

Sustainability Key Performance Indicators

	Data Type	Unit	FY 2023/24	ISS-ESG Standard and Indicator	Additional info (if applicable)
Governance and Social					
Raw materials from controversial sources: a. Company position	qualitative		<p>We have a clear position on the procurement of raw materials from controversial sources, particularly with regard to conflict minerals. Our General Purchase Conditions stipulate that all suppliers must ensure that the products they supply do not contain conflict minerals. This refers to minerals such as columbite-tantalite (coltan), tin, wolframite and gold and their derivatives originating from the Democratic Republic of Congo and its neighboring countries. These requirements correspond to the requirements of Sections 1502 and 1504 of the US Dodd-Frank Act, which aims to prevent the financing of conflicts through the exploitation of these resources.</p> <p>We require our suppliers to take appropriate measures in their organization and supply chain to ensure that conflict minerals do not end up in the products supplied to us. The Supplier Code of Conduct also expects from our suppliers to ensure that social and environmental principles are communicated throughout their entire network.</p> <p>In our existing activities, as well as those associated with developing new markets, the applicable external rules and regulations for import and export control, as well as applicable economic embargoes, are observed. We employ internal processes to ensure compliance, and checks are made on all business transactions that relate directly or indirectly to foreign business to ascertain whether an applicable prohibition or a duty to obtain a permit exists. *</p>	A.2.2.2.1.a	* Applies to Voith Turbo
Raw materials from controversial sources b. Due diligence in accordance with the US Dodd-Frank Act: i. Share of relevant suppliers identified for conflict minerals inquiry	quantitative	number	<p>Number of total inquiries to suppliers*:</p> <p>FY 2023/2024: 183 FY 2022/2023: 162 FY 2021/2022: 140</p>	A.2.2.2.1.b.i	* Data for Voith Turbo
Raw materials from controversial sources b. Due diligence in accordance with the US Dodd-Frank Act: ii. Response rate	quantitative	%	<p>Response rate*:</p> <p>FY 2023/2024: 73,2 % FY 2022/2023: 90,1 % FY 2021/2022: 91,4 %</p>	A.2.2.2.1.b.ii	* Data for Voith Turbo
Raw materials from controversial sources: c. Efforts beyond the US Dodd-Frank Act iv. Support of responsible raw material sourcing in high-risk countries/regions	qualitative		<p>Our Turbo division demands from its suppliers to ensure that the supply chain only contains smelteries which participate actively in the Responsible Minerals Assurance Process within the RMI. This promotes responsible procurement in high-risk regions. *</p>	A.2.2.2.1.c.iv	*Applies to Voith Turbo

