PFEIFFER VACUUM TECHNOLOGY AG

Sustainability Report 2024

This PDF is a convenience translation and an extract from the audited Pfeiffer Annual Report 2024 (only available in German)

PFEIFFER VACUUM+FAB SOLUTIONS

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Sustainability Report 2024

1 GENERAL INFORMATION

1.1 Report Type

For the 2024 fiscal year, Pfeiffer Vacuum Technology AG ("Pfeiffer") prepared this non-financial Group Statement in accordance with the "Law to Strengthen the Non-Financial Reporting of Companies in their Management Reports and Group Management Reports" ("CSR-RUG"). This report meets the requirements of §§ 315b and 315c in conjunction with §§ 289c to 289e of the German Commercial Code ("HGB") as well as of the regulation (EU) 2020/852 of the European Parliament and of the council of 18th June 2020 on the establishment of a framework to facilitate sustainable investment and amending Regulation (EU) 2019/2088 ("EU Taxonomy Regulation").

This report details how material "non-financial" or sustainability issues are managed for the entire Group. In this context, we use the term "sustainability report" to express that sustainability impacts are not exclusively non-financial and to already consider the conceptual correction at the legal level of the Corporate Sustainability Reporting Directive (CSRD) that is foreseeable.

This statement was audited by PricewaterhouseCoopers GmbH Wirtschaftsprüfungsgesellschaft, Frankfurt am Main, on behalf of the Supervisory Board. A limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised) was performed. The audit report is produced following the Independent Auditor's Report of the Consolidated Financial Statements and of the Group Management Report. References to statements or any other disclosure outside the Group Management Report are additional information and are not part of the non-financial Group Statement.

A recognized reporting framework is not applied in the preparation of the non-financial Group statement, as our current focus lies on the comprehensive implementation of the ESRS requirements. Reporting is expected to be conducted in compliance with the ESRS starting from the next financial year.

We have aligned our reporting with the European Sustainability Reporting Standards (ESRS) as follows:

- Structure of the Report
- Conducting the Double Materiality Assessment
- Assessment of Impacts, Risks and Opportunities (IROs)
- Inclusion of the Value Chain and Stakeholders
- Consideration of Due Diligence Processes
- Presentation of the Concepts, Measures and Targets for the Material Topics

A full or even substantial alignment with the ESRS is therefore not yet in place. We emphasize that we make no claim here to having complied with the ESRS.

The content required pursuant to Section 315c in conjunction with Sections 289c to 289e of the German Commercial Code (HGB) is addressed in the relevant chapters of this report:

REQUIRED ASPECTS OF THE NON-FINANCIAL STATEMENT

Pursuant to Section 289c (2) of the German Commercial Code ("HGB")	**Addressed in the chapters**
Environmental	Climate Change
Employee Matters	Owwn Workforce
Social Matters	No dedicated concept has been established for the aspect of social matters, as only immaterial impacts, risks and opportunities have been identified in this context
Respect for Human Rights	Own Workforce, Governance
Combating Corruption and Bribery	Governance

Pfeiffer does not have a direct or significant impact on local communities, as the company operates primarily in the B2B sector and does not engage in socially sensitive or high-risk business practices. Production sites operate under high social and environmental standards, preventing any significant adverse effects on regional infrastructure or social systems. In addition, the nature of the company's business model does not necessitate close engagement with local municipalities or targeted actions to safeguard local communities. While the company is voluntarily involved in social engagement, these activities do not give rise to material social matters as defined by statutory reporting obligations.

Companies that are obliged to publish a non-financial report are required to provide information on "environmentally sustainable" sales revenues, investments (CapEx) and operating expenses (OpEx) in accordance with the EU Taxonomy Regulation. Pfeiffer Vacuum complies with this obligation and reports on the taxonomy eligibility as well as the conformity of the Group's economic activities (see Section 2.1).

The sustainability statement was prepared on a consolidated basis. The consolidation scope of the sustainability reporting is identical to that of the financial reporting and therefore qualifies as consolidated sustainability reporting in line with Article 48i of Directive 2013/34/EU. Any disclosures that do not relate to the entire Group are clearly marked as such.

1.2 Management Structure

The Management Board of Pfeiffer consists of two managing members: Wolfgang Ehrk (Chairman of the Management Board, CEO & COO) and Thilo Rau (CIO). The company's strategic and operational management is the joint responsibility of both individuals. The Supervisory Board of the Company is composed of six members: four shareholder representatives and two employee representatives. This structure guarantees oversight of corporate governance from the perspectives of both owners and employees.

The presence of two employee representatives on the Supervisory Board ensures that the workforce is involved in the company's strategic and operational decision-making.

The Supervisory Board members contribute extensive expertise in areas including innovation, R&D, digitalization, IT, finance, and sustainability. A comprehensive range of professional competencies is imperative to ensure the effective supervision and support of the Supervisory Board in matters of strategic alignment and the company's sustainable development.

The proportion of women on the Management Board is currently 0 %. The proportion of women on the Supervisory Board is currently 33.33 %.

Sustainability matters addressed by the Company's administrative, management and supervisory bodies

The administrative, management and supervisory bodies of Pfeiffer are regularly informed about material sustainability matters, including the associated risks, opportunities and impacts. This information is provided in the form of reports and through meetings conducted within the responsible committees. Information is usually shared during the Supervisory Board's quarterly meetings. It is also shared through other updates when new risks or opportunities come up.

For major transactions and strategic decisions – including investments and key business activities – potential sustainability-related risks and opportunities are taken into account wherever possible. This is done through detailed analyses and assessments of potential impacts on the company's long-term competitiveness and sustainability. In certain cases, such as decisions regarding energy-efficient technologies or adaptation to climate change, trade-offs have been made between short-term costs and long-term environmental impacts. However, the company has always maintained a clear focus on sustainable development.

Throughout the reporting period, the supervisory bodies addressed key risks and opportunities arising from climate change, resource consumption, energy efficiency, and matters concerning occupational safety and the cultivation of a positive corporate culture. These topics were thoroughly reviewed and integrated into the company's strategic planning in order to minimize risks and maximize opportunities.

Incorporating Sustainability Performance into Incentive Systems

Members of the Supervisory Board receive a long-term variable compensation (LTI), which extends over a period of three years and is linked to defined performance targets. A key determinant in this context is the company's Scope 1 and 2 CO_2 emissions: The lower the emissions compared to the defined baseline, the higher the compensation – and in the event of an exceedance, it is reduced accordingly. The model integrates financial and non-financial objectives, encouraging proactive engagement from corporate management in reducing CO_2 emissions and promoting climate action. Additional information is available in the compensation report of the Supervisory Board.

1.3 Sustainability Strategy

Business Model and Value Chain

Pfeiffer offers a broad portfolio of products and services – from vacuum pumps, measurement and analysis equipment, and valves to leak detectors and complex vacuum systems.

Pfeiffer's upstream value chain begins with the extraction of iron ore and bauxite, which are subsequently processed into steel and aluminum. These raw materials are processed into semi-finished products, such as sheets and rods. Whenever feasible, recycled materials are also utilized. Our suppliers manufacture key components from these materials, including motors, housings, bearings, and electronic parts. These components are essential for the production of vacuum pumps and systems. Filters, oils, and lubricants are also procured to ensure the reliable operation of the pumps.

In our own production, these semi-finished products – particularly aluminum blocks – are machined using CNC-controlled systems to produce precise housings and components.

The components are subsequently quality-tested, undergo further processing, and are prepared for final assembly. Assembly involves integrating the manufactured components into vacuum pumps and systems, available as both standard products and customized solutions. Upon completion, the products are then shipped to customers worldwide.

The downstream value chain encompasses a wide range of applications for our vacuum technology – particularly in the chemical and pharmaceutical industries, semiconductor manufacturing, lithium-ion battery production, and surface coating. Other areas of application for our vacuum technology include freeze-drying, drying and distillation processes, with additional uses in packaging and degassing depending on the specific industry requirements. Our vacuum solutions are employed in crude oil distillation, metallurgical applications, and plastics recycling, helping to improve operational efficiency and support long-term performance across diverse industries.

In 2024, Pfeiffer continued to focus on making products that use energy efficiently. This reduced energy consumption and used resources more sustainably. Significant efficiency gains were already achieved in the previous year with products such as SmartVane, MVP DC, ATP 1603, and Hepta Dry. These solutions remain highly relevant and continue to be deployed across a wide range of applications, where they contribute to reducing overall energy consumption.

In 2024, Pfeiffer expanded its portfolio by introducing additional innovations that complemented its existing solutions. The new Series E – a line of electric angle valves for high vacuum applications – improves the efficiency of vacuum systems through precise actuation, reduced energy consumption, and a durable design optimized for modern system configurations. The portfolio is further enhanced by the TPG 202 Neo, a compact handheld measurement device for vacuum measurements, featuring optimized data logging. With its low power requirements, the device ensures a more efficient operation in demanding environments.

Sustainability Targets

As part of our sustainability management, we align our actions with international frameworks for the sustainable transformation of business practices established by the United Nations (see Chapter 6), as well as with the national laws of the countries in which we operate. Our product portfolio is particularly relevant for semiconductor manufacturing and for sustainable technologies such as photovoltaics and wind energy.

A key focus lies in decarbonization. We have therefore set Science Based Targets to reduce our emissions over the long term and to make a meaningful contribution to achieving global climate goals (see chapter on Climate Change).

Furthermore, we are committed to six of the 17 Sustainable Development Goals (SDGs) adopted by the United Nations in 2016 as part of the 2030 Agenda for Sustainable Development. The six goals are: SDG5 Gender Equality, SDG7 Affordable and Clean Energy, SDG8 Decent Work and Economic Growth, SDG9 Industry, Innovation and Infrastructure, SDG12 Responsible Consumption and Production, and SDG16 Peace, Justice and Strong Institutions (for further details, see Chapter 5).

Stakeholder Groups and Relationships

Within the framework of our relationship management, we engage in transparent dialogue with our stakeholders to identify mutual expectations and their potential impacts on society and the environment. Our key stakeholder groups include customers, employees, shareholders, authorities, suppliers, and other parties who are directly or indirectly affected by our business activities and have an interest in sustainable conduct.

We determine their expectations and keep them informed about current developments in our business activities, sustainability performance and goals. Ongoing stakeholder dialogue is a core element of our sustainability management. It contributes to the continuous improvement of our value creation and is firmly embedded in our day-to-day business activities.

1.4 Key Sustainability Topics

Methodology of the Double Materiality Assessment and Applied Benchmarks

Pfeiffer carried out a double materiality assessment. To identify and assess material impacts, risks, and opportunities, the company followed the methodology outlined by the Institute for Applied Industrial Science (ifaa). In addition, the approach was aligned with EFRAG's IG1 – Implementation Guidance on Materiality Assessment. In addition to the general methodology, we applied industry-specific benchmarks to ensure a sector-relevant assessment of material topics. These included the VDMA materiality benchmark for the mechanical and plant engineering industry, as well as the S&P Global Materiality Matrices for the Machinery & Electrical Equipment sector. Together, these methodologies and benchmarks provide a robust and context-sensitive foundation for evaluating the materiality of impacts, risks, and opportunities (IROs).

Identification of IROs

Initially, sustainability topics were evaluated qualitatively. The list of sustainability matters defined in ESRS 1, Application Requirement 16 (AR 16) served as a key reference for the topic selection process. In this step, sustainability matters were excluded if topic-level assessments in the context of mechanical engineering and Pfeiffer's business operations indicated that they are not material in the upstream or downstream value chain, nor within the company's own operations.

For all sustainability matters identified as relevant, the associated impacts, risks, and opportunities (IROs) were subsequently defined.

The identification of IROs relevant to people and the environment was based on specific activities and business relationships. Compared to service or sales operations, our own production activities demonstrate a higher level of impact, especially with regard to emissions, material usage, and energy consumption. The upstream supply chain, and especially metal production processes, may also contribute to environmental impacts.

This step resulted in a long list of impacts, risks, and opportunities (IROs), which were subsequently assessed.

Evaluation of the IROs

The materiality of negative impacts is assessed using a methodology that considers both the likelihood of occurrence and the severity of potential consequences. These criteria include the extent, their scope, as well as their irreversibility. In addition, the time horizon of the impacts is analyzed to determine short-, medium-, and long-term effects. The evaluation of the individual IROs was carried out taking sector-specific qualitative data into account. Stakeholder groups were represented through internal representatives, taking into account specific interest groups such as B2B customers, suppliers, and authorities.

The relationship between impacts, dependencies, and financial risks and opportunities was identified through the analysis of key metrics, including revenue, procurement volume, and capital expenditures. Possible financial effects such as sanctions, fines, or potential cost increases were taken into account.

The evaluation and prioritization of financial risk likelihood and severity are based on company-wide methods that are also embedded in the organization's overall risk management approach. Sustainability risks are systematically integrated into the company-wide risk process, which is conducted annually and reflected in the management report.

The double materiality analysis revealed the key impacts, risks, and opportunities presented in the following table.

