

GRI index

The following GRI index is based on V-ZUG's current materiality matrix, which we drew up in 2021 with input from external and internal stakeholders. Relevant information is presented transparently in this combined 2023 Annual Report and is supplemented with additional details in the index. The following table shows the association between the relevant GRI Standards and the subjects evaluated in the materiality process, plus the top-level focus topics.

Focus topic	Subject	GRI indicators	Art. 964b OR	SDG	Page
Products and services for a future-fit society	Circular product design	GRI 301, GRI 306	Environmental concerns, Article 964b para. 1 and 2	7, 9, 12, 13	P. 33
	Sustainable consumption and healthy nutrition	GRI 416	Social concerns, Article 964b para. 1 and 2		
Healthy and committed employees	Health and safety of employees	GRI 403	Employee concerns, Article 964b para. 1 and 2	8	P. 41
	Development of potential and know-how management	GRI 401, GRI 404	Employee concerns, Article 964b para. 1 and 2		
	Diverse and inclusive working culture	GRI 405	Employee concerns, Article 964b para. 1 and 2		
Environment and climate protection	Resource-efficient operations	GRI 302, GRI 303	Environmental concerns, Article 964b para. 1 and 2	7, 9, 12, 13	P. 49
			Climate reporting pursuant to the TCFD		P. 164
	Logistics and mobility	GRI 305	Environmental concerns, Article 964b para. 1 and 2		
Entrepreneurship for sustainable prosperity	Responsible and resilient supply chain	GRI 204, GRI 308, GRI 414	Environmental concerns, Article 964b para. 1 and 2; Social concerns, Article 964b para. 1 and 2; Respect for human rights, Article 964b para. 1 and 2	8, 9, 12	P. 57
			Child labour and conflict materials (DDTrO)		P. 178
	Long-term corporate success as added value for society	GRI 201, GRI 203	Social concerns, Article 964b para. 1 and 2		
	Business ethics and compliance	GRI 2-23, GRI 419	Prevention of corruption, Article 964b para. 1 and 2		

GRI: Global Reporting Initiative

Art. 964b OR: Code of Obligations, transparency on non-financial matters

SDG: UN Sustainable Development Goals

TCFD: Taskforce for Climate-related Financial Disclosure (Climate Report)

DDTrO: Ordinance on Due Diligence and Transparency regarding Minerals and Metals from Conflict-Affected Areas and Child Labour

General details

Indicator	Description	Comment/reference
Foundation (2021)		
GRI 1	Principles	V-ZUG Holding AG has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023.
The organisation and its reporting practices (2021)		
GRI 2-1	Organisational details	V-ZUG Holding AG Company limited by shares under Swiss law; listed on the SIX Swiss Exchange stock market Headquarters: Zug, Switzerland See chapter "The V-ZUG Group in the Annual Report 2023"
GRI 2-2	Entities included in the organisation's sustainability reporting	The Annual Report covers the companies that make up V-ZUG Holding AG. Unless otherwise stated, the Sustainability Report covers the following three companies (production sites): V-ZUG AG, V-ZUG Kühltechnik AG and V-ZUG (Changzhou) Special Components Co., Ltd. (see "About this report"). The Annual Report (Financial Report) covers all the V-ZUG Group companies owned directly or indirectly by V-ZUG Holding AG. Entities are consolidated in line with the consolidation approach. See 2023 Annual Report.
GRI 2-3	Reporting period, frequency and contact point	V-ZUG reports annually for the financial year, 1 January 2023 to 31 December 2023, reporting date: 31 December 2023 The Sustainability Report is being included as an integral part of the Annual Report for the first time. The resulting Annual Report is produced annually for the previous financial year (1 January 2023 to 31 December 2023, reporting date: 31 December 2023). The previous Sustainability Report was published on 28 April 2022. The contact person for questions is Marcel Niederberger, Head of Sustainability; marcel.niederberger@vzug.com
GRI 2-4	Restatements of information	The method for collecting the operational life cycle assessment data was refined, and figures for packaging material and hazardous substances were corrected. This has been retroactively adjusted for 2021 and 2022. The method for collecting Scope 3 emissions was refined and adjusted retrospectively (purchased goods and services: change from spend-based method to detailed product life cycle assessments for each product category and amount sold). A new source with a new emissions factor (0.112 tCO ₂ /kWh) is used for Scope 2 emissions for electricity in 2023. This is applied retrospectively for previous years (previously: 0.096 tCO ₂ /kWh).
GRI 2-5	External assurance	Our Scope 1 and 2 CO ₂ emissions (including offsetting) were validated externally by Swiss Climate. The Sustainability Report has not been externally audited as a whole.

Indicator	Description	Comment/reference
Activities and employees (2021)		
GRI 2-6	Activities, value chain and other business relationships	<p>Industry: Household appliances</p> <p>Business model: Development, manufacture and sale of large household appliances (e.g. washing machines, ovens, refrigerators, etc.) Current product range at www.vzug.com/products</p> <p>Value chain: V-ZUG has its own sales companies in Australia, Austria, Belgium, China, Denmark, France, Germany, Ireland, Hong Kong, Luxembourg, the Netherlands, Norway, Singapore, Thailand, the United Kingdom and Vietnam. V-ZUG products are also available via distributors in Israel, Italy, Lebanon, Turkey, Ukraine and the USA. V-ZUG serves a total of 23 markets including Switzerland, its home market.</p> <p>Business relations with Russia have been suspended due to sanctions. Business relations still exist with Ukraine, but there was no demand for appliances due to the war.</p> <p>See chapter "Strategy and sustainability"</p> <p>Organisational supply chain: In total, we work with and maintain long-term relationships with around 1,500 Tier 1 suppliers. We also have an estimated 5,000 additional indirect suppliers (Tier 2). Around 60% of our Tier 1 suppliers are based in Switzerland, and another 30% or so are located in nearby European countries. Payments amount to approximately CHF 200 million per year.</p> <p>See chapter "Entrepreneurship for sustainable prosperity"</p> <p>Downstream activities and entities: Private customers, specialist retailers, property management companies and real estate owners.</p> <p>V-ZUG's products are sold predominantly via trade outlets. The traders sell them to installers and display them in various settings, including showrooms, where end consumers can obtain information about the products. V-ZUG also operates numerous exhibition and advisory centres as well as V-ZUG Studios worldwide. In addition to commercial firms and kitchen builders, key customer groups primarily include real estate management companies and real estate owners, as well as their agents (such as architects and general contractors). Private customers purchase V-ZUG appliances predominantly via specialist retailers, kitchen builders, general contractors and architects.</p> <p>See chapter "Company profile", "Products and services for a sustainable society"</p> <p>Other relevant business relationships:</p> <p>Strategic partnerships:</p> <ul style="list-style-type: none"> • Tech Cluster Zug AG, Zug • Universities and higher education establishments: HSLU, ZHAW, HWZ, FHNW, OST, ETH, EMPA • SENS – Foundation for recycling electrical and electronic appliances <p>Social engagement: At its production facilities in Zug, V-ZUG AG works with the "zuwebe" Foundation, enabling people with disabilities to integrate into the work process.</p> <p>V-ZUG Kühltechnik AG has for many years maintained a partnership with Obvita, which supports the integration of people with visual disabilities and mental disorders into professional and social life. Via this collaborative initiative, a working group from Obvita regularly carries out assembly tasks at V-ZUG Kühltechnik AG's refrigerator production facilities.</p>

