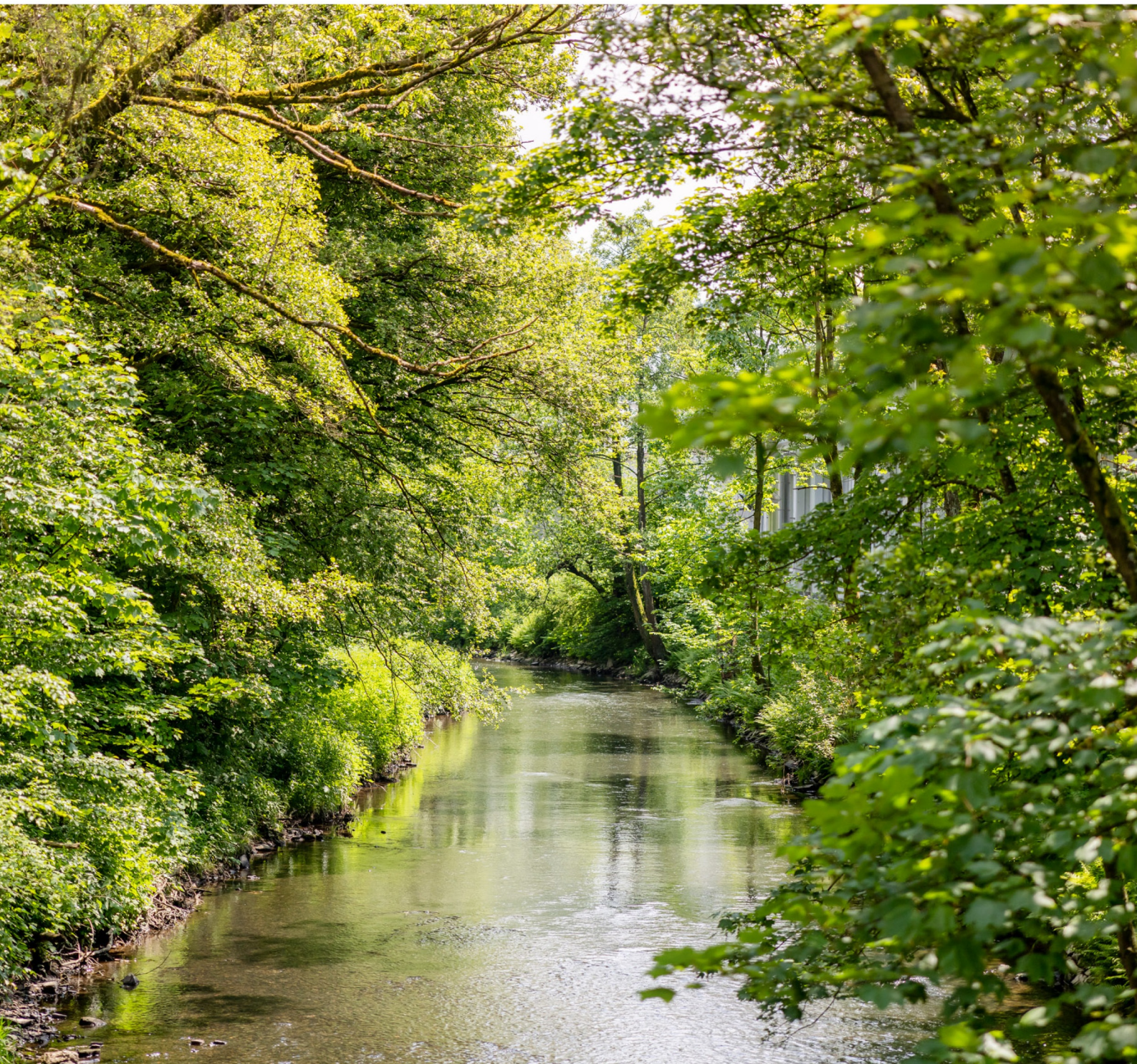


CONSOLIDATED SUSTAINABILITY REPORT

VOSS Group | 2024



Content

General information	2
Basics of the report	2
Business model of the VOSS Group	3
Responsibility and control	4
Interests and perspectives of stakeholder groups	6
Materiality analysis	7
Climate change	9
Emissions reduction targets	9
Energy consumption	11
Emissions	12
Pollution	13
Prevention and reduction	13
Resource use and waste	14
Careful handling of materials	14
Own workforce	16
Ensuring a fair and attractive working environment	16
Communication and employee involvement	17
Characteristics of the workforce	18
Responsible working environments	22
Business conduct	23
Ethics and compliance	23

General information

Basics of the report

BP-1, BP-2

This report represents the third sustainability report of the VOSS Group (VOSS Holding GmbH + Co. KG.). For the first time, we are preparing this report in alignment with the European Sustainability Reporting Standards (ESRS) in order to prepare for future reporting requirements under the Corporate Sustainability Reporting Directive (CSRD). Due to ongoing legal uncertainties regarding implementation and the significant effort involved in adapting data collection at all subsidiaries worldwide, this report has been compiled solely on the basis of already available data and information.

