

# SUSTAINABILITY **IN ACTION**

# VTU GROUP AT A GLANCE

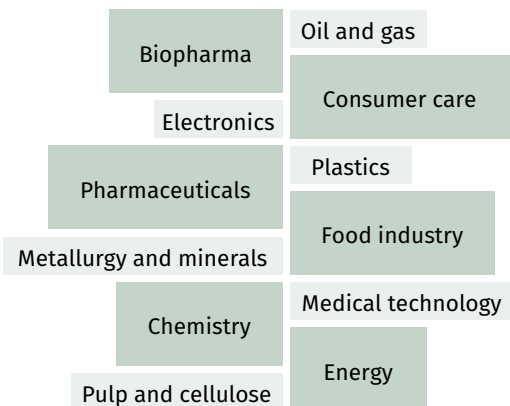
VTU is the abbreviation for the German words *Verfahren* (process), *Technologie* (technology) and *Umwelt* (environment). The VTU GROUP was founded in 1990 in Graz, Austria, and focuses on planning and supplying high-tech systems for the process industry. The GROUP's portfolio of services ranges from conceptual design to the construction and commissioning of plants on customer sites.



Corporate customers

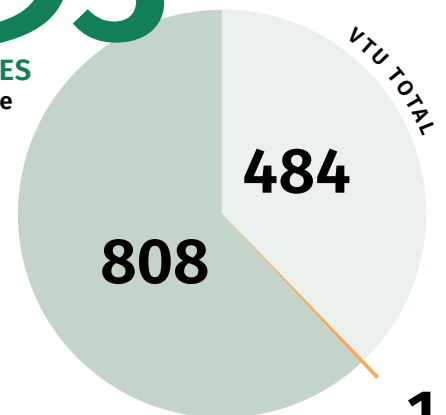
**An exciting mix**

The main sectors VTU serves include



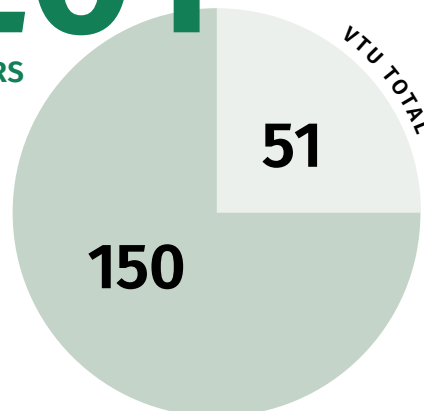
**1,293**  
EMPLOYEES

At the end of 2023, the VTU GROUP employed 484 women, 808 men and one non-binary person.



**201**

MANAGERS



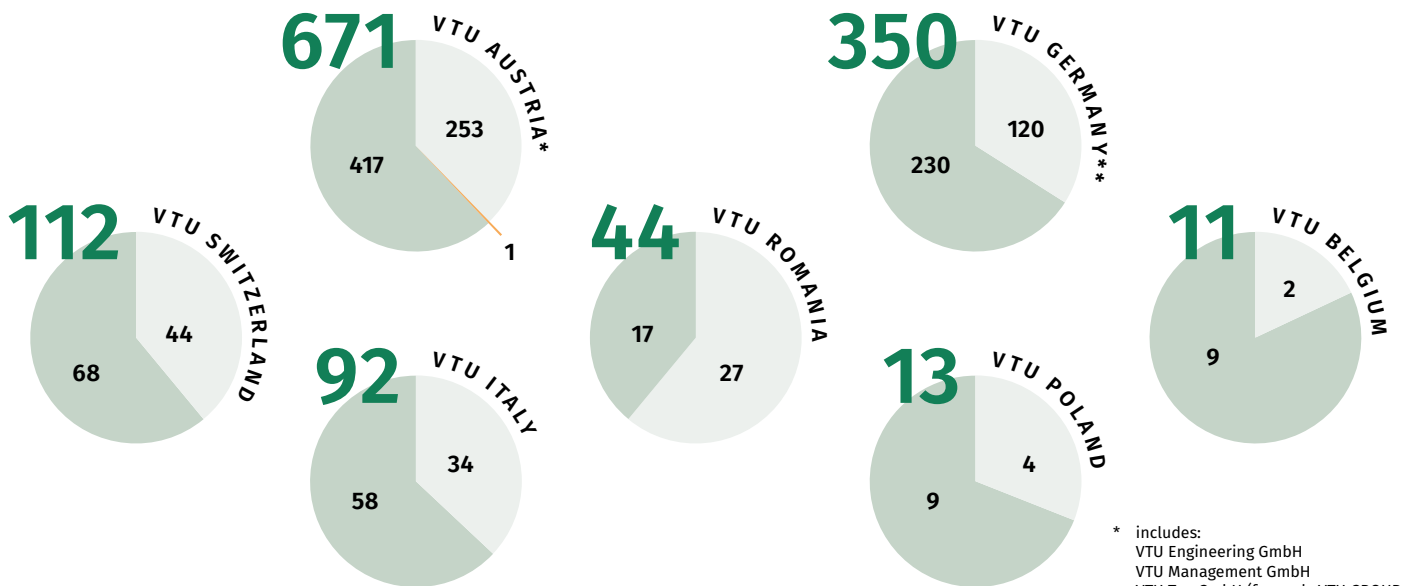
Men  
Women  
Non-binary



## About this report

This is the fourth sustainability report to be published by VTU (referred to throughout this report as the VTU GROUP or VTU for short). The VTU GROUP is composed of the following companies: VTU Management GmbH as the parent company as well as the subsidiaries VTU Top GmbH (formerly VTU GROUP GmbH and VTU Services AT GmbH), VTU Engineering GmbH, VTU Engineering Deutschland GmbH, VTU Engineering Polska Sp. z o.o., VTU Engineering Schweiz AG, VTU Engineering Italia Srl, VTU Design Solutions GmbH, VTU Automation GmbH, ifss GmbH, VTU Engineering Belgium BV and VTU Services DE GmbH. This report provides information and key data as well as figures relating to sustainability from the financial year starting 1 January 2023 and ending 31 December 2023. The used performance indicators are in reference to the standards defined by the Global Reporting Initiative (GRI). The report was approved by the executive management without an external review.

VTU has been reporting once a year since 2020 on decisions, activities and impacts from economic, environmental and social perspectives. Please contact Daniel Sandholzer, Director EHS & Sustainability, VTU Top GmbH, at [sustainability@vtu.com](mailto:sustainability@vtu.com) if you have any questions or comments on sustainability matters within the VTU GROUP, or if you have any suggestions on how to improve our reporting process.



\* includes:  
 VTU Engineering GmbH  
 VTU Management GmbH  
 VTU Top GmbH (formerly VTU GROUP GmbH and VTU Services AT GmbH)  
 VTU Design Solutions GmbH  
 VTU Automation  
 ifss GmbH

\*\* includes:  
 VTU Engineering Deutschland GmbH  
 VTU Services DE GmbH

CDP: At the request of our customers, we submitted a CDP Climate Change 2023 questionnaire, achieving a rating of B.



**Dear readers,**

In a time of increasing global challenges, we believe it is more important than ever to shine a light on the work we are doing to achieve a sustainable future. In this report, we would like to not only present our achievements and milestones, but also highlight the challenges we have been up against and continue to face. We recognise that the path to a sustainable future is an ongoing process that requires commitment, innovation and continuous adaptation.

In 2023, we also committed to expanding the three pillars of VTU – life sciences, sustainability and digitalisation – and placing them on an even more solid foundation. In our projects, we support our corporate customers and partner companies on their path to a greener future with sustainable solutions such as energy audits and innovative opportunities to increase efficiency. Examples include the greenSPEED™ energy efficiency package (page 16) launched in 2023, along with a number of real world examples, two of which we look at in greater detail in this report (from page 16 onwards).

In line with our slogan TOMORROW: TODAY, we are already doing our bit today for a better tomorrow. We have underscored our commitment to acting responsibly by joining the United Nations Global Compact (UNGC). Our new, like-minded investor, who shares our commitment to technology, innovation and sustainability, guarantees us the best possible development and support on this journey.

Preparing for changing sustainability (reporting) requirements remains a major challenge, along with the need to take a closer look at (and incorporate) our supply chains. In addition to QM and EHS criteria, we have now also incorporated CSR criteria into our supplier evaluation process in order to promote raising awareness together with our suppliers. This gives us the opportunity to gain more detailed insights into the state of our supply chains.

Our employees remain at the heart of our company. Ultimately, they are the ones who make the crucial difference and guarantee our success. Flexible working hours, attractive additional benefits, a support programme for overcoming stress and promoting exercise (page 13) are all measures designed to make sure our employees enjoy a pleasant working environment. I am therefore particularly pleased that in 2023, for the first time, we received

the renowned Great Place to Work certification in all seven countries in which VTU has a location (page 12). This certification was awarded on the basis of an employee survey, which shows a high level of participation and reflects a very high level of employee satisfaction at VTU.

Needless to say, it is also particularly important to us that we remain a fair employer. The gender equality initiative (page 12) launched in Italy in 2023 is worth mentioning in this regard. It aims to close gender gaps in management positions and eliminate the gender wage gap.

I am very proud of the individual initiative and responsibility demonstrated by our employees. We have launched a large number of training courses and workshops, including courses to improve safety in everyday work (page 14), as well as initiatives such as CreatePlace4U (page 12) to put the various ideas voiced by the VTU team into action. The numerous international events (page 22) at which our experts were able to pass on and expand their knowledge were also very gratifying, among them being the AI Innovation Forum organised by VTU, which provided a highly acclaimed platform for sharing knowledge.

With this sustainability report, we would like to provide a comprehensive insight into the state of development of our internal sustainability processes. Our current activities and plans for this are presented in this report in more detail in the three main areas: How we work, What we achieve and How we continue to develop.

