy development process, then continuously discussed in the review and budget process and brought to a conclusion (e.g., energy recovery, geothermal and solar energy, thermal insulation).
- Circularity in Production/Products: Develop circularity initiatives in production and products, with one pilot project serving as a testing ground
- Further extend Scope 3 Emission screening
- Team Health: Prioritize the health and well-being of teams, ensuring a positive and sustainable work environment.
- Champion diversity, equity and inclusion initiatives to create a more equitable and innovative workplace.
- Technology Leadership: Foster technology leadership through continuous innovation and pivot experiments.
- ECO design: launch an ecodesign initiative in innovation process. Includes analysis, review and life cycle assessments to better understand the CO_2 footprint of the products
- Build “Scope 4” screening, measuring the significant impact of our products and services had on supporting decarbonization and efficient use of resources
- Extend the conduction of training and seminars that include INFICON’s sustainability goals and principles
- Closely follow the requirements from EU legislation (CSRD, EU Taxonomy).
- To strengthen its sustainability approach, the Board of Directors had defined a dedicated representative for ESG and sustainability matters. The formal Sustainability Council established in 2023 is led by Lukas Winkler, Member of the board of Directors, as Chairperson; Reto Suter, Member of the Board of Directors, and Matthias Tröndle, CFO, complement this task force. The council defines a roadmap, reviews targets, studies the regulatory developments in the ESG area and supports the Audit Committee in non-financial reporting.

REFERENCE TABLE FOR ART. 964B SWISS CODE OF OBLIGATIONS

The table below shows which material topics cover the required elements of non-financial reporting in accordance with the requirements of Art. 964b of the Swiss Code of Obligations. The signature of the Board of Directors confirms its approval of the sections of the report listed below. Also, the vote of the General Meeting to approve the report on non-financial matters pursuant to Art. 964c of the Swiss Code of Obligations in the form of a note is limited to the content of these sections.

Requirements of Art. 964b CO	Referenced chapters in the non-financial report	Page
General Information		
Business Model	INFICON's Business Model	44
Identification of material non-financial matters	Identification of material topics	39
Non-financial matters		
Environmental matters	Environmental management system	51
	Energy and carbon emissions	53
	Efficient materials sourcing and use	55
	Climate report according to TCFD	65
Social issues	Community relations	61
Employee-related issues	INFICON – an attractive employer	56
	Diversity, equity, and inclusion	57
	Occupational Health and Safety	58
	Ongoing education and training	59
Respect for human rights	Good governance	49
	Responsible supply chain management	50
Combating corruption	Good governance	49

For the Board of Directors:

Dr. Beat L. Lüthi
Chairman of the Board of Directors

Dr. Reto Suter
Chairman of the Audit Committee

March 20, 2026

INFICON Climate report 2025
guided by TCFD recommendations

Contents

CLIMATE REPORT

In the year under review, INFICON identified and assessed climate-related physical and transition risks as well as opportunities following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). INFICON also initiated the integration of climate considerations into our enterprise risk management framework. This climate report has been prepared in accordance with the Swiss Ordinance on Climate Reporting which refers to Art. 964a ff Swiss Code of Obligations (CO). It provides an overview of how INFICON identifies and manages climate-related risks and opportunities and outlines their potential impacts on the company's long-term business performance. A key strategic component of this report is our climate transition plan.

Governance

INFICON's Board of Directors determines the corporate strategy and holds the ultimate responsibility for all sustainability matters, including climate-related topics. As part of this role, the Board of Directors oversees and approves the implementation of the climate transition plan including the associated metrics and targets. At least three times a year, the Board of Directors is briefed by Group Management on climate-related developments. Climate-related matters are embedded within our sustainability governance framework. Further information on INFICON's sustainability governance is provided in the Corporate Governance section of this Annual Report.

The Board of Directors is also responsible for corporate risk management and the definition of the risk landscape which include climate-related risks and opportunities.

