

**2024**

**Sustainability  
Report**

**Factual basis**

# Factual basis

## Social

### The employees

Employee structure	Employees, Group-wide (headcount) <sup>1)</sup>	FY 2023/24	FY 2022/23	FY 2021/22
Voith Group		22,964	23,108	20,491
Women		4,445	4,483	3,781
Men		18,519	18,625	16,710
<b>Proportion of women in the overall workforce in %</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Proportion of women in the overall workforce		19.4	19.4	18.4
<b>Number of employees by region</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Germany		8,305	8,338	7,789
Europe excluding Germany		5,286	5,453	4,417
America		4,447	4,212	3,576
Asia		3,388	3,557	3,353
Other		1,538	1,548	1,356
<b>Employees by type of employment</b>	<b>Total number of full-time employees by gender (number)</b>	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Voith Group		21,691	21,836	19,284
Women		3,581	3,610	2,943
Men		18,110	18,226	16,341
	<b>Total number of part-time employees by gender (number)</b>	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Voith Group		1,273	1,272	1,207
Women		864	873	838
Men		409	399	369
	<b>Permanent employees with permanent employment contracts (number)</b>	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Voith Group		21,299	20,798	18,490
	<b>Fixed-term employees<sup>2)</sup> (number)</b>	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Voith Group		1,665	2,310	2,001

<sup>1)</sup> Deviating from the annual report, employment figures in the Sustainability Report are not stated in simplified FTE (full-time equivalents) but in headcount. The figures were collected at the close of the 2023/24 fiscal year.

<sup>2)</sup> Fixed-term employment contracts ≠ temporary work; subcontracted labor was recorded separately.

<b>Proportion of fixed-term employees as a ratio of total number of employees in %</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Ratio of fixed-term employees to the total number of employees	7.3	10.0	9.8
<b>Subcontracted workers<sup>2)</sup> (number)</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	946	1,141	1,226
<b>Proportion of total workforce covered by collective agreements in %</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	61.9	56.9	63.0
<b>Employees with a generally entitled parental leave (number)</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	20,811	18,198	19,036
	Women	4,082	3,589	3,581
	Men	16,729	14,609	15,455
<b>Employees where parental leave has begun (number)</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	301	324	348
	Women	80	86	84
	Men	221	238	264

<sup>2)</sup> Fixed-term employment contracts ≠ temporary work; subcontracted labor was recorded separately.

## Development programs

<b>Hours of training, Voith Group (number)</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	200,079	127,580	126,339
	Women	40,709	27,784	29,680
	Men	159,370	99,796	96,658
<b>Average number of training hours per employed person (number)</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	8,7	5,5	6,2
	Women	9,1	6,2	7,8
	Men	8,5	5,4	5,8
<b>Employees who underwent further training (number)</b>		<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Voith Group	15,511	17,689	14,942

## Occupational health and safety

Occupational accidents	Occupational accidents (number)	FY 2023/24	FY 2022/23	FY 2021/22
	Occupational accidents, total	59	75	61
	of which ending fatally	2	0	0
	of which serious accidents	4	1	2
	<b>Occupational accidents – employees who work for Voith but are not members of staff (number)</b>	<b>FY 2023/24</b>	<b>FY 2022/23<sup>1)</sup></b>	<b>FY 2021/22<sup>1)</sup></b>
	Occupational accidents	65	75	70

<sup>1)</sup> Adjusted retrospectively.

## Environment

### Certifications

Certifications	Existing certifications at Voith locations, degree of coverage as a ratio of employees in % <sup>1)</sup>	FY 2023/24	FY 2022/23	FY 2021/22
	ISO 50001	18	17	17
	ISO 14001	75	81	81
	ISO 9001	78	81	82
	ISO 45001	75	77	81

<sup>1)</sup> The data includes all branches.

## Energy efficiency and climate protection

### Total energy consumption within the organization

Energy consumption is broken down as follows: Consumption of fossil fuels + consumption of renewable fuels + self-generated energy from renewable sources + total amount of electricity, heating, cooling and steam purchased for consumption – total amount of electricity, heating, cooling and steam sold (not consumed).

Self-generated energy from non-renewable sources is not included in the calculation of total energy consumption within the organization as the fuels are listed separately.