**Friedrich Fröschl**

# EMBODYING SUSTAINABILITY

*Achieving a sustainable future together requires the commitment of the management and dedication of the entire workforce.*

At VTU, good governance means that the CEO and members of the Management Board consider themselves an integral part of the leadership coalition for sustainability within the GROUP and publicly support sustainability reporting. They participate in the strategic controlling and monitoring of sustainability issues and their implementation in the GROUP. They provide resources so that knowledge and expertise are not only built within the management, meaning capacity can also be created within the GROUP to meet the demands of modern, data-based sustainability management. Corporate ethics and culture, anti-corruption, anti-bribery and

proper payment practices as well as internal control and risk management systems in the area of ESG (environmental, social, governance) play a crucial role in this regard.

### Code of Conduct and CSR policy

Achieving a sustainable future together requires the commitment of the management and dedication of the entire workforce. The CSR policy and the Code of Conduct (CoC) are based on the VTU mission statement and our ethical principles, and they set the course for this journey. The CoC and CSR policy have been approved at the highest level within

the organisation. The obligations set out therein apply equally to all VTU employees, activities and business relationships.

Both documents cover various stakeholders and the expected interaction with them across corporate boundaries and beyond. In 2023, work was carried out to create a Supplier Code of Conduct (SCoC) based on the VTU CSR policy and the VTU Code of Conduct, and it came into force at the start of 2024. In order to ensure compliance with corporate due diligence obligations in the supply chain, contractors must agree not only to comply with all applicable laws and regulations but also to comply with the standards set out in the SCoC with regard to ethics, health and safety, and environmental and climate protection in their business transactions with VTU GROUP companies.

### VTU Compliance Line

Grievances of any kind (bullying, sexual harassment, corruption or other conduct relevant under criminal law) can be reported anonymously via the VTU Compliance Line, a whistleblowing system. The violations are reported via the portal of an external system provider and reviewed by an independent lawyer who communicates anonymously with the whistleblower. If reports are substantive, VTU's Executive Director Human Relations initiates an investigation and instigates appropriate measures. —

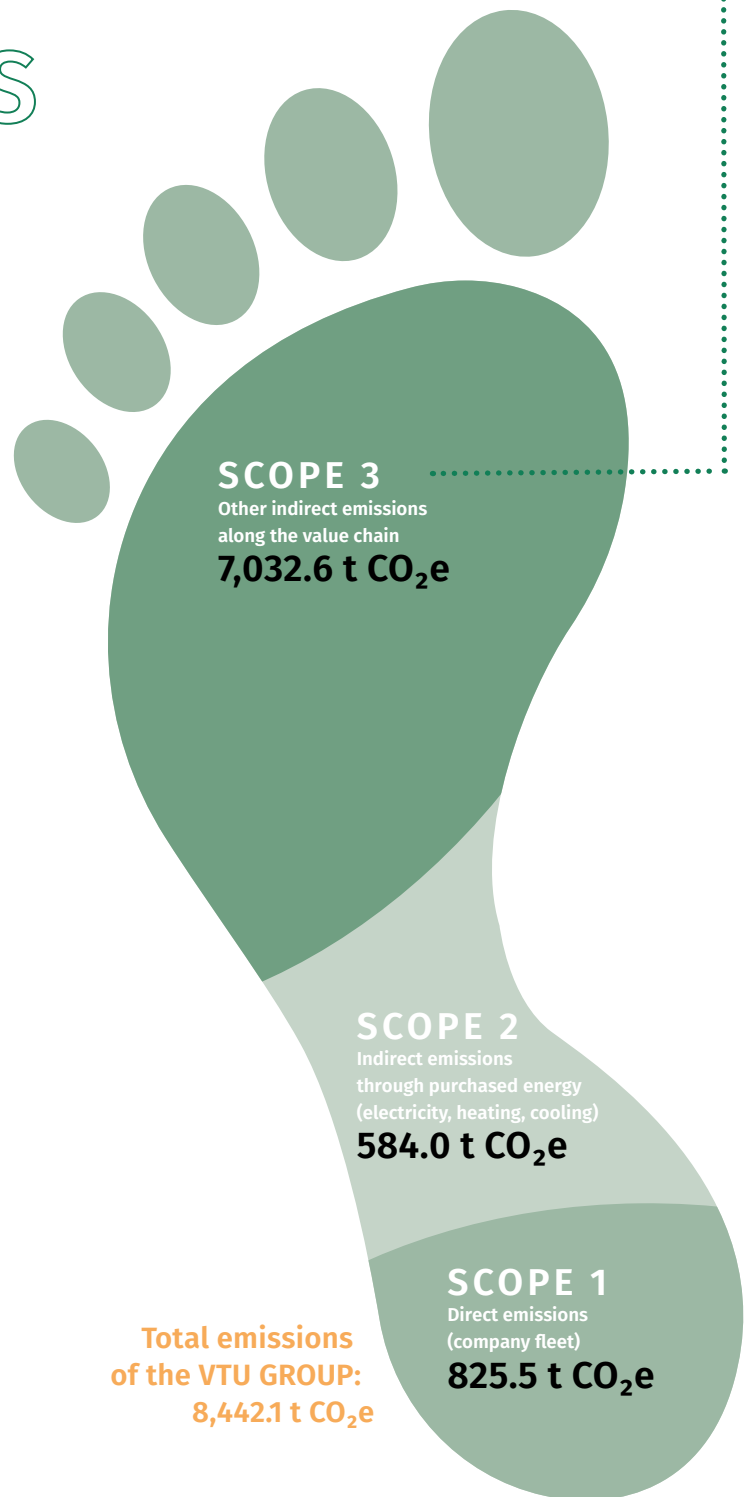


# CHALLENGE

## CO<sub>2</sub> EMISSIONS

According to the Greenhouse Gas Protocol, the Corporate Carbon Footprint (CCF) is divided into three scopes\*. It represents all greenhouse gas emissions in CO<sub>2</sub> equivalents (CO<sub>2</sub>e) produced throughout the company – both directly and indirectly. The 2023 VTU CCF was calculated internally using SimaPro software and expanded once again to include a few new categories (for details, please refer to the [Facts and Figures 2023](#)). Total emissions increased by 4,043.6 t CO<sub>2</sub>e compared to the previous year. This is mainly due to the expansion of emissions categories, but also partially due to the general growth of VTU: the number of employees increased by roughly 10 per cent year-on-year, and the amount of office space likewise rose by roughly 13 per cent compared to the previous year. The largest share of emissions now comes from the ‘Purchased goods and services’ category in Scope 3, which was expanded this year to include services purchased by subcontractors for project execution. This is followed by the categories ‘Business travel’ and ‘Employee commuting including working from home’ (see figures on pages 06–07).

\*[Greenhouse Gas Protocol](#)  
page 5 – Overview of GHG Protocol scopes  
and emissions across the value chain  
[accessed on 2/4/2024]





# Breakdown of the three largest Scope 3 emissions categories\*

Values in t CO<sub>2</sub>e

PURCHASED GOODS AND SERVICES



BUSINESS TRAVEL



EMPLOYEE COMMUTING (INCL. WORKING FROM HOME)



## Breakdown of employee commuting

Values in t CO<sub>2</sub>e

PASSENGER VEHICLES: 5,342,201 KM



WORKING FROM HOME



PUBLIC TRANSPORT + TRAIN: 1,750,745 KM



ELECTRIC CARS: 270,330 KM



BICYCLE + E-BIKE: 810,651 KM



MOTOR SCOOTERS + MOTORBIKES: 78,422 KM



## Emissions from business travel by VTU workforce

Values in t CO<sub>2</sub>e

RENTAL AND PRIVATE VEHICLES: 2,224,723 KM



HOTEL OVERNIGHT STAYS



PLANE: 1,408,920 KM



TRAIN: 1,178,721 KM



### How we manage our material topic

## Sustainable technology and energy

VTU's principles on 'Sustainable technology and energy' are part of our Code of Conduct and CSR policy. The greatest impact in this area lies in external projects relating to the planning of processing plants with our industrial customers. Here, it is possible to have a huge indirect effect on the consumption of energy and resources and thus on CO<sub>2</sub> emissions. Mobility categories, namely the company car fleet, employee commuting and business travel, make a significant contribution to the direct emissions caused by VTU. Various initiatives launched by the EHS & Sustainability and Human Relations departments aim to reduce business travel and work-related car journeys and promote the switch to climate-friendly means of transport such as the train in order to reduce emissions. According to the sustainability goals set (please refer to the table on page 23), measures are defined with the management team.

Their effectiveness is assessed by means of key performance indicators (KPIs) and is evaluated with the management team. If necessary, modified or new measures are put in place. Stakeholders are involved in the process through discussions and surveys, and the results obtained are incorporated into action plans.