The present sustainability statement was prepared on a consolidated basis, with the scope of consolidation corresponding to that of the annual financial statements of the VOSS Group. The VOSS Group is a privately owned company headquartered in Wipperfurth, Germany. VOSS Holding GmbH + Co. KG manages 22 subsidiaries, organized into two major business segments:

- **Automotive:** This business segment develops, produces, and sells a comprehensive portfolio of piping and connection systems for the international commercial vehicle and passenger car industries, as well as for off-road vehicles and engine manufacturing. Our applications include pneumatic and fuel systems, exhaust technology (SCR), thermal management, and fuel cell and hydrogen technologies.
- **Fluid:** Focused on high-pressure applications in hydraulic and hydrogen sectors, VOSS Fluid develops, manufactures, and markets a comprehensive product portfolio of tube and hose assemblies as well as fittings for customers in the global mechanical engineering industry.

In 2024, the consolidated financial statements of VOSS Holding GmbH + Co. KG included the following companies:

1. VOSS Geschäftsführungs-GmbH, Wipperfurth (DE)
2. VOSS Automotive GmbH, Wipperfurth (DE)
3. VOSS Fluid GmbH, Wipperfurth (DE)
4. VOSS Immobilien+Service GmbH+Co.KG, Wipperfurth (DE)
5. VOSS Werkzeugtechnik GmbH, Extertal (DE)
6. VOSS Automotive Valves and Actuators GmbH, Gründau (DE)
7. VOSS Fluid S.a.r.l., Vemouillet (FR)
8. VOSS Fluid S.r.l., Osnago (IT)
9. VOSS Fluid Polska Sp. z o.o., Legnicka (PL)
10. VOSS S.A.U., Sabadell (ES)
11. VOSS Automotive LTDA., Sao Paulo (BRA)
12. VOSS Automotive Inc., Fort Wayne (US)
13. VOSS Automotive Polska Sp. z o.o., Legnicka (PL)
14. VOSS Automotive Components (Jinan) Co., Ltd.(CN)
15. VOSS Japan Ltd., Tokyo (JP)
16. VOSS Automotive Mexico S. DE R.L. DE C.V., Arteaga (MX)
17. VOSS Exotech Automotive Private Ltd., Pune (IN)
18. VOSS Automotive India Private Ltd., Pune (IN)
19. VOSS Automotive Bulgaria EOOD, Bahovitsa (BG)
20. VOSS Automotive Korea Ltd., Seoul (KOR)
21. VOSS Automotive Components (Shaanxi) Co. Ltd, Shaanxi (CN)
22. VOSS Healthcare GmbH, Aachen (DE)

To ensure our quality standards in the areas of environmental and energy management, product quality, as well as occupational health and safety, many of our global sites are certified according to the following ISO standards:

- ISO 14001 - Environmental Management Systems
- ISO 50001 - Energy Management Systems
- ISO 45001 - Occupational Health and Safety Management Systems
- IATF 16949 - Quality and Continuity in the Supply Chain
- ISO 9001 - Highest Standard for Quality Management

A detailed list can be found on our website. Certain statements in this report are derived from these processes.

Business model of the VOSS Group

SBM-1

The VOSS Group is a globally recognized, independent system partner for the automotive industry and mechanical engineering sector. Our focus is on intelligent fluid management solutions, which we continuously develop together with our customers.

The success of the VOSS Group is based on long-standing customer relationships, high levels of innovation, uncompromising quality, and the strong commitment of our employees. With production and sales sites around the world, we ensure fast and reliable service—from technical consulting and customized product development to standardized production and logistics processes.

Product portfolio and markets

The VOSS Group processes raw materials such as brass, steel, and plastic granulate into ready-to-install products. Our automotive division primarily supplies OEMs and Tier-1 customers directly. The Fluid division mainly distributes its products through wholesalers, but also directly to OEMs.

The distribution of our solutions is as follows:

- 50 % in commercial vehicles
- 23 % in passenger cars
- 8 % in off-road vehicles
- 18 % in mechanical engineering

With these solutions, we were able to achieve total revenue of approximately EUR 800 million in 2024.

Customer structure and market presence

In 2024, the VOSS Automotive division supplied around 1,900 active customers—based on long-term contractual or project-based partnerships. The VOSS Fluid division served over 1,400 active customers, mainly through catalog products and customized port-to-port (P2P) assemblies.

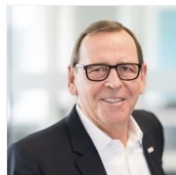
As a Tier-1 supplier, we primarily serve the automotive and mechanical engineering sectors, especially in the areas of passenger cars, trucks, off-road vehicles, construction machinery, and hydraulic systems. Our products are mainly delivered from regional production facilities, ensuring high availability and proximity to customers.

Responsibility and control

GOV-1, GOV-5

Responsibility for ESG topics (Environmental, Social, Governance) primarily lies with the Chief Executive Officer (CEO), Dr. Thomas R  thig. He holds overall responsibility for all activities presented in the report and reports annually to the Supervisory Board as part of his reporting duties.