Energy consumption within the organization	Energy consumption in MWh	FY 2023/24	FY 2022/23 <sup>1)</sup>	GJ 2021/22 <sup>1)</sup>
	Total energy consumption within the organization	500,614	553,548	590,684
	Consumption of fossil fuels	261,614	290,158	326,203
	Coal	0	0	0
	Total amount of fuels distilled from petroleum or crude oil	27,540	31,368	34,192
	Gasoline	7,426	8,561	7,840
	Diesel fuel	17,921	19,351	22,185
	Aviation fuel	0	0	0
	Heating oil	2,194	3,455	4,166
	Total fuels from processed natural gas and refined petroleum	233,615	258,790	292,011
	Butane	0	0	0
	Propane	316	-	-
	Liquid gas (LPG)	10,367	11,942	12,952
	Natural gas	222,932	246,847	279,059
	Other fuels	459	0	0
	Consumption of renewable fuels	1,270	670	867
	Self-generated energy from renewable sources	11,626	11,803	14,330
	Geothermal power	0	0	0
	Hydropower	679	1,364	0
	Solar energy	9,957	8,356	13,406
	Wind energy	990	2,082	925
	Total amount of electricity, heating, cooling and steam purchased for consumption	257,573	279,852	288,529
	Electricity consumption	233,629	255,801	260,382
	Heat energy consumption	20,561	20,330	22,596
	Cooling energy consumption	0	0	0
	Steam consumption	3,383	3,720	5,551
	Total amount of purchased electricity, heating, cooling and steam (not consumed)	31,468	28,933	39,245
	Electricity sold	16,889	12,363	20,340
	Sold heating energy	14,579	16,570	18,905
	Sold cooling energy	0	0	0
	Steam sold	0	0	0

<sup>1)</sup> Adjusted retrospectively.

Self-generated energy from renewable sources	Self-generated energy from renewable sources in MWh	FY 2023/24	FY 2022/23	FY 2021/22
	Self-generated energy from renewable sources	11,600	11,800	14,330
Self-generated energy from non-renewable sources	Self-generated energy from non-renewable sources in MWh	FY 2023/24	FY 2022/23	FY 2021/22
	Self-generated energy from non-renewable sources	89,793	90,464	117,991
Energy intensity	Intensity of the energy in MWh/euro of sales	FY 2023/24	FY 2022/23	FY 2021/22
	Total energy consumption per unit of sales	0.000096	0.000101	0.000121
<p>The following fuels were used in determining the intensity ratio: biogenic fuel (gas, LPG, biomass, diesel, gasoline, biodiesel, heating oil), electricity, heating and steam. For calculating the energy intensity (MWh/euro of sales) only the energy consumption is applied that takes place within the boundaries of the Company.</p>				
Measures to save energy	Reduction in energy consumption as a direct consequence of efficiency measures in MWh	FY 2023/24	FY 2022/23	FY 2021/22
	Reduction in energy consumption	11,453	10,420	8,585
GHG emissions scope 1	GHG emissions scope 1 in t CO <sub>2</sub> e	FY 2023/24	FY 2022/23 <sup>1)</sup>	FY 2021/22 <sup>1)</sup>
	Direct gross GHG emissions	51,339	57,557	64,296
	Stationary combustion sources and fuels	43,874	49,241	55,519
	Biomass	13	6	9
	Heating oil	626	986	1,188
	Natural gas	40,774	45,499	51,338
	Liquid gas (LPG)	2,388	2,751	2,983
	Propane	68	-	-
	Acetylene	6	-	-
	Mobile combustion	6,696	7,366	7,971
	Gasoline	1,891	2,178	1,994
	Diesel	4,804	5,187	5,977
	Biodiesel	1	2	1
	Volatile emissions (coolant)	683	880	783
	Process emissions	86	70	24
	<b>Total biogenic CO<sub>2</sub> emissions (scope 1) in t CO<sub>2</sub>e</b>	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Biogenic CO <sub>2</sub> emissions (scope 1)	416	300	301
	<b>Emission in base year (FY 2021/22) in t CO<sub>2</sub>e</b>			<b>64,296</b>

<sup>1)</sup> Adjusted retrospectively.

**GHG emissions  
scope 2**

<b>Indirect GHG emissions from location-related energy</b> in t CO <sub>2</sub> e	<b>FY 2023/24</b>	<b>FY 2022/23<sup>1)</sup></b>	<b>FY 2021/22<sup>1)</sup></b>
Total indirect GHG emissions from location-related energy	115,375	124,271	128,277
Electricity	105,177	113,636	115,815
Heating	9,583	9,943	11,507
Cooling	0	0	0
Steam	616	692	955
<b>Indirect market-based energy GHG emissions (gross)</b> in t CO <sub>2</sub> e	<b>FY 2023/24</b>	<b>FY 2022/23<sup>1)</sup></b>	<b>FY 2021/22<sup>1)</sup></b>
Total indirect market-based energy GHG emissions (gross)	28,361	31,625	39,989
Electricity	26,258	28,698	31,782
Heating	1,488	1,972	4,355
Cooling	0	0	0
Steam	616	955	3,852
<b>Emissions in base year (FY 2021/22)</b> in t CO <sub>2</sub>			<b>39,989</b>

<sup>1)</sup> Adjusted retrospectively.