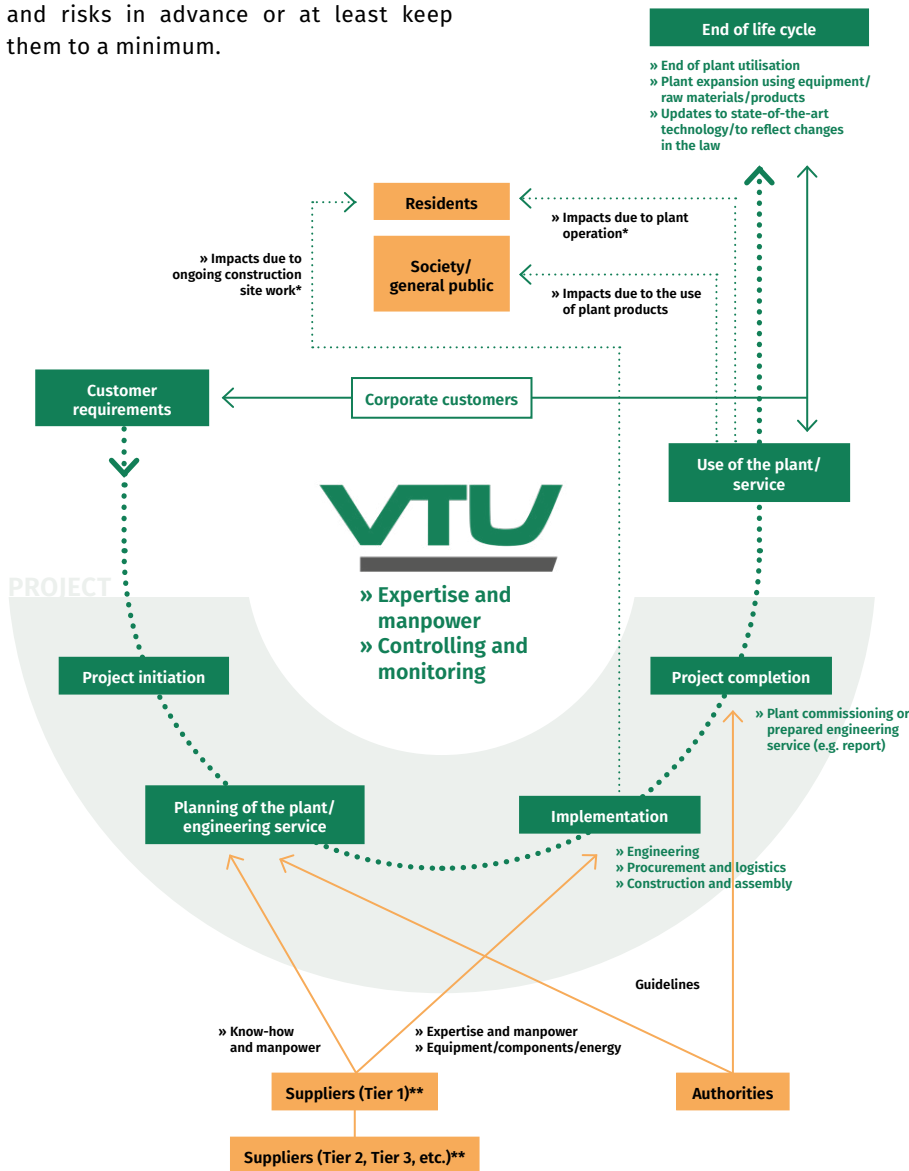
\* For more information on the 2023 VTU CCF, please refer to [Facts and Figures 2023](#)

# THE BIGGER PICTURE

VTU works with a variety of stakeholders all along the value chain. It is important to know the influence of and on the stakeholders – be it of a financial, safety or societal nature. This is the only way to incorporate solutions directly into the work steps and thus exclude problems and risks in advance or at least keep them to a minimum.

The numerous suppliers are important for the realisation of projects, because they ensure the supply of various required resources. The nature of these business relationships is predominantly

contractual and project-related; however, the aim is to maintain a more long-term partnership with repeat orders. VTU has no standard suppliers, and as a result, there were no significant changes in the supply chain structure in 2023 either.



Since mid-2023, the pre-qualification process for new VTU suppliers has also incorporated CSR-inclusive environmental criteria, such as whether the company is committed to sustainability targets, whether it determines its corporate carbon footprint (CCF) on an annual basis and/or reviews working conditions across its supply chain. For the time being, these insights are primarily used to gain information and act as an additional factor to guide our decision, but are not viewed as an exclusion criterion. After all, the sector in which our suppliers operate is currently only just starting to address the topic of sustainability. —

**\* Impacts on residents and society/general public due to construction site and plant operations:** emissions from construction sites and facilities (machine and vehicle exhaust fumes), waste (rubble, excavated material, construction waste), noise pollution

**Measures taken:** communication with residents and, if necessary, compensation (e.g. where a house has been dirtied by construction site work → voucher distribution for facade cleaning)

**Actual and potential negative social and environmental impacts along the supply chain as a result of:**

- » Degradation of the raw materials of the purchased materials or the goods produced from them and their transport
- » Energy and raw material use (e.g. steel, chemicals, water, steam, electricity)
- » Various transport activities (delivery of raw materials, product collection, delivery of equipment to the installation site, etc.)
- » Various emissions during construction activities (from machines/vehicles/processes; waste, effluents)

**\*\* Energy suppliers, global suppliers of materials, components and assembly services, suppliers of engineering services**



How we manage our material topic

**Value chain**

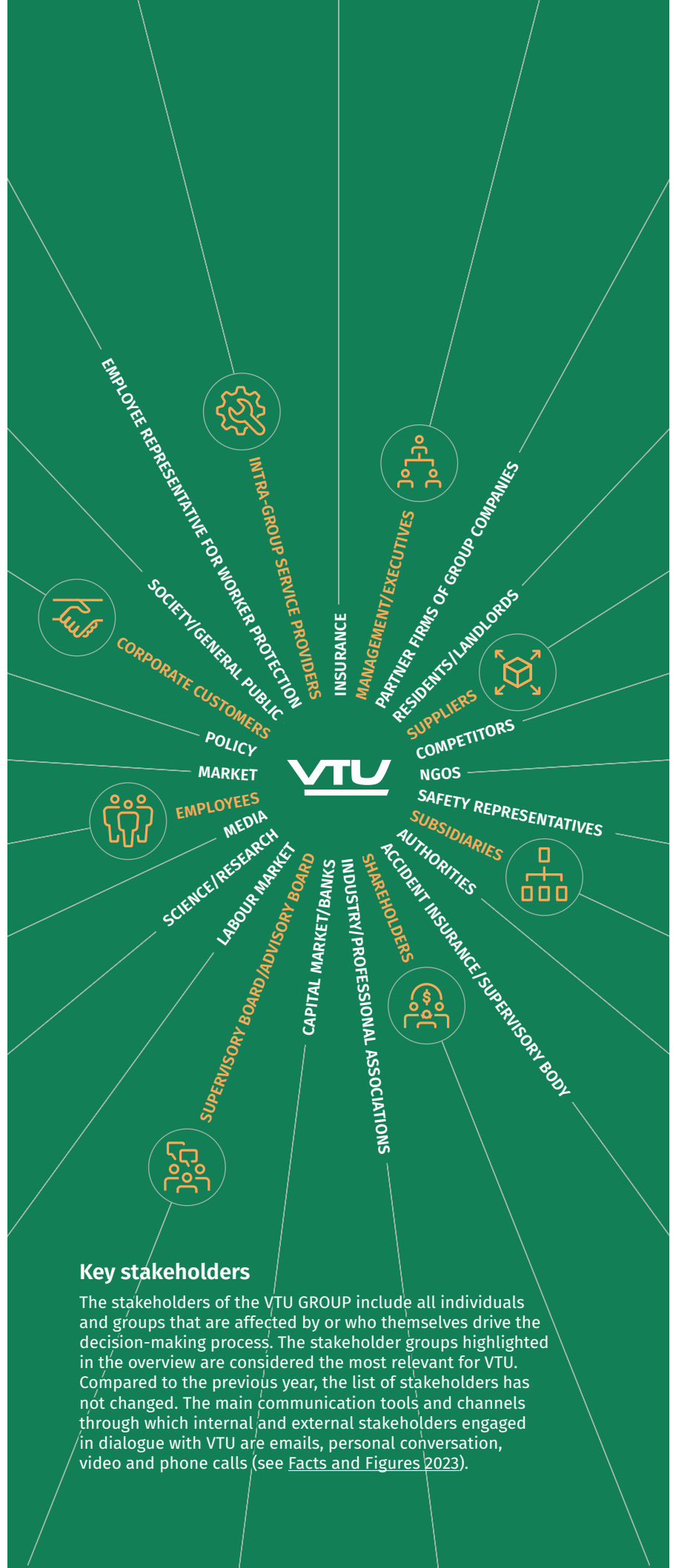
Our guidelines and commitments relating to the material topic of the value chain are set out in our CSR policy and Code of Conduct. When we implement projects, the undesirable impacts of our activities cannot be avoided during construction site operations (direct) and plant operations (indirect when used by our corporate customers, see graphic and details of impact on page 08). The executive departments of VTU are doing their utmost to keep this impact to an absolute minimum. Suppliers are categorised in accordance with ISO 9001 requirements and evaluated by the Quality Management and EHS & Sustainability departments before the contract is awarded as well as after the contract is completed. This is executed with regard to different categories, including occupational health and safety compliance risks.

We expect suppliers and partners to adhere to the same ethical standards as we do in the conduct of our own business. Violations of legal provisions, guidelines and directives can be reported via an anonymous reporting system. Any kind of violation has consequences (from a warning to termination of the contract) that depend on the severity of the offence. Stakeholders are involved in the process through discussions and surveys, and the results obtained are incorporated into action plans.