The Chief Compliance Officer (CCO) serves as the central contact person for ESG matters and coordinates all ESG-related topics, including compliance. The management and control of the sustainability strategy, as well as the associated risk management, fall under the responsibility of the "Finance" subcommittee of the Supervisory Board. This committee addresses ESG goals and incidents at the highest level.

CHAIRPERSON	ADVISORY BOARD OF VOSS HOLDING GMBH + CO. KG (NON-EXECUTIVE BOARD)				EXECUTIVE BOARD	
						
Dr. Regine Hagen-Eck Lawyer/Partner CMS Hasche Sigle	Peter Tyroller Former Managing Director Robert Bosch GmbH	Prof. Dr.-Ing. Lutz Eckstein Institute Director ika Aachen	Bernd Maierhofer Former Development Board of MAN Truck & Bus AG	Wolfgang Schmitz Former Member of the Board of the Kreissparkasse Cologne	Dr.-Ing. Hans Wobbe Managing Director Wobbe-B��rkle-Partner	Dr. Thomas R��thig Voss Holding GmbH + Co. KG

The operational implementation as well as the strategic planning and preparation in the ESG sector are the responsibility of the newly established role of "Strategic ESG Management Coordinator." In addition to developing and formulating the ESG strategy—always in close coordination with the executive board and with regular involvement of the supervisory board—this position also oversees its concrete operationalization.

A more intensive involvement of the respective managing directors takes place as needed, especially when integrating sustainability aspects requires fundamental changes to business processes. This activity is group-wide and takes into account the international structure of the VOSS Group and its various entities.

In the foreign subsidiaries, the operational implementation of ESG measures is primarily carried out independently by the locally responsible employees, always in coordination with and supported by the "Strategic ESG Management Coordinator." Both locally and globally, ESG-relevant measures are implemented by the respective specialist departments.

Successfully implemented measures are then coordinated and scaled up by the "Strategic ESG Management Coordinator," and rolled out operationally by the responsible departments. The processing and implementation of legal requirements in the ESG context are also managed and, in part, directly handled by this role.

Furthermore, the "Strategic ESG Management Coordinator" actively advances the development of new processes and the integration of sustainability-related aspects into existing processes within the VOSS process landscape.

The management of sustainability-related risks is carried out via a group-wide risk management system, known as the Enterprise Risk Management System. Risks are assessed using risk priority numbers, which are determined by their probability of occurrence and potential impact. The group's top risks are comprehensively presented, including their evaluation and the implemented, active, planned, and ongoing mitigation measures. The results of the risk assessment are regularly reported to the CEO of the VOSS Group. In addition, the CEO submits an annual report to the supervisory board.

Key ESG risks for the VOSS Group include, among others:

Risk	Mitigation measures
Natural disaster-related damages	Insurance and protective measures (e.g., flood protection for the Wipperfürth site)
Fines resulting from environmental damages caused	Environmental management systems implemented according to ISO 14001
Procurement bottlenecks, rising regulatory costs, and price volatility regarding required resources	Approaches to promoting the circular economy and the use of secondary materials
Increasing requirements from regulations and customers regarding substances of very high concern as well as reputational losses in the event of potential violations	Substitution programs

Interests and perspectives of stakeholder groups

SBM-2

The main stakeholders of the VOSS Group are the VOSS Foundation, suppliers, the workforce, customers, competitors, and management. Ongoing exchange with these groups allows processes and services to be adapted to meet their requirements. Dialogue takes place with both internal and external stakeholders through various established formats and contact persons.

Internal stakeholder dialogue

With regard to sustainability aspects, the ESG Core Team serves as a central forum for coordinating ESG-related topics and integrating them into strategic decisions. This interdisciplinary body consists of representatives from key stakeholder groups within the company and maintains regular exchanges with various stakeholders. In addition, VOSS has established further structures and formats to involve internal stakeholders, fostering dialogue and making concerns visible. For example, all employees have access to easily accessible participation formats. So-called marketplaces provide space for discussion, exchange, and the opportunity for employees to raise their concerns. Location-specific surveys are also conducted to capture additional aspects and incorporate them into the respective strategies.

External stakeholder dialogue

The interests of external groups are also regularly gathered directly or indirectly by the ESG Core Team, for example through:

- exchanges with the sales department regarding customer-specific topics or direct interactions with customers to accurately capture their requirements.
- sustainability questionnaires and requirement lists from customers for new projects.
- surveys of local residents at each location are conducted by the ESG representatives on site.
- the compliance officers of the respective companies, who are able to understand the interests of local municipalities and associations.

In addition, the coordinator for strategic ESG management acts as a central point of contact for external stakeholders in order to receive inquiries, suggestions, or requirements.

Materiality analysis

IRO-1, SBM-3

In an increasingly complex and dynamic business environment, it is crucial for the VOSS Group to identify and address the key sustainability issues that affect both its own operations and the interests of stakeholders. Accordingly, a materiality analysis was conducted in the reporting year to determine the relevant environmental, social, and governance (ESG) topics that are of greatest importance to the VOSS Group and its stakeholders. The materiality analysis covers all business areas and locations of the VOSS Group worldwide, including both upstream and downstream value chains, and takes into account the perspectives of internal and external stakeholders. This analysis forms the basis for the sustainability strategy and helps to target resources effectively in order to create sustainable value and ensure long-term business success.