The subsequent chapters provide further detail on the underlying concepts of the sustainability matters outlined in the table.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES

Topic	Sub-topic	IRO Type	Part of Value Chain	Brief Description
E1	Climate change adaption	Risk	Upstream value chain	Extreme weather events can increase costs and risks
E1	Climate change adaption	Negative Impact	Own operations	Heatwaves lead to increased strain on the workforce
E1	Climate change adaption	Risk	Downstream value chain	Energy-efficient products are market-relevant – lacking them may reduce competitiveness and revenue
E1	Energy	Negative Impact	Entire value chain	Greenhouse gas emissions occur throughout the value chain
E1	Energy	Opportunity	Own operations	Investing in green technologies can reduce costs
S1	Secure employment	Opportunity	Own operations	Secure jobs reduce recruitment costs
S1	Working hours	Opportunity	Own operations	Well-regulated working hours increase productivity
S1	Fair remuneration	Opportunity	Own operations	Fair wages improve employee retention
S1	Freedom of association, existence of works councils and employee rights to information, consultation and participation	Opportunity	Own operations	Employee rights strengthen a democratic workplace
S1	Collective bargaining, including the rate of employees covered by collective agreements	Opportunity	Own operations	Collective bargaining ensures fair working conditions
S1	Occupational health and safety	Risk	Own operations	Non-compliance with safety standards can lead to accidents and sanctions
S1	Gender equality and equal pay for equal work	Opportunity	Own operations	Gender equality enhances productivity and employee loyalty
G1	Corporate culture	Risk	Own operations	Positive corporate culture reduces reputational risks
G1	Supplier relationship management, including payment practices	Risk	Upstream value chain	Strong supplier relationships improve quality and stability
G1	Anti-corruption and bribery	Risk	Own operations	Corruption can lead to significant financial losses

2 ENVIRONMENTAL IMPACTS

2.1 Disclosures Pursuant to Article 8 of Regulation (EU) 2020/852 (Taxonomy Regulation)

As part of the expansion of non-financial disclosure requirements, Pfeiffer Vacuum provides information on the implementation of Regulation 2020/852 (Taxonomy Regulation) for the 2024 reporting year As part of the Sustainable Finance Action Plan, a key objective of the EU Taxonomy is to channel financial flows into environmentally sustainable activities. In order to achieve this goal, the EU Taxonomy aims to create a classification system and thus a uniform understanding of environmentally sustainable activities. The identified economic activities were set in relation to six central environmental objectives (Art. 9 Taxonomy Regulation):

1. Climate mitigation
2. Climate change adaptation
3. Sustainable use and protection of water and marine resources
4. Transition to a circular economy
5. Pollution Prevention and control
6. Protection and restoration of biodiversity and ecosystems

Which economic activities can potentially be classified as ecologically sustainable (taxonomy-eligible) and which are actually carried out in an ecologically sustainable manner (taxonomy-aligned) is specified by the EU Commission in delegated acts.

There is a delegated act on the environmental objectives "Climate Change Mitigation (CCM)" and "Climate Change Adaptation (CCA)". A further delegated act on the additional four environmental objectives "Sustainable use and protection of water and marine resources (WTR)", "Transition to a circular economy (CE)", "Pollution prevention and control (PPC)" and "Protection and restoration of biodiversity and ecosystems (BIO)" was adopted on June 13, 2023. As part of the analysis, all relevant economic activities were examined for taxonomy capability and compliance.

All economic activities are to be classified as taxonomy-eligible if they are described in principle in Annexes I to V and can be classified. Economic activities pursuant to Art. 3 of the Taxonomy Regulation are only classified as taxonomy-eligible if

- they make a substantial contribution to the achievement of one or more of the environmental objectives mentioned in accordance with Articles 10 to 16, and
- there is no significant harm to one or more of the five other environmental objectives (do no significant harm – DNSH) according to Art. 17 and
- they comply with the minimum safeguards in accordance with Art. 18, and
- the respective applicable technical screening criteria are fulfilled, which are described by the EU Commission in the Delegated Acts.

Pfeiffer Vacuum's core activities, namely the development, production, and distribution of vacuum pump systems and components (vacuum generation, measurement, and analysis), are currently not covered by the scope of any delegated acts. However, this does not mean that those activities do not pursue and support the objectives of the company's overall sustainability strategy.

Analysis of Taxonomy Eligibility

To determine taxonomy eligibility, we built on the analyses conducted in previous years (Environmental Objectives 1 and 2) and reviewed the supplementary economic activities introduced in Delegated Regulation (EU) 2023/2485. In addition, Pfeiffer reviewed the taxonomy eligibility of economic activities covered under Environmental Objectives 3 to 6 in accordance with Delegated Regulation (EU) 2023/2486. In coordination with the relevant business units, all economic activities under each environmental objective were reviewed and assessed for taxonomy eligibility based on standardized questionnaires. Following this, the respective KPIs were recalculated. There were no activities identified that are relevant to the sales KPI according to EU Taxonomy Regulation. However, sustainable investments in our locations as well as the decarbonization of our company car fleet can be classified into economic activities according to the EU taxonomy, which are relevant for capital expenditures (CapEx KPI) or operating expenditures (OpEx KPI). Accordingly, Pfeiffer's CapEx and OpEx KPIs are not derived from revenue-generating activities but fall under category (a) or (c) as defined in Annex I, Section 1.1.2.2 of Delegated Regulation (EU) 2021/2178. An individual analysis was conducted for this. Identified taxonomy-eligible activities are presented in the following table.

Capex

The allocation of financial investments to different EU Taxonomy economic activities shows distinct strategic priorities.

The construction of new buildings (7.1) represents the largest share, including the new logistics and office building at the Asslar site as part of the "Future Factory" project. Renovating existing buildings (7.2) also represents a significant area, particularly with projects at our site in Annecy. Smaller but targeted investments were made in energy efficiency measures (7.3). We installed and maintained charging points for electric vehicles (7.4) at locations in Romania, the UK and Germany. Further investments concern the measurement and control of energy efficiency (7.5), including intelligent thermostats and energy management systems, alongside the installation of renewable energies (7.6) such as photovoltaics. The acquisition and ownership of buildings (7.7) represents a smaller area, while investments were also made in the renovation of wastewater systems (5.4).

In summary, new buildings and renovations played a dominant role, while targeted measures for energy efficiency, renewable energies and charging infrastructure were supported with smaller amounts.

IDENTIFIED TAXONOMY-ELIGIBLE ACTIVITIES

Code	Economic activity	Assignment to environmental goal	Brief description of the activity at Pfeiffer	CapEx-relevant	OpEx-relevant
5.4	Renewal of waste water collection and treatment	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Repair and maintenance of wastewater collection systems	Yes	Yes
6.5	Transportation by motorbikes, passenger cars and light commercial vehicles	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Employee company car	Yes	No
6.6	Freight transport services by road	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Vehicles for transport of goods	Yes	No
7.1/3.1	Construction of new buildings	**Climate change mitigation (CCM)** Climate change adaptation (CCA)/ Circular economy (CE)	New construction of office buildings and production sites	Yes	No
7.2/3.2	Renovation of existing buildings	**Climate change mitigation (CCM)** Climate change adaptation (CCA)/ Circular economy (CE)	Various renovation works at office and production sites	Yes	No
7.3	Installation, maintenance, and repair of energy efficient equipment	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Various energy-efficient refurbishment and maintenance measures at existing office and production sites such as installation of energy-efficient light sources	Yes	No
7.4	Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots that belong to buildings)	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Installation of charging stations for electric vehicles	Yes	No
7.5	Installation, maintenance and repair of devices for measuring, regulation and control of the overall energy efficiency of buildings	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Installation of measuring points for regulation and control of consumption data	Yes	No
7.6	Installation, maintenance, and repair of technologies for renewable energies	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Installation of photovoltaic systems	Yes	No
7.7	Acquisition of and ownership of buildings	**Climate change mitigation (CCM)** Climate change adaptation (CCA)	Leased and owned buildings	Yes	Yes

OpEx

This year, a small amount of operating expenses (OpEx) was incurred for repairs and maintenance to our wastewater collection system (Economic Activity 5.4) and maintenance to buildings (7.7 Acquisition and Ownership of Buildings).

For all economic activities that were taxonomy-eligible in the 2023 financial year, investments and operating expenditures were again incurred in the 2024 financial year. Consistent with previous years, economic activities that fall under more than one environmental objective (such as the construction of new or renovation of existing buildings) are still reported under Environmental Objective 1. These activities are reported under the first objective of the EU Taxonomy – **climate change mitigation** – as they directly contribute to the reduction of greenhouse gas emissions. For instance, energy-efficient appliances and building renovations significantly reduce energy consumption, while new constructions with high energy standards promote low-emission solutions in the long term. While these activities can also have positive side effects on other environmental goals, the primary benefit clearly lies in the reduction of emissions.

The classification follows the methodology of the EU Taxonomy, which classifies activities according to their greatest contribution. Hence, no taxonomy-eligible economic activities are reported for Pfeiffer for environmental objective 2 or for the new environmental objectives 3 to 6.

Analysis of Taxonomy Alignment

In addition to this, in accordance with the Taxonomy Regulation, an analysis and determination of taxonomy alignment for environmental objectives 1 – 6 was carried out.

As in the previous year, the focus of implementing taxonomy alignment was on the climate risk analysis – a requirement of the technical screening criteria that applies to all economic activities. For all company locations, a climate risk assessment was carried out in line with the criteria set out by the EU Taxonomy. The climate risk analysis was conducted in collaboration with an external provider and remains valid for the current reporting year. The climate scenarios and models used continue to be valid and were considered as part of the taxonomy compliance review. Furthermore, standardized questionnaires were completed for all relevant economic activities to verify their compliance with the applicable environmental objectives. During the assessment, it was found that the necessary documentation to demonstrate compliance with the DNSH criteria and to confirm taxonomy alignment was not available. As in the previous year, the company conducted a review of compliance with social minimum safeguards and standards at the group level.

The assessment was based on four thematic areas: human rights (including labor and consumer rights), anti-corruption and bribery, taxation, and fair competition. These areas were derived from internationally recognized frameworks, including the UN Guiding Principles on Business and Human Rights (UNGPs), the OECD Guidelines for Multinational Enterprises, the core labor standards of the International Labour Organization (ILO), and the International Bill of Human Rights. The Minimum Safeguards require both the existence of robust processes addressing the respective thematic areas and the absence of any breaches related to them. A comprehensive analysis carried out by the Compliance Department has confirmed that Pfeiffer fulfills the relevant criteria set out under the Minimum Safeguards requirements of the EU Taxonomy. However, Pfeiffer was not able to fully meet the taxonomy alignment requirements in the reporting year, as, for example, the necessary documentation from manufacturers was not available. As a result, our taxonomy alignment rate for all KPIs is zero.

Calculation of KPIs

The amounts used for the calculation of taxonomy-eligible and taxonomy-aligned sales, CapEx and OpEx are based on the figures in the consolidated financial statements. Double counting of investment and operating expenditure was avoided by assigning the identified economic activities for CapEx and OpEx exclusively to environmental objective 1 Climate Action. For both CapEx and OpEx, query templates were used to clearly assign the corresponding expenditure to the identified

Sales:
The share of sales referred to in Article 8(2)(a) of Regulation (EU) 2020/852 shall be calculated as the part of the net sales of goods or services, including intangibles, associated with taxonomy-eligible and compliant economic activities (numerator) divided by the net sales (denominator) within the meaning of Article 2(5) of Directive 2013/34/EU. The sales KPI corresponds to the ratio of net sales from taxonomy-eligible or taxonomy-aligned economic activities in a financial year to total net sales in the same financial year. Net sales (IFRS 15) in the financial year 2024 form the denominator of the sales KPI (see Consolidated Statement of Income).

CapEx:
The denominator for capital expenditure (CapEx) includes additions to rights of use, property, plant and equipment and intangible assets during the financial year under review before depreciation, amortization and revaluations, including those resulting from revaluations and impairment losses for the financial year in question and excluding changes in fair value. The denominator must also include additions to rights of use, property, plant and equipment and intangible assets resulting from business combinations (application of IAS 16, 38, 40, 41, IFRS 16). In the denominator, Pfeiffer Vacuum has included capital expenditures for property, plant and equipment, intangible assets, and rights of use. The numerator of the CapEx KPI corresponds to the portion of the capital expenditures included in the denominator that relates to assets or processes associated with taxonomy-eligible or taxonomy-aligned economic activities. CapEx plans as defined by the EU Taxonomy have not been adopted.

OpEx:
The denominator for operating expenses (OpEx) includes direct, non-capitalized costs that relate to research and development, building renovation measures, short-term lease, maintenance and repair, and any other direct expenditures relating to the day-to-day servicing of property, plant and equipment by the company or third parties to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets. In the denominator, Pfeiffer Vacuum has included operating expenses related to building maintenance, maintenance and repair, research and development, and other direct costs that are necessary in relation to the day-to-day maintenance of property, plant and equipment in order to ensure the continuous and effective functioning of these assets. At Pfeiffer, the numerator of the OpEx KPI corresponds to the portion of the operating expenses included in the denominator that relates to assets or processes associated with taxonomy-eligible or taxonomy-aligned economic activities. The numerator of taxonomy-eligible operating expenses comprises expenses for building renovation measures, and maintenance and repair expenses. The KPIs for the fiscal year are as illustrated in the reporting sheets:

Reporting sheets

PROPORTION OF SALES FROM PRODUCTS OR SERVICES ASSOCIATED TO TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR THE YEAR 2024

	2024			Substantial contribution criteria						DNSH-criteria ("Do No Significant Harm")									
Economic activities (1)	Code[1] (2)	Sales (3)	Proportion of sales (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaption (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) sales 2023 (18)	Category (enabling activities) (19)	Category (transitional activity) (20)
		in € millions	in %	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
Sales of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N**	**Y**	**N**	**N**	**N**	**N**	**Y**	**0%**		
Of which Enabling		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	Y	N	N	N	N	Y	0%	E	
Of which Transitional		0	0%	N/EL						N	Y	N	N	N	N	Y	0%		T
A.2 Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																			
Sales of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**0**	**0%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**0%**		
Sales of Taxonomy eligible activities (A.1 + A.2)		**0**	**0%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**								**0%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Sales of Taxonomy-non-eligible activities		**884.56**	**100%**																
Total (A+B)		**884.56**	**100%**																

[1] The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.:
- Climate Change Mitigation: CCM
- Climate Change Adaptation: CCA
- Water and Marine Resources: WTR
- Circular Economy: CE
- Pollution Prevention and Control: PPC
- Biodiversity and ecosystems: BIO