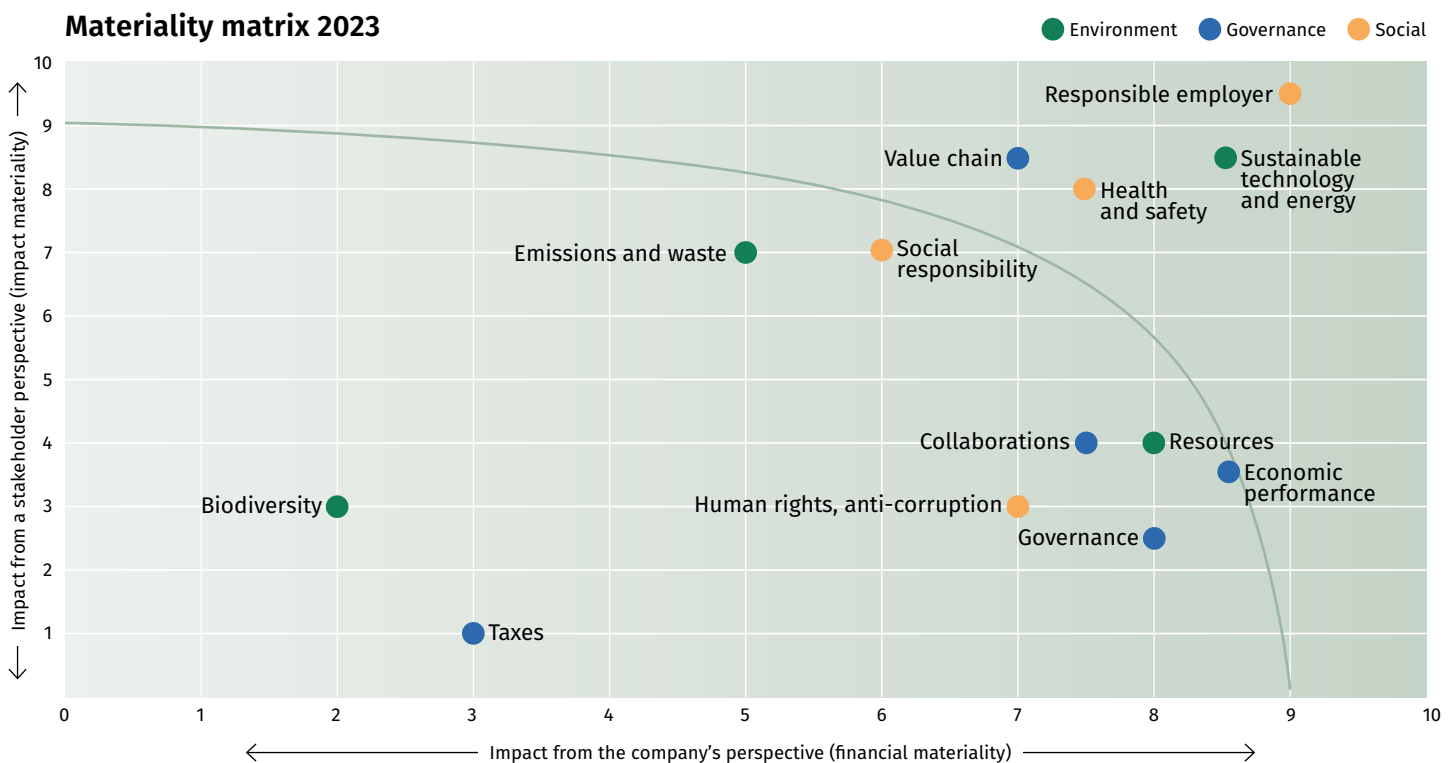


**Key stakeholders**

The stakeholders of the VTU GROUP include all individuals and groups that are affected by or who themselves drive the decision-making process. The stakeholder groups highlighted in the overview are considered the most relevant for VTU. Compared to the previous year, the list of stakeholders has not changed. The main communication tools and channels through which internal and external stakeholders engaged in dialogue with VTU are emails, personal conversation, video and phone calls (see Facts and Figures 2023).



# THE TOPICS THAT MATTER MOST



**Materiality**

**Focus on responsible business and sustainable technologies**

The curve in the graph marks the defined limit for classifying an issue as material. In preparation for the Corporate Sustainability Reporting Directive (CSRD), a comprehensive materiality analysis in line with CSRD requirements is currently scheduled for the second half of 2024 (see the table 'Sustainability targets' on page 23). In light of this, an interim revision of the matrix has not been performed and there were no changes in 2023 compared to 2022. (For further details on the current materiality matrix, see the 2022 VTU CSR Report, pages 08-09). —

# PUSHING OURSELVES TO OUR LIMITS

*VTU regularly receives top marks from its employees in surveys. Nevertheless, many people are struggling to manage the peak workloads. Find out why this is the case and what the company is doing about it.*

“The project business is often stressful. Our corporate customers are usually under time and cost pressure, and as service providers, we have to deliver on both. Even with the best scheduling, not everything can be foreseen in plant construction. If we encounter delays at any point, pressure on all stakeholders starts to mount. Peak workloads are therefore largely unavoidable,” explains Wolfgang Zelle, Executive Director Human Relations at VTU.



**VTU Executive Director Human Relations Wolfgang Zelle (photo) and his team want to start a conversation when issues arise**

Although the VTU employees gave the company a very good rating overall in the 2021 Great Place to Work survey, the stress level was nevertheless cited as challenging. The company therefore started looking for ways to reduce the pressure placed on employees – with success, as the 2023 survey showed. “Our values have improved considerably when it comes to this topic,” says Zelle with pleasure (see figures on the right).

This can also be attributed to the close partnership with external advisory institutes for employee assistance, whose services VTU is now increasingly promoting during onboarding and in regular meetings. VTU employees can receive free and anonymous advice from experts trained in sociopsychology on issues faced in their professional and personal lives. “Although professional and private pressure often go hand in hand,” explains Zelle. In Austria, employees used a grand total of 290 hours of these services in 2023.

In addition, the Human Resources department attempts to establish a personal line of communication with any employees experiencing issues and also calls

in the EAP team in individual cases. “For example, if someone keeps leaving the workplace without providing a reason, our first instinct is not to punish them. Instead, we try to find out the reasons behind their absence in a confidential discussion. Perhaps they need to provide care to a relative or are battling a health issue such as depression or stress. Once we know the reason, we can start to consider the next steps, be it an external consultation, a temporary part-time job or some other solution,” explains Zelle. Managers are made aware of the topic in burnout training: “Employees feel that we are taking the topic seriously and will handle things accordingly.”

### Fulfilling time off

According to the Executive Director Human Relations, the introduction of the work from home policy three years ago has helped ease the burden for many employees. The option to take a two- to three-month sabbatical, for example by combining holiday entitlement and compensatory leave, is becoming increasingly popular among executives and employees alike: “Most take the time to travel long distances and come back fully recharged and raring to go.” —

**68%** of VTU GROUP employees find that the sentence “Mental and emotional health is guaranteed in this workplace” largely or almost completely applies. In 2021, this figure was 62%.

**70%** of VTU GROUP employees find that the sentence “Employees are encouraged to find a good balance between work and their private life” largely or almost completely applies. In 2021, this figure was 61%.

Experience of one participant

### “I felt I was in good hands”

“EAP has a team of highly qualified consultants who act independently, taking every matter seriously, remaining neutral and not trivialising anything. This service is extremely effective in tackling stress and other problems at an early stage before they escalate. I found the counseling to be highly respectful and felt I was in good hands. The targeted questions helped me to gain useful insights on my own.”

# HIGH FEEL-GOOD FACTOR

*VTU advocates good and fair working conditions and friendly interactions. Employees regularly show their satisfaction with high scores in the anonymous Great Place to Work survey.*



Top rating

The results of the employee survey

	Overall 2020	Overall 2021/22	Overall 2023
Feedback rate	82%	77%	79%
Number of replies	444	676	964
Credibility	77%	81%	81%
Respect	73%	74%	76%
Fairness	83%	84%	82%
Pride	78%	77%	75%
Team spirit	85%	87%	85%
Very good workplace	82%	86%	84%
Trust index*	79%	80%	79%

\* Overall rating calculated from the five dimensions, namely credibility, respect, fairness, pride and team spirit

As the first project within the VTU GROUP to explicitly promote equality, an initiative launched by VTU Italy aims to increase the proportion of women in management positions to over a third by 2026 and to eliminate the gender wage gap. There are currently eight women in the twenty-person management team at VTU Italy. Of a total of 201 executives in the entirety of the VTU GROUP, 51 are women.

At the kick-off event in Milan back in November 2023, the 17 participants – all executives – took part in a two-day workshop addressing (in)equality in Italy and Europe, at the top Italian universities (with a focus on engineering and technical degrees), and also in recruitment at VTU. External organisation Onoblo helped the executives explore the topic further. This involved using Lego Serious Play – a training method that allows people to develop shared visions of the future in a creative process. The participants used Lego bricks to build individual and team models to express their ideal scenario for gender equality. On the second day, they worked on concrete project ideas. The next workshop was then scheduled for February 2024.

Successful ideas competition

Under the motto CreatePlace4U, VTU Switzerland called on the entire team to make suggestions for a better working en-

vironment at the start of 2023. A total of 55 ideas were submitted over the course of the year, 24 of which have already been successfully implemented (as of March 2024). Some ideas will bring even more innovations to the workplace in 2024. In Switzerland, for example, the VTU Blackboard is now a dedicated platform on Teams where employees can give away or sell unused items. A page for VTU Meet-ups was also created to make it easier to organise joint activities after work. The platform was even developed by the creator of the idea herself. Work clothes will be available in women’s sizes in the future thanks to a suggestion from a female engineer. And because even the smallest of things have the power to brighten up everyday working life, there is now a pepper mill in the kitchen.

Excellent

VTU is proud to have been awarded the renowned Great Place to Work certificate at all locations. At the heart of the independent assessment by the international research and consulting institute are the responses from an anonymous survey of employees conducted once every two years (see chart). The VTU GROUP also received the kununu Top Company 2023 award from the European employer rating platform kununu. Around five per cent of all employer profiles qualify for this award. –





Executives at VTU Italy took a playful approach to building a gender equal future.

Taking part in the Bucharest Marathon and the Dragon Boat Regatta strengthened bonds in VTU teams.



#### How we manage our material topic

### Responsible employer

Project activities, with their changing and, at times, demanding workloads, have a major direct impact on employees. Maintaining a good balance between work and leisure time and offering compensatory activities are particularly important here. In addition to a work-life balance, the topic of 'Responsible employer' covers areas such as corporate ethics, communication, transparency and capacity utilisation, and it is part of our CSR policy and Code of Conduct.