In the first step, an internal assessment was carried out by the VOSS Group ESG team in collaboration with the risk manager. The ESRS topics according to ESRS 1 AR 16 were analyzed using the IRO approach (inside-out and outside-in). Among other things, the type of impact (actual or potential), positive/negative effect, relevance for human rights, probability of occurrence, scale, scope, irreversibility, and a location factor were evaluated. From the financial perspective, the focus was on the financial extent and probability of occurrence. Based on these factors, overall impacts were calculated in both perspectives.

Following the internal assessment, it was supplemented by a structured survey of company locations and selected stakeholders. To reduce effort, internal employees were appointed as representatives for the main stakeholder groups such as suppliers, workforce, customers, management, and the VOSS Foundation. For the various locations, locally based employees were involved as contact persons. The prepared files were forwarded to the respective persons after a brief introduction.

Results of the materiality analysis

As part of the materiality analysis, the subtopics presented in the following table were identified as material for the VOSS Group. In addition, the table indicates whether the respective impacts, risks, and opportunities in these areas pertain to our own operations or our supply chain, as well as the time horizons in which we expect them.

Topics	Concentration	Time horizon
E1 Climate change adaptation	own operations	long-term
E1 Climate change mitigation	own operations	long-term
E1 Energy	own operations	medium-term
E2 Substances of very high concern	upstream and own operations	medium-term
E5 Resource inflows including resource use	upstream and own operations	long-term
S1 Working conditions of own workforce	own operations	medium-term
S1 Equal treatment and opportunities for all	own operations	medium-term
S1 Other work-related rights	own operations	medium-term
G1 Corporate culture	own operations	long-term
G1 Protection of whistleblowers	own operations	medium- and long-term

This has resulted in the following topic standards being identified as material:

- ESRS E1 climate change
- ESRS E2 pollution
- ESRS E5 circular economy
- ESRS S1 own workforce
- ESRS G1 business conduct

The following provides a description of our key IROs, summarized according to the material sustainability topics based on the ESRS.

E1 climate change

The VOSS Group, with its global locations, is affected by climate-related risks such as extreme weather events, floods, or heat waves. These can jeopardize production processes and infrastructure, potentially resulting in operational disruptions or increased maintenance requirements. At the same time, rising CO₂ prices and energy levies lead to higher operating costs. To address these developments, we are working to reduce our consumption of fossil energy by using energy-efficient technologies and utilizing self-generated renewable energy.

Another consequence of climate change is the move away from combustion engines, on which many VOSS Group products still depend. In anticipation of declining revenues, the company is entering alternative markets, including hydrogen, battery storage systems, and electric rollators.

E2 pollution

The VOSS Group uses key raw materials in its production processes, such as brass, aluminum, steel, plastic granulate, and zinc-nickel—materials that can have significant environmental impacts if not sourced and processed sustainably. In certain cases, particularly concerning substances (SVHCs) like lead in specific steel alloys are also used. PFAS (per- and polyfluoroalkyl substances) are found in certain products as well. These groups of substances may pose long-term risks for the environment and human health and are therefore subject to strict regulatory requirements. Incidents involving pollution or hazardous substance groups can lead to reputational loss and fines. At the same time, environmental regulations can result in increased administrative and financial burdens, for example, if there is a sudden ban on affected substances. The VOSS Group is therefore continuously working on substituting critical substances and aims to further minimize its environmental impacts in order to meet regulatory requirements. These activities require ongoing investments, including in low-emission technologies.

E5 circular economy

For the production of our products, we require a variety of raw materials. To reduce this demand, we are increasingly using secondary materials and implementing recycling as well as waste reduction programs. However, this shift toward sustainable sourcing practices and circular processes comes with significant investment and operational costs. In the long term, though, it also offers opportunities for cost optimization and protection against volatile raw material prices.

S1 own workforce

The VOSS Group is committed to ensuring safe, fair, and motivating working conditions at all its locations worldwide. This includes long-term job security, fair compensation above minimum wage levels, flexible working time models, as well as a comprehensive range of opportunities for continuing education and personal development. In the long term, these investments pay off through lower turnover, higher productivity, and a strong employer brand.

G1 business conduct

Investments in corporate culture foster a motivating work atmosphere and, in the long term, lead to higher productivity and lower turnover. Despite our global presence and supply chain, the risk of corruption and bribery is considered low; nevertheless, the issue must be actively monitored by compliance management.

Climate change

Emissions reduction targets

E1-4

As a manufacturing company with energy-intensive processes, we recognize our responsibility to reduce energy consumption and emissions. To this end, we are making our production facilities more energy-efficient, lowering energy use, and gradually aligning our product portfolio with climate-friendly technologies such as electric vehicles and hydrogen technology.

For the entire VOSS Group, we have set a goal to reduce CO₂ emissions in Scope 1 and 2 (direct emissions and indirect emissions from purchased energy) by 30% compared to 2019 by the end of 2025, and by 60% by 2030. In terms of energy intensity (energy consumption per product), we have already achieved a reduction of approximately 30% (compared to 2019). Our aim as a corporate group is to operate completely climate-neutral in Scope 1 and Scope 2 by 2035.