[2] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
EL – "eligible", for the respective environmental objective for taxonomy-eligible activity
N/EL – "not eligible", Taxonomy non-eligible activity for the relevant environmental objective

Proportion of sales/Total sales

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	0%
CCA	0%	0%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

PROPORTION OF CAPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR THE YEAR 2024

	2024			Substantial contribution criteria						DNSH-criteria ("Do No Significant Harm")									
Economic activities (1)	**Code[1] (2)**	**CapEx (3)**	**Proportion of CapEx (4)**	**Climate change mitigation (5)**	**Climate change adaptation (6)**	**Water (7)**	**Pollution (8)**	**Circular economy (9)**	**Biodiversity (10)**	**Climate change mitigation (11)**	**Climate change adaption (12)**	**Water (13)**	**Pollution (14)**	**Circular economy (15)**	**Biodiversity (16)**	**Minimum safeguards (17)**	**Proportion of Taxonomy-aligned (A.1) or eligible (A.2) CapEx 2023 (18)**	**Category (enabling activities) (19)**	**Category (transitional activity) (20)**
		in € millions	in %	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N**	**Y**	**N**	**N**	**N**	**N**	**Y**	**0%**		
Of which Enabling		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	Y	N	N	N	N	Y	0%	E	
Of which Transitional		0	0%	N/EL						N	Y	N	N	N	N	Y	0%		T
A.2 Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																			
Renewal of waste water collection and treatment	**5.4 (CCM)** / 5.4 (CCA)	0	0%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.05%		
Transportation by motorbikes, passenger cars and light commercial vehicles	**6.5 (CCM)** / 6.5 (CCA)	0.91	1.13%	EL	EL	N/EL	N/EL	N/EL	N/EL								1.45%		
Freight transport services by road	**6.6 (CCM)** / 6.6 (CCA)	0.56	0.69%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.17%		
Construction of new buildings	**7.1 (CCM)** / 7.1 (CCA) / 3.1 (CE)	27.35	33.92%	EL	EL	N/EL	N/EL	EL	N/EL								28.49%		
Renovation of existing buildings	**7.2 (CCM)** / 7.2 (CCA) / 3.2 (CE)	7.44	9.22%	EL	EL	N/EL	N/EL	EL	N/EL								4.34%		
Installation, maintenance and repair of energy efficient equipment	**7.3 (CCM)** / 7.4 (CCA)	0.69	0.86%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.50%		
Installation, maintenance and repair of charging stations for electric vehicles in buildings (and in parking lots belonging to buildings)	**7.4 (CCM)** / 7.4 (CCA)	0.05	0.07%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.37%		
Installation, maintenance and repair of devices for measuring, regulating and controlling the energy performance of buildings	**7.5 (CCM)** / 7.5 (CCA)	0.02	0.02%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.24%		
Installation, maintenance and repair of renewable energy technologies	**7.6 (CCM)** / 7.6 (CCA)	0.02	0.02%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.57%		
Acquisition and ownership of buildings	**7.7 (CCM)** / 7.7 (CCA)	7.71	9.56%	EL	EL	N/EL	N/EL	N/EL	N/EL								11.55%		
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**44.74**	**55.49%**	**55.49%**	**0%**	**0%**	**0%**	**0%**	**0%**								**47.73%**		
CapEx of Taxonomy-eligible activities (A.1 + A.2)		**44.74**	**55.49%**	**55.49%**	**0%**	**0%**	**0%**	**0%**	**0%**								**47.73%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities (B)		**35.88**	**44.51%**																
Total (A+B)		**80.62**	**100%**																

[1] The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.:
- Climate Change Mitigation: CCM
- Climate Change Adaptation: CCA
- Water and Marine Resources: WTR
- Circular Economy: CE
- Pollution Prevention and Control: PPC
- Biodiversity and ecosystems: BIO

[2] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
EL – "eligible", for the respective environmental objective for taxonomy-eligible activity
N/EL – "not eligible", Taxonomy non-eligible activity for the relevant environmental objective

Proportion of CapEx/Total CapEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	55.49%
CCA	0%	55.49%
WTR	0%	0%
CE	0%	43.15%
PPC	0%	0%
BIO	0%	0%

PROPORTION OF OPEX FROM PRODUCTS OR SERVICES ASSOCIATED WITH TAXONOMY-ALIGNED ECONOMIC ACTIVITIES – DISCLOSURE FOR THE YEAR 2024

	2024			Substantial contribution criteria						DNSH-criteria ("Do No Significant Harm")									
Economic activities (1)	Code[1] (2)	OpEx (3)	Proportion of OpEx (4)	Climate change mitigation (5)	Climate change adaptation (6)	Water (7)	Pollution (8)	Circular economy (9)	Biodiversity (10)	Climate change mitigation (11)	Climate change adaption (12)	Water (13)	Pollution (14)	Circular economy (15)	Biodiversity (16)	Minimum safeguards (17)	Proportion of Taxonomy-aligned (A.1) or eligible (A.2) OpEx 2023 (18)	Category (enabling activities) (19)	Category (transitional activity) (20)
		in € millions	in %	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y; N; EL; N/EL[2]	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	in %	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1 Environmentally sustainable activities (Taxonomy-aligned)																			
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		**0**	**0%**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N/EL**	**N**	**Y**	**N**	**N**	**N**	**N**	**Y**	**0%**		
Of which Enabling		0	0%	N/EL	N/EL	N/EL	N/EL	N/EL	N/EL	N	Y	N	N	N	N	Y	0%	E	
Of which Transitional		0	0%	N/EL						N	Y	N	N	N	N	Y	0%		T
A.2 Taxonomy-eligible but not environmental sustainable activities (not Taxonomy-aligned activities)																			
Renewal of waste water collection and treatment	**5.4 (CCM)** / 5.4 (CCA)	0.16	0.36%	EL	EL	N/EL	N/EL	N/EL	N/EL								0.27%		
Acquisition and ownership of buildings	**7.7 (CCM)** / 7.7 (CCA)	3.10	7.02%	EL	EL	N/EL	N/EL	N/EL	N/EL								5.54%		
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		**3.26**	**7.37%**	**7.37%**	**0%**	**0%**	**0%**	**0%**	**0%**								**5.81%**		
OpEx of Taxonomy-eligible activities (A.1 + A.2)		**3.26**	**7.37%**	**7.37%**	**0%**	**0%**	**0%**	**0%**	**0%**								**5.81%**		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
OpEx of Taxonomy-non-eligible activities (B)		**40.91**	**92.63%**																
Total (A+B)		**44.17**	**100%**																

[1] The Code constitutes the abbreviation of the relevant objective to which the economic activity is eligible to make a substantial contribution, as well as the Section number of the activity in the relevant Annex covering the objective, i.e.:
- Climate Change Mitigation: CCM
- Climate Change Adaptation: CCA
- Water and Marine Resources: WTR
- Circular Economy: CE
- Pollution Prevention and Control: PPC
- Biodiversity and ecosystems: BIO

[2] Y – Yes, Taxonomy-eligible and Taxonomy-aligned activity with the relevant environmental objective
N – No, Taxonomy-eligible but not Taxonomy-aligned activity with the relevant environmental objective
EL – "eligible", for the respective environmental objective for taxonomy-eligible activity
N/EL – "not eligible", Taxonomy non-eligible activity for the relevant environmental objective

Proportion of OpEx/Total OpEx

	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0%	7.37%
CCA	0%	7.37%
WTR	0%	0%
CE	0%	0%
PPC	0%	0%
BIO	0%	0%

Activities in the Areas of Nuclear Energy and Fossil Gas

As none of the activities related to natural gas and nuclear energy (activities 4.26 to 4.31) are relevant, Pfeiffer Vacuum uses in the following section only the declaration form “Activities in the Fields of Nuclear Energy” which was introduced by the complementary delegated act for activities in certain energy sectors.

Reporting Form 1

Row	Nuclear related activities	Yes/No
1.	The company carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2.	The company carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3.	The company carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No

Row	Fossil gas related activities	Yes/No
4.	The company carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5.	The company carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6.	The company carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

Reporting Sheets 2–5 are not relevant.

2.2 Climate Change

Pfeiffer is committed to climate protection and the reduction of greenhouse gas emissions. With the validation of the SBTi climate targets this year, an important step was taken to define clear and science-based reduction pathways for Scope 1, 2, and 3 emissions. This strategic course underscores our long-term commitment to sustainable business practices and our ambition to consistently reduce emissions along the entire value chain.

Material Impacts, Risks and Opportunities and their Interaction with the Corporate Strategy and Business Model in the Context of Climate Change

The following table presents all material impacts, risks, and opportunities (IROs) related to our own business activities in the context of climate change, as identified through the double materiality assessment, with a particular focus on climate-related topics.

Climate Risk Analysis
To assess the resilience of Pfeiffer's business model, a climate risk analysis was conducted, covering all material aspects of the impacts of climate change on the company's strategy and business model. The analysis centers on identifying physical and transition risks in Pfeiffer's operational activities. The analysis considers both acute physical risks, such as extreme weather events, and chronic physical risks, including heat stress and water scarcity.

MATERIAL IMPACTS, RISKS AND OPPORTUNITIES AND THEIR INTERACTION WITH THE CORPORATE STRATEGY AND BUSINESS MODEL IN THE CONTEXT OF CLIMATE CHANGE

Sub-topic	Type	Part of the Value Chain	Short Description	Detailed Description	Climate-related physical risk or climate-related transition risk
Climate change adaptation	Risk	Upstream value chain	Extreme weather events can increase costs and risks	Extreme weather events – including storms and flooding – represent a growing risk to the upstream supply chain, as they may disrupt the availability of raw materials and components. Delivery delays and production downtime caused by damaged infrastructure or disrupted supply chains can result in increased costs and reduced revenues. Over the long term, these risks may result in rising operating costs and reduced competitiveness, potentially affecting the company's financial performance and revenue generation	Climate-related physical risk
Climate change adaptation	Negative impact	Own operations	Heatwaves place strain on employees; increasing risk	Heatwaves can negatively impact our employees. Our climate risk analysis identified an elevated risk profile for our locations in India, Malaysia, Vietnam, and Singapore.	Climate-related physical risk
Climate change adaptation	Risk	Downstream value chain	Energy-efficient products are relevant to the market	The increasing demand from our customers for energy-efficient products drives the need for continuous innovation in our product portfolio. Failure to provide such solutions may result in a loss of market share and revenue.	Climate-related transition risk
Energy	Negative Iimpact	Entire value chain	Greenhouse gas emissions occur throughout the value chain	Greenhouse gas emissions occur not only within our own operations but also throughout the value chain. Raw material extraction and the manufacturing of semi-finished components for our products require energy, including electricity and fossil fuels. In our own operations, we also use electricity, among other energy sources. In the downstream value chain, the use of our products requires electricity, which – depending on the energy mix – may result in greenhouse gas emissions. This contributes to global warming.	Climate-related physical risk
Energy	Opportunity	Own operations	Investments in green technologies reduce costs	Investments in energy-efficient technologies and green energy to reduce long-term operational expenditures.	Climate-related transition risk

In addition, transition risks such as regulatory changes, technological developments, and evolving market requirements are assessed.

The risk analysis was conducted in 2023 as part of a project on climate risk assessment and integrated into global sustainability management. An update is not planned for at least another three years, as the underlying scenarios and models remain up to date. Scientifically based climate scenarios (RCP 2.6, RCP 4.5, and RCP 8.5) were used, covering the three time horizons of 2030, 2050, and 2100.

Pfeiffer's analysis has shown that physical and transition risks represent significant challenges. Acute physical risks, such as heat stress, may require targeted climate adaptation measures. In the long term, chronic risks such as potential water scarcity represent an additional challenge that may require site-specific investments. Pfeiffer addresses transition risks – including tightening regulatory frameworks and increasing CO_2 pricing – through the implementation of a comprehensive CO_2 reduction strategy. At the same time, the pressure from customers to offer energy-efficient products is growing, which drives innovation in product development.

To address these risks, Pfeiffer has implemented measures such as diversifying supplier relationships and introducing business continuity management. In addition, our use of renewable energies is continuously expanded and our raw material portfolio is regularly reviewed to ensure the long-term resilience of the business model. These measures play a key role in strategic planning and in safeguarding the company's long-term resilience.

Pfeiffer's products are frequently used in key areas actively advancing technologies to combat climate change, such as the solar and wind energy industries. As a result, a large part of our product portfolio is positioned in markets that are exposed to only low levels of climate transition risk.

Transition Plan for Climate Protection and Climate Goals

To support the transition to a sustainable economy, Pfeiffer has developed a transition plan to align its business model and strategic priorities accordingly. The transition plan supports Pfeiffer's commitment to contributing to the global effort to limit climate change, as set out in the Paris Agreement. In addition, we support this through our commitment to six UN SDGs (see Chapter 5).

Through our participation in the Carbon Disclosure Project (CDP) Climate Change questionnaire, we ensure transparency on our CO_2 emissions and climate-related actions. EcoVadis helps us to assess and improve sustainability standards in our supply chain and offers our customers transparency regarding our sustainability performance. By participating in the Responsible Business Alliance (RBA) and the Semiconductor Climate Consortium (SCC), we actively contribute to industry-wide efforts aimed at reducing CO_2 emissions and promoting sustainable business practices across the semiconductor value chain.

Measures to Reduce Emissions at our Own Sites

Aligned with our sustainability strategy, our environmental management system targets the following key levers for CO_2 reduction at our own facilities.