In 2023, a formal Sustainability Council has been established to strengthen the organization's commitment to sustainable development. This Council is chaired by Board member Lukas Winkler and also includes Board member and Chairman of the Audit Committee, Dr. Reto Suter and CFO Matthias Tröndle. The Council is responsible for defining the sustainability roadmap, setting targets and monitoring regulatory developments in the sustainability area. The Council oversees the management of climate-related impacts, risks and opportunities. It collaborates with the operational sustainability teams to implement the sustainability strategy and the climate transition plan. This collaboration involves identifying and assessing climate-related risks and opportunities, developing action plans to enhance carbon footprint transparency, reducing emissions, and addressing material risks and opportunities through appropriate measures.

Strategy

Climate-related risks and opportunities

INFICON's business model and value chain can have an impact on our climate, and the company is exposed to climate-related physical and transition risks. Acute physical risks stem from event-driven phenomena such as extreme weather events, including heavy rainfall and flooding. Chronic physical risks arise from long-term shifts in climate patterns such as rising temperatures. Climate-related transition risks are linked to the shift towards a lower carbon economy and may include evolving ESG regulations, changing customer preferences, and technological advancements aimed to address climate change. Efforts to mitigate and adapt to climate change can produce opportunities for organizations, such as development of new products and access to new markets. Climate-related opportunities influence INFICON's strategy, which focuses on technological innovation and collaboration with our customers.

INFICON identified material climate-related risks and opportunities along its value chain and categorised them into short- to long-term. To better understand the potential future impact of these risks and opportunities on our business model and strategy, we conducted risk assessments for climate-related risks related to our activities and locations. In 2025, INFICON conducted a physical risk assessment using the proprietary climate analytics tool Correntics to evaluate risk exposure for several prioritized manufacturing sites.

Scenario Analysis

The climate risk and opportunity assessment involves projecting future societal and environmental conditions in a scenario analysis. INFICON considered the time horizons 2030, 2040 and 2050. Overall, three scenarios aligned with the International Panel on Climate Change (IPCC) were evaluated. These Shared Socioeconomic Pathways (SSP) span a range of potential future developments between a generally sustainable (SSP1) and a fossil-fuel – driven by (SSP5) economy and society – accompanied by heating intensities, i.e. 2.6 and 8.5, respectively, that lead to the following warming levels by 2100:

- **SSP1-2.6:** A sustainable world with strong global cooperation, rapid decarbonization, and lifestyle changes that limit warming to below 2 °C.
- **SSP2-4.5:** A "middle-of-the-road" pathway with moderate growth and slow climate action, leading to about 2.5 to 3 °C warming.
- **SSP5-8.5:** A fossil-fueled, high-consumption world with weak climate policies, causing emissions to rise and warming above 4 °C.

Transition risks and opportunities are generally considered to be highest in the "Below 2°C" scenario (SSP1-2.6), physical risks are most severe in the "Above 4°C" scenario (SSP5-8.5). We assessed our transition risks under a Below 2°C scenario that implies a general socioeconomic transition with significant climate adaptation and mitigation. Therefore, this scenario bears the highest transition risks and opportunities.

INFICON has identified floodings and extreme weather as potentially material physical risks to its operations and assets. River or coastal flooding, storm surges or flooding from extreme weather can damage infrastructure, disrupt logistics and pose potential water quality risks for our sites. The conducted risk assessment enables a clear location and prioritization of the highest risk exposure and corresponding measures, e.g. the installment of a mobile flood barrier as a precautionary measure at the Shanghai site. Similarly, acute physical risks like hail and storm hazards were evaluated in the assessment.

Within all considered time horizons and scenarios, flooding and extreme weather-related perils showed stable levels or only slight increases of risk at the assessed locations with an overall low-medium financial impact.