Table 1: CO₂ reduction targets by location and target year

SITE	COUNTRY	CO ₂ -Reduction [%] bY			CO ₂ -Reduction [%] bY	
VOSS Automotive GmbH, Wipperfurth VOSS Fluid GmbH, Wipperfurth	Germany	70 %	2022		100 %	2030
VOSS Automotive India Private Ltd., Pune	India	40 %	2022		50 %	2030
VOSS Exotech Automotive Private Ltd., Pune	India	60 %	2022		60 %	2030
VOSS Automotive Components (Jinan) Co., Ltd.	China	20 %	2025		50 %	2030
VOSS Automotive Inc., Fort Wayne VOSS Automotive Mexico S. DE R.L. DE C.V., Arteaga	USA/ Mexico	20 %	2025		50 %	2030
VOSS Automotive LTDA., Sao Paulo	Brasil	10 %	2025		35 %	2030
VOSS Automotive Polska Sp. z o.o., Legnica VOSS Fluid Polska Sp. z o.o., Legnica	Poland	20 %	2025		50 %	2030
VOSS Automotive Bulgaria EOOD, Bahovitsa	Bulgaria	25 %	2025		50 %	2030
VOSS Automotive Valves and Actuators GmbH, Gründau	Germany	40 %	2025		60 %	2030
Worldwide		30 %	2025		60 %	2030

* All percentage reductions are calculated with reference to the base year 2019.

The most important planned measures in the area of energy include the expansion of photovoltaic systems for in-house electricity generation, the implementation of an energy management system at all production sites according to ISO 50001, as well as the use of waste heat. At the following locations, the VOSS Group already uses 100% green electricity:

- Sao Paulo (BRA) since 2021

- Legnica (PL) since 2022
- Wipperfürth (DE) since 2022
- Gründau (DE) since 2023

In addition, the company has set itself the goal of offering its first climate-neutral products from 2039 onwards, including Scope 3 emissions. By 2045, the entire product portfolio of VOSS is to be climate-neutral. Achieving this requires first attaining complete transparency regarding Scope 3 emissions. Due to the highly heterogeneous data situation within the industry, it is very challenging to obtain comprehensive data on purchased production materials. We see a similar picture with indirect materials and capital goods. Therefore, starting in 2025, we intend to intensify collaboration with suppliers and strive to jointly improve the data situation. For this reason, we have integrated another target into our sustainability agenda: By 2030, we aim to establish processes that make purchasing more sustainable. Specifically, this means that all A-suppliers—those with whom we generate 80% of our procurement volume—should be certified to ISO 14001 (environmental management) by 2030 and be able to present a sustainability agenda with their own goals and a roadmap.

These objectives are complemented by expanding certification to ISO 45001 (occupational health and safety management systems) and ISO 50001 (energy management systems) at all mass production sites.

To account for the company group's global operations, differing local starting points, legal frameworks, and available opportunities, we have adopted not only globally valid goals but also local targets for each individual production site. For example, there are plans to increase the proportion of solar energy in Germany and Mexico, and in China, the procurement of green energy is also to be expanded.

Energy consumption

E1-5

Energy consumption and the associated greenhouse gas emissions are a key leverage point in our efforts. The continuous optimization of energy efficiency and the energy mix are not only ecologically, but also economically relevant.

Our energy consumption and energy mix at VOSS are as follows:

Energy consumption and energy mix (MWh)	2023	2024
Total consumption of fossil energy (MWh)	40.683	39.076
Share of fossil sources in total energy consumption (%)	49,74	51,48
Total energy consumption from nuclear sources (MWh)	1.105	1.016
Share of nuclear sources in total energy consumption (%)	1,35	1,34
Total consumption of renewable energy (MWh)	34.558	35.814
Share of renewable sources in total energy consumption (%)	42,25	47,19
Total energy consumption (MWh)	81.797	75.899

Emissions

E1-6

In the reporting year, we calculated our company's greenhouse gas (GHG) emissions for the sixth time. The GHG Protocol distinguishes between three categories ("scopes"):

Scope 1: Direct on-site emissions

Scope 1 includes all direct GHG emissions caused by company-owned activities that are fully within our sphere of influence. This covers emissions from production or the company's own vehicle fleet.

Scope 2: Emissions from purchased electricity

Scope 2 includes indirect greenhouse gas emissions resulting from the purchase of electricity, district heating, and other energy sources such as steam, cooling, or compressed air. These emissions are generated by the energy suppliers, not directly at our company locations.

Scope 3: Indirekte Emissionen entlang der Wertschöpfungskette

Scope 3 includes all other indirect GHG emissions that are not under the company's direct control—such as those resulting from products and services, the use of sold products and services, or external processes along the value chain.

So far, VOSS Group has only calculated GHG emissions in Scope 1 and 2. This was done partly based on information from energy suppliers for purchased energy, while emissions from self-generated energy were calculated according to the GHG Protocol. To date, the company has only calculated total GHG emissions, so a breakdown into Scope 1 and 2 has not yet been possible. Starting with the 2025 reporting year, data will be collected separately for each scope.