1. Improving energy efficiency
   - Implementation of advanced technologies for centralized monitoring and optimization of energy consumption.
2. Improving material efficiency
   - Minimizing material usage, weight, and volume of our products.
   - Promotion of the reuse and recycling of materials in production.
3. Improving process efficiency
   - Optimizing production processes to lower energy and material usage and improve overall resource efficiency.
   - Implementation of measures for continuous improvement and monitoring of process flows.
   - Use of modern technologies and systems to increase efficiency and reduce waste.
4. Expansion of renewable energy generation and usage
   - Our products and services contribute to key technologies for a sustainable future – including the development, production, and recycling of lithium-ion batteries for e-mobility, the implementation of CO_2 capture solutions, the use of hydrogen in fuel cells, and the expansion of renewable energy systems.

As part of our "Future Factory" project, we are investing in the redesign and modernization of all our facilities, equipment, and machinery to fulfill our obligations towards the environment and sustainability. These investments encompass the transition from fossil-fuel-based heating to electric solutions, including the deployment of heat pumps, at our facilities. Major energy transformation projects are planned across our sites in Germany, France, Romania, South Korea, Singapore, Malaysia, Vietnam, and the United States. In some cases, implementation has already begun.

In 2024, we started determining our product carbon footprints as part of a pilot project for four of our most important products. The methodology developed in this process, based on DIN EN ISO 14067, will be extended to other products and product families in the future. This methodology allows us to accurately determine the most significant drivers of our product carbon footprint, thereby supporting focused improvement measures and a continued reduction of our environmental impact.

To address remaining emissions during the use phase of our products, we work closely with our customers – for instance, by providing guidance on energy-efficient operation in our user manuals. The primary source of emissions is the electricity consumed during the operation of our products. Through our participation in the Catalyze program of two key customers, we are supporting the expansion and use of renewable energy within our customers' operations. The goal is to ensure that by 2050, more than 90% of our products in use are powered by electricity from renewable energy sources.

As part of our "Future Factory" project, we have developed an internal guideline aimed at designing new buildings to avoid embedded emissions in assets and meet the highest sustainability standards in the countries where we operate.

Linking of Climate Plan and Overall Strategy

Our climate plan is linked to our overall corporate strategy and financial planning. This supports our focus on better meeting customer needs – particularly the ambitious climate targets of our customers in the semiconductor industry. Key elements of our climate approach include the integration of our policies on greenhouse gas emissions, energy management, environmental protection, company vehicles, and new construction standards – along with the Group-wide policy for the procurement of machinery and equipment – into our overarching corporate guidelines for achieving climate targets.

We are investing in energy-efficient vacuum solutions and renewable energy sources to reduce our overall energy consumption. Ongoing monitoring and evaluation of our greenhouse gas emissions are designed to ensure that we stay on track to meet our climate goals and to enable timely adjustments where necessary.

The transition plan was developed by the CSR team based on the materiality analysis 2023 and initially finalized in collaboration with the CSR board. The plan was approved by both the management board and the supervisory board.

From 2022 through 2030, targeted environmental investments are planned, including €16.6 million for upgrading existing buildings and systems to energy-efficient technologies, and €9.3 million for expanding the share of renewable electricity. These measures are designed to lower energy consumption, improve the environmental sustainability of our infrastructure, and support CO_2 emissions reduction in line with our climate targets.

Progress in the Implementation of our Climate Plan

A key element of our climate strategy implementation is the integration of various internal policies – including the greenhouse gas policy, energy management policy, environmental policy, company car policy, and new building standards – into our overarching corporate guidelines.

Since 2021, we have calculated our corporate carbon footprint three times and, as a result of targeted measures, have successfully reduced our total greenhouse gas emissions by 40 %. Pfeiffer continues to invest in sustainable technologies, including energy-efficient vacuum solutions and renewable energy systems, to reduce energy consumption and drive the adoption of sustainable practices across operations.

Description of the Procedures for Identifying and Assessing Significant Climate-Related Impacts, Risks, and Opportunities

Pfeiffer has established a structured process to identify and assess material climate-related impacts, risks, and opportunities. This process is fully integrated into the company's sustainability and risk management system and covers both physical and transition risks as well as climate-related opportunities across the entire value chain. The assessment is based on internationally recognized frameworks, in particular the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), and is supported by the use of climate scenarios.

With regard to the company's impact on climate change, the focus is on recording and reducing greenhouse gas (GHG) emissions in the areas of Scope 1, Scope 2 and Scope 3. To this end, a comprehensive GHG balance sheet is prepared annually in accordance with the Greenhouse Gas Protocol (GHG Protocol). Emissions data is continuously updated in order to measure progress towards the science-based reduction targets.

In the area of climate-related physical risks, Pfeiffer focuses on the identification and assessment of hazards such as extreme weather events, rising temperatures, and water scarcity. This analysis is based on high-emission climate scenarios (e.g. RCP 8.5), which serve to identify potential risks to supply chains and production sites. Locations such as those in India, Malaysia, Singapore, and Ho Chi Minh City in Vietnam have been identified as potentially susceptible to heat stress. The locations of Catania in Italy and Shanghai are exposed to a high risk of flooding. Xi'an in China faces a high risk of heavy rainfall. There is also an increased risk of hurricanes and typhoons in Taiwan. To determine gross physical risks, the degree to which the company's assets and business activities are exposed to these climate-related hazards is also assessed.

With regard to climate-related transition risks and opportunities, Pfeiffer identifies developments such as regulatory changes, rising CO_2 prices, and evolving technological requirements, all of which are considered within the context of a climate scenario aligned with the 1.5 °C target. This involves assessing the extent to which assets and business activities are affected by these transition scenarios. Among other things, the company has determined that customers are increasingly demanding energy-efficient products, which presents opportunities for innovation in product development, while an inadequate response to new regulations could pose a risk.

Through this approach, Pfeiffer aims to ensure the resilience of its business strategy and business model in the face of climate-related challenges.

Strategies in Connection with Climate Protection and Adaptation to Climate Change

In 2021 and 2022, we developed a methodology for calculating our Group-wide greenhouse gas emissions across Scopes 1, 2, and 3. This methodology was adopted for the emissions calculations in 2023 and 2024 and has been further refined – particularly in the Scope 3 categories related to the use phase of our products and upstream and downstream transportation. For example, transportation emissions are now based on actual supply chain data, whereas an expenditure-based approach was used in the previous year. In addition, the proportion of green electricity used by end customers is now considered when calculating emissions from the use of our products. All methodological changes remain within the 5 % materiality threshold defined by the GHG Protocol.

Our internal policies – as outlined in the section Linking the Climate Plan and Overall Strategy – support energy efficiency by reducing operational energy consumption and promoting the deployment of high-performance, energy-efficient technologies such as advanced vacuum solutions. One key example is our "Premium Efficiency" sub-brand, which introduces a new generation of vacuum pumps and system solutions. This product line represents a comprehensive and integrated approach to energy consumption, efficiency, reliability, service, and sustainability.

The reduction of the greenhouse gas effect is supported by the continuous monitoring and reduction of our greenhouse gas emissions across all relevant areas of the company. Our policies and technologies drive the global implementation of emission reduction measures, such as the use of vacuum technology for carbon capture and storage. This plays a significant role in reducing our greenhouse gas footprint over the long term. We also support the production and recycling of lithium-ion batteries and actively promote e-mobility as a key enabler of a sustainable energy transition.

Our guidelines further support the adoption of renewable energy, fostering the shift to clean energy sources such as wind and solar power. By integrating vacuum technology into manufacturing processes and enabling the stabilization of renewable energy infrastructure, we contribute to increased efficiency and sustainability in the energy sector and help reduce dependency on fossil fuels. Our solutions enable the use of renewable energy sources such as sun, wind, water, and biogas, thus contributing to CO_2 reduction.

Environmental Management

The continuous improvement of our environmental management system at the Annecy, Asslar, Asan, Cluj and Ho Chi Minh City production sites has been systematized by the certification processes in accordance with ISO 14001. The Asslar site has held ISO certification since 1996, with Annecy certified in 2003, Asan in 2014, and both Cluj and Ho Chi Minh City since 2022. In 2023, the sites in Yreka, Indianapolis, and Wuxi received ISO 14001 certification. By 2026, we plan to extend the ISO 14001 certification to the remaining production sites in Göttingen and Dresden. Data on waste generation and water consumption is continuously recorded at all production sites to ensure the sustainable use of resources.

In order to continuously find, analyze and exploit further potential energy savings, and at the same time reduce our emissions and energy costs, we are already using ISO 50001 certifications in Asslar (since 2015), Annecy (since 2018) and Asan (since 2023) to systematize our energy management. We are in the process of expanding our energy management system to all production sites and aim to achieve cross-site certification and standardization in the coming years. This process has already begun with the successful implementation of the energy management system at our Vietnam site.

Measures and Resources in Connection with Climate Change

Our broad and diversified product portfolio, which serves a wide range of market segments, forms the foundation for our ability to implement the necessary climate-related measures. Over time, our business model has demonstrated a high level of resilience to fluctuations in individual markets. This has enabled us to reliably allocate resources for strategic planning and climate initiatives within a robust financial framework. These structural strengths support both our ongoing activities and future investments. We allocate resources efficiently to safeguard critical business functions, including the ability to respond flexibly to shifts in supply and demand.

To ensure access to qualified personnel, we maintain strong partnerships with universities and educational institutions and offer extensive in-house development opportunities through our PV Academy and technical training workshops.

Access to funding at affordable capital costs is essential for Pfeiffer and enables substantial investments in research and development (R&D) projects. These investments are fundamental to ensuring continuous innovation and maintaining competitiveness in the global market. Our ongoing financial planning and forecasting activities allow us to anticipate future financial needs, enabling strategic resource allocation and effective risk mitigation.

We reinvest a double-digit percentage of our profits into: the research and development of new, more sustainable products and technologies, and the implementation of our sustainability initiatives, particularly in aligning our buildings and production processes with modern energy-efficiency and environmental standards.

Further details are available in the Management Report and in the section on EU Taxonomy alignment.

Strategies in connection with Climate Protection and Climate Change Adaptation

Our Science Based Targets initiative (SBTi) targets are aligned with the 1.5 °C target of the Paris Agreement and follow the cross-sector pathway (Absolute Contraction Approach – ACA), using the year 2022 as the base year. We submitted our targets to the SBTi in August 2024, and they were officially validated in December 2024. In addition, we aim to fully convert our company vehicle fleet to electric vehicles by 2034.

Near-term Targets:

Pfeiffer is committed to reducing absolute GHG emissions from Scope 1 and 2 by 58.8 % by 2034, starting from the base year 2022. Pfeiffer also undertakes to increase the active annual purchase of electricity from renewable energies from 52 % in 2022 to 100 % by 2030. Pfeiffer also commits to reduce absolute Scope 3 GHG emissions by 35 % by 2034, starting from a base year of 2022.

Net-Zero Targets:

Pfeiffer is committed to achieving net-zero greenhouse gas emissions across the entire value chain by 2050.

Long-term Targets:

Pfeiffer commits to reduce absolute Scope 1 GHG emissions by 96 % by 2050, from a 2022 base year. Pfeiffer also commits to reduce absolute Scope 2 GHG emissions by 93 % in the same period. Pfeiffer also commits to reduce absolute Scope 3 GHG emissions by 90 % in the same period. This target includes land-based emissions and extraction from bioenergy feedstocks.

In order to achieve our targets for reducing greenhouse gas emissions, we have identified four decarbonization levers (see Measures to Reduce Emissions at our Own Sites). This has already led to a 26 % reduction in the consumption of natural gas and liquid gas between 2021 and 2023.

Energy efficiency and reductions in consumption are achieved through the use of variable speed drives in our products and in the equipment used for the production and operation of our plants, resulting in energy savings of up to 50 %.

Improvements in material efficiency include optimized production processes and product designs that minimize waste and extend product service life. There is also a strong commitment to recycling materials and reusing components wherever possible, in order to reduce the demand for virgin raw materials.

Switching to alternative energy sources for powering our production operations makes a measurable contribution to lowering our overall carbon footprint. The integration of renewable energy into production processes supports our efforts to reduce dependency on fossil fuels. In addition, energy recovery systems – such as Knoll Systems used in South Korea and France – are employed to further enhance energy efficiency.

The phasing out and substitution of energy-intensive products and processes through innovative product development, such as the introduction of more energy-efficient and environmentally-friendly solutions, reflects our commitment to increasingly sustainable alternatives.

The main focus of Pfeiffer's greenhouse gas emissions inventory lies in Scope 3, particularly in Category 11 (use of sold products) and Category 3.1 (purchased goods and services).

Our customers are also pursuing ambitious climate targets and are increasingly switching to green electricity, which has a positive impact on our Scope 3 emissions. The same applies to Scope 3.1: We assume that the proportion of recycled materials in our main purchased goods – particularly steel and aluminum – will continue to increase. Recycled materials have a significantly lower greenhouse gas footprint than primary raw materials, and this will further contribute to reducing emissions in our supply chain. We also expect that an increasing share of green electricity will be used in the upstream supply chain, which will additionally support the reduction of emissions.

Energy Consumption and Energy Mix

The main energy sources at Pfeiffer are electricity and natural gas, used primarily for the operation of machinery and systems, as well as for heating and air conditioning in our buildings.