Indicator	Description	Comment/reference
GRI 2-7	Employees	<p>Total number of employees plus breakdown by gender and region:</p> <ul style="list-style-type: none"> • Women: 500 • Men: 1,608 <ul style="list-style-type: none"> • Switzerland: 1,863 • Europe (excluding Switzerland): 81 • Asia: 140 • Australia: 24 <p>Total number of employees with permanent contracts:</p> <ul style="list-style-type: none"> • Women: 443 • Men: 1,492 <ul style="list-style-type: none"> • Switzerland: 1,764 • Europe (excluding Switzerland): 81 • Asia: 68 • Australia: 22 <p>Total number of employees with fixed-term contracts:</p> <ul style="list-style-type: none"> • Women: 57 • Men: 116 <ul style="list-style-type: none"> • Switzerland: 99 • Europe (excluding Switzerland): 0 • Asia: 72 • Australia: 2 <p>Employees with no guaranteed working hours: At V-ZUG, there are no employees without guaranteed working hours.</p> <p>Total number of full-time employees:</p> <ul style="list-style-type: none"> • Women: 335 • Men: 1,485 <ul style="list-style-type: none"> • Switzerland: 1,580 • Europe (excluding Switzerland): 79 • Asia: 140 • Australia: 21 <p>Total number of part-time employees:</p> <ul style="list-style-type: none"> • Women: 165 • Men: 123 <ul style="list-style-type: none"> • Switzerland: 281 • Europe (excluding Switzerland): 2 • Asia: 0 • Australia: 3 <p>V-ZUG's business operations do not cause any significant seasonal fluctuations in headcount.</p> <p>The 2023 figures relate to the V-ZUG Group (previous years: production sites)</p>
GRI 2-8	Workers who are not employees	<p>Temporary workers, appointed via external agencies: 11</p> <p>External contractors (support): 119</p> <p>The 2023 figures relate to the V-ZUG Group (previous years: production sites)</p>

Indicator	Description	Comment/reference
Corporate management (2021)		
GRI 2-9	Governance structure and composition	<p>V-ZUG Holding AG's Board of Directors (hereinafter "BoD") has three standing committees: the Audit Committee, the Human Resources and Compensation Committee and the Digitalisation Advisory Board.</p> <p>The Executive Committee's operational management structure is made up of the following departments (for details, see "Executive Committee" on our website):</p> <ul style="list-style-type: none"> • CEO V-ZUG Group: Digital Transformation, Sustainability • International department: Market Subsidiaries, Distributors, OEM Business, Business Development • Finance department: Group Finance and Controlling, Business Controlling, Legal and Compliance • Swiss Market department: Project Office, Controlling, Marketing, Customer Care, Field Service, Sales • Operations department: Supply Chain Management, Project Management, Global Quality Management, Industrial Engineering, Cross Product Manufacturing, Manufacturing, Procurement, Infrastructure • Engineering department: Product Segments, Quality & Cost, Mechanical Design, Software & Electronics, Competence Centre, Technology & Innovation, Corporate Design • Human Resources department: Competence Centre, Services & IT Projects, Business Partners, Vocational Training • Marketing department: Global Product Management, Global Marketing and Communications, Communications Process Centre, Global Commercial Excellence <p>Committees responsible for decision-making on environmental and social topics:</p> <ul style="list-style-type: none"> • Executive Committee (hereinafter "EC") • "V-ZUG Sustainability Workforce" working group led by the Head of Sustainability • Internal auditors for quality, environment and occupational safety <p>In June 2020, the V-ZUG Group broke away from the Metall Zug Group and was simultaneously listed on SIX Swiss Exchange. Metall Zug AG retains around 30% of V-ZUG Holding AG shares and remains an anchor shareholder.</p> <p>See "Spin-off and listing" on our website.</p>
GRI 2-10	Nomination and selection of the highest governance body	See 2023 Annual Report.
GRI 2-11	Chair of the highest governance body	<p>The Chair of the highest governance body is Oliver Riemenschneider. Like all members of the Board of Directors, he is non-executive.</p> <p>See 2023 Annual Report.</p>
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>Material topics are approved by the BoD and the EC. Building on this, medium and long-term sustainability goals are defined and approved by the BoD and the EC. Those members of the EC who are responsible for focus topics regularly evaluate the degree to which these topics have been achieved, together with the Head of Sustainability and the Sustainability Working Group.</p> <p>At the four regular BoD meetings each year, information regarding sustainability issues is regularly presented and/or proposals are submitted for decisions.</p> <p>Sustainability issues also form an integral part of the risk management process, which is overseen annually by the BoD.</p> <p>There is no structured stakeholder discussion regarding sustainability issues at board level. Issues are addressed as required.</p> <p>The Sustainability Report was integrated into the Annual Report for the reporting year and approved by the BoD.</p>