GHG emissions (t CO ₂ e)	2023	2024
Scope-1- und Scope-2 GHG emissions (t CO₂e)		
Total Scope 1 and Scope 2 gross GHG emissions	24.198	22.824
Scope-3 GHG emissions (t CO₂e)		
Total indirect (Scope 3) gross GHG emissions	n.a.	n.a.
Total GHG emissions (t CO₂e)	34558	35814
Total GHG emissions (site-specific)	24.198	22.824

Pollution

Prevention and reduction

E2-1

Various raw materials are used in the manufacture of our products, which can have significant negative effects either during their provision as pre-products or upon entering the environment after the end of their life cycle. These include, among others, aluminum, plastic granulate, and substances of very high concern (SVHCs) such as lead. These substance groups are usually subject to strict regulatory requirements. In addition, the VOSS Group has issued several regulations to minimize environmental risks. These are laid out in the VOSS corporate policy and the supplier Code of Conduct and include, among other things:

- Concepts for the gradual elimination or substitution of substances of very high concern/hazardous substances in production wherever possible. At the Wipperfürth site, we have set ourselves the goal of developing substitution proposals for the ten most hazardous substances by 2025.
- Concepts for preventing incidents and emergency situations through comprehensive assessments of environmental aspects, as well as measures for responding to accidents.
- Implementation of a certified management system according to ISO 14001 in all major companies.
- Requirement for a certified management system according to ISO 14001 or comparable standards for all suppliers.

Resource use and waste

Careful handling of materials

E5-2, E5-4, E5-5

Materials used for production

For the manufacture of its products, VOSS relies on a combination of various materials that ensure stability, functionality, and durability. The key raw materials include:

- Brass
- Aluminium
- Plastic granulates
- Steel
- Zinc-nickel

Packaging materials

Depending on the distribution region, various materials are used for packaging, primarily including:

- Reusable plastic containers
- Cardboard boxes
- PE bags and films
- Bubble wrap
- VCI chips
- Desiccant bags
- Reusable and disposable wooden pallets and crates

Waste management

As a manufacturing company, VOSS generates a wide variety of waste types. To live up to our responsibility, we rely on a consistent environmental management system. This includes compliance assessments of all waste types and quantities as well as regular environmental audits across all production facilities.

Waste types and their management

Non-hazardous waste:

- Messing production shavings from brass and steel
- Special collections, especially for stainless steel—which is 100% recyclable and therefore collected separately

Hazardous waste:

- Hazardous waste, which is sorted separately and disposed of properly
- Sludge from wastewater treatment in the electroplating department

All of these materials are either recycled or disposed of in accordance with legal requirements.

Waste and Disposal	2023	2024
Total waste volume (kt)	12,97	13,04
Of which disposed of through recycling	12,54	12,34

Measures

To reduce the impact in the areas of raw material sourcing and waste disposal, we have established various measures:

- Sorting and drying of metal chips (brass, steel, aluminum) from machining processes,

- Process optimizations to reduce material usage, such as using hot-pressed brass blanks instead of sawn sections,
- Recycling of sprues in plastic manufacturing,
- Recycling of multilayer packaging (at VOSS Automotive LTDA),
- Utilization of reusable transport packaging where possible,
- Evaluation of the use of secondary raw materials in the individual development processes of each project,
- Use of brass material made from 90% recycled content.
- Process controls to avoid defective parts,
- Regular monitoring and maintenance of coolant baths to extend their service life,
- Participation in local disposal initiatives to reduce transport traffic,
- Optimizations in production processes to actively minimize surplus material,
- Intensification of recycling of production or packaging waste, especially in Brazil, Germany, and Bulgaria.

The measures listed apply, unless otherwise stated, to all plants worldwide, with the exception of India, where only metal chips are recycled.

Own workforce

Ensuring a fair and attractive working environment

S1-1, S1-4

VOSS owes its success to its dedicated workforce. To provide an attractive working environment, we have established various guidelines and implemented a range of measures.

Guidelines and training

How we collaborate within the VOSS Group and with external partners and suppliers is laid out in our Code of Ethics. Its provisions cover topics such as health protection, occupational safety, health maintenance, whistleblower protection, and responsible conduct. We respect the personal dignity, privacy, and rights of every individual. We work with people of diverse ethnic backgrounds, cultures, religions, age groups, disabilities, skin colors, sexual identities, worldviews, and genders. In line with our company principles and the labor laws of the many countries in which we operate, we do not tolerate any form of discrimination based on these characteristics—nor do we condone harassment or inappropriate behavior. Our Code of Conduct also sets requirements for suppliers and customers that are intended to ensure fair treatment of employees there as well. Information about these concepts is made available to stakeholders via each company's intranet and through managers. The principles and values outlined are addressed as soon as new employees join the company. Compliance training is mandatory for all staff and is delivered via online courses and training sessions.