The responsibilities of the EHS & Sustainability department (responsible for sustainability issues in a general sense) and the HR department (responsible for health management in the traditional sense and financial benefits for employees) overlap in this topic. These departments work together to coordinate issues and measures, and a joint effort is made to drive the progress and implementation of general improvements.

To ensure we provide a good, supportive work environment, managers regularly come together to discuss experiences and also to develop and share solutions. The results of the Great Place to Work surveys taken every two years serve as an instrument for evaluating the effectiveness of the measures taken. They are discussed among management staff and in workshops with employees. The information gained from these exchanges is then used to derive measures, the effectiveness of which is reviewed on a regular basis.



## In motion

Numerous initiatives are designed to bolster both the physical and mental strength of the VTU team:

### Sports events

VTU staff have also demonstrated their fitness and fighting spirit at numerous events, including the B2Run corporate run in Germany, the J. P. Morgan Corporate Challenge in Frankfurt am Main (to fund sports assistance for persons with disabilities), the Bucharest Marathon, the Istria300 cycling race, the Wings for Life Run in Vienna (to fund spinal cord research) and the Dragon Boat Regatta in Graz, which also supports a charitable cause.

### Virgin Pulse Go Challenge

The nine-week VP Go Challenge, in which employees competed in several teams to count steps in different sporting activities, kicked off in mid-May 2023. 400 VTU employees took part and together achieved more than 267 million steps.

### Calm app

With the proven ability of meditation to improve well-being, the HR department purchased one hundred licences for Calm after reviewing several apps, allowing employees to use the app free of charge for one year from mid-March 2023. In addition to meditation, Calm also offers relaxing music, videos with gym exercises and podcasts on health topics.

### Movember

VTU Switzerland also participated in Movember, a global initiative that raises funds and awareness for men's health, including prostate cancer research, through various campaigns (growing a moustache, running 60 kilometres, etc.).

CPR manikin Anne was brought back to life several times by VTU employees at headquarters in Grambach.



# SAFETY MEANS BEING WELL TRAINED

*VTU ensures greater safety in its own operations and during plant construction by providing regular first aid training and fire protection drills.*

When CPR manikin Anne was unlucky enough to fall into a coma several times during the first responders seminar at VTU Engineering in Hattersheim (Hesse) in September 2023, she was lucky to have 13 participants ready to bring her back to life as instructed. Together with first aiders, they also practised the Heimlich manoeuvre designed to stop people from choking. Other topics covered included electrocution, heart attacks, strokes, respiratory distress, shock management, poisoning and chemical burns.

VTU Automation at the GROUP headquarters in Grambach, Styria, is also in good hands in the event of an emergency after the team completed a first aid course with the Red Cross in February 2023. The participants are now also working as company first aiders.

## **Tackling fires in Linz and Hattersheim**

In addition to first aid, VTU also pays special attention to fire prevention by providing regular training to volunteer employees so they can become helpers at all locations. The goal of the training is to raise awareness of fire protection measures among the participants, identify potential risks and respond appropriately.

In September 2023, 17 colleagues from the VTU Linz office, situated in the picturesque village of Bad Mühlacken, were in-

formed by the local volunteer fire brigade about the different types of fire and how they can be combated most effectively. Their knowledge was put to the test under expert guidance in the following fire extinguishing exercise before the day came to an end at the fire station.

A corresponding training course was also held at VTU in Hattersheim in 2023, where 20 team members completed their fire protection training at the Frankfurt am Main Airport Fire Department in July. —

The (practice) fire did not stand a chance against the team from VTU Linz.







**“The importance of being prepared for emergencies is often overlooked.”**

Daniel Sandholzer,  
Director EHS  
& Sustainability

The VTU team in Hattersheim received fire protection lessons from the Frankfurt am Main Airport Fire Brigade.



### 3 questions for ...

**Daniel Sandholzer, Director EHS & Sustainability (Environment, Health, Safety and Sustainability)**

#### How important is it to be well prepared for emergencies?

Being well prepared is paramount, but its importance is often underestimated because – fortunately – incidents do not occur frequently. Nevertheless, everyone needs to be in a position to take the right steps and know what to do. We go through correct conduct in emergency situations with all VTU employees once a year for this reason. We also ensure that enough people are trained in first aid and fire prevention.

#### What needs to be taken into consideration in plant construction in particular?

The potential risk is generally much higher for work in plants than for office work. For instance, there is the risk that certain substances may leak. With this in mind, it is always important to know exactly what you are dealing with: is there a risk of explosion or fire if a leak occurs? Another risk can arise when entering confined spaces such as containers, storage tanks and silos. It’s crucial to clearly specify how anyone injured or in danger in these spaces can be safely rescued. We therefore prepare rescue plans in advance. Special equipment is often required. In the absence of good preparation, getting into a confined space can be life-threatening.

#### What happens if there is an emergency?

Flawless emergency management is required. In the event of a particularly serious incident, a team working in the background would take care of broader tasks such as crisis communication. If an emergency occurs, all necessary measures must be taken to minimise personal injury, environmental damage and damage to property. –

#### How we manage our material topic

### Health and safety

Both in the planning and in the implementation of projects for our corporate customers, our work can lead to incidents that have a direct impact on people, the environment or the economy. That is why VTU does everything in its power to promote healthy employees and an intact environment. This is also anchored in our CSR policy and our Code of Conduct.

The EHS & Sustainability department is responsible for this topic. We evaluate risks arising from our activities and provide mandatory training on the resulting measures. VTU also organises information events and seminars on relevant health and safety topics.

In order to ensure effective implementation and maintain a continuous dialogue, regular discussions are held with employees or their representatives. The information obtained during these discussions is also incorporated into planning. Employees are all welcome to provide feedback and suggestions for improvement at any time. We derive corresponding (preventive) measures from all of these inputs as well as from incident investigations and inspections of offices and construction sites. Their effectiveness is monitored on the basis of key figures, and the achievement of objectives is reviewed and evaluated together with the management team.



# ROADMAP FOR SAVING ENERGY

*A method developed by VTU helps the process industry to integrate environmentally friendly solutions into ongoing project management.*

Finding a way to optimally reconcile profitability with sustainability is arguably the greatest – and most important – challenge facing industry. VTU has developed a special method for increasing awareness of sustainability issues among decision-makers and making it easier for them to implement more environmentally friendly solutions. “One of the great advantages of the Sustainability Strategy and Implementation Analysis (SuStAIN) method is that it can be readily integrated into ongoing project management and help to define and implement medium-term sustainability goals, even if profit remains the most important indicator,” explains Franz Gaisch, Senior Sales Manager.

#### Decarbonisation roadmap

Over the past year, VTU applied its SuStAIN method with several corporate customers. Among them was a company that had set itself the ambitious goal of completely phasing out natural gas and fully electrifying production by 2030 in the operation of a pharmaceutical plant in Italy.

The analysis of various indicators showed that this target is entirely realistic: an investment of 2.4 million euros can save 2,400 tonnes of CO<sub>2</sub> per year in the future, among other things (see the figures to the right). —

#### Case study: Pharmaceutical plant in Italy


**Annual savings potential from  
2030 onwards by investing 2.4  
million euros:**

  
EMISSIONS  
**-2,400 t CO<sub>2</sub>**

  
WATER CONSUMPTION  
**-33,772 m<sup>3</sup>**

  
ENERGY CONSUMPTION  
**-1.1 GWh electricity**

  
OPERATING EXPENSES  
**-0.68 million euros**

  
METHANE  
The methane used up to now is replaced by  
3.3 gigawatt hours of electricity each year.  
**0.0 GWh methane  
+3.3 GWh electricity**

greenSPEED™

#### Rapid transition to green efficiency

The SuStAIN method is the cornerstone of the greenSPEED™ toolbox developed by VTU, which helps corporate customers in the process industry increase the efficiency of individual processes or the entire plant at all stages of the plant's life cycle. Based on sound data collection, processing and analysis, all potential areas for improvement are identified and the improvements and economic impacts quantified in order to create a solid basis for decision-making. Current green engineering methods permit greater energy and material efficiency as well as a reduction in carbon emissions while helping in the switch from fossil fuels to renewable energy sources. The VTU project management team then provides support in the selection and rapid implementation of targeted measures. The goal of greenSPEED™ is to quickly and significantly reduce the environmental footprint of VTU corporate customers.



The new recovery system at BorsodChem's aniline plant helps the company to generate energy in a climate-friendly way, saving natural gas in the process.



# A SUSTAINABLE ENERGY BOOST

*BorsodChem built an energy recovery unit for its new aniline production with the aim of conserving natural gas. VTU supervised the commissioning and helped BorsodChem overcome the many challenges it faced.*

**“We were delighted to be able to rely on the expertise and experience of VTU for this important yet difficult endeavour.”**

Dénes Szalóczy,  
BorsodChem Project Manager

In order to reduce the natural gas consumption of its new aniline production in the city of Kazincbarcika (northern Hungary), BorsodChem commissioned a new energy recovery unit (ERU). Aniline is used in the production of lacquers and synthetic fibres, resulting in tar and other waste products. The new ERU generates superheated high-pressure steam from these residual materials together with hydrogen, benzene and effluents, which is then reused for aniline production. Natural gas is only used in this process

to keep steam production at the desired level, saving around 85 per cent as a result. The nitrogen oxides (NO<sub>x</sub>) formed during combustion must be reduced in a multi-stage process.

### Specialist expertise required

Commissioning an energy recovery unit is technically complex and requires the relevant experience. With this in mind, the Hungarian chemicals company brought VTU on board to help. The team reviewed the proper condition of the plant on-site and then commissioned it in gradual phases.