Indicator	Description	Comment/reference
GRI 2-13	Delegation of responsibility for managing impacts	<p>Overall responsibility is delegated to the CEO. Four members of the EC are each responsible for a single focus topic. The impact of measures and campaigns in terms of our focus topics is assessed three times a year.</p> <p>Annual sustainability reporting provides information about targets and the degree to which they have been met. It is made available to all stakeholders including the governance body.</p>
GRI 2-14	Role of the highest governance body in sustainability reporting	<p>The Sustainability Report was integrated into the Annual Report for the reporting year and approved by the BoD.</p> <p>See "Interview with CEO Peter Spirig".</p>
GRI 2-15	Conflicts of interest	<p>Conflicts of interest must be disclosed and are avoided where possible. Failing this, members shall abstain from voting on any matter in which they have a conflict of interest (see "Organisational regulations" at https://www.vzug.com/ch/en/corporate-governance).</p>
GRI 2-16	Communication of critical concerns	<p>Compliance-related matters must be reported to the official reporting point (compliance@vzug.com). The V-ZUG Group's Legal department is responsible for handling, documenting and finalising compliance-related cases.</p> <p>The Audit Committee is responsible for our whistle-blowing process as part of our Code of Conduct. The Legal department reports directly to the Audit Committee in such cases.</p> <p>In 2023, two cases were reported via compliance@vzug.com and dealt with by V-ZUG. No cases were reported via the external reporting point (The Swiss Crisis Intervention Foundation). Such reports are treated in confidence.</p>
GRI 2-17	Collective knowledge of the highest governance body	<p>The topic of "sustainable development" is discussed at all quarterly meetings of the BoD. In this way, the BoD is actively involved and keeps up to date with the latest information on the key sustainability issues for V-ZUG and the associated requirements, challenges, opportunities and risks.</p>
GRI 2-18	Evaluation of the performance of the highest governance body	<p>The performance of the BoD is not evaluated externally. The BoD conducts an annual self-assessment.</p>
GRI 2-19	Compensation policy	<p>See 2023 Annual Report, chapter "Compensation Report".</p>
GRI 2-20	Process to determine remuneration	<p>The process for determining remuneration (including the remuneration system) is laid down in the Compensation Report; see 2023 Annual Report, chapter "Compensation Report".</p> <p>The results of stakeholder voting regarding the compensation policies and proposals are published in the minutes of the Annual General Meeting.</p>
GRI 2-21	Annual total compensation ratio	<p>The compensation for the BoD and EC is disclosed in the Compensation Report. See 2023 Annual Report, chapter "Compensation Report".</p>

Indicator	Description	Comment/reference
Strategy, policies and practices (2021)		
GRI 2-22	Statement on sustainable development strategy	See "Interview with CEO Peter Spirig".
GRI 2-23	Policy commitments	<p>V-ZUG undertakes to trade in a responsible, entrepreneurial manner. Its operational principles are formalised in its Code of Conduct (revised in March 2023) and serve as a basis for its Code of Conduct for Suppliers (published in March 2023).</p> <p>Our Code of Conduct calls on us to treat everyone with respect and tolerance. No discrimination whatsoever will be accepted.</p> <p>The amended version contains a stronger commitment to human rights and sets out the principles of good corporate governance as part of our vision, mission and core values.</p> <p>V-ZUG does not tolerate any form of corruption or active or passive bribery. This principle is part of our Code of Conduct and is further specified in our anti-corruption regulations.</p> <p>The precautionary principle is enshrined in V-ZUG's ethical principles and management guidelines and is monitored by an integrated management system (quality, environment and occupational safety). Certifications in accordance with ISO 9001, ISO 14001 and ISO 45001 at the Zug site (incl. service centres and V-ZUG Studios in Switzerland) also contribute to the precautionary principle, in the shape of preventive measures within the company's operations.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> • ISO 9001 certificate (Zug site) • ISO 14001 certificate (Zug site) • ISO 45001 certificate (Zug site) <p>The Code of Conduct and the Code of Conduct for Suppliers contain a zero-tolerance stance towards forced labour and child labour.</p> <p>V-ZUG's key mission statements, codes of conduct and principles (see website) are:</p> <ul style="list-style-type: none"> • Code of Conduct of the V-ZUG Group (see website, "Corporate Governance"), including guidelines for ethical business decisions • Code of Conduct for Suppliers (see website, "Corporate Governance") • Anti-corruption regulations (see website, "Corporate Governance") • Vision, mission and core values • Principles of collaboration • Terms of Employment (TOE) • Annex 1 to the TOE (ethical principles) • ISO 9001, 14001 and 45001 certificates (including annexes, accessible via website) • EU General Data Protection Regulation • Swiss Data Protection Act • Internal competency model <p>The Code of Conduct is approved by the BoD.</p> <p>The Code of Conduct applies globally to all employees, including members of the BoD and other governance bodies of companies belonging to the V-ZUG Group. The Code of Conduct is available in five languages.</p> <p>New joiners are trained in the Code of Conduct, and all employees sign it as part of their employment contract. The Code of Conduct is available on our website for business partners and stakeholders to view.</p> <p>The Code of Conduct for Suppliers forms part of supplier agreements. When onboarding new suppliers, we initiate self-assessments beforehand and, where necessary, pre-audits, and we obtain financial information.</p>