Measures for employee retention

As a family-friendly company, we promote the balance between work and private life. VOSS is committed to encouraging a healthy lifestyle, physical activity, and a welcoming, family-like work environment. Additional employee benefits are managed at a decentralized level, allowing our subsidiaries to specifically address the needs and expectations of their teams. Depending on local standards, employees receive extra benefits such as private healthcare, insurance, sports programs, or meal allowances.

Communication and employee involvement

S1-2, S1-3

The VOSS Group has established procedures for involving its own workforce as well as employee representatives. Operational responsibility for workforce involvement lies with the respective HR department heads.

The perspectives of employees are taken into account through regular staff surveys and annual performance reviews with management. At the main site in Wipperfürth, there are also additional measures: The works council ensures that employee representatives are included in company decisions and activities, and a company-wide staff meeting takes place twice a year for all employees at the location. Additionally, a representative for persons with disabilities addresses the concerns of this group at the site.

Complaint procedures

To report and address negative circumstances, we have implemented a hint box system that allows anonymous submissions. This system is described in detail in the “Corporate Governance” section.

Characteristics of the workforce

S1-6, S1-9, S1-12, S1-13, S1-15

The following section presents a breakdown of our workforce by type of contract, gender, and region. All these individuals are directly employed by VOSS. Temporary staff perform the same duties as other employees and are only hired to meet temporary capacity needs. Most temporary workers are employed as production assistants in Wipperfürth. Unless otherwise noted, all figures are based on headcount as of the end of the reporting period (December 31).

Number of employees by type of contract, broken down by gender (headcount)	2023	2024
Number of employees (total)	8659	8332
Male	5405	5168
Female	3253	3163
Other *	1	1
Number of employees with permanent contracts (total)	7347	6789
Male	4384	3938
Female	2962	2850
Other *	1	1
Number of employees with fixed-term employment contracts (total)	1308	1543
Male	979	1252
Female	329	291
Other *	0	0
Number of on-call staff (total)	4	0
Male	0	0
Female	4	0
Other *	0	0
Number of full-time staff (total)	8554	8227
Male	5381	5145
Female	3172	3081
Other *	1	1
Number of part-time staff (total)	101	105
Male	20	19
Female	81	86
Other *	0	0

*Gender as self-reported by employees

Employee distribution by type of contract, broken down by region (headcount)	2023	2024
Number of employees	8659	8332
Germany	1609	1593
EU without Germany	2150	1765
North- und South America	1556	1505
Asia	3344	3469
Number of employees with permanent contracts (total)	7347	6789
Germany	1496	1540
EU without Germany	2036	1756
North- and South America	1538	1470
Asia	2277	2023
Number of employees with fixed-term contracts (total)	1308	1543
Germany	113	53
EU without Germany	110	9
North- and South America	18	35
Asia	1067	1446
Total number of on-call staff (total)	4	0
Germany	0	0
EU without Germany	4	0
North- and South America	0	0
Asia	0	0
Number of full-time employees (total)	8554	8227
Germany	1514	1492
EU without Germany	2144	1762
North- and South America	1556	1505
Asia	3344	3468
Number of part-time employees (total)	101	105
Germany	95	101
EU without Germany	6	3
North- and South America	0	0
Asia	0	1

*Gender according to employees' self-identification

Employee turnover

During the reporting period, a total of 952 employees left VOSS, resulting in an employee turnover rate of 11.41%. Turnover was particularly high in Asia due to the significant proportion of temporary staff.

Diversity at the VOSS Group

The top management level at VOSS is defined as the managing directors and heads of divisions of the respective companies. In 2024, this amounted to 134 individuals. The following table breaks down the gender distribution within top management.

	2023	2024
Total number at the top management level	141	134
Male	116	113
Female	25	21
Percentage of male (%)	82,27	84,33
Percentage of female (%)	17,73	15,67

During the reporting period, the proportion of women in the top management level was 15.91%, while for the total workforce it was 37.94% (see table at the beginning of the chapter). The following section also breaks down the age structure of the total workforce.

Total number of employees	8659	8332
Under 30 years	2840	2729
Between 30 and 50 years	4529	4316
Over 50 years	1290	1287
Percentage of under 30 years (%)	32,80	32,75
Percentage of between 30 and 50 years (%)	52,30	51,80
Percentage of over 50 years (%)	14,90	15,45

The percentage of people with disabilities among the total workforce is 1.15%.

Work-life balance

More than 80% of employees at the VOSS Group are entitled to family-related leave from work. During the reporting period, 5.4% of eligible employees made use of such leave. The breakdown by gender is as follows:

	2023	2024
The percentage of eligible employees who took family-related leave from work (%)	5,7	5,4
Male	4	4
Female	6	6

Further training and skills development

Our employees have always been the key to our success. At VOSS, we place great importance on providing appropriate training and skills development tailored to the strengths and aspirations of our staff. In this way, we are able to nurture and challenge talent, foster long-term loyalty to the VOSS Group, and secure the company's ongoing success.

	2023	2024
Percentage of regular performance evaluations by gender (%)		
Male	26,6	31,8
Female	27,5	33,3
Number/percentage of performance evaluations per employee		
Male	26,6	31,8
Female	27,5	33,3
Average number of training hours per employee (h)	7,33	6,92
Male	7,72	6,19
Female	6,67	7,88

Responsible working environments

S1-8, S1-10, S1-11, S1-14, S1-15, S1-17

Adequate remuneration and social protection

All VOSS Group companies worldwide compensate their employees at least according to local standards.