Risk characteristics (Overall risk inventory topic, impacted value chain, time horizon)	Risk description	Potential impact on INFICON	Measures
Supply chain and logistic risk due to natural hazards Materials + suppliers Mid- to long-term	**Availability of materials and fluctuations in prices** As part of the manufacturing industry, INFICON is dependent on supply of raw materials and intermediate goods for its products. Climate change is expected to lead to an increased likelihood of storms and natural disasters, which could cause temporary disruptions to supply chains globally.	Higher procurement costs, lower availability of materials and energy, disruptions in the supply chain Climate-related Impact: medium	– Diversification of supplier base (dual sourcing) – Diversification of materials used
Disruptions of own operations like manufacturing	**Productivity losses of capital goods and workforce** Flooding, extreme weather events, heat, and water shortages can damage or disrupt the operation of capital goods, and also affect workforce availability and productivity.	Equipment downtime and increased maintenance costs, staff faces health risks, safety concerns, and interruptions in site accessibility Climate-related Impact: low to medium	– Emergency and Business Continuity Plans – Technical protection – Adjusted insurance coverage

INFICON has also identified rising temperatures and extreme heat as a relevant physical risk, particularly affecting our Asian sites in China (Shanghai and Guangzhou), Taiwan, Singapore and South Korea as well as our US site in Colorado. For some sites, heat also correlates with periodic concerns regarding air quality, wildfire risk and potential water stress. The workforce across these sites already experience the effects of elevated temperatures, and projections indicated potential heat stress among all considered scenarios with the most significant increase until 2050 in the Above 4°C scenario. Such compound risks could impair our employees' health and cause business disruptions. To ensure a comfortable working environment, INFICON intends to upgrade its water supply and cooling systems, and air filtration while ensuring effective building insulation when needed. Therefore, we consider increasing temperatures and heat as short-, medium and long-term risk with low financial impacts.

Overall, the majority of INFICON's sites are exposed to climate-related physical risks to some degree, but they are well-insured against flooding and extreme weather events and obtain adapted technical protection if required. The climate-related physical risk assessment shall be expanded as it offers a comprehensive understanding of potential climate-related physical risks and fosters INFICON's advancement of precautionary measures.

Climate-related transition risks

In our Below 2°C climate scenario, enhanced international cooperation fosters shared climate mitigation efforts and resource-sharing, ensuring a unified global response to climate change. A major shift to renewable energy drastically reduces dependence on fossil fuels, significantly lowering carbon emissions across various industries. The widespread adoption of circular economies minimizes reliance on virgin materials, emphasizing recycling, reusing, and remanufacturing to ensure sustainability. Greenhouse gas emissions are drastically reduced, effectively keeping global warming below a critical 2°C threshold. This improved resilience results in more stable and predictable climate patterns, improving climate resilience and supporting both ecosystems and communities in adapting to future challenges.

INFICON's identified climate-related transition risks align with its enterprise risk inventory, including factors such as supply chain and logistics risk, compliance risk, and competitive risk. Consequently, the same assessment criteria were applied to evaluate these risks.

Risk characteristics (Overall risk inventory topic, impacted value chain, time horizon)	Risk description	Potential impact on INFICON	Measures
Compliance risk, technology development, specific market demand risk Whole value chain Mid- to long-term	**Environmental regulations, customer preferences and technological progress** Current and future environmental and climate regulations, such as the EU's Ecodesign Directive, as well as changes in customer preferences may affect INFICON and the entire value chain. Evolving regulations and shifting customer preferences toward circularity of products may change product demand and impact material availability, product composition and performance.	Increased operational costs for value chain coordination and documentation, increased R&D and business process change costs, increased procurement costs, decreased revenue/ market share Climate-related impact: medium to high	– Client-centric innovation – Product portfolio adaptations – Regular tracking of current and upcoming environmental and climate regulations
Competitive risk Reputation overall Short- to long-term	**Reputation regarding climate action** Reputational risks can arise from different expectations of investors, customers and other stakeholders regarding the ambition of climate goals and the progress towards these goals.	Damage of reputation, lower revenues, availability and attractiveness of financing conditions Climate-related impact: low to medium	– Client-centric innovation – Investments in sustainability program and production infrastructure

The prioritized climate-related **opportunities** in the Below 2°C scenario for INFICON are summarized in the following table.