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Social					
Workplace flexibility and working time reduction: a. Remote work options	qualitative		In response to the challenges posed by the Covid-19 pandemic, we drew up a new Remote Work Policy at Voith. This offers executives with supervisory roles greater flexibility to agree on needs-based solutions for work arrangements with their employees. We expanded this Remote Work Policy as far as possible to all our locations in the South America region. <i>For further information see A.1.1.4.1.b.</i>	A.1.1.4.1.a	
Workplace flexibility and working time reduction: b. Alternative flexible work arrangements	qualitative		We see ourselves as a family-friendly company, an understanding that is embedded in our group-wide guidelines to ensure a flexible and family-conscious work culture. We work to familiarize all our managers with the need to maintain this work culture through ongoing communication measures to achieve our stated goal of offering our employees an attractive working environment. In this regard, we offer various flexible working models that are compatible with different life situations. More than two thirds of employees are already able to organize their working hours flexibly to a large extent: In consultation with their supervisors, they can agree on individual models ranging from flextime and part-time work to job sharing, sabbaticals, and remote working. Employees at our locations in the USA and Canada also have flexible working options - provided that their respective activities permit this. Additionally, to improve the work-life balance for our employees and their families, a new summertime arrangement was introduced in the North America region in 2022: Throughout the working week, they are able to organize their working hours flexibly, allowing them to leave earlier on Friday afternoons between the end of May and the beginning of September.	A.1.1.4.1.b	
Workplace flexibility and working time reduction: c. Reduction and adjustment of working time	qualitative		In Germany, leaves of absence for educational purposes are regulated by law and by collective agreements. In this context, several years ago, an additional agreement was reached with the Works Council to introduce subsidized part-time training at our Heidenheim location. This model enables employees to work in an "active" phase for reduced remuneration, followed by a "passive" phase in which employees can utilize the time available for vocational training while continuing to be remunerated.	A.1.1.4.1.c	
Dependant care and special leave: a. Support for dependant care	qualitative		Thanks to our cooperation with an external service provider, our employees in Germany can obtain information and support relating to the care of family members and children. We also offer welfare counseling at various locations. This gives employees a framework in which to address both occupational stress and private challenges in dialogue and find a mentored approach to resolving these issues. The use of counseling helps ensure employees' ongoing well-being, enabling them to better manage their professional tasks and achieve high performance levels.	A.1.1.4.2.a	
Dependant care and special leave: b. Leave entitlements	qualitative		In the USA, we have granted our employees two weeks' additional paid leave for the birth of a child since 2018. Furthermore, employees can now use modern service platforms - SAP SuccessFactors and UKG PeopleDoc - to obtain information on all topics relating to their employment relationship and, if desired, start the appropriate digital service - whether it's applying for special leave or reviewing their development plan with their manager.	A.1.1.4.2.b	

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Disclosure of different types of employment: c. Proportion of indirectly employed workers	quantitative	%	FY 2023/2024: 46,9 % FY 2022/2023: 47,9 % FY 2021/2022: 48,7 %	A.1.1.5.2.2.c	

Environment

Implementation of an environmental management system c. Measures to improve environmental performance	qualitative		There is no global company car policy at Voith that regulates the use of BEVs, PHEVs and HEVs. However, there are regulations and guidelines at country level, at least for some countries. For example, employees in Germany can use electric vehicles at some locations and charge them directly on site.	B.1.1.1.c	
Freshwater use reduction targets and action plans e. Freshwater Use reduction measures	qualitative		We ensure that all local specifications, guidelines, and laws are complied with by adopting sustainable practices across all our divisions. In our Hydro division, the Vadodara treatment plant in India saved over 3,000 m ³ of water, with recycled water repurposed for irrigation and additional savings achieved through modern tap systems. The water-saving initiatives at Hydro are especially focused on areas facing water scarcity, such as India, China, and Brazil. In our Paper division, measures implemented at the Summerville facility in the USA reduced water consumption in quench tanks by installing effective filtration systems. Voith Turbo has also improved its environmental impact by switching to solvent-reduced coatings to enhance its VOC balance, resulting in lower water consumption in the coating and cleaning process.	B.1.4.3.1.e	
Material efficiency in production processes c. Measures and reporting on progress	qualitative		To use resources even more efficiently and further improve the reparability and durability of products, we focus, among other things, on the modularization of products, the avoidance of waste during punching and lasering, the near-net-shape design of semi-finished castings and forgings, the systematic and automated reduction of impurities, and extensive smart process controls trimmed for efficiency. The increasing use of innovative manufacturing processes, such as additive manufacturing (3D printing) for spare parts such as nozzles and polymer parts, are also important factors.	B.2.2.2.3.c	
Waste water management	qualitative		At all German locations, wastewater is treated as an indirect discharger via municipal wastewater treatment plants. In Sao Paulo, we have had a very well-functioning wastewater treatment plant for many years. Originally designed for 3000 employees, it is currently not fully utilized as fewer than 1000 employees are at the site. Other efforts include the decommissioning of the bioscrubber in Salzgitter, leading to a saving of 3800 m ³ of fresh water per year, an own wastewater treatment plan in Karawang (Indonesia), as well as investments in a wastewater treatment plant in Springfield (USA).	B.2.2.3.1.2.1	

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