Indicator	Description	Comment/reference
GRI 2-24	Embedding policy commitments	<p>It is the job of V-ZUG management to ensure that all employees are familiar with the Code of Conduct, understand it and act accordingly.</p> <p>Regular training and e-learning courses take place for all employees, and compliance audits are carried out as required.</p> <p>If the Code of Conduct for Suppliers is breached, action plans will be drawn up together with our suppliers. In the case of insufficient progress or repeated breaches of the Code of Conduct for Suppliers, the partnership will be terminated.</p> <p>See also: GRI 2-23.</p>
GRI 2-25	Processes to remediate negative impacts	<p>V-ZUG has an internal process for dealing with grievances, which are handled on a case-by-case basis.</p> <p>In the event of negative impacts, an internal team will draw up further measures (e.g. product safety, emergency and crisis management).</p>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>Employees who believe in good faith that certain behaviour violates our Code of Conduct have a duty to report such behaviour to their manager or, ultimately, to the Legal department (compliance@vzug.com). Such reports are treated in confidence. Employees who report in good faith a potential violation of the Code of Conduct need have no fear that reporting their suspicions will have negative repercussions for their employment at the company. There is also an external reporting point for serious grievances (e.g. bullying, sexual harassment).</p>
GRI 2-27	Compliance with laws and regulations	<p>V-ZUG complies with laws and regulations worldwide.</p>
GRI 2-28	Membership associations	<p>V-ZUG AG is a member of or is represented on the board of the following associations and interest groups:</p> <ul style="list-style-type: none"> • aha! Swiss Allergy Centre (joint venture) • amk – “The Modern Kitchen” working group • Economiesuisse • Electrosuisse – Association for electrical, energy and information technology • EEBUS – Empowering the digitalisation of Energy transition • ETH Foundation • Europa Forum / Lucerne Dialogue • FEA (the Swiss association for household and commercial appliances), board member • IG exact (Excellence in Applied Electronics and Technologies) • Zug+ Climate Charter Initiative • Küche (the Swiss kitchen association), board member • PWN Professional Women’s Network • SWISSMEM, the Swiss association for mechanical and electrical engineering industries, board member • SENS eRecycling, foundation for recycling electrical and electronic appliances, board of trustees • sia – Swiss Society of Engineers and Architects • Suissetec • Switzerland Innovation Park Central (member) • tfz – Technologie Forum Zug (board) • öbu – Swiss Business Council for Sustainable Development • Association for the Decarbonization of Industry • Zug Chamber of Commerce, member (board) • Zurich Chamber of Commerce

Indicator	Description	Comment/reference
Stakeholder engagement (2021)		
GRI 2-29	Approach to stakeholder engagement	<p>Key stakeholder groups have been defined in dialogue with internal departments.</p> <p>To achieve broad-based support for our materiality process (last revised in 2021), we consulted 68 representatives of V-ZUG's central stakeholders in an online survey. These included the Board of Directors, Executive Committee, employees, customers, partners, suppliers, banks, investors and representatives from politics and academia.</p> <p>The materiality matrix that resulted from the consultation forms an important basis for reporting.</p> <p>V-ZUG's stakeholders are engaged as follows:</p> <ul style="list-style-type: none"> • Customers: customer surveys, customer contact (around 300 service technicians in field sales and customer service), customer magazine ("ZugerRötel" in the Swiss market, "V-ZUG Inspirations" in international markets), guided tours of the Zug production site. In order to experience the wide variety of product functions, free appliance demonstrations are additionally offered by V-ZUG customer advisors. • Employees: employee survey, intranet and Yammer (internal social media platform); specialist internal communication unit and various central and local functions (including Human Resources, Legal and Compliance, and management) • Investors/shareholders: General Meetings, Annual Report, investor roadshows • Suppliers: supplier audits • Sales partners: annual product presentation and various symposiums, trade fairs and events • Trade unions: within the context of the collective employment agreement (CEA) • Media: information provided by Corporate Communications & Investor Relations • Research and education: board activities (e.g. on the board of the MINERGIE association), participation in working groups with educational institutions
GRI 2-30	Collective bargaining agreements	<p>All employees at the Zug site in Switzerland are subject to the collective employment agreement (CEA) of the Association of Swiss Engineering Employers (ASM). The current CEA for the Swiss MEM industries came into effect on 1 July 2023 and is valid until 30 June 2028. The employees' associations Angestellte Schweiz, Unia, Syna, Swiss Association of Commercial Employees, Schweizer Kader Organisation (SKO) and the employers' association ASM are involved as negotiation partners.</p> <p>It is important for V-ZUG that employees are able to represent their interests and participate in the company's development. According to the CEA, the employee representative body represents the interests of the workforce to HR and the EC and works to ensure the CEA provisions are adhered to. It also seeks to promote trusting collaboration between the EC and employees, helps to create attractive working conditions and acts as a contact and advisory point in case of differences of opinion. The members of the employee representative body are elected in predefined electoral groups by all employees.</p> <p>The Sulgen site (V-ZUG Kühltechnik) and the Changzhou site in China are not subject to a collective bargaining agreement. V-ZUG Kühltechnik is a separate legal entity, and employment contracts are subject to the individual employment contract and the Swiss Code of Obligations. Employment contracts in Changzhou are concluded in line with V-ZUG employment guidelines and in accordance with human rights conventions.</p>

Specific details

Aspect	Indicator	Description	Comment/reference
Key issues	GRI 3 (2021)		
GRI 3-1		Process to determine material topics	Our list of material topics was last revised in 2021. As a first step, the Sustainability Workforce revised the list of potentially relevant sustainability topics. We then combined these 11 topics into four priority areas and consolidated them to form groundbreaking focus topics. These provide the structure for our reporting. To achieve broad-based support for our materiality process, we consulted 68 representatives of V-ZUG's central stakeholders in an online survey. These included the BoD, EC, employees, customers, partners, suppliers, banks, investors and representatives from politics and academia. The results were subsequently discussed and finalised with selected members of the EC and the BoD. Here, too, we based our deliberations on the findings of our life cycle and CO ₂ assessments. We then drew up an appropriate materiality matrix. See chapter "Strategy and sustainability" and overview "Material topics: Framing and impact".
GRI 3-2		List of material topics	See chapter "Strategy and sustainability".