However, before the final launch of the ERU in November 2023, various uncertainties had to be overcome. For example, the major hike in energy prices delayed construction of the aniline plant itself, thereby simultaneously delaying the recovery of energy. The VTU team also helped BorsodChem roll out improvements to boost the efficiency of its combustion processes and to comply with emission limits. —







# HELPING BRINGS PEOPLE TOGETHER

*Joint activities strengthen the GROUP's cohesion and contribute to a more united society. For this reason, VTU is very happy to support the commitment of its employees. Here are three examples.*



## Christmas campaign

### Donations instead of gifts

For several years, VTU has stopped giving gifts to corporate customers and partner companies at Christmas and instead supported aid organisations with a total of 30,000 euros in donations. All employees can have their say in where our donations go. Nearly 500 VTU colleagues cast their votes in the previous year and opted for Médecins Sans Frontières (Doctors Without Borders), Mission Hoffnung – Kinderkrebs Sozialhilfe and SOS Children's Villages International.

## Cooking campaign

### Pasta bakes for a good cause

Members of the VTU team in Vienna rolled up their sleeves at the kitchen of VinziRast-CortiHaus, a housing project designed to give a second chance to refugees and formerly homeless people, and cooked up dinner for around 40 people in need. On another occasion they fed an impressive 50 people. On the menu were pasta bakes with a choice of ham or vegetables, salad and homemade apricot compote for dessert, plus pumpkin cream soup and a vegetable bake topped with cheese. "Cooking was really great teamwork and a lot of fun – we also received plenty of compliments for the food," said Beatrix Spannbauer, Specialist Manufacturing Science and Technology.



## Fundraising campaign

### Putting our heart and soul into it

On the initiative of VTU engineer Dragos Eftimie, several VTU colleagues from Ploiesti (Romania) took part in a blood donation campaign run by the National Blood Transfusion Centre. "The campaign demonstrates the strong commitment and willingness of our employees to help. We greatly appreciate this dedication, as blood donation is a valuable gift and has the power to save lives," emphasises Wolfgang Zelle, Executive Director Human Relations at VTU.

# INNOVATION AND COOPERATION REQUIRED

*Friedrich Fröschl (CEO) and Matthias Steinbrink (CFO) agree that innovation, collaboration and a clear strategic direction are crucial when it comes to implementing sustainable processes and mitigating climate change.*

## What is in store for VTU in 2024?

**Friedrich Fröschl:** We currently have several measures in the pipeline to further advance our commitment to sustainability at various levels in 2024 and beyond. Our overriding objective is to understand and implement sustainability in such a way that we do not live or act at the expense of future generations.

In 2024, we will therefore be working to raise awareness of sustainability and developing the relevant skills through in-house training for employees and sustainable project management and implementation for our customers. We want to strengthen communications with our stakeholders to ensure broader stakeholder engagement. We also plan to intensify cross-departmental cooperation in order to meet the requirements of the Corporate Sustainability Reporting Directive (CSRD). One particular challenge in this regard will be the definition of science-based targets (SBTs), i.e. climate targets based on the specifications of the Science Based Targets initiative (SBTi).

## What are science-based targets?

**Matthias Steinbrink:** The Science Based Targets initiative (SBTi) is a collaboration between the Carbon Disclosure Project (CDP), UN Global Compact (UNGC), World Resources Institute (WRI) and the World Wide Fund For Nature (WWF). It aims to define, promote and validate climate science-based targets for reducing emissions. In order to achieve these targets, at VTU we are upgrading our company car fleet in favour of low-emission alternatives and promoting the use of pub-



The managing directors of the VTU GROUP Friedrich Fröschl (left) and Matthias Steinbrink aim to raise awareness of sustainability.

lic transport to commute between work and home as well as for business travel, among other measures. We are also placing greater emphasis on working with more sustainable energy suppliers for electricity and heating, as well as on more efficient use of energy.

## What challenges and opportunities does climate change bring for VTU and the industry at large?

**Matthias Steinbrink:** Climate change has a global impact on society and our lives, something that presents ever-changing challenges for both VTU and our corporate customers. At the same time, however, it opens up great opportunities for us in terms of new requirements and changes in industry, particularly in terms of processes and workflows at the plants. The ongoing development of sustainable technologies in partnership with and on

behalf of our corporate customers is certainly a key driver. We also view this as additional growth potential in the medium to long term. VTU has expanded its New Technologies business segment with a focus on sustainability and has already implemented corresponding measures in a number of projects in recent years.

## How do you plan to secure the long-term economic, social and environmental sustainability of VTU?

**Friedrich Fröschl:** With our corporate strategy, we are committing to sustainability by striving to prevent negative impacts to the greatest possible extent and to achieve a positive impact on the economy, the environment and people.

The [VTU CSR policy](#) and the [VTU Code of Conduct \(CoC\)](#), along with other policies, underscore our commitment in this regard for our employees and act as navigation tools for all decision-making processes. As managing directors, we attach great importance to ensuring that the principles laid down in these documents are actually put into practice in our everyday work. Once a year, targets and the overall status are checked as part of the management review in order to ensure that we are living up to our obligations. This review also determines the need for any further or corrective action and assesses the risks and possible implications of in-action. —



# H<sub>2</sub>: THE KEY ELEMENT POWERING THE ENERGY TRANSITION

*VTU hydrogen expert Bernd Humpl on how green hydrogen supports climate protection and the role of the engineering GROUP in the use of new technologies.*

## **What contribution does green hydrogen – hydrogen produced with renewable energy – make to the energy transition?**

The energy transition is a true revolution. And green electricity takes centre stage. But green hydrogen is also a key building block for achieving the ambitious climate targets. The EU has set itself the goal of being completely climate neutral by 2050, and Austria wants to be climate neutral by 2040.

## **How does this affect your industrial customers?**

Decarbonisation is the biggest driver for industry at the moment. Hydrogen can be used in place of coal and natural gas as an emission-free heating medium, quickly contributing to reducing carbon emissions particularly in industries such as steel where high temperatures are necessary. Due to government subsidies, e-mobility in heavy goods transport is also a major topic at present. The energy crisis has led to an increase in interest

in sustainable technologies. A number of industrial customers have now started to approach us about concepts we proposed years ago. This has spurred us on.

## **What does VTU have to offer when it comes to hydrogen?**

Our many years of experience. VTU has always handled hydrogen, as well as electrolysis processes, which are also necessary for its production. Hydrogen is indispensable for many industrial processes and products. For example, its derivatives ammonia and methanol are used to produce plastics, fertilisers, plasters and medication. We have therefore accumulated extensive expertise in how to produce, compress, store and distribute

hydrogen. We have also been working for years to make these processes at our plants even more climate-friendly, which explains why companies are now coming to us to switch to green hydrogen.

## **How do you support these companies in concrete terms?**

We start off by analysing which combination of the required technologies, for example electrolyzers, compressors and storage units, makes the most sense for the respective location from an economic and environmental perspective. After that, we can handle the entire project management process until the plant is in full working order, if desired. We put our expertise in safety standards and regulations to good use to ensure a smooth approval process, monitoring construction, supervising commissioning and training people in the process. Our focus is always on the entire value chain and the environment. In other words, our commitment goes beyond engineering.

**“VTU has  
always handled  
hydrogen.”**

Bernd Humpl



**How many projects with green hydrogen has VTU completed to date?**

In recent years, we have successfully completed several planning contracts in various project phases. Three of them we continued afterwards.

**Can you give any specific examples?**

Due to the current lack of a hydrogen pipeline, a number of companies obtain their hydrogen by road. As an engineering service provider, we have helped a major company in the steel sector to adapt its site and systems accordingly. We assisted a construction company in tendering bids to convert its heavy-duty vehicles to a

hydrogen-powered fleet. We also determined whether on-site operation of an electrolyser would be possible and financially feasible for an oil company due to the stringent safety standards in place for refineries. So in response to your question, yes!

**What still needs to happen to allow industrial companies to increase their use of sustainable hydrogen technologies?**

The companies have done their technical homework and are ready to get going. However, at present, they require more legal certainty and planning security. Austria is currently expected to import more than half of the hydrogen it needs. Framework conditions such as clear certification schemes and carbon pricing will also determine the speed at which a corresponding market develops. The necessary infrastructure, namely the pipeline network, production facilities and storage facilities, also requires further expansion. The EU's European Hydrogen Bank is a good vehicle for advancing projects in this field. —



**Bernd Humpl is an expert in green hydrogen at VTU.**



Commentary

**Focus on location**

**by Daniel Sandholzer, Director EHS & Sustainability (Environment, Health, Safety & Sustainability)**

One of the biggest factors in our company's environmental footprint is the way our employees travel to and from work. This is a delicate subject. We cannot, and do not want to, dictate how our employees get to work yet we nevertheless need to reduce our emissions in this area. In light of this, we are trying to reduce CO<sub>2</sub> emissions through indirect measures. For example, we have given our employees the opportunity to complete part of their work from home, which means they no longer have to travel to work. We also promote the use of public transport in the various countries, where possible, by covering part of the cost of annual tickets.


However, for this measure to yield results, our office locations need to be well connected to the public transport network. This is an aspect that was often overlooked in the past. Now, however, this point has become the focus of new locations or relocations along with other factors such as energy-efficient construction and operation.

**3H<sub>2</sub> initiative**

**Green hydrogen economy in the tri-border area**

VTU Engineering Switzerland has been a member of the 3H<sub>2</sub> hydrogen initiative, which promotes a sustainable hydrogen economy in the tri-border area between France, Germany and Switzerland, since June 2023. The initiative aims to establish cross-border hydrogen infrastructure linked to the European pipeline system by 2035. To achieve this, the initiative is closely involved in regional, national and international decision-making bodies and puts relevant stakeholders in contact with one another.