Opportunity characteristics (Overall topic, impacted value chain, time horizon)	Opportunity description	Potential impact on INFICON	Measures
Product/ Services Whole value chain Short- to long-term	**Customer preferences and technological progress** We support decarbonization and efficient use of resources through our products and services that enable more efficient production processes and manufacturing, For example gas analyzers, leak detectors and smart manufacturing software solutions.	Increase in revenues and market share Impact: medium to high	– Client-centric innovation – Joint development projects – Product portfolio adaptations
Market Whole value chain Short- to long-term	**Enabler for clients to increase efficiency and reduce emissions** With our technology and product portfolio, we are well positioned to capitalize on climate-related opportunities that will expand our business and make our range of services more diverse. For example, renewable energies, in particular solar energy, batteries and electric vehicles, are applications that offer many opportunities.	Increase in revenues and market share Impact: medium to high	– Client-centric innovation – Product integration for emissions and energy savings – Optimizing environmental footprint through our software solutions

Resilience of INFICON's business model
INFICON is close to its customers and offers innovative solutions with a customer-centric approach. INFICON's approach to innovation and its efforts to diversify its customer and supplier base can help INFICON increase the resilience of its business model to a variety of risks, including climate-related risks, and help the company take advantage of opportunities. The resilience of INFICON's business model is determined by its flexibility and ability to adapt to different challenges. In a Below 2°C scenario, resilience depends primarily on the effective implementation of mitigation measures, compliance with climate and ESG-related regulations, the integration of more efficient technologies and the development of more sustainable use cases for customers. The Above 4°C scenario enables the identification of natural hazards that might pose the most severe risk and the affected geographies. Adaptive measures are refined and implemented accordingly to guarantee business continuity. Throughout all considered climate scenarios, INFICON considers its business model and approach to be generally resilient in this regard. However, INFICON is in the process of intensifying its climate risk analysis and recognizes the importance of further refining and strengthening its financial impact analysis under the selected climate scenarios.

Transition plan
INFICON's Climate Transition Plan defines its strategic approach to achieving a low-carbon economy. It outlines the company's approach to reducing its carbon footprint, mitigating climate-related risks and capitalizing on climate-related opportunities.

Since 2019, INFICON has been measuring and reporting annually the greenhouse gas emissions of its own operations (Scope 1 and 2), see Sustainability Report. The analysis of greenhouse gas emissions in the value chain (Scope 3) has been initiated for one site. Expanding the analysis across the entire company is underway and will progress as methodologies and data collection processes are further developed.

INFICON supports Switzerland's climate strategy to achieve net-zero emissions by 2050. Compared to 2020, greenhouse gas emissions have already been significantly reduced thanks to energy efficiency measures and the change to electricity from renewable sources in recent years, despite strong business growth.

For our own operations our near-term goal is to reduce Scope 1 and 2 emissions by 40–50% by 2030 compared with the base year 2020, while anticipating business growth and maintaining these reduced levels on a continuous basis. We selected 2020 as the base year because this was the first report which included major elements of GRI standards and data. For this purpose, a reference value of 2581 t CO_2e[1] has been recalculated for INFICON's operational carbon emissions in 2020, taking into account all manufacturing sites around the world. This reference value is higher than the value published in previous reports, as only the four largest production sites were analyzed in these previous reports.

INFICON strives to actively protect the climate by investing in the reduction of greenhouse gas emissions. This includes continuously upgrading its infrastructure to the latest technological standards and increasing the share of renewable energy. Furthermore, in alignment with its innovation strategy, INFICON is continuously transforming its product portfolio to deliver more sustainable performance, helping customers across various applications to increase efficiency and reduce greenhouse gas emissions. Measures and examples are described in the Sustainability Report.

These are often closely linked to INFICON's innovation strategy, which drives the transformation of the product portfolio towards more sustainable performance and helps customers in various applications to use less energy or emit less greenhouse gases.

1 Energy data for reporting periods prior to 2025 has been restated following the identification of an input data error in historical natural gas consumption data. The correction has been applied retrospectively to maintain consistency and comparability across reporting periods, in line with GHG Protocol requirements. Targets are not otherwise affected by this.