Products and services for a future-fit society

Circular product design

GRI 3-3		Management of material topics	See "Products and services for a future-fit society", "Environment and climate protection" and overview "Material topics: Framing and impact".																												
GRI 301 Materials (2026)	GRI 301-1	Materials used by weight or volume	<p>Materials used by type (in tonnes):</p> <table border="1"> <thead> <tr> <th>Type of material</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Iron</td> <td>7,426</td> <td>8,031</td> <td>5,651</td> </tr> <tr> <td>Stainless steel</td> <td>1,755</td> <td>1,711</td> <td>1,378</td> </tr> <tr> <td>Aluminium</td> <td>229</td> <td>148</td> <td>195</td> </tr> <tr> <td>Non-ferrous metal</td> <td>94</td> <td>80</td> <td>77</td> </tr> <tr> <td>Oils, fats, lubricants</td> <td>21</td> <td>16</td> <td>10</td> </tr> <tr> <td>Hazardous substances</td> <td>675</td> <td>640</td> <td>542</td> </tr> </tbody> </table>	Type of material	2021	2022	2023	Iron	7,426	8,031	5,651	Stainless steel	1,755	1,711	1,378	Aluminium	229	148	195	Non-ferrous metal	94	80	77	Oils, fats, lubricants	21	16	10	Hazardous substances	675	640	542
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GRI 306 Waste (2016)	GRI 306-1	Waste generation and significant waste-related impacts	<p>See chapter “Products and services for a sustainable society” and “Environment and climate protection”.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> • Environmental policy (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> • Hazardous goods checklist 																																																											
	GRI 306-2	Management of significant waste-related impacts	See chapter “Products and services for a sustainable society” and “Environment and climate protection”.																																																											
	GRI 306-3	Waste generated	<p>Waste by type (in tonnes):</p> <table border="1"> <thead> <tr> <th>Type of waste</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Waste wood</td> <td>688.4</td> <td>738</td> <td>396.7</td> </tr> <tr> <td>Bulky industrial/commercial items</td> <td>236.7</td> <td>230</td> <td>284.1</td> </tr> <tr> <td>Plastics</td> <td>45.3</td> <td>166</td> <td>183.1</td> </tr> <tr> <td>Scrap metal</td> <td>1,866.6</td> <td>1,892</td> <td>1,689.1</td> </tr> <tr> <td>Paper/cardboard</td> <td>528.9</td> <td>668</td> <td>648.1</td> </tr> <tr> <td>Oils, fats, lubricants</td> <td>14.0</td> <td>3.6</td> <td>2.4</td> </tr> <tr> <td>Special waste</td> <td>28.0</td> <td>19.6</td> <td>23.1</td> </tr> <tr> <td>Returned household appliances¹⁾</td> <td>1,304.8</td> <td>923.9</td> <td>1,167.6</td> </tr> <tr> <td>Other (old tyres, electrical waste, green waste)</td> <td>26.2</td> <td>24.3</td> <td>24.7</td> </tr> </tbody> </table> <p>¹⁾ This figure corresponds to the number of household appliances that customers returned to V-ZUG via its own service organisation. In the Swiss market (in 2023, approx. 85% of V-ZUG appliances sold were sold in the Swiss market), virtually 100% of the household appliances in circulation are returned for professional disposal (the collection rate is almost 100%). Details regarding the collection rate and the recycling rate are published each year in the annual report of the SENS Foundation (tasked by manufacturers to organise the return and professional recycling of electrical appliances). V-ZUG plays an active role in the SENS Foundation, and CEO Peter Spirig sits on the Foundation’s Board of Trustees.</p> <p>Waste by disposal type:</p> <table border="1"> <thead> <tr> <th>Type of disposal</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Recycled</td> <td>79.6 %</td> <td>78.6 %</td> <td>81.7 %</td> </tr> <tr> <td>Composted</td> <td>0.3 %</td> <td>0.2 %</td> <td>0.3 %</td> </tr> <tr> <td>Incinerated</td> <td>19.5 %</td> <td>20.7 %</td> <td>18.0 %</td> </tr> <tr> <td>Special waste</td> <td>0.6 %</td> <td>0.5 %</td> <td>0.6 %</td> </tr> </tbody> </table> <p>Scrap metal and returned household appliances are recycled, and waste wood is incinerated. Hazardous waste (oils, fats, lubricants and other special waste) makes up a small proportion of the waste generated and is disposed of or recycled separately.</p>	Type of waste	2021	2022	2023	Waste wood	688.4	738	396.7	Bulky industrial/commercial items	236.7	230	284.1	Plastics	45.3	166	183.1	Scrap metal	1,866.6	1,892	1,689.1	Paper/cardboard	528.9	668	648.1	Oils, fats, lubricants	14.0	3.6	2.4	Special waste	28.0	19.6	23.1	Returned household appliances ¹⁾	1,304.8	923.9	1,167.6	Other (old tyres, electrical waste, green waste)	26.2	24.3	24.7	Type of disposal	2021	2022	2023	Recycled	79.6 %	78.6 %	81.7 %	Composted	0.3 %	0.2 %	0.3 %	Incinerated	19.5 %	20.7 %	18.0 %	Special waste	0.6 %	0.5 %
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Special waste	0.6 %	0.5 %	0.6 %																																																											

Aspect	Indicator	Description	Comment/reference												
	GRI 306-4	Waste diverted from disposal	<p>Waste by disposal type in tonnes:</p> <table border="1"> <thead> <tr> <th>Type of disposal</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Recycled</td> <td>3,770.3</td> <td>3,666.8</td> <td>2,416.9</td> </tr> <tr> <td>Composted</td> <td>15.1</td> <td>11.0</td> <td>10.3</td> </tr> </tbody> </table> <p>Main recycling partner for returned appliances: Thommen Recycling, ISO 14001-certified</p> <p>We do not export any waste.</p>	Type of disposal	2021	2022	2023	Recycled	3,770.3	3,666.8	2,416.9	Composted	15.1	11.0	10.3
Type of disposal	2021	2022	2023												
Recycled	3,770.3	3,666.8	2,416.9												
Composted	15.1	11.0	10.3												
	GRI 306-5	Waste directed to disposal	<p>Waste by disposal type in tonnes</p> <table border="1"> <thead> <tr> <th>Type of disposal</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Incinerated</td> <td>925.2</td> <td>968</td> <td>680.8</td> </tr> <tr> <td>Special waste</td> <td>28.0</td> <td>19.6</td> <td>23.1</td> </tr> </tbody> </table> <p>We do not dispose of any waste in landfill sites.</p>	Type of disposal	2021	2022	2023	Incinerated	925.2	968	680.8	Special waste	28.0	19.6	23.1
Type of disposal	2021	2022	2023												
Incinerated	925.2	968	680.8												
Special waste	28.0	19.6	23.1												

Sustainable consumption and healthy nutrition

GRI 3-3		Management of material topics	See chapter "Products and services for a future-fit society", "Entrepreneurship for sustainable prosperity" and overview "Material topics: Framing and impact".
GRI 416 Customer health and safety (2016)	GRI 416-1	Assessment of the health and safety impacts of product and service categories	<p>All operating instructions for our appliances contain information on safe use, proper disposal of packaging materials and of the appliance, as well as tips for saving energy (and water, in the case of washing machines). Our appliances meet the IEC 60335-1 standard (Safety of electrical appliances for household use). Furthermore, our appliances satisfy the EU's RoHS and WEEE directives. For the WEEE directive, this means in particular that all V-ZUG appliances are labelled according to the standard and the operating instructions contain information about proper disposal.</p> <p>In addition, in the installation instructions for the appliances, which are aimed directly at installation professionals, we describe what needs to be taken into account when installing our appliances for them to function as well as possible, with maximum energy efficiency.</p>
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents.