**Energy intensity**

<b>Intensity of the GHG emissions</b> in t CO <sub>2</sub> e/euro of sales	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
GHG emissions per unit of sales	0.000015	0.000016	0.000021

The scope 1 and scope 2 emissions were used for calculating the emissions intensity. In our emissions calculations we took into consideration all greenhouse gases listed in the Kyoto Protocol (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>) in the form of t CO<sub>2</sub>e.

**GHG emissions  
scope 3**

<b>Indirect gross GHG emissions</b> in t CO <sub>2</sub> e	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
Total other indirect gross GHG emissions in metric t CO <sub>2</sub> e	-	-	71,457,983
Total gross GHG emissions – downstream	-	-	68,909,569
Total gross GHG emissions – use of the products sold	-	-	68,756,126
Total gross GHG emissions – upstream	-	-	2,548,414
Total biogenic CO <sub>2</sub> emissions	-	-	0
<b>Emission in base year (FY 2021/22)</b> in t CO <sub>2</sub> e			<b>71,457,983</b>

**Measures to reduce  
GHG emissions**

<b>Total reduced GHG emissions as direct consequence of reduction initiatives</b> in t CO <sub>2</sub> e	<b>FY 2023/24</b>	<b>FY 2022/23<sup>1)</sup></b>	<b>FY 2021/22</b>
Reduction of GHG emissions	-	1,126	-

<sup>1)</sup> Adjusted retrospectively.

The indirect emissions from our value chain (scope 3) amount in the base year to 71,457,983 t CO<sub>2</sub>e and thus make up more than 99% of total emissions. As is typical for the industry, the emissions from the use phase make up the greater part of our Scope 3 emissions (68,756,126 t CO<sub>2</sub>e = 96% of total emissions). For this reason, we have allocated the use phase its own SBTi target.

We have gathered internal primary data in particular for emissions category 3.11 "Use of sold products". We chose this procedure whenever the data were readily available or the emissions category in question was of great significance.

In our emissions calculations we took into consideration all greenhouse gases listed in the Kyoto Protocol (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub> and NF<sub>3</sub>) in the form of CO<sub>2</sub>e. The 2021/22 fiscal year was defined as the base year for measurement of GHG emissions and achievement of the climate objectives. This year was chosen as it was the first year for which a complete CO<sub>2</sub> footprint (including scope 3) was compiled. The following emissions sources were used for the respective scopes:

- Scope 1: DEFRA, German Environment Agency
- Scope 2: IEA, AIB, Green-e
- Scope 3: DEFRA, IEA, ecoinvent, Exiobase

The global warming potential (GWP) of the emissions sources we use stem from the Intergovernmental Panel on Climate Change (IPCC).

Our reporting is based on the operational control approach. All Company units were taken into consideration in which Voith holds more than 50% of the company shares and at which emissions are actually incurred. This means we cover 100% of the locations and emissions with scopes 1 and 2. All in all, just under 240 locations distributed across 59 countries were taken into account. Operative control was chosen as the consolidation approach for the emissions reporting because this approach is in line with our financial reporting and best reflects the actual power to control the company and therefore also our responsibility in relation to the GHG emissions. However, the chosen reporting thresholds deviate from our financial accounting. This means further locations were included to map all emissions caused. These are exclusively small locations that are not material to the financial reporting.

For calculation purposes, we align ourselves closely to GHG protocol and its various subdocuments. In other words, with regard to the identification of relevant emissions sources, the choice of calculation approaches and consideration of quality and reporting criteria, we follow the specifications and practical examples of the GHG protocol. We have attempted to close data gaps in the best possible way using extrapolations to ensure that our corporate carbon footprint is complete. Our emissions factors stem from recognized sources such as DEFRA, IEA, AIB, ecoinvent and exiobase. In general, we have chosen conservative approaches and suitable uncertainty markups for our emissions calculation.

## Water

Water withdrawal	Water withdrawal by source in m <sup>3</sup>	FY 2023/24	FY 2022/23 <sup>1)</sup>	FY 2021/22 <sup>1)</sup>
	Total water withdrawal	1,050,015	1,105,204	1,170,779
Surface water	71,874	68,358	79,495	
Ground water	498,597	542,228	611,084	
Water from third parties	479,544	494,619	480,200	
Total volume of fresh water withdrawn in m <sup>3</sup>	FY 2023/24	FY 2022/23 <sup>1)</sup>	FY 2021/22 <sup>1)</sup>	
	Total volume of fresh water withdrawn	1,047,784	1,103,613	1,169,567
Water intensity	Fresh water intensity in m <sup>3</sup> /euro of sales	FY 2023/24	FY 2022/23 <sup>1)</sup>	FY 2021/22 <sup>1)</sup>
	Total volume of fresh water withdrawn per unit of sales	0.000200456	0.000200438	0.000239616