Risk management

Effective risk management and the continuous observation of material risks are key element of INFICON's business success. INFICON maintains a robust, ongoing risk management process for the identification, evaluation, prioritisation and response to risks. The Group-wide enterprise risk assessment is reviewed and approved by the Board of Directors. Early identification, standardised policies, guidelines and professional management of risks are key pillars of the risk management. On a yearly basis, potential risks and opportunities which are material to specific business units as well as the Group are outlined and discussed during the Annual Strategy review. INFICON's Audit Committee / Board defines guidelines for the risk assessment process to be implemented and maintained by the management. The responsibility for the first identification and assessment of risks obtains to the Group Management consisting of the CEO and CFO. In regular Audit Committee meetings, INFICON discusses potential risks and opportunities, agreeing on targets and actions, while also reviewing the internal risk management processes. In the year under review, INFICON identified and assessed climate-related risks and opportunities for the first time. For the future, the company will more explicitly and systematically integrate climate-related issues into their existing risk categories.

Metrics and targets

Detailed information on our decarbonization plans and approaches to reduce greenhouse gas emissions can be found in the Energy and Carbon Emissions section of the sustainability report.

GRI CONTENT INDEX

INFICON has reported in accordance with the GRI Standards for the period from 01 January 2025 to 31 December 2025. For the Content Index – Essentials Service, GRI Services reviewed that the GRI content index has been presented in a way consistent with the requirements for reporting in accordance with the GRI Standards, and that the information in the index is clearly presented and accessible to the stakeholders. The service was performed on the English version of the report.

GRI 1 used	GRI 1: Foundation 2021
Applicable GRI sector standard(s)	None

General Disclosures

GRI Standard	Disclosure	Location/Information	Omission
GRI 2: General Disclosures 2021	2-1 Organizational Details	p. 18	
	2-2 Entities included in the organization's sustainability reporting	p. 82–83	
	2-3 Reporting period, frequency and contact point	**Fiscal year 2025, annually** Publication date: March 24, 2026 **Contact:** Matthias Tröndle, Vice President and CFO INFICON HOLDING AG, Hintergasse 15 B CH-7310 Bad Ragaz, Switzerland Tel. +41 81 300 4980 Fax +41 81 300 4988 E-mail: matthias.troendle@inficon.com	
	2-4 Restatements of information	p. 54, 69	
	2-5 External assurance	no external assurance	
Activities and workers			
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	p. 44–45, 82–83	
	2-7 Employees	p. 60	
	2-8 Workers who are not employees	p. 60	