Aspect	Indicator	Description	Comment/reference
Healthy and committed employees			
Health and safety of employees			
GRI 3-3		Management of material topics	<p>See chapter “Healthy and committed employees” and overview “Material topics: Framing and impact”.</p> <p>The health and safety at work policy forms part of the management process and supports the V-ZUG organisation and its strategy. Numerous processes and specification documents are held in the internal management system. Safety management conforms with legal requirements and meets the guidelines published by the Federal Commission for Occupational Safety and the ISO 45001 standard (Zug site). The organisation actively seeks not only to meet the minimum legal requirements but also to get employees to participate actively by involving them in work processes and promptly implementing suggestions for improvements. Internal occupational safety experts and the in-house paramedic (at the Zug site) are available to advise employees in all matters regarding health, the prevention of occupational accidents, occupational illnesses and leisure-time accidents. Training and campaigns are intended to motivate managers and staff to incorporate occupational health and safety into their everyday activities.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> • ISO 45100 certificate (Zug site) • Policy on health and safety at work (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> • Emergency response strategy • Safety patrol.AA • Procedure for determining hazards.AA

Aspect	Indicator	Description	Comment/reference																												
GRI 403 Occupational health and safety (2018)	GRI 403-9, 403-10	Work-related accidents, illnesses and lost days	<p>In the case of accidents, we make a distinction between significant occupational accidents, minor occupational accidents and non-occupational accidents (leisure-time accidents). No such distinction is made for illnesses when recording statistics.</p> <p>Lost hours by cause:</p> <table border="1"> <thead> <tr> <th>Cause</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Illness</td> <td>109,410</td> <td>138,088</td> <td>104,813</td> </tr> <tr> <td>Occupational accident</td> <td>9,619</td> <td>6,922</td> <td>7,491</td> </tr> <tr> <td>Non-occupational accident</td> <td>13,837</td> <td>13,388</td> <td>13,590</td> </tr> <tr> <td>Total</td> <td>132,866</td> <td>158,398</td> <td>125,894</td> </tr> </tbody> </table> <p>See "Targets, facts and figures", in chapter "Healthy and committed employees".</p> <p>Occupational accidents by LTIR:</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>LTIR</td> <td>14.6</td> <td>15.2</td> <td>13.2</td> </tr> </tbody> </table> <p>Occupational fatalities in the reporting year: 0</p> <p>See "Targets, facts and figures" in chapter "Healthy and committed employees".</p> <p>Figures for 2023 refer to the V-ZUG Group, while those for 2022 and 2021 refer to our production sites.</p>	Cause	2021	2022	2023	Illness	109,410	138,088	104,813	Occupational accident	9,619	6,922	7,491	Non-occupational accident	13,837	13,388	13,590	Total	132,866	158,398	125,894		2021	2022	2023	LTIR	14.6	15.2	13.2
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Development of potential and know-how management																															
GRI 3-3		Management of material topics	See chapter "Healthy and committed employees" and overview "Material topics: Framing and impact".																												

Aspect	Indicator	Description	Comment/reference																		
GRI 401 Employment (2016)	GRI 401-1	Total number and rate of newly hired employees and staff turnover	<p>Number of newly hired employees:</p> <table border="1"> <thead> <tr> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>258</td> <td>280</td> <td>298</td> </tr> </tbody> </table> <p>Rate of newly hired employees:</p> <table border="1"> <thead> <tr> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>14.7 %</td> <td>15.1 %</td> <td>14.1 %</td> </tr> </tbody> </table> <p>Staff turnover:</p> <table border="1"> <thead> <tr> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>12.5 %</td> <td>10.9 %</td> <td>14.4 %</td> </tr> </tbody> </table>	2021	2022	2023	258	280	298	2021	2022	2023	14.7 %	15.1 %	14.1 %	2021	2022	2023	12.5 %	10.9 %	14.4 %
2021	2022	2023																			
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2021	2022	2023																			
12.5 %	10.9 %	14.4 %																			
GRI 404 Training and education	GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	<p>As a means of enhancing employability, professional development is in the interests, and is the responsibility, of both V-ZUG and its employees. With the three-tier competency model and "V-ZUG-connect", V-ZUG specifically supports the promotion of individual talents and a culture of lifelong learning. Employees have the right, on request, to be released from their work for professional development within or outside the company, provided certain conditions are met. V-ZUG will pay all or part of the costs of the further training on request.</p> <p>For more information, see chapter "Healthy and committed employees".</p>																		
Diverse and inclusive working culture																					
GRI 3-3		Management of material topics	<p>See chapter "Healthy and committed employees" and overview "Material topics: Framing and impact".</p> <p>V-ZUG regularly conducts an equal pay analysis with the help of external experts.</p> <p>Examples of relevant internal documents: Working time regulations</p>																		