Currently, a works council exists only at the Wipperfürth site in Germany. Employees at this location are partially paid according to the metal industry's collective agreement. As a result, 17.9% of the total workforce is covered by collective bargaining agreements.

Occupational health and safety

VOSS requires its subsidiaries to fully comply with local occupational health and safety (OHS) regulations and to implement a specific OHS management system that covers the entire workforce. At our sites in Poland, Bulgaria, India, and China—which together account for 60% of our employees—this management system is also externally certified according to ISO 45001 standards.

During the reporting period, there were no fatalities among our workforce due to work-related injuries or illnesses. A total of 22 reportable workplace accidents were recorded, resulting in a rate of 1.72 reportable workplace accidents per one million hours worked.

Human rights

In the reporting year, a total of six complaints were submitted via our Hintbox system (the system is described in detail in the "Corporate Governance" section). Furthermore, there were no complaints or incidents regarding human rights issues such as forced labor, human trafficking, or child labor.

Business conduct

Ethics and compliance

G1-1

The VOSS Group attaches the highest importance to compliance with legal, regulatory, and ethical standards. These standards are binding throughout the company and form the basis for responsible conduct toward employees, business partners, and society at large. To ensure regulatory compliance, a Compliance Policy has been implemented, which—along with the Group-wide Code of Ethics and Code of Conduct—is published on www.voss.net. These documents provide the binding framework for the behavior of all employees and managers within the VOSS Group, as well as in interactions with external stakeholders.

The core contents of these guidelines include:

- Avoidance and reporting of conflicts of interest
- Prohibition of corruption, bribery, and improper advantages
- Protection of company assets, confidential information, and data
- Respect, integrity, and fairness in daily work
- Fair competition
- Political neutrality

All suppliers worldwide are also required to commit to compliance with our Code of Conduct. In this context, the following topics are also relevant:

- Child labor
- Forced labor
- Human trafficking
- Fair remuneration
- Working hours
- Ethical recruitment
- Freedom of association
- Non-discrimination
- Women's rights
- Diversity
- Equality and inclusion
- Rights of minorities and indigenous peoples
- Occupational safety
- Health protection
- Risk mitigation
- Accident and illness prevention
- Occupational health and safety management systems (according to ISO 45001 or equivalent standards)

Risk analysis

We conduct a risk analysis with our direct suppliers at least once a year to prevent, minimize, or eliminate risks.

For this purpose, we utilize an externally purchased, AI-based software solution that supports us in examining suppliers worldwide, initiating corrective actions, and monitoring their progress.

This tool continuously scans news reports and various internet sources using AI, analyzes them for risk potential, and issues corresponding alerts to us regarding our suppliers.

Organization and responsibilities

Responsibility for implementing the compliance system lies with the CEO of the group, who reports to the advisory board twice a year. At the corporate level, the Chief Compliance Officer coordinates group-wide measures and reports directly to the executive board. At the level of the subsidiaries, local compliance officers ensure that location-specific regulations are followed. In cooperation with external law firms, each entity develops internal policies to ensure legal compliance in specific areas.

Training and awareness

To ensure a high level of awareness for compliance topics, training sessions are conducted every two years via e-learning. These cover, among other things:

- Fundamentals of the Code of Conduct
- Anti-corruption
- Data protection
- Prevention of money laundering
- Dealing with conflicts of interest
- Reporting procedures for compliance violations

Whistleblower system and compliance structures of the VOSS Group

Employees, customers, suppliers, and other stakeholders can anonymously report misconduct through a whistleblower system. The “Hintbox” system is accessible in both German and English via the company website and intranet.

Procedure of the complaints process

The procedural rules governing the protection of whistleblowers and the process of handling complaints are publicly accessible via the whistleblower portal. After submitting a report through the Hintbox Internet portal, whistleblowers receive access to a password-protected mailbox for communication and an acknowledgment of receipt. Within three months, whistleblowers are informed about any actions taken in response to their report.

The compliance manager at each site is responsible for overseeing the complaints process, reviewing incoming reports, and forwarding them to the relevant persons and departments. In every company within the VOSS Group, there is also a compliance officer who serves as a contact for compliance-related questions. If a report is deemed valid, the appropriate departments and stakeholders are involved, investigation steps are defined, and suitable measures are initiated. Every stage of the process is carefully documented to ensure transparency and traceability.

Data protection

Personal data of whistleblowers is treated confidentially and not disclosed without explicit consent. All applicable data protection regulations are observed. The protection of whistleblowers is a core aspect of the system and complies with the requirements of EU Directive 2019/1937. Retaliation, intimidation, or obstruction of reporting are expressly prohibited.

Transparency and control

To ensure company-wide compliance, an annual compliance report is submitted to the advisory board. Established concepts to combat corruption and bribery, as well as structured procedures for the objective, independent, and timely investigation of violations, complement the whistleblower system.