In 2024, Pfeiffer was able to slightly reduce its overall energy consumption. Natural gas consumption in particular saw a significant decline, especially in the United States, but

ENERGY CONSUMPTION

	2024			2023			2022			Total		
	Europe	**Asia**	**USA**	**Europe**	**Asia**	**USA**	**Europe**	**Asia**	**USA**	**2024**	**2023**	**2022**
Consumption category	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh	in MWh
Natural gas	6,915	103	1,566	8,108	116	2,122	10,425	110	2,765	8,584	10,346	13,300
Diesel company vehicles	2,204	359	78	2,274	354	121	2,113	302	583	2,641	2,749	2,998
Petrol company vehicles	650	147	998	375	170	1,203	256	276	1,002	1,795	1,748	1,534
Electricity	29,773	14,606	4,674	29,308	14,201	4,671	28,418	14,165	4,888	49,054	48,180	47,471
Steam, heating or cooling	3,037	—	—	3,098	—	—	4,078	—	—	3,037	3,098	4,078
Total energy consumption	**42,580**	**15,215**	**7,341**	**43,163**	**14,841**	**8,117**	**45,290**	**14,853**	**9,238**	**65,111**	**66,121**	**69,381**

also in Europe and Asia. The diesel consumption of our company vehicles remained largely unchanged, while petrol consumption showed a regional shift: it increased in Europe, but declined in the USA and Asia. Electricity consumption increased slightly, particularly in Europe and Asia. While energy consumption remained stable in Europe, it rose slightly in Asia. In the USA, on the other hand, it was reduced significantly, which contributes to the overall positive development and shows that our efforts to increase efficiency are successful.

Scope 1, 2 and 3 GHG Emissions and Total GHG Emissions

All relevant emissions along the entire value chain are recorded – from direct emissions to indirect emissions from upstream and downstream processes. Current and publicly available emission factors from the databases of the Department for Environment, Food & Rural Affairs (DEFRA) and the Environmental Protection Agency (EPA) are used for the calculation.

Scope 1 and Scope 2

Scope 1 and Scope 2 emissions are calculated on the basis of consumption data collected directly from the sites' invoices. All data is recorded via a central platform and validated using a four-eyes principle to ensure high data quality of the activity data.

Scope 3 – Upstream Emissions

For Scope 3, Pfeiffer uses specific approaches to record emissions in the respective categories:

3.1 Purchased Goods and Services: The calculation is carried out using a spend-based approach, with main goods evaluated separately. The current EPA emission factors are applied.

3.2 Capital Goods: Emissions from capital goods are also quantified using a spend-based approach. The current EPA emission factors are applied.

3.3 Fuel- and Energy-related Emissions: These emissions are calculated on the basis of Scope 1 and Scope 2 data, supplemented by appropriate upstream emission factors.

3.4 Transport and Distribution: Pfeiffer uses primary data from logistics service providers to calculate emissions in this category.

3.5 Waste: Waste volumes are recorded centrally via invoices and calculated using current emission factors, with data managed via a central platform.

3.6 Business Travel: This category covers emissions from business travel in vehicles not owned or operated by the company. Relevant data is collected via a central platform.

3.7 Commuting of Employees: Emissions from commuting between home and the workplace are recorded via a central platform and calculated using current emission factors.

3.8 Rented or Leased Property, Plant and Equipment: This category is not considered, as no relevant activities are recorded.

Scope 3 – Upstream Emissions

3.9 Transport and Distribution: Emissions are calculated using direct data from logistics service providers.

3.10 Processing of Sold Products: This category is not considered, as it accounts for less than 5 % of total emissions and is therefore immaterial in accordance with the GHG Protocol.

3.11 Use of the Sold Products: This category is analyzed in detail. The calculation includes application-specific energy consumption profiles of various product groups, country-specific emission factors reflecting the regional electricity mix as well as renewable electricity use by customers, where such information is already available

3.12 End-of-Life Treatment of Sold Products: For reporting purposes, it is conservatively assumed that end-of-life disposal occurs via landfill. Three material categories are considered along with their contribution to the overall product weight.

3.13 Leased and Rented Assets: This category is not relevant, as the company does not own or operate any such assets.

3.14 Franchise: This category is not relevant, as the company does not engage in franchise activities.

3.15 Investments: This category is not relevant, as the company does not hold any material investments.

GROSS GHG EMISSIONS IN SCOPE 1, SCOPE 2, AND SCOPE 3 CATEGORIES, AS WELL AS TOTAL GHG EMISSIONS

					SBTi Reduction Targets	
	Baseline year 2022	2023	2024	N/N-1	2034	2050
	in t CO_2e	in t CO_2e	in t CO_2e	in %	in %	in %
Scope 1 total	3,776	3,275	2,951	−10	58.8	96.0
Scope 2 (market-based)	10,545	8,361	6,987	−16	58.8	93.0
Scope 2 (location-based)	15,429	15,778	17,055	8	58.8	93.0
Scope 3 total	2,120,340	1,405,525	1,186,855	−16	35.0	90.0
3.1 Purchased goods and services	192,319	107,614	69,655	−35		
3.2 Capital goods	29,722	27,732	15,999	−42		
3.3 Fuel- and energy-related emissions	5,257	3,537	4,875	38		
3.4 Upstream transport and distribution	68,283	22,687	6,481	−71		
3.5 Waste from operations	2,008	2,213	2,046	−8		
3.6 Business travel	3,864	4,359	3,653	−16		
3.7 Employee commuting	4,785	4,921	4,949	1		
3.9 Downstream transport and distribution	31,657	20,922	15,893	−24		
3.11 Use of sold products	1,773,652	1,206,222	1,060,007	−12		
3.12 End-of-life treatment of sold products	8,793	5,318	3,296	−38		
Total (market-based)	**2,134,662**	**1,417,161**	**1,196,793**	**−16**		
Total (location-based)	**2,139,545**	**1,424,578**	**1,206,861**	**−15**		

Pfeiffer's methodology ensures accurate and holistic tracking of emissions along the entire value chain. The use of current emission factors, as well as direct collaboration with service providers and customers, ensures data quality and supports reliable reporting in accordance with the GHG Protocol.

From 2023 to 2024, total emissions (market-based) were reduced by 16 %, primarily due to a decrease in Scope 3 emissions. Scope 1 emissions declined by 10 %, mainly as a result of reduced natural gas consumption, particularly in the USA and Europe, as well as lower diesel use in company vehicles and the increased share of electric vehicles in the fleet. Scope 2 emissions (market-based) fell by 16 %, largely attributable to the complete switch to green electricity at the company's sites Asslar, Cluj and all Chinese sites. At the same time, Scope 2 (site-related) emissions rose by 8 %, which is due to the increase in emission factors in the regional electricity mix.

Scope 3 emissions were significantly reduced across multiple categories. Emissions from purchased goods and services decreased by 35 %, supported by optimized purchasing volumes and pdated emission factors from the EPA. Upstream transportation and distribution emissions decreased by 71 %, primarily due to the use of more precise data from logistics service providers, a reduction in transport activities, and the use of lower-emission transport modes. A 12 % reduction in use-phase emissions was recorded, resulting from decreased sales and a slight change in the product composition.

3 SOCIAL MATTERS

3.1 Own Workforce

Material Impacts, Risks and Opportunities and their Interaction with the Corporate Strategy and Business Model

Pfeiffer's business model focuses on the development and sale of vacuum technologies, with employees playing a key role in driving product innovation and competitiveness. From a strategic perspective, the promotion of occupational health and safety, compliance with labor rights, and the guarantee of fair pay and working conditions are integral to ensuring employee motivation and loyalty, and thereby to supporting the company's long-term strategic objectives. These measures in particular contribute to the achievement of growth targets and the advancement of innovation.

As part of the social impact analysis, all employee groups potentially affected by the company's activities were considered. This includes salaried employees, temporary workers, interns, and trainees. These groups can also be classified based on the nature of their tasks, broadly distinguishing between administrative functions (such as accounting, management, R&D, procurement, etc.) and production roles.

No adverse social impacts were identified as part of this analysis. Furthermore, a review conducted in accordance with the requirements of the German Supply Chain Due Diligence Act (LkSG) did not reveal any systemic or widespread issues such as forced labor or child labor in specific regions. A moderate risk of forced labor was identified in certain countries, including China, Singapore, Malaysia, and India. However, no incidents have been reported. With regard to child labor, no elevated risk was identified within Pfeiffer's own operations. No media reports about individual incidents, such as industrial accidents, are known.

In contrast, positive impacts are evident in several areas. Safe workplaces contribute to the long-term retention of employees and help to reduce recruitment costs. Structured working hours are intended to increase employee satisfaction. At all locations, Pfeiffer aims to provide fair remuneration that supports an adequate standard of living, and at minimum ensures compliance with legal minimum wages, which strengthens both motivation and employee loyalty. Works committees and the right to freedom of association promote democratic workplaces. Gender equality contributes to increased productivity and employee satisfaction.

The assessment of workforce-related risks and opportunities shows that there is an elevated risk of workplace accidents, particularly in production areas. To mitigate this risk, various occupational safety measures are implemented, including employee training and regular safety inspections. At the same time, opportunities arise from employee development and long-term retention, which can contribute to sustainable business success.

Overview of Material Impacts, Risks and Opportunities (IROs) Related to Pfeiffer's Own Workforce

The following table provides an overview of all material IROs resulting from Pfeiffer's own business activities, identified through the double materiality assessment, with a particular focus on socially relevant issues. All listed IROs apply to the entire workforce. The health and safety risk, in particular, primarily affects employees working in production.

Impact of Environmental and Climate Protection Measures on the Workforce

No negative impacts on the workforce are expected as a result of Pfeiffer's plans to reduce environmental impacts and to achieve climate-neutral processes. On the contrary: Since Pfeiffer is active in sustainable markets such as wind and solar energy, new opportunities are emerging, for example through increasing demand and the potential creation of additional jobs.

Workforce-related Strategies

Guidelines on Impacts, Risks, and Opportunities

Pfeiffer has implemented guidelines to manage significant impacts, risks, and opportunities related to its own workforce. These guidelines apply equally to the entire workforce and are available globally via the company intranet.

The **Code of Conduct** establishes binding principles for lawful, ethical, and responsible behavior for all employees and managers. It emphasizes integrity, transparency, fair competition, respect for human rights, and sustainability in the use of resources. Through trust-based communication, data protection, and compliance with legal requirements, Pfeiffer aims to foster a culture of mutual respect and accountability. The implementation and oversight of these guidelines lies with the Management Board and the Head of Global Compliance.

The Code of Conduct addresses key topics such as secure employment, fair remuneration, gender equality, freedom of association, collective bargaining, as well as occupational health and safety.

The **Human Rights Policy** commits the company to upholding and promoting internationally recognized human rights. Targets include, among others, the provision of safe employment, appropriate working hours, and fair compensation, as well as the promotion of freedom of association and co-determination rights, including collective bargaining. In addition, the policy places a special focus on the protection of health and safety in the workplace and on the equal treatment of all employees.

Responsibility for implementation lies with the Management Board, the Head of Global Compliance, and the Human Rights Officer.

With its **EHS Policy** (Environment, Health, Safety), Pfeiffer aims not only to comply with all applicable legal requirements in environmental, health, and safety management, but also to exceed them wherever possible.

OWN WORKFORCE

Sub-topic	IRO Type	Part of the Value Chain	Description
Secure employment	Opportunity	Own operations	Pfeiffer places a strong emphasis on providing secure jobs. This contributes to long-term employee retention and preserves internal knowledge and expertise within the company. As a result, recruitment costs are reduced.
Working hours	Opportunity	Own operations	Legal working time compliance is monitored at all sites. At some sites, additional agreements have been made with employee representatives. Clearly regulated working hours help strengthen employee loyalty and ensure long-term productivity.
Fair remuneration	Opportunity	Own operations	Legal minimum wages, where in place, are paid at all sites. In addition, collective agreements apply at some sites. Fair wages enhance employee retention and support sustained motivation.
Pfeiffer supports freedom of association, the existence of works committees, and employees' rights to information, consultation, and participation	Opportunity	Own operations	Supporting employees' rights to organize – for example, through works committees – contributes to a more democratic workplace, strengthens employee retention, reduces turnover costs, accelerates conflict resolution, and enhances innovation through direct employee involvement.
Collective bargaining, including the quota of employees covered by collective agreements	Opportunity	Own operations	Negotiations with employee representatives (collective bargaining) help ensure fair working conditions. (Collective agreements provide clear rules that support long-term planning and cost estimation. In many cases, collective bargaining agreements eliminate the need for individual salary negotiations, which can reduce employer-employee conflict. Companies bound by collective agreements are often seen as attractive employers, making it easier to recruit qualified professionals. Collective agreements also provide standardized frameworks that help minimize legal disputes over working conditions.)
Health and Safety	Risk	Own operations	In the event of non-compliance with health and safety regulations, financial penalties may be imposed.
Gender equality and equal pay for equal work	Opportunity	Own operations	Promoting gender equality through a diverse and inclusive workplace, along with equal pay for work of equal value, can lead to increased employee satisfaction, higher productivity, and stronger talent retention in the long term – ultimately helping to reduce recruitment costs.

Pfeiffer focuses on a zero-accident strategy, the consistent implementation of occupational health and safety measures, and the provision of safe and environmentally friendly products. To achieve these goals, the company relies on continuous improvement, employee training, open communication, and the systematic analysis of incidents. The Management Board and the Head of Global Quality & EHS are responsible for implementation.

The **Remote Work Policy** supports a flexible working environment that promotes employee autonomy and improves work-life balance. This flexibility is intended to increase motivation, promote goal-oriented work, and enhance employee retention and productivity. The policy applies globally, but primarily affects employees who work in administrative roles. Responsibility for implementation lies with the Management Board and the Chief People and Culture Officer. Key topics covered by this policy are working time arrangements and secure employment.

Respect for Human and Labor Rights

Pfeiffer is committed to upholding the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work, and the OECD Guidelines for Multinational Enterprises. The Human Rights Policy outlines specific obligations to ensure the protection of human and labor rights for all employees, including defined processes for identifying, preventing, and remediating potential violations.

It has been adopted at the highest management level and defines our human rights expectations for all employees, business partners, and other relevant stakeholders. The document is publicly available. Furthermore, we have established processes to fulfill our human rights due diligence obligations, including the identification of actual and potential human rights impacts and the initiation of appropriate mitigation measures. A risk analysis is conducted at least once per year, as well as on an ad hoc basis when necessary. The guidelines are based on the UN Guiding Principles on Business and Human Rights, with a particular focus on the operational principles of corporate responsibility and access to remedy.