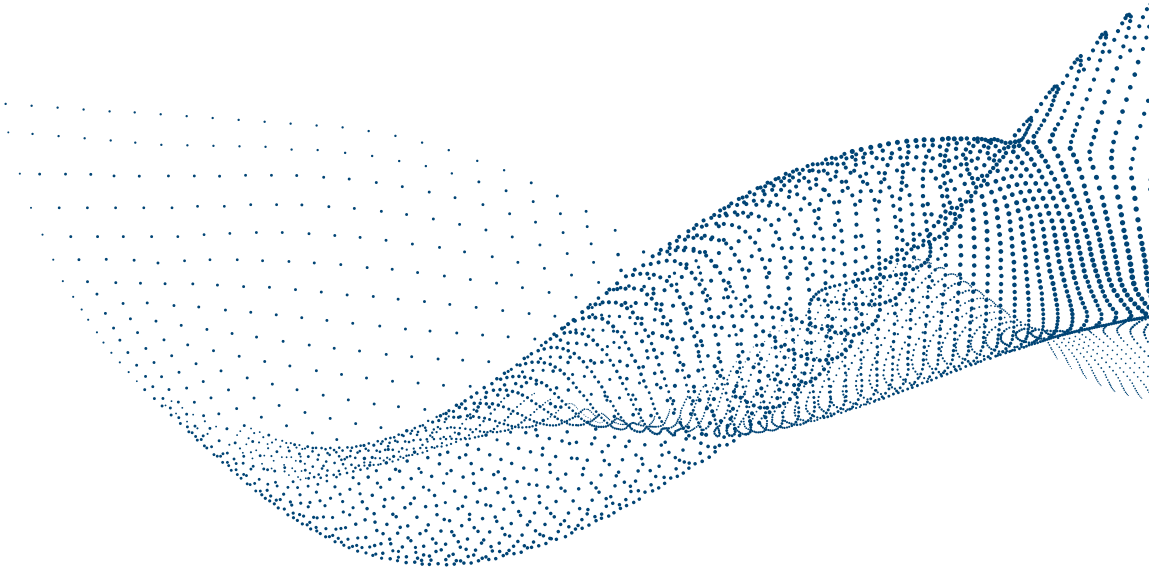
GRI Standard	Disclosure	Location/Information	Omission
Governance			
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	p. 20–24	
	2-10 Nomination and selection of the highest governance body	p. 20–24	
	2-11 Chair of the highest governance body	p. 22	
	2-12 Role of the highest governance body in overseeing the management of impacts	p. 21, 62	
	2-13 Delegation of responsibility for managing impacts	p. 21, 62	
	2-14 Role of the highest governance body in sustainability reporting	p. 21, 62	
	2-15 Conflicts of interest	p. 25, 48	
	2-16 Communication of critical concerns	p. 49	
	2-17 Collective knowledge of the highest governance body	p. 22–24	
	2-18 Evaluation of the performance of the highest governance body	p. 30–33	
	2-19 Remuneration policies	p. 30–33	
	2-20 Process to determine remuneration	p. 30–33	
	2-21 Annual total compensation ratio	p. 33–35	
Strategy, policies and practices			
GRI 2: General Disclosures 2021	2-22 Statement on sustainable development strategy	p. 39	
	2-23 Policy commitments	p. 48–50	
	2-24 Embedding policy commitments	p. 48–50	
	2-25 Processes to remediate negative impacts	p. 49	
	2-26 Mechanisms for seeking advice and raising concerns	p. 49	
	2-27 Compliance with laws and regulations	p. 49	
	2-28 Membership associations	p. 43–44	
Stakeholder engagement			
GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	p. 40–43	
	2-30 Collective bargaining agreements	Collective bargaining agreements exist in Germany and Sweden (about 21% of work force).	

MATERIAL TOPICS

GRI Standard	Disclosure	Location/Information	Omission
GRI 3: Material Topics 2021	3-1 Process to determine material topics	p. 39	
	3-2 List of material topics	p. 40	
Economic topics			
Technology leadership			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 45	
Market leadership			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 45–46	
Customer relations			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 46–47	
Product quality and compliance			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 47	
Product impact			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 47–48	
Governance topics			
Good governance			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 48–49	
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	p. 49	
	205-2 Communication and training about anti-corruption policies and procedures	p. 48–49	
	205-3 Confirmed incidents of corruption and actions taken	p. 49	
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	p. 49	
Responsible supply chain management			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 50	
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	p. 50	
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	p. 50	

GRI Standard	Disclosure	Location/Information	Omission
Environmental topics			
Environmental management system			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 51–52	
Energy and carbon emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	p. 53–54	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	p. 54	
	302-3 Energy itensity	p. 54	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	p. 54	
	305-2 Energy indirect (Scope 2) GHG emissions	p. 54	
	305-5 Reduction of GHG emissions	p. 54	
Efficient materials sourcing and use			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 55	
GRI 306: Waste 2020	306-3 Waste generated	p. 55	
	306-4 Waste diverted from disposal	p. 55	
	306-5 Waste directed to disposal	p. 55	
Social topics			
Attractive employer			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 56–57	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	p. 57	
Diversity, equity, and inclusion			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 57–58	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	p. 60	
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	p. 58	
Occupational health and safety			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 58–59	

GRI Standard	Disclosure	Location/Information	Omission
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	p. 58–59	
	403-2 Hazard identification, risk assessment, and incident investigation	p. 58–59	
	403-3 Occupational health services	p. 58–59	
	403-4 Worker participation, consultation, and communication on occupational health and safety	p. 58–59	
	403-5 Worker training on occupational health and safety	p. 58–59	
	403-6 Promotion of worker health	p. 58–59	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	p. 58–59	
	403-9 Work-related injuries	p. 59	
Training and education			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 59	
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	p. 59	
Community relations			
GRI 3: Material topics 2021	3-3 Management of material topics	p. 61–62	
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	p. 61–62	



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