Working together with partner companies such as VTU Engineering, 3H<sub>2</sub> also implements green hydrogen infrastructure projects, pools the relevant hydrogen-related activities and collaborates to achieve the necessary framework conditions. Another focus of the initiative is the cross-border transfer of knowledge between science and business on the topic of the energy, transport and raw materials transition.





October 2023

## AI Unleashed in Vienna

At VTU's biggest event in 2023, experts from the firm were strongly represented on the podium (from left to right): Birgit Krenn (VTU), Christian Bergauer (University of Graz), Jeannette Gorzala (European AI Forum), Patrick Ratheiser (Leftshift One), Elke Wieser (VTU), Andreas Schumacher (VTU), moderator Wolfgang Eder.

# AN INTERNATIONAL EXCHANGE

*Ongoing training and sharing knowledge with other experts are indispensable for VTU. That's why the GROUP regularly takes part in specialist events and international trade fairs, where it also passes on its vast expertise to others. Here are five examples.*



June 2023

## ISPE Biotechnology Conference in Dublin

Hilal Yamaner (VTU Muttenz) and Stephan Hülber (VTU Vienna) used the ISPE Biotechnology Conference in summer as an opportunity to share knowledge and expertise with international experts. Hülber was also part of the organising committee for this specialist event.



June 2023

## 62nd AFI Symposium in Rimini

VTU Italy was represented with an information stand at the symposium on the subject of "The healthcare sector: a driver of development for the country" organised by the Italian Association of Industrial Pharmacists (AFI). One of the many highlights was the sponsor presentation 'Pharma and sustainability' by Gianluca Pazzaglia (centre), shown here with his colleagues Giancarlo Cois, Rudi Wierer, Grazia Desantis and Virginia Petrocchi.



May 2023

## ISPE in Amsterdam

Four VTU team members from Belgium, Germany and Switzerland took part in the annual conference of the International Society for Pharmaceutical Engineering (ISPE), including Joris Buffels (left) and Valentin Kohl.












March 2023

## Expert conference on energy management in Czeladź

Mariusz Andrzejczuk, Branch Manager of VTU Warsaw, gave a talk on green engineering at the 21st Scientific and Technical Conference on Effective Energy Management in Industry in Czeladź, Poland.

# OUR GOALS

SUSTAINABILITY GOALS				
Area	SDG*	Goal	Measure	Comment
Environmental	  	Conserve/save resources in the offices	Replace existing coffee capsule machines in all offices by the end of 2024	Goal carried forward from 2023
			Switch to LED lights in the offices by the end of 2025	Goal carried forward from 2023
		Continuous reduction of greenhouse gas emissions	Develop a strategy compatible with the goals of the Paris Agreement to reduce CO <sub>2</sub> emissions across the VTU GROUP by the end of 2024	Goal carried forward from 2023
			Submit climate targets to SBTi by mid-2024	
			Switch 75% of electricity purchased to green electricity by the end of 2025	Goal carried forward and adapted from 2023
		Reduce CO <sub>2</sub> emissions per km by 10% by the end of 2024 by increasing the share of company vehicles with electric or hybrid drive systems and measures to increase the use of public transport for business travel and commuting to work		
Create a tool for the selection and development of office locations that meet certain sustainability criteria	Establish a catalogue of requirements for branches regarding green electricity, energy-efficient construction, accessibility by public transport, barrier-free access (mandatory for new branches, as a goal for existing branches where possible)	Goal carried forward from 2023		
Social	 	Company-wide introduction of ISO 45001	External certification according to ISO 45001 as of 2025	Goal carried forward and postponed from 2023
		Proportion of women in management positions	28% by 2026	
Governance	 	Introduction of the Supplier Code of Conduct	All new suppliers in 2024 and the 20 largest existing suppliers must sign the Supplier Code of Conduct	
		Materiality matrix update	Conduct a comprehensive materiality analysis in accordance with CSRD requirements in the second half of 2024	
		Anti-corruption	Conduct a corruption risk analysis by the end of 2025	
Across the board	 	Raising awareness among employees through internal sustainability training	Create an annual training session on general sustainability topics that is mandatory for all employees by the end of 2024	Goal carried forward and postponed from 2023
			Set up an annual basic training session on green engineering that is mandatory for all engineers by the end of 2024	Goal carried forward and postponed from 2023
		Improve sustainability KPI reporting	Create a guideline for annual emission calculations and an OP for the collection of KPIs by the end of 2024	Goal carried forward and postponed from 2023
			Implement processes to automatically determine KPIs by the end of 2025	Goal carried forward from 2023
		Establish green team	Appoint contact persons for each location (preferably admin/ office staff) for cross-location initiative rollouts and communications for CCF data + additional voluntary contact persons for each department for the transformation of corporate processes	

How we work

What we achieve

How we continue to develop

Targets and GRI content index

\* Sustainable Development Goal



## OUR GOALS

GOAL ACHIEVEMENT TO DATE				
Area	Goal	Status	Measure	Comment
Environmental	Conserve/save resources in the offices	➤	Replace existing coffee capsule machines in all offices by the end of 2024	
		⊗	Change paper types used at all locations: from the end of 2023, only types with a low ecological footprint are to be ordered at all locations	Paper types have already been changed at all Austrian locations
		✔	Introduce collection of empty toner cartridges at all locations for recycling by the end of 2023	
		➤	Switch to LED lights in the offices by the end of 2024	
	Continuous reduction of greenhouse gas emissions	➤	Develop a strategy compatible with the goals of the Paris Agreement to reduce CO <sub>2</sub> emissions across the VTU GROUP by the end of 2024	Submission of climate targets to SBTi planned for mid-2024
		➤	Purchase green electricity at 50% of locations by the end of 2025	
		⊗	Reduce CO <sub>2</sub> emissions per km by 10% by the end of 2023 by increasing the share of company vehicles with electric or hybrid drive systems and measures to increase the use of public transport for business travel and commuting to work	Emissions rose by 1.5% due to an increase in air travel. The reductions attributed to company cars and commuting were unable to compensate for this
Create a tool for the selection and development of office locations that meet certain sustainability criteria	⊗	Establish a catalogue of requirements for branches regarding green electricity, energy-efficient construction, accessibility by public transport, barrier-free access (mandatory for new branches, as a goal for existing branches where possible)	Individual steps have been taken to collect the available energy performance certificates for all locations; catalogue not yet finalised	
Social	Company-wide introduction of ISO 45001	✔	Introduce all required processes for ISO 45001 in 2023	
		⊗	External certification according to ISO 45001 as of 2024	
	Increase the proportion of women in management to 25% by the end of 2023	✔	Corresponding LinkedIn campaign in 2023 aimed at women in general and initiative with the aim of attracting more women to management positions	At the end of 2023, the proportion of women in management at VTU was 25.4%
Governance	Introduction of the Supplier Code of Conduct	✔	Create a Supplier Code of Conduct by the end of 2023	Created in 2023; planned introduction in early 2024
	Integration of the SDG concept in the corporate strategy	✔	Join United Nations Global Compact (UNGC) in 2023	
		⊗	Autumn 2023 SDG workshop with various stakeholders in order to evaluate the SDGs most relevant for VTU	Documents have been prepared; workshop still pending
		✔	Include the SDGs in the 2023 CSR Report	See SDG section on page 23
	Expansion of opportunities to work from home	✔	Revise and roll out the Mobile Work and Sabbatical OP in 2023	
	Percentage of appraisal interviews completed on time is 85%	⊗	Raising staff awareness of importance and training reminders	62% completed on time; appraisal interviews mostly carried out, but documentation not correctly completed
Raising awareness of compliance and Code of Conduct	✔	Create a mandatory training module for all employees by the end of 2023		
Across the board	Raising awareness among employees through internal sustainability training	⊗	Create an annual training session on general sustainability topics that is mandatory for all employees by the end of 2023	Training currently being prepared
		⊗	Set up an annual basic training session on green engineering that is mandatory for all engineers by the end of 2023	
	Inclusion of CSR, incl. environmental criteria, in supplier rating	✔	Prepare and deliver a training session on the relevant OP in 2023	All employees were informed about the contents of the operational processes, the purpose and the procedure
		✔	Enquire about CSR, incl. environmental criteria, in supplier ratings from 2023 onwards	
	Improve sustainability KPI reporting	⊗	Create a guideline for annual emission calculations and an OP for the collection of KPIs by the end of 2023	Not yet complete due to change of calculation software
➤		Implement processes to automatically determine KPIs by the end of 2025		

✔ implemented   
 ⊗ delayed   
 ➤ on track   
■ implemented   
■ not implemented   
□ on track

# GRI CONTENT INDEX

<b>Statement of use</b>	VTU has reported the information cited in this GRI content index for the period 1/1/2023 to 31/12/2023 with reference to the GRI Standards
<b>GRI 1 used</b>	GRI 1: Foundation 2021