Aspect	Indicator	Description	Comment/reference																																																												
GRI 405 Diversity and equal opportunity (2016)	GRI 405-1	Percentage of people in governance bodies and among employees, by gender and age group	<p>Employees by gender and hierarchical level (including Board of Directors)</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Women on the Board of Directors</td> <td>3</td> <td>3</td> <td>3</td> </tr> <tr> <td>Men on the Board of Directors</td> <td>3</td> <td>3</td> <td>3</td> </tr> <tr> <td>Women on the Executive Committee</td> <td>2</td> <td>2</td> <td>2</td> </tr> <tr> <td>Men on the Executive Committee</td> <td>6</td> <td>6</td> <td>4</td> </tr> <tr> <td>Female managers</td> <td>107</td> <td>111¹⁾</td> <td>110¹⁾</td> </tr> <tr> <td>Male managers</td> <td>408</td> <td>432¹⁾</td> <td>437¹⁾</td> </tr> <tr> <td>Female employees</td> <td>273</td> <td>290</td> <td>385</td> </tr> <tr> <td>Male employees</td> <td>965</td> <td>1,006</td> <td>1,164</td> </tr> <tr> <td>Total women</td> <td>385</td> <td>406</td> <td>500</td> </tr> <tr> <td>Total men</td> <td>1,382</td> <td>1,447</td> <td>1,608</td> </tr> </tbody> </table> <p>¹⁾ 2022: changes to management categorisation/employees by age (excl. BoD)</p> <p>Employees by age (excl. Board of Directors):</p> <table border="1"> <thead> <tr> <th>Age group</th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Under 30</td> <td>308</td> <td>334</td> <td>354</td> </tr> <tr> <td>30–50</td> <td>907</td> <td>953</td> <td>1,091</td> </tr> <tr> <td>Over 50</td> <td>546</td> <td>560</td> <td>657</td> </tr> </tbody> </table> <p>See chapter “Healthy and committed employees” and chapter “Corporate Governance” for detailed information on members of the BoD and EC (including ages).</p> <p>Figures for 2023 refer to the V-ZUG Group, while those for 2022 and 2021 refer to our three production sites.</p>	Gender	2021	2022	2023	Women on the Board of Directors	3	3	3	Men on the Board of Directors	3	3	3	Women on the Executive Committee	2	2	2	Men on the Executive Committee	6	6	4	Female managers	107	111 ¹⁾	110 ¹⁾	Male managers	408	432 ¹⁾	437 ¹⁾	Female employees	273	290	385	Male employees	965	1,006	1,164	Total women	385	406	500	Total men	1,382	1,447	1,608	Age group	2021	2022	2023	Under 30	308	334	354	30–50	907	953	1,091	Over 50	546	560	657
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Environment and climate protection

Resource-efficient operations

GRI 3-3	Management of material topics	<p>See chapter “Products and services for a future-fit society”, “Environment and climate protection” and overview “Material topics: Framing and impact”.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> • ISO 14001 certificate (Zug site) • Environmental policy (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> • Hazardous substances storage • Dealing with hazardous substances
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Aspect	Indicator	Description	Comment/reference																												
GRI 302 Energy (2016)	GRI 302-1	Energy consumption within the organisation	<p>Absolute energy consumption in terajoules:</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td></td> <td>114.6</td> <td>108.7</td> <td>107.7</td> </tr> </tbody> </table> <p>See "Targets, facts and figures" in chapter "Environment and climate protection".</p>		2021	2022	2023		114.6	108.7	107.7																				
		2021	2022	2023																											
	114.6	108.7	107.7																												
GRI 302-2	Energy intensity	See "Targets, facts and figures" in chapter "Environment and climate protection".																													
GRI 303 Water and effluents (2018)	GRI 303-3	Water withdrawal	<p>Water withdrawal by site in megalitres:</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Zug</td> <td>29.3</td> <td>29.3</td> <td>31.7</td> </tr> <tr> <td>Arbon</td> <td>19.5</td> <td>2.3</td> <td>-</td> </tr> <tr> <td>Sulgen</td> <td>0.4</td> <td>1.2</td> <td>1.2</td> </tr> <tr> <td>Changzhou</td> <td>0.4</td> <td>0.4</td> <td>0.3</td> </tr> <tr> <td>Total</td> <td>49.6</td> <td>33.2</td> <td>33.2</td> </tr> </tbody> </table> <p>The water withdrawn is equivalent to the water fed back.</p>		2021	2022	2023	Zug	29.3	29.3	31.7	Arbon	19.5	2.3	-	Sulgen	0.4	1.2	1.2	Changzhou	0.4	0.4	0.3	Total	49.6	33.2	33.2				
				2021	2022	2023																									
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Total	49.6	33.2	33.2																												
Logistics and mobility																															
GRI 3-3		Management of material topics	<p>See chapter "Environmental and climate protection" and overview "Key topics: Framing and impact".</p> <p>The CO₂ assessments in Scope 1 and 2 and the statement regarding carbon neutrality at production sites were externally validated by Swiss Climate (see Assurance Statement: Carbon Footprint and Compensation Measures).</p>																												
GRI 305 Emissions (2016)	GRI 305-1	Direct GHG emissions (Scope 1)	<p>For Scope 1, the following emissions were taken into account:</p> <ul style="list-style-type: none"> Direct emissions of greenhouse gases from sources that are owned or controlled by V-ZUG. <p>Emissions in tonnes of CO₂ equivalents (Scope 1):</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>Petrol</td> <td>2</td> <td>2</td> <td>0</td> </tr> <tr> <td>Diesel</td> <td>1,770</td> <td>1,711</td> <td>1,706</td> </tr> <tr> <td>Heating oil</td> <td>560</td> <td>29</td> <td>71</td> </tr> <tr> <td>Natural gas</td> <td>1,763</td> <td>1,668</td> <td>503</td> </tr> <tr> <td>Propane</td> <td>0</td> <td>53</td> <td>1,265</td> </tr> <tr> <td>Total Scope 1</td> <td>4,096</td> <td>3,464</td> <td>3,545</td> </tr> </tbody> </table> <p>See "Goals, facts and figures" and the explanation of the scopes for CO₂ neutrality in the chapter "Environment and climate protection".</p>		2021	2022	2023	Petrol	2	2	0	Diesel	1,770	1,711	1,706	Heating oil	560	29	71	Natural gas	1,763	1,668	503	Propane	0	53	1,265	Total Scope 1	4,096	3,464	3,545
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Total Scope 1	4,096	3,464	3,545																												