Pfeiffer helps ensure compliance with human rights within its own workforce by conducting regular training sessions related to the Code of Conduct. All Group companies are subject to a comprehensive risk analysis, which includes both country-specific and activity-based risk indicators. Where elevated risks are identified, targeted mitigation measures are implemented to reduce these risks and ensure a legally compliant working environment.

Access to Remedy

A whistleblowing system is in place that allows employees to anonymously and securely report potential violations. All complaints are reviewed by the Compliance Team, and appropriate measures are taken to provide effective remedy.

Accident Prevention

Pfeiffer maintains an EHS Policy (Environment, Health, Safety), available in all relevant company languages. The policy is supported by training programs, visual safety information at all sites, and a global management system to promote occupational safety and minimize accidents. All accidents are compiled in a central system and reported to company management on a monthly basis.

Non-Discrimination, Inclusion, and Related Measures

The Code of Conduct commits Pfeiffer to preventing all forms of discrimination and to actively promoting equal opportunity and diversity.

Together, the Code of Conduct and the Human Rights Policy cover all relevant grounds of discrimination, including ethnic origin, gender and gender identity, age, religion, disability, and sexual orientation, in line with EU and national regulations.

The promotion of diversity and support for vulnerable groups within the workforce are integral elements of both policies. At several sites – such as Asslar, Annecy, and Shanghai – leadership workshops on diversity and inclusion have taken place. Furthermore, At the Asslar site, Pfeiffer is also a signatory of the Diversity Charter of the German association ”Charta der Vielfalt”. The company also raises awareness through initiatives such as highlighting women in engineering roles at Pfeiffer and campaigns related to International Women’s Day. At German sites, employees with disabilities can reach out at any time to the designated representative for severely disabled employees. Although anti-discrimination legislation exists, there is no legal obligation for inclusion in Germany. However, as a German company, Pfeiffer is legally required to comply with the General Equal Treatment Act.

There are specific procedures in place for the prevention, reduction, and handling of discrimination cases. Training ensures that the requirements are known in all areas of the company. This includes training sessions on the Code of Conduct, specific awareness programs, and the Human Rights Policy, all of which are mandatory for every new hire.

Some sites also offer feedback boxes that enable employees to share their input anonymously.

Processes for Involving the Workforce and Employee Representation in Assessing Impacts

Employee Representation

Pfeiffer places great importance on actively incorporating the perspectives of its workforce. This is primarily done through employee representation, such as works committees, particularly at the main production sites in Asslar and Annecy. Responsibility for incorporating employee perspectives lies with the Chief People & Culture Officer, who reports directly to the Management Board and ensures that the outcomes of employee involvement are considered at the management level. In addition, employees are involved through department meetings, townhall meetings, and regular general assemblies, as well as through internal news and notice boards.

Employee engagement is maintained on an ongoing basis. Additional meetings are held at different intervals to promote exchange and collaboration, depending on the team and department. Works committee meetings are also held regularly to represent employee interests and to discuss current topics.

Consideration of Specific Workforce Groups

Pfeiffer acknowledges the particular importance of supporting specific groups within the workforce. One major focus is on the promotion of women in engineering roles, which is supported through active communication on the intranet and in internal newsletters, as well as through targeted initiatives to promote women in management and technical positions. These measures aim to ensure equal opportunities and to foster diversity within workforce structures.

Processes and Future Planning

Currently, there are established processes in place for employee representation and no new areas have been identified where additional processes need to be introduced. At present, there are no plans to expand or change these systems, such as by introducing global frameworks.

Remediation of Negative Impacts and Employee Reporting Channels

Grievance Mechanisms

Pfeiffer maintains established processes and structures to enable employees to raise concerns and express their needs securely and effectively. An online grievance mechanism is available to all employees and provided in all company-relevant languages. Complaints are handled by qualified Compliance personnel, who ensure case-by-case remediation and assess the success of the actions taken.

The grievance mechanism is operated by a third-party provider. However, cases are handled internally to ensure direct control and efficient processing. Information about these mechanisms is regularly shared with employees through training sessions, postings, and internal communications in order to encourage participation and promote transparency. Pfeiffer monitors and tracks all concerns submitted through these mechanisms. Each case is reviewed, and the effectiveness of the mechanism is monitored based on the number of complaints received.

The grievance mechanism is available online, globally, and in multiple languages, and, as it allows for anonymous submissions, we assume a high level of effectiveness. A clear procedural policy is in place that transparently outlines how the person submitting the complaint will be informed about the process and timeline for case handling. Moreover, the process emphasizes dialogue with the individuals who submitted a complaint in order to develop joint solutions, rather than defining outcomes unilaterally. Pfeiffer has also incorporated a non-retaliation policy in its Code of Conduct, which further lowers the barrier to submitting complaints.

The company strives to ensure that employees are informed about existing structures and processes and have confidence in them. The Code of Conduct explicitly states that those who use complaint mechanisms shall be protected from any form of retaliation.

Actions Taken in Relation to Material Impacts and Approaches to Managing Material Risks and Seizing Opportunities Related to the Own Workforce, Including the Effectiveness of These Measures

To minimize risks such as workplace accidents, the company has implemented comprehensive occupational health and safety policies. This includes training for all employees, monitoring of safety data, and regular reporting of incidents and developments to decision-makers. We continuously work to identify all potential hazards within our processes, analyze opportunities for improvement as suggested by our employees, and translate them into concrete safety measures. Raising awareness among our employees that they should protect themselves is also key to ensuring improvement. To support this goal, we have developed the "12 Rules for Safety and Health Protection at the Workplace", which are available in nine languages and visibly posted at all production sites. Wearing safety equipment is mandatory throughout the Group and applies to all employees and other persons who enter the production areas. Our safety services also include the provision of escape and rescue plans everywhere, as well as the creation of standard templates for instruction documents such as work instructions and process descriptions. The furnishing of workplaces according to ergonomic aspects and the setting up of comfortable workplaces are also part of this. Our EHS managers are responsible for the ongoing improvement of our workplace safety, and regularly carry out safety checks and audits within the Group.

The described measures are implemented globally and continuously maintained.

Promoting gender equality is one of Pfeiffer's approaches to making use of identified opportunities. No additional specific measures (as defined under the ESRS) have been established to specifically address the material opportunities identified. This is due to the assessment that the existing processes are considered sufficient to successfully realize these opportunities.

Avoidance of Negative Impacts on the Workforce

To ensure that its business practices do not result in material negative impacts on the workforce, Pfeiffer complies with internal policies, including the EHS Policy, the Code of Conduct, and the Human Rights Policy. At present, no specific adjustments have been made in the areas of procurement, sales, or data use in relation to these topics.

Regarding occupational health and safety, the company has defined clear targets aimed at the complete prevention of workplace accidents. Progress in this area is continuously monitored, while no specific KPIs have been defined in other areas.

Targets Related to Managing Negative Impacts, Promoting Positive Impacts, and Addressing Risks and Opportunities

For occupational safety, the company's goal is to eliminate all workplace accidents at all sites worldwide. This target is measurable and applies to all types of workplace incidents, fully aligning with the requirements of the EHS Policy. The target was set jointly by the company's management and employee representatives. It is an open-ended target, with monthly reviews and evaluations to systematically monitor progress. Monitoring is carried out via a centralized reporting system that documents all accidents, near misses, and safety-related incidents.

Pfeiffer monitors the effectiveness of its policies and measures with regard to material sustainability impacts, risks, and opportunities. The existing guidelines are reviewed as needed and, if necessary, adjusted to ensure they meet current requirements and circumstances. A key focus lies on the investigation and reporting of all EHS incidents in order to prevent recurrence and assess the effectiveness of corrective actions in place. EHS performance is evaluated through regular reviews and communicated to all employees.

The identified opportunities relate to key topics such as secure employment, working time regulations, fair remuneration, freedom of association, collective bargaining, and gender equality. While these opportunities offer significant potential to strengthen employee retention, increase productivity, and reduce costs, no specific targets have been defined.

This is due to the diversity of regional and operational conditions, which makes it impractical to set uniform targets. For example, legal requirements and cultural norms vary across locations, making global standardized measures less effective. Instead, Pfeiffer relies on existing processes and agreements with local employee representation bodies, which are considered sufficient to realize the benefits of these opportunities.

Compliance with legal minimum requirements, along with additional local agreements, contributes to seizing the identified opportunities, without the need for overarching additional targets. This way, Pfeiffer pursues a flexible and adaptable strategy that responds to local circumstances while also taking employee interests into account.

Characteristics of the Company's Workforce

Methods and Assumptions for Data Collection

The employee figures presented in this report are based exclusively on headcount, meaning the actual number of employees on the reporting date. The number of employees was determined as of December 31, 2024, in order to ensure a consistent and comparable basis for analysis.

The figures reported in this report therefore reflect the headcount data from December 31, 2024. Employee numbers were recorded in accordance with the definition set out in the German Social Code (SGB). All employees were included, including trainees, students on work placements, and people on parental leave.

Data collection is conducted using global software tools. Designated employees at each site enter the relevant figures for consolidated reporting into a standardized reporting template. The data is subsequently consolidated by a designated person.

Number of Employees by Gender

The total number of employees declined slightly. This decrease is due to the divestment of shares in Pfeiffer Vacuum (Switzerland) AG and Pfeiffer Vacuum Scandinavia AB. While the number of male employees remained relatively stable, the number of female employees increased slightly. Overall, the workforce has moderately decreased in size.

Number of Employees in Key Countries

The company employs a significant portion of its workforce in four key countries: Germany, France, USA, and Korea. Each of these countries accounts for at least 10 % of the total number of employees and each represents one of the company's core operational sites.

Number of Employees by Type of Contract

Pfeiffer employs a total of 3,987 people, with the majority under permanent employment contracts. A smaller proportion of the workforce is employed on fixed-term contracts, and there are no employees without guaranteed working hours.

NUMBER OF EMPLOYEES BY GENDER

	2024	2023	2022
	Number of employees	Number of employees	Number of employees
Male	3,211	3,237	3,206
Female	776	772	729
Other	—	—	—
Prefer not to say	—	—	—
Total number of employees	**3,987**	**4,009**	**3,935**

NUMBER OF EMPLOYEES IN KEY COUNTRIES

	2024
	Number of employees
Germany	1,399
France	826
USA	435
Korea	401

EMPLOYEES BY TYPE OF EMPLOYMENT CONTRACT

	2024
	Number of employees
Total number of employees	**3,987**
Number of permanent employees	3,614
Number of temporary employees	373
Employees with zero-hour contracts	—

COLLECTIVE BARGAINING COVERAGE AND SOCIAL

	Coverage Ratio				
	0 – 19 %	20 – 39 %	40 – 59 %	60 – 79 %	80 – 100 %
Collective Bargaining Coverage					
Employees – EEA countries (for countries with > 50 employees accounting for > 10 % of total headcount)	—	—	—	—	Germany, France
Employees – Non-EEA countries (for countries with > 50 employees accounting for > 10 % of total headcount)	USA, Korea	—	—	—	—
Social Dialogue					
Workplace representation – EEA only (for countries with > 50 employees accounting for > 10 % of total headcount)	—	—	—	—	Germany France

Employee Turnover

In 2024, a total of 534 employees left the company, either voluntarily or due to dismissal, retirement, or death. This corresponds to a turnover rate of 13.4 %, for a total workforce of 3,987.

Collective Bargaining Coverage and Social Dialogue

The company offers a high level of collective bargaining coverage in Germany and France, ranging from 80 % to 100 %. A large proportion of employees benefits from collectively negotiated employment conditions. In the United States and South Korea, coverage is lower; however, these countries are governed by different labor laws.

Employee Representation Coverage

Pfeiffer ensures comprehensive employee representation in several countries within the European Economic Area (EEA), engaging in social dialogue and actively involving employees in decision-making processes. At our locations in Germany (Asslar and Göttingen), France, and Romania, 100% of employees are represented by a formal employee representation. In other countries, including Austria, Italy, the United Kingdom, and the Netherlands, however, there is no organized employee representation.

European Works Committee

We do not have any agreement on representation through a European Works Council (EWC), a Works Council of a Societas Europaea (SE), or a Works Council of a Societas Cooperativa Europaea (SCE) in our subsidiaries.

Diversity Indicators

Gender Diversity at the Highest Management Level

At Pfeiffer, the top management includes the Management Board, the site-specific management teams, and the Global Heads. As of the reporting date December 31, 2024, this group comprised 38 individuals: 35 men and 3 women.

Age Distribution of Employees

The majority of Pfeiffer’s workforce (58 %) is between 30 and 50 years old. Employees under 30 make up 16 % of the workforce, while 26 % are over the age of 50. This indicates a balanced age structure with a significant share of experienced professionals.

AGE DISTRIBUTION OF EMPLOYEES

	Number of employees	Percentage
Younger than 30 years	637	16 %
30 – 50 years old	2,298	58 %
Older than 50 years	1,052	26 %

COVERAGE BY EMPLOYEE REPRESENTATIVES

Per country for each EEA member state	Percentage	Total number of employees	Number of employees represented by an employee representation
Germany	91 %	1,332	1,227
Austria	0 %	27	0
France	100 %	826	826
Italy	0 %	45	0
United Kingdom	0 %	31	0
Netherlands	0 %	32	0
Romania	100 %	120	120

Fair and Adequate Remuneration

Ensuring fair and adequate remuneration at all sites is a key priority for Pfeiffer. Pfeiffer aims to pay wages that support an adequate standard of living, and at a minimum, meet the legal minimum wage requirements of the respective country. While this policy applies globally, Singapore is an exception, as there is no statutory minimum wage. According to whatsenough.sg, average wages in Singapore are higher than the wages currently paid to production employees by Pfeiffer, which means that our wage structure is below the average there. This affects approximately 12 % of our workforce in Singapore.