Water discharged	Water discharged by location in m <sup>3</sup>	FY 2023/24	FY 2022/23 <sup>1)</sup>	FY 2021/22 <sup>1)</sup>
	Total water discharged	922,399	1,061,953	951,840
	Surface water	512,672	427,597	495,824
	Ground water	4,130	19,949	1,416
	Water from third party providers	405,598	614,406	454,600
	<b>Water discharged by fresh water/other water in m<sup>3</sup></b>	<b>FY 2023/24</b>	<b>FY 2022/23<sup>1)</sup></b>	<b>FY 2021/22<sup>1)</sup></b>
	Total water discharged	922,399	1,061,953	951,840
	Fresh water	73,288	67,364	50,341
	Other water	849,111	994,589	901,498
	<b>Total weight of pollutants released into water in t</b>	<b>FY 2023/24</b>	<b>FY 2022/23<sup>1)</sup></b>	<b>FY 2021/22<sup>1)</sup></b>
	Total weight of the released pollutants	12.5	14.9	9.9

<sup>1)</sup> Adjusted retrospectively due to a slight change in the scope of locations observed.

#### Collection of water data

Collection of water consumption data is performed centrally in Voith's Quentic tool.  
The data is entered locally at the locations in each case based on invoices and meter readings.

## Waste and hazardous substance management

Waste and hazardous waste	Total weight of waste (by type of waste) in t	FY 2023/24	FY 2022/23 <sup>1)</sup>	FY 2021/22 <sup>1)</sup>
	Total weight of waste	38,266	47,961	54,018
	Hazardous waste	8,652	14,252	18,590
	Non-hazardous waste	29,614	33,709	35,428
	<b>Waste intensity in t/euro of sales</b>	<b>FY 2023/24</b>	<b>FY 2022/23</b>	<b>FY 2021/22</b>
	Total weight of waste per unit of waste	0.000007	0.000009	0.000011

<sup>1)</sup> Adjusted retrospectively due to a slight change in the scope of locations observed.

## Use of material

Materials used	Materials used by weight in t	FY 2023/24	FY 2022/23	FY 2021/22
	Materials/raw materials use, total	156,511	161,884	171,268
	of which raw material	58,084	62,926	54,107
	of which semi-finished products	84,360	82,655	100,329
	of which packagings	10,301	12,203	12,633
	of which supplies	3,766	4,100	4,199

## On the report

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The Sustainability Report has been prepared since 2011 to provide our stakeholders with information on our sustainability performance on an annual basis. The present report describes the progress made in the 2023/24 fiscal year, i.e. from October 1, 2023 to September 30, 2024. In this document, we focus on the fields of action material to our company and our stakeholders. The report is published on our website together with a supplementary factual basis.<sup>1)</sup>

In its reporting, Voith follows the guidelines of the Global Reporting Initiative (GRI) and uses the corresponding GRI standards (2020) as an orientation. The editorial deadline for the report was March 28, 2025. An external audit of the content was not performed.

Unless stated otherwise, all figures contained in the present report apply to the Group Divisions Voith Hydro, Voith Paper, Voith Turbo and CF&S worldwide. The Report features the same scope of consolidation as the consolidated financial statements. The entities included similarly correspond to those in the consolidated financial statements.

Whereas HR data are stated as headcount in this report, the reporting in the annual report mainly uses FTE, which means the figures may deviate from each other.

The data serving as performance indicators in the report was predominantly collected by means of software specific to the area concerned. Figures were rounded using standard commercial principles, for which reason there may be deviations between the totals of the individual amounts in the tables and the total figures stated. In individual cases, it is not possible to show a three-year trend, but efforts are being made to be able to do so in future. In certain cases, performance figures were corrected retrospectively due to changes in the data available of the calculation method. This has been noted at the places in question. All forward-looking statements in this Report are based on assumptions valid at the editorial deadline. On account of unknown risks, uncertainties and other factors, actual results, developments or achievements by the Company may deviate from the forecasts, assessments and announcements.

<sup>1)</sup> This report marks the start of our new approach to sustainability reporting. The content to be reported is presented separately in the report itself and in the factual basis. The report contains the description of the management approaches (strategies, targets and measures) and will only be updated as required. The report therefore remains unchanged and applicable for the next fiscal years. The factual basis contains the quantitative key figures. These are updated and published accordingly for each fiscal year.



# Imprint and contacts

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## **Further information**

This report is also available in German.

The German and English versions can be found at these internet addresses:

<https://voith.de/nachhaltigkeit>

<https://voith.com/sustainability>

## **Text**

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