GRI		TOPIC		PAGE
<b>The organisation and its reporting practices</b>				
GRI 2	-1	Organisational details	Facts and Figures 2023	
GRI 2	-2	Entities included in the organisation's sustainability reporting	Facts and Figures 2023	
GRI 2	-3	Reporting period, frequency and contact point	Financial reporting period: financial year 2023 Report published: 23.7.2024	03
GRI 2	-4	Restatements of information	Facts and Figures 2023	
GRI 2	-5	External assurance		03
<b>Activities and workers</b>				
GRI 2	-6	Activities, value chain and other business relationships	Facts and Figures 2023	02, 03, 08, 09
GRI 2	-7	Employees	Facts and Figures 2023	02, 03
GRI 2	-8	Workers who are not employees	Facts and Figures 2023	
<b>Governance</b>				
GRI 2	-9	Governance structure and composition	Facts and Figures 2023	19
GRI 2	-10	Nomination and selection of the highest governance body	Facts and Figures 2023	
GRI 2	-11	Chair of the highest governance body	Facts and Figures 2023	04
GRI 2	-12	Role of the highest governance body in overseeing the management of impacts	Facts and Figures 2023	05
GRI 2	-13	Delegation of responsibility for managing impacts	Facts and Figures 2023	05
GRI 2	-14	Role of the highest governance body in sustainability reporting	Facts and Figures 2023	03
GRI 2	-15	Conflicts of interest	VTU Homepage – Compliance	25
GRI 2	-16	Communication of critical concerns	Facts and Figures 2023	
GRI 2	-17	Collective knowledge of the highest governance body	Facts and Figures 2023	
GRI 2	-18	Evaluation of the performance of the highest governance body	Facts and Figures 2023	
GRI 2	-19	Remuneration policies	Facts and Figures 2023	
GRI 2	-20	Process to determine remuneration	Facts and Figures 2023	
GRI 2	-21	Annual total compensation ratio	Facts and Figures 2023	

## GRI STANDARDS

Strategy, policies and practices				
GRI 2	-22	Statement on sustainable development strategy	The VTU Code of Conduct and CSR policy can be accessed at: <a href="#">VTU Homepage – Sustainability</a>	04, 05, 19
GRI 2	-23	Policy commitments	The VTU Code of Conduct and CSR policy can be accessed at: <a href="#">VTU Homepage – Sustainability</a>	05, 19
GRI 2	-24	Embedding policy commitments	<a href="#">VTU Homepage – Sustainability</a>	05
GRI 2	-25	Processes to remediate negative impacts	<a href="#">VTU Homepage – Sustainability</a> <a href="#">VTU Homepage – Compliance</a> <a href="#">Facts and Figures 2023</a>	05
GRI 2	-26	Mechanisms for seeking advice and raising concerns	<a href="#">Facts and Figures 2023</a>	
GRI 2	-27	Compliance with laws and regulations	<a href="#">Facts and Figures 2023</a>	
GRI 2	-28	Membership of associations	EcoVadis-listed supplier (silver); involved in working group on process safety headed by TÜV Austria and BMDW; member of ISPE (International Society for Pharmaceutical Engineering) and Austrian Economic Chamber; participation in UN Global Compact and Science Based Target initiative	26
Stakeholder engagement				
GRI 2	-29	Approach to stakeholder engagement	<a href="#">Facts and Figures 2023</a>	08, 09
GRI 2	-30	Collective bargaining agreements	<a href="#">Facts and Figures 2023</a>	
GRI 3 Material topics				
GRI 3	-1	Process to determine material topics		10
GRI 3	-2	List of material topics		10
GRI 3	-3	Management of material topics		07, 09, 13, 15, 23, 24
GRI 201 Economic performance				
GRI 201	-1	Direct economic value generated and distributed	<a href="#">Facts and Figures 2023</a>	
GRI 201	-2	Financial implications and other risks and opportunities due to climate change		19
GRI 201	-3	Defined benefit plan obligations and other retirement plans	<a href="#">Facts and Figures 2023</a>	
GRI 201	-4	Financial assistance received from government	<a href="#">Facts and Figures 2023</a>	
GRI 202 Market presence				
GRI 202	-2	Proportion of senior management hired from the local community	<a href="#">Facts and Figures 2023</a>	
GRI 203 Indirect economic impacts				
GRI 203	-1	Infrastructure investments and services supported	None	26
GRI 203	-2	Significant indirect economic impacts	None	26



GRI 205 Anti-corruption				
GRI 205	-1	Operations assessed for risks related to corruption	Facts and Figures 2023	
GRI 205	-2	Communication and training about anti-corruption policies and procedures	Facts and Figures 2023	
GRI 205	-3	Confirmed incidents of corruption and actions taken	Facts and Figures 2023	
GRI 206 Anti-competitive behaviour				
GRI 206	-1	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	Facts and Figures 2023	
GRI 301 Materials				
GRI 301	-1	Materials used by weight or volume	Facts and Figures 2023	
GRI 302 Energy				
GRI 302	-1	Energy consumption within the organisation	Facts and Figures 2023	
GRI 302	-2	Energy consumption outside of the organisation	Facts and Figures 2023	
GRI 302	-3	Energy intensity	Facts and Figures 2023	
GRI 302	-4	Reduction of energy consumption	No cross-site energy saving and energy efficiency initiatives have yet been implemented.	27
GRI 302	-5	Reductions in energy requirements of products and services	Due to the nature of our products (each product is a unique custom-made product), a general statement or calculation is not possible.	27
GRI 303 Water and effluents				
GRI 303	-1	Interactions with water as a shared resource	VTU only uses water during office operations. The water is sourced from the local water network.	27
GRI 303	-5	Water consumption	Facts and Figures 2023	
GRI 304 Biodiversity				
GRI 304	-2	Significant impacts of activities, products and services on biodiversity	VTU's office activities do not have a direct impact on biodiversity; VTU does, however, have an indirect impact on biodiversity through the activities along our value chain.	27
GRI 305 Emissions				
GRI 305	-1	Direct (Scope 1) GHG emissions	Facts and Figures 2023	06, 07
GRI 305	-2	Energy indirect (Scope 2) GHG emissions	Facts and Figures 2023	06, 07
GRI 305	-3	Other indirect (Scope 3) GHG emissions	Facts and Figures 2023	06, 07
GRI 305	-4	GHG emissions intensity	Facts and Figures 2023	
GRI 305	-5	Reduction of GHG emissions		06, 07
GRI 305	-6	Emissions of ozone-depleting substances (ODS)	n/a	27
GRI 305	-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	n/a	27

## GRI STANDARDS

<b>GRI 306 Waste</b>				
<b>GRI 306</b>	-1	<b>Waste generation and significant waste-related impacts</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 307 Environmental compliance</b>				
<b>GRI 307</b>	-1	<b>Non-compliance with environmental laws and regulations</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 308 Supplier environmental assessment</b>				
<b>GRI 308</b>	-1	<b>New suppliers that were screened using environmental criteria</b>	<a href="#">Facts and Figures 2023</a>	<b>08</b>
<b>GRI 308</b>	-2	<b>Negative environmental impacts in the supply chain and actions taken</b>		<b>08</b>
<b>GRI 401 Employment</b>				
<b>GRI 401</b>	-1	<b>New employee hires and employee turnover</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 401</b>	-3	<b>Parental leave</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 402 Labour/management relations</b>				
<b>GRI 402</b>	-1	<b>Minimum notice periods regarding operational changes</b>	VTU complies with the relevant national statutory requirements.	<b>28</b>
<b>GRI 403 Occupational health and safety</b>				
<b>GRI 403</b>	-1	<b>Occupational health and safety management system</b>	SCC and in accordance with local legislation	<b>15</b>
<b>GRI 403</b>	-2	<b>Hazard identification, risk assessment and incident investigation</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-3	<b>Occupational health services</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-4	<b>Worker participation, consultation and communication on occupational health and safety</b>		<b>15</b>
<b>GRI 403</b>	-5	<b>Worker training on occupational health and safety</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-6	<b>Promotion of worker health</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-7	<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-8	<b>Workers covered by an occupational health and safety management system</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-9	<b>Work-related injuries</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 403</b>	-10	<b>Work-related ill health</b>	<a href="#">Facts and Figures 2023</a>	
<b>GRI 404 Training and education</b>				
<b>GRI 404</b>	-1	<b>Average hours of training per year per employee</b>	<a href="#">Facts and Figures 2023</a>	

<b>GRI 405</b>					<b>Diversity and equal opportunity</b>				
<b>GRI 405</b>	-1	<b>Diversity of governance bodies and employees</b>	Facts and Figures 2023				<b>02, 03</b>		
<b>GRI 405</b>	-2	<b>Ratio of basic salary and remuneration of women to men</b>	Facts and Figures 2023						
<b>GRI 406</b>					<b>Non-discrimination</b>				
<b>GRI 406</b>	-1	<b>Incidents of discrimination and corrective actions taken</b>	Facts and Figures 2023						
<b>GRI 410</b>					<b>Security practices</b>				
<b>GRI 410</b>	-1	<b>Security personnel trained in human rights policies or procedures</b>	n/a, as this is assigned by corporate customers				<b>29</b>		
<b>GRI 414</b>					<b>Supplier social assessment</b>				
<b>GRI 414</b>	-1	<b>New suppliers that were screened using social criteria</b>	Facts and Figures 2023				<b>08</b>		
<b>GRI 414</b>	-2	<b>Negative social impacts in the supply chain and actions taken</b>	Facts and Figures 2023				<b>08</b>		
<b>GRI 415</b>					<b>Public policy</b>				
<b>GRI 415</b>	-1	<b>Political contributions</b>	None				<b>29</b>		
<b>GRI 416</b>					<b>Customer health and safety</b>				
<b>GRI 416</b>	-1	<b>Assessment of the health and safety impacts of product and service categories</b>	Due to VTU's broad service portfolio, it is not possible to make a statement about a percentage; a large part of our products (planning of plants) is checked on a project-specific basis with regard to health and safety impacts (risk analyses).				<b>29</b>		
<b>GRI 416</b>	-2	<b>Incidents of non-compliance concerning the health and safety impacts of products and services</b>	Facts and Figures 2023						
<b>GRI 418</b>					<b>Customer privacy</b>				
<b>GRI 418</b>	-1	<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>	Facts and Figures 2023						
<b>GRI 419</b>					<b>Socioeconomic compliance</b>				
<b>GRI 419</b>	-1	<b>Non-compliance with laws and regulations in the social and economic area</b>	Facts and Figures 2023						



## **PUBLISHING INFORMATION**

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