Social Protection

Employees in Germany, Austria, Taiwan, France, Italy, the United Kingdom, Vietnam, Malaysia, the Netherlands, Singapore, and Romania are covered by either public systems or company-provided benefits that offer protection against income loss due to illness, unemployment (from the start of their employment), occupational accidents, acquired disabilities, parental leave, and retirement.

In South Korea, wage continuation during illness-related absences is not provided; however, coverage for occupational accidents is in place. For our employees in India, unemployment protection is not available, in line with national legal regulations. In the USA, retirement is neither covered by public social protection systems nor by company-sponsored benefit schemes.

TRAINING HOURS

	Female	Male	Other	Not specified	Overall
	in h	in h	in h	in h	in h
Average number of training hours per employee	17.46	15.42	—	—	15.82

We aim to ensure that every employee receives at least one full day of training per year, either through the PV Academy or via external providers. In 2024, the average training duration per employee exceeded 2.3 days (one full training day is defined as seven hours of instruction).

In 2024, 76 % of employees, representing a total of 3,019 individuals, took part in regular performance and career development discussions. These dialogues are designed to foster individual growth and support long-term development within the company.

Employees with Disabilities

Encouraging diversity and ensuring the inclusion of persons with disabilities are key priorities for us. We have a proportion of 2.8 % employees with disabilities (111 individuals) within our workforce. This figure is subject to legal limitations, as such reporting is not mandatory in all countries and, in many cases, depends on the voluntary self-disclosure of employees.

We have requested data from the various countries. In countries such as Germany, France, Taiwan, South Korea, China, Austria, Italy, the Netherlands, Romania, India, and the United Kingdom, employees have the option to officially confirm their disability status by submitting official documentation provided by government bodies or national health insurance institutions. In other countries, such as the United States, Singapore, Malaysia, and Vietnam, there is no established process for data collection. In these countries, it is not usual to report this information to the employer.

Learning and Development Indicators

Our human resources strategy aims to sustainably strengthen our competitiveness and technological development by emphasizing the recruitment of skilled professionals and targeted upskilling.

EHS Indicators (Environment, Health and Safety)

The health and safety management system applies to 100% of the company’s workforce. From 2022 to 2024, no work-related fatalities were recorded. In 2024, a total of 44 reportable occupational accidents were recorded, corresponding to a rate of 6.59 cases per one million

OCCUPATIONAL HEALTH AND SAFETY INDICATORS

	2024	2023	2022
Percentage of individuals in the company’s own workforce who are covered by the health and safety management system	100 %	100 %	100 %
Number of deaths due to work-related injuries and work-related diseases	0	0	0
Number of notifiable work accidents	44	37	25
Rate of notifiable occupational accidents (number of cases per one million working hours)	6.59	5.33	3.30
Number of days lost due to workplace accidents	1,026	n/a	n/a

hours worked. In addition, the total number of workdays lost due to occupational accidents amounted to 1,026 days.

Work-Life Balance

At Pfeiffer, supporting a healthy balance between work and personal life is important to us. In 2024, 7.7 % of employees took family-related leave. These options are subject to local regulations, which determine the availability and scope of such leave.

Compensation Parameters (Pay Differences and Total Remuneration)

Gender Pay Gap

The average salary gap between female and male employees does not exceed 5% of the average salary of male employees. This means that, on average, women earn no more than 5 % less than their male counterparts. While this relatively small gap reflects a high level of pay equity, it still requires ongoing attention to achieve complete equality in compensation.

Comparison of Highest and Median Annual Compensation

The highest-paid individual in the company earns approximately 6.5 times the median annual salary of all other employees (excluding the highest-paid person).

Data Quality

The data was manually extracted from the payroll systems of each country and is based on the period from November 2023 to October 2024.

It includes all employees who were employed at Pfeiffer on October 31, 2024. Reported compensation consists of the contractually agreed fixed annual salary and any guaranteed variable payments for that period. All employees with a valid employment contract during the reporting period are included in the data.

Excluded from this report are trainees, and employees who did not receive any salary payments during the defined period. Both the gender pay gap and the comparison of highest and median compensation are calculated based on total remuneration, including all bonus payments.

Incidents, Complaints, and Severe Impacts Related to Human Rights

During the reporting period, no work-related incidents or complaints concerning human rights violations were reported within the company. We place great importance on providing a respectful and safe working environment and on fostering an open corporate culture, in which employees can freely raise concerns or report issues through various mechanisms. A whistleblower mechanism is available and open to all employees.

Employees may contact their direct supervisors at any time or, at sites with a works committee, reach out to the council to report conflicts or grievances.

Three complaints were submitted during the reporting period. After thorough review, none were classified as incidents of discrimination or harassment within the company. Since there were no confirmed human rights-related incidents or complaints, no fines, penalties, or compensation payments were imposed or required in the reporting period.

4 GOVERNANCE INFORMATION

4.1 Business Conduct

The Role of the Administrative, Supervisory, and Management Bodies

Pfeiffer's group-wide Compliance Program is implemented and overseen by the Head of Global Compliance, who collaborates closely with the international compliance team and serves as a member of the CSR Board. The team includes professionals responsible for key areas such as risk management, anti-corruption, antitrust compliance, anti-money laundering, export control, data protection, information security, and business continuity across different regions.

The Head of Global Compliance reports directly to the Chief Information Officer (CIO), who is responsible for decisions on necessary compliance actions. The Supervisory Board is informed regularly, and additionally on a case-by-case basis, about relevant developments and compliance-related topics.

The Compliance organization is not only tasked with implementing the group-wide Compliance Program, but also with formally assessing risks and reviewing the internal control system on an annual basis.

Procedures for Identifying and Assessing Material Impacts, Risks, and Opportunities

The materiality assessment included a company-wide evaluation of governance-related impacts, risks, and opportunities along the entire value chain. The methodology and findings are outlined in Section 1.4 (Key Sustainability Topics) and form the basis for identifying the following material governance-related impacts, risks, and opportunities.

Strategies on Corporate Policy and Corporate Culture

Pfeiffer is committed to upholding high standards of business ethics and cultivating a company culture rooted in integrity, transparency, and responsible behavior. These principles are laid out in a set of internal global policies that are binding for all employees and managers worldwide. This includes the Code of Conduct, the Anti-Money Laundering Policy, the Anti-Corruption Policy, Antitrust Compliance Guidelines, and internal rules on conflicts of interest, as well as on the handling of gifts and invitations.

Global Policies

The Code of Conduct, in particular, ensures that all employees and managers are aware of the ethical standards the company strives for and align their actions accordingly. Integrity is considered a core value of the company and is considered essential both for internal processes and for relationships with customers, business partners, and other stakeholders. All employees are required to familiarize themselves with the Code of Conduct and comply with it in their everyday actions at Pfeiffer. Our corporate culture is strongly shaped by this Code, which also helps to mitigate reputational risks that could negatively impact our revenue.

The Anti-Money Laundering Policy, the Anti-Corruption Policy, the Antitrust Compliance Guidelines, and the policies on conflicts of interest, gifts, and invitations all address specific elements aimed at reducing the risk of corruption and bribery.

The Anti-Money Laundering Policy establishes clear standards to help prevent the misuse of the company for money laundering or the financing of terrorism.

GOVERNANCE

Sub-topic	IRO Type	Part of the Value Chain	Description
Corporate culture	Risk	Own Business Unit	A damaged reputation due to negative perception of the corporate culture can lead to revenue losses and higher costs for hiring new employees.
Management of relationships with suppliers, including payment practices	Risk	Upstream value chain	A deterioration in our supplier relationships could jeopardize product quality, which could affect customer satisfaction, increase returns or warranty claims, and potentially have a negative impact on sales.
Corruption and bribery	Risk	Own Business Unit	Despite mandatory training, there is still a residual risk that employees may become involved in bribery and corruption.

The antitrust guidelines serve to raise awareness of antitrust legal principles and encourage contact with our global compliance department in case of uncertainties. To avoid conflicts of interest, a separate policy outlines how potential conflicts between personal and company interests can be identified, reported, and documented.

The Anti-Corruption Policy prohibits all forms of corruption and sets out rules for compliance with applicable laws. Furthermore, the Policy on Gifts and Invitations outlines how the offering and acceptance of such gifts and gestures should be handled in a business context, taking into account potential corruption risks.

Supplier relationships are managed through a globally unified approach. They are documented in the Global Purchasing Handbook and applicable to all employees within procurement. The handbook defines the structure and different processes of the procurement function, including assigned responsibilities. It governs supplier management from selection and development to risk management and controlling.

The Supplier Code of Conduct is a central element in the management of our supplier relationships. It clearly states our expectations of all suppliers, who are required to sign and comply with the Code. Reflecting our commitment to ethical business conduct, social and environmental responsibility, and human rights, the Code binds the entire supply chain – including employees, subcontractors, and sub-suppliers – to adhere to its defined standards.

Pfeiffer has set up mechanisms to quickly identify, report and investigate any illegal behavior, or behavior that contravenes the internal rules of conduct. The Compliance Team plays a key role within Pfeiffer's compliance system, overseeing adherence to the Code of Conduct and applicable legal requirements. The team works closely with the Management Board to ensure that all potential violations are addressed in line with company policies and applicable laws.

Pfeiffer employees can report suspected violations of the Code of Conduct or of the legal provisions directly to their supervisor, the Compliance Team, or the Human Resources department. The company provides a whistleblowing system, which is available to employees and external stakeholders and enables violations to be reported anonymously, confidentially, and without fear of retaliation. These reporting mechanisms are designed to promote open communication and ensure that all concerns are reviewed quickly and thoroughly.

Compliance and Whistleblower Protection

The integrity of the reports is ensured by whistleblower protection measures, established in accordance with EU Directive 2019/1937. Employees who report violations can trust that their identity will be protected and that there will be no negative consequences for them, even if the reported incident does not result in confirmation of misconduct. This safeguarding of whistleblowers promotes a transparent and accountable corporate environment where individuals can report concerns without fearing reprisals.

Our Code of Conduct includes a non-retaliation policy to ensure protection for those who raise concerns.

The procedure following the receipt of a complaint via the whistleblower system is clearly defined in the procedural policy. Posters displayed throughout the company raise awareness of the complaint mechanism and encourage employees to report concerns. Additionally, the Code of Conduct training provides comprehensive information on how to use the complaint procedure.

The Compliance Department ensures that all reported incidents are investigated promptly, objectively, and independently of any external influence, to guarantee that each case is handled fairly and transparently, and that appropriate action can be taken where necessary.

Compliance Training

Pfeiffer places great emphasis on training its employees in the areas of business conduct and compliance to ensure that all employees are familiar with the behavioral standards, compliance regulations, and legal requirements relevant to daily business activities, the company offers mandatory annual training sessions. These training sessions cover a broad range of topics, including corruption prevention, anti-bribery, data protection, and ethical conduct in everyday business.

Although there is no formal written policy on this matter, all employees are automatically enrolled in training programs via an online learning platform. These trainings are directed at the entire workforce at Pfeiffer, with a particular emphasis on managers and employees in risk-sensitive roles, such as executive-level managers, including Management Board members, Global Heads, local managing directors, and the second-tier leadership beneath the managing directors. Sales employees, especially those engaged in acquiring new customers, developing business opportunities, or maintaining existing client relationships, are also a priority. Roles involving frequent interaction with public authorities, such as those handling visa applications, licensing procedures, regulatory approvals, or customs-related tasks, are also considered to be particularly exposed to compliance-related risks. Lastly, this category includes procurement roles that are directly involved in supplier selection and sourcing activities.

Management of Supplier Relationships

Pfeiffer applies a consistent strategy to managing supplier relationships, as outlined in the standardized Global Purchasing Handbook. The company places strong emphasis on establishing sustainable business partnerships and ensures that all suppliers operate in line with uniform ethical and operational standards.

A core element of supplier management is the selection process. Suppliers are chosen based on clearly defined criteria and are required to sign the Supplier Code of Conduct. This Code guarantees that all suppliers comply with Pfeiffer's ethical, social, and environmental requirements.

Pfeiffer also conducts regular risk assessments that take into account human rights and environmental aspects. Suppliers identified as higher risk are required to complete questionnaires, and preventive measures such as targeted training are initiated to help mitigate risks and ensure compliance with established standards. The company relies on ongoing monitoring and adaptation of its supply chain practices to respond effectively to dynamic developments in the areas of sustainability, environmental protection, and human rights.

We take our due diligence regarding environmental concerns along our supply chain very seriously and expect our suppliers to comply with all applicable environmental laws, regulations, and standards (see Supplier Code of Conduct). Additionally, we require our suppliers to implement an effective environmental management system – either in the form of an internal environmental policy, or certification under ISO 14001 or a comparable standard. The aim is to identify and reduce environmental impacts and risks, while simultaneously ensuring the protection of human rights. We expect our suppliers to handle environmental resources responsibly in their own operations and to actively contribute to our broader environmental and climate protection efforts. Upon request, suppliers are also expected to provide relevant information on their environmental and climate-related measures.

In the area of waste and resource management, we also expect our suppliers to minimize – or, where possible, eliminate, the use of critical resources. Suppliers are required to identify, monitor, manage, and properly dispose of waste in accordance with applicable regulations. The use of mercury or mercury-containing substances in production processes is strictly prohibited, as is the improper handling of persistent organic pollutants or the transboundary disposal of hazardous waste as regulated under the Basel Convention.

Pfeiffer places great importance on compliance with all applicable legal requirements and internal guidelines related to substances of concern and conflict minerals. To this end, Pfeiffer ensures that all suppliers comply with EU regulations such as REACH and RoHS, as well as with U.S. legislation on conflict minerals, including the Dodd-Frank Act. Pfeiffer collaborates with a specialized partner who regularly monitors the supply chain and verifies compliance with relevant standards. In addition, the company conducts due diligence reviews and, through active supplier involvement in outreach programs, ensures that all raw materials originate from certified smelters committed to environmentally and socially responsible sourcing. This approach helps to systematically mitigate risks related to hazardous substances and conflict minerals.