Aspect	Indicator	Description	Comment/reference												
	GRI 305-2	Indirect energy-related GHG emissions (Scope 2)	<p>For Scope 2, the following emissions were taken into account:</p> <ul style="list-style-type: none"> • Indirect greenhouse gas emissions resulting from the generation of purchased electricity and district heat at the headquarters in Zug (V-ZUG AG) and the sites at Sulgen (V-ZUG Kühltechnik AG) and Changzhou (V-ZUG (Changzhou) Special Components Co., Ltd.). This corresponds to the reported electricity consumption and energy sourced from district heating. • The district heat produced by the MEH at the Zug site generates essentially no emissions, other than peak gas that is occasionally used. • Low-emission Swiss hydroelectric power is used at Zug and Sulgen. <p>Emissions in tonnes of CO₂ equivalents (Scope 2, market-based):</p> <table border="1"> <thead> <tr> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>244</td> <td>225</td> <td>145</td> </tr> </tbody> </table> <p>Emissions in tonnes of CO₂ equivalents (Scope 2, location-based):</p> <table border="1"> <thead> <tr> <th>2021</th> <th>2022</th> <th>2023</th> </tr> </thead> <tbody> <tr> <td>1,754</td> <td>1,837</td> <td>1,585</td> </tr> </tbody> </table> <p>See "Targets, facts and figures" and the explanation of the Scopes for CO₂ neutrality in the chapter "Environment and climate protection".</p> <p>Supplementary note:</p> <p>For the Zug production site and, since 2022, at the Sulgen production site, 100 % hydropower has for many years been purchased (Swiss-sourced in 2023) in order to support the expansion of renewable energy. The CO₂ emissions are declared accordingly in line with the certificate of origin (market-based, as per the reporting regulations of the Greenhouse Gas Protocol).</p> <p>For reasons of comparability, the emissions of the power used (location-based) are also shown. This comparison is helpful in discussions regarding the known discrepancy between the power that is purchased and that which is actually used.</p> <p>The electricity consumption of electric vehicles is now also included in the calculation.</p>	2021	2022	2023	244	225	145	2021	2022	2023	1,754	1,837	1,585
2021	2022	2023													
244	225	145													
2021	2022	2023													
1,754	1,837	1,585													

Aspect	Indicator	Description	Comment/reference		
	GRI 305-3	Other indirect GHG emissions (Scope 3)	Screening emissions in tonnes of CO ₂ (Scope 3):		
			2021	2022	2023
		Purchased goods and services (1)	96,845 (22.4%)	82,234 (19.7%)	66,987 (19.8%)
		Capital goods (2)	15,895 (3.7%)	12,700 (3.0%)	9,869 (2.9%)
		Fuel and energy-related emissions (not included in Scope 1 or 2) (3)	1,593 (0.4%)	1,050 (0.3%)	950 (0.3%)
		Upstream transportation and distribution (4)	4,148 (1.0%)	4,434 (1.1%)	3,427 (1.0%)
		Waste (5)	1,048 (0.2%)	812 (0.2%)	975 (0.3%)
		Business travel (6)	871 (0.2%)	899 (0.2%)	1,060 (0.3%)
		Employee commuting (7)	1,273 (0.3%)	1,375 (0.3%)	1,289 (0.4%)
		Upstream leased assets (8)	1,186 (0.3%)	1,623 (0.4%)	1,699 (0.5%)
		Use of sold products (11)	300,833 (69.6%)	304,048 (72.8%)	244,824 (72.4%)
		End-of-life treatment of sold products (12)	8,276 (1.9%)	8,351 (2.0%)	6,907 (2.0%)
		Downstream leased assets (13)	87 (0.0%)	91 (0.0%)	91 (0.0%)
		Total Scope 3	432,057	417,617	338,078
		Change to 2020 base	(- 6.1%)	(- 9.2%)	(- 26.5%)

Scope 3 refers to the entire V-ZUG Group.

The categories "Downstream transportation and distribution" (9), "Processing of sold products" (10), "Franchises" (14) and "Investments" (15) were not recorded because they are of minimal relevance in our context.

Entrepreneurship for sustainable prosperity

Responsible and resilient supply chain

GRI 3-3	Management of material topics	<p>See chapter "Entrepreneurship for sustainable prosperity" and overview "Material topics: Framing and impact".</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> • Environmental policy (Zug site) • Code of Conduct for Suppliers <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> • V-ZUG Group Code of Conduct • Supplier audit questionnaire • Supplier contract
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Aspect	Indicator	Description	Comment/reference
GRI 204 Procurement practices (2016)	GRI 204-1	Proportion of spending on local suppliers	Around 60 % of our suppliers are based in Switzerland, and another 30 % or so are located in nearby European countries. We obtain most of our electronics components from highly specialised markets in Asia.
GRI 308 Supplier environmental assessment (2016)	GRI 308-2	Number of suppliers assessed for environmental impact	See "Targets, facts and figures" in chapter "Entrepreneurship for sustainable prosperity".
GRI 414 Supplier social assessment (2016)	GRI 414-2	Number of suppliers assessed for social impact	See "Targets, facts and figures" in chapter "Entrepreneurship for sustainable prosperity".
Long-term corporate success as added value for society			
GRI 3-3		Management of material topics	See chapters "Company profile", "Entrepreneurship for sustainable prosperity" and "Material topics: Framing and impact".
GRI 201 Economic performance (2016)	GRI 201-1	Direct economic value generated and distributed	See "Financial Report", 2023 Annual Report.
GRI 203 Indirect economic impacts (2016)	GRI 203-1	Infrastructure investments and services supported	V-ZUG invests via various projects and partnerships in its production sites and a sustainable, integrated infrastructure, particularly at its main site in Zug (see Tech Cluster Zug) and with the new building for V-ZUG Kühltechnik AG in Sulgen. See chapters "Environment and climate protection", "Entrepreneurship for sustainable prosperity" and the "Real Estate" segment report, 2023 Annual Report.
Business ethics and compliance			
GRI 3-3		Management of material topics	See chapters "Entrepreneurship for sustainable prosperity" and "Material topics: Framing and impact". For embedding policy commitments, see "GRI 2-23" and "GRI 2-24".
GRI 419 Socio-economic compliance (2016)	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	V-ZUG complies with laws and regulations worldwide.