It also contributes to maintaining stable supplier relationships, with the goal of ensuring high product quality, strengthening customer satisfaction, minimizing returns and warranty claims, and supporting positive business performance.

Supplier Payment Processing

Pfeiffer wants to ensure that payments to suppliers are always made on time and in accordance with the contractually agreed terms. Integrated ERP systems implemented at all production sites worldwide ensure this process. The ERP system provides standardized payment processes, enabling efficient and transparent handling of payments, which helps to minimize delays.

Pfeiffer does not follow a single, global payment term policy for suppliers, as payment conditions may vary significantly depending on the type of components involved and the specific requirements of each supplier. Given the diverse value creation processes, product types, and market conditions, the company considers it more appropriate to define individual payment terms that reflect both the nature of the business relationship and the surrounding economic framework.

Prevention and Detection of Corruption and Bribery

By means of internal audits and self-assessments, international subsidiaries are regularly evaluated and reviewed with respect to particularly risk-exposed issues. One focus is on anti-corruption and anti-trust measures.

In the worldwide markets in which Pfeiffer Vacuum operates, there are risks of corruption and anti-trust violations due to the widely ramified supply chains and global business relationships. These could distort market conditions, impede fair competition, and have repercussions on our customers and business partners as well as on our economic performance and our trusted reputation as a whole. The grievance mechanism in place is not only intended for reporting human rights violations but is also used to detect and to help prevent cases of corruption.

The Compliance Team is responsible, on a group-wide level, for the prevention and detection of corruption and bribery, and operates independently of any management level that may be involved in a reported incident. In cases affecting business operations, the Management Board is involved to ensure that lessons are learned and that necessary adjustments to operational processes can be implemented.

All Pfeiffer policies, including the Anti-Corruption and Anti-Bribery Policies, are accessible at any time via the company's intranet, ensuring transparency and awareness among all employees. Existing employees receive annual refresher training to ensure continued awareness of current policies and their practical implications.

Pfeiffer has continued to expand its company-wide e-learning program on compliance-related topics, including: Global Information Security, Competition and Antitrust Law, Anti-Corruption and Bribery, and Export Control. In the area of anti-corruption and bribery, Pfeiffer offers an interactive training course in eight languages, available to all employees. At the end of the course, participants must complete a mandatory test to confirm their understanding of the policies and their implications. New employees are required to complete this training course within the first few weeks of employment.

Employees in high-risk roles are required to complete additional mandatory training on anti-corruption and bribery. Members of the Management Board are also classified as high-risk, and are therefore also subject to mandatory annual training in this area.

Incidents related to Corruption or Bribery

No incidents of corruption occurred during the reporting period, and accordingly, no fines were issued in this context.

To address any breaches of anti-corruption and anti-bribery procedures and standards, Pfeiffer has implemented mandatory training programs as well as binding guidelines on corruption prevention, the handling of gifts, and the management of conflicts of interest.

5 UN GLOBAL COMPACT[1]

Since 2021, we have been a member of the United Nations (UN) Global Compact, the world's largest sustainability initiative (www.unglobalcompact.org). We are committed to making the ten principles of this Code an integral part of our corporate strategy.

5.1 UN Sustainable Development Goals1

The 17 Sustainable Development Goals (SDGs) are the most important political goals of the United Nations (UN) aimed at ensuring economic, social and environmental development worldwide. They came into force for all countries in 2016 and are valid until 2030 (https://sdgs.un.org/goals).

THE TEN UN GLOBAL COMPACT PRINCIPLES

Human Rights	Labor Standards	Environment	Anti-corruption
1. Businesses should support and respect the protection of internationally proclaimed human rights.	**3.** Uphold the freedom of association and the effective recognition of the right to collective bargaining	**7.** Adopt a precautionary approach to environmental challenges.	**10.** Work against all forms of corruption, including extortion and bribery.
2. Ensure that business practices are not complicit in human rights abuses.	**4.** Eliminate all forms of forced and compulsory labor.	**8.** Undertake initiatives to promote greater environmental responsibility.	
	5. Abolish child labor.	**9.** Encourage the development and diffusion of environmentally-friendly technologies.	
	6. Eliminate discrimination in employment and occupation.		

[1] These are not subject to the audit in accordance with ISAE 3000 (revised).

We examined the SDGs and identified six main goals, and nine subgoals, to which we, as a technology company, can make significant sustainability contributions. They are in line with our corporate and sustainability strategies.

SDG 5: Gender Equality

Relevant Target for Pfeiffer
5.5 _ Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

Our Contributions
Pfeiffer promotes women and enables their equal opportunities at all hierarchical levels. We foster equal pay for work and fight against any form of dis- crimination. We have 33 % women on the Supervisory Board.

SDG 7: Affordable and clean Energy

Relevant Targets for Pfeiffer
7.2 _ By 2030, substantially increase the proportion of renewable energy in the global energy mix.
7.3 _ By 2030, double the global rate of improvement in energy efficiency.

Our Contributions
Pfeiffer invests in sustainable, energy-efficient and environmentally-friendly production, logistics and services. Moreover, particularly energy-efficient products are offered. Pfeiffer itself promotes the production of renewable energy by operating biomass or photovoltaic systems and buying from renewable sources. Validated Science Based Targets (SBTi) have been in place since the end of 2024.

SDG 8: Decent Work and Economic Growth

Relevant Targets for Pfeiffer
8.4 _ Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation.
8.8 _ Protect labor rights and promote safe and secure working environments for all workers.

Our Contributions
Pfeiffer strives for sustainable corporate growth without negative impacts on the environment and in compliance with labor standards at all Company sites. Pfeiffer promotes the human right to physical and mental health of employees within the Group and other companies along the supply chain.

SDG 9: Industry, Innovation and Infrastructure

Relevant Target for Pfeiffer
9.4 _ By 2030, upgrade infrastructure (buildings, machinery) and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes.

Our Contributions
Pfeiffer is modernizing its production sites to enable sustainable, energy-efficient product manufacturing. Pfeiffer invests in research and development to become a technology leader, also concerning energy-efficient products.

SDG 12: Responsible Consumption and Production

Relevant Targets for Pfeiffer
12.2 _ By 2030, achieve the sustainable management and efficient use of natural resources.
12.6 _ Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle.

Our Contributions
Pfeiffer invests in sustainable, energy-efficient and environmentally-friendly production. Our research and development focuses on sustainable product and process innovations. Since 2017, Pfeiffer has published non-financial information in accordance with CSR-RUG and expands the scope of this with each report. Along its value chain, Pfeiffer encourages its business partners and suppliers to enhance their sustainability reporting as well.

SDG 16: Peace, Justice and strong Institutions

Relevant Target for Pfeiffer
16.5 _ Substantially reduce corruption and bribery in all their forms.

Our Contributions
Pfeiffer is committed to combating corruption and bribery. Our management systems and our Code of Conduct clearly forbid any such behavior.

PricewaterhouseCoopers GmbH has performed a limited assurance engagement on the German version of the non-financial group statement and issued an independent practitioner's report in German language, which is authoritative. The following text is a translation of the independent practitioner's report.

Assurance Report of the Independent German Public Auditor on a Limited Assurance Engagement in Relation to the Group Non-financial Statement Included in the Group Management Report

To Pfeiffer Vacuum Technology AG, Asslar

Assurance Conclusion

We have conducted a limited assurance engagement on the group non-financial statement of Pfeiffer Vacuum Technology AG, Aßlar, (hereinafter the "Company") included in section "Non-Financial Group Statement 2024" of the group management report to comply with §§ [Articles] 315b to 315c HGB [Handelsgesetzbuch: German Commercial Code] including the disclosures contained in this group non-financial statement to fulfil the requirements of Article 8 of Regulation (EU) 2020/852 (hereinafter the "Non-Financial Group Reporting") for the financial year from 1 January to 31 December 2024.

Not subject to our assurance engagement were the external sources of documentation or expert opinions mentioned in the Non-Financial Group Reporting, which are marked as unassured.

Based on the procedures performed and the evidence obtained, nothing has come to our attention that causes us to believe that the accompanying Non-Financial Group Reporting for the financial year from 1 January to 31 December 2024 is not prepared, in all material respects, in accordance with § 315c in conjunction with §§ 289c to 289e HGB and the requirements of Article 8 of Regulation (EU) 2020/852 as well as with the supplementary criteria presented by the executive directors of the Company.

We do not express an assurance conclusion on the external sources of documentation or expert opinions mentioned in the Non-Financial Group Reporting, which are marked as unassured.

Basis for the Assurance Conclusion

We conducted our limited assurance engagement in accordance with the International Standard on Assurance Engagements (ISAE) 3000 (Revised): Assurance Engagements Other Than Audits or Reviews of Historical Financial Information, issued by the International Auditing and Assurance Standards Board (IAASB).

The procedures in a limited assurance engagement vary in nature and timing from, and are less in extent than for, a reasonable assurance engagement. Consequently, the level of assurance obtained is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.

Our responsibilities under ISAE 3000 (Revised) are further described in the "German Public Auditor's Responsibilities for the Assurance Engagement on the Non-Financial Group Reporting" section.

We are independent of the Company in accordance with the requirements of European law and German commercial and professional law, and we have fulfilled our other German professional responsibilities in accordance with these requirements. Our audit firm has complied with the quality management system requirements of the IDW Standard on Quality Management: Requirements for Quality Management in the Audit Firm (IDW QMS 1 (09.2022)) issued by the Institut der Wirtschaftsprüfer (Institute of Public Auditors in Germany; IDW). We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our assurance conclusion.

Responsibility of the Executive Directors and the Supervisory Board for the Non-Financial Group Reporting

The executive directors are responsible for the preparation of the Non-Financial Group Reporting in accordance with the relevant German legal and European regulations as well as with the supplementary criteria presented by the executive directors of the Company. They are also responsible for the design, implementation and maintenance of such internal controls that they have considered necessary to enable the preparation of a Non-Financial Group Reporting in accordance with these regulations that is free from material misstatement, whether due to fraud (i.e., manipulation of the Non-Financial Group Reporting) or error.

This responsibility of the executive directors includes selecting and applying appropriate reporting policies for preparing the Non-Financial Group Reporting, as well as making assumptions and estimates and ascertaining forward-looking information for individual sustainability-related disclosures.

The supervisory board is responsible for overseeing the process for the preparation of the Non-Financial Group Reporting.

Inherent Limitations in the Preparation of the Non-Financial Group Reporting

The relevant German statutory legal and European regulations contain wording and terms that are still subject to considerable interpretation uncertainties and for which no authoritative, comprehensive interpretations have yet been published. As such wording and terms may be interpreted differently by regulators or courts, the legal conformity of measurements or evaluations of sustainability matters based on these interpretations is uncertain.

These inherent limitations also affect the assurance engagement on the Non-Financial Group Reporting.

German Public Auditor's Responsibilities for the Assurance Engagement on the Non-Financial Group Reporting

Our objective is to express a limited assurance conclusion, based on the assurance engagement we have conducted, on whether any matters have come to our attention that cause us to believe that the Non-Financial Group Reporting has not been prepared, in all material respects, in accordance with the relevant German legal and European regulations as well as with the supplementary criteria presented by the executive directors of the Company, and to issue an assurance report that includes our assurance conclusion on the Non-Financial Group Reporting.

As part of a limited assurance engagement in accordance with ISAE 3000 (Revised), we exercise professional judgment and maintain professional skepticism. We also:

- obtain an understanding of the process to prepare the Non-Financial Group Reporting.
- identify disclosures where a material misstatement due to fraud or error is likely to arise, design and perform procedures to address these disclosures and obtain limited assurance to support the assurance conclusion. The risk of not detecting a material misstatement resulting from fraud is higher than the risk of not detecting a material misstatement resulting from error, as fraud may involve collusion, forgery, intentional omissions, misleading representations, or the override of internal controls.
- consider the forward-looking information, including the appropriateness of the underlying assumptions. There is a substantial unavoidable risk that future events will differ materially from the forward-looking information.

Summary of the Procedures Performed by the German Public Auditor

A limited assurance engagement involves the performance of procedures to obtain evidence about the sustainability information. The nature, timing and extent of the selected procedures are subject to our professional judgement.

In conducting our limited assurance engagement, we have, amongst other things:

- evaluated the suitability of the criteria as a whole presented by the executive directors in the Non-Financial Group Reporting.
- inquired of the executive directors and relevant employees involved in the preparation of the Non-Financial Group Reporting about the preparation process, and about the internal controls relating to this process.
- evaluated the reporting policies used by the executive directors to prepare the Non-Financial Group Reporting.
- evaluated the reasonableness of the estimates and the related disclosures provided by the executive directors.
- performed analytical procedures and made inquiries in relation to selected information in the Non-Financial Group Reporting.
- performed site visits.
- considered the presentation of the information in the Non-Financial Group Reporting.
- considered the process for identifying taxonomy-eligible and taxonomy-aligned economic activities and the corresponding disclosures in the Non-Financial Group Reporting.

Restriction of Use

We draw attention to the fact that the assurance engagement was conducted for the Company's purposes and that the report is intended solely to inform the Company about the result of the assurance engagement. Accordingly, the report is not intended to be used by third parties for making (financial) decisions based on it. Our responsibility is solely towards the Company. We do not accept any responsibility, duty of care or liability towards third parties.

Frankfurt am Main, 31 March 2025

PricewaterhouseCoopers GmbH
Wirtschaftsprüfungsgesellschaft

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This version of the Sustainability Report
is a translation from the German version.
Only the German version is binding.

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PFEIFFER VACUUM+FAB SOLUTIONS