

VOITH

> 2025

Sustainability Report

Factual basis

Sustainability Report

Factual Basis 2025

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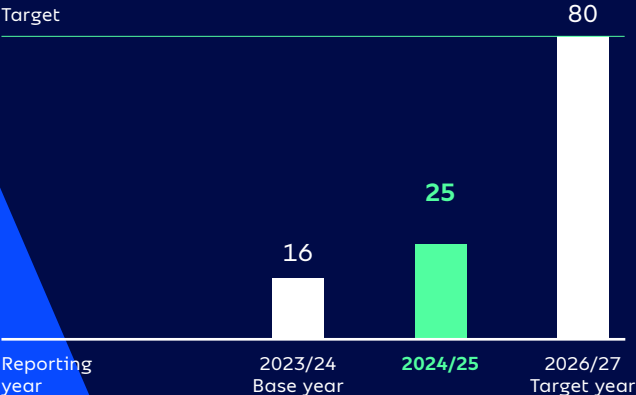
01 Governance

Goals for Governance

- > Increase the coverage of purchasing volume from ESG*-rated suppliers to **80 %** by the end of the 2026/27 fiscal year.
- > Increase in the share of high-risk suppliers who have completed a sustainability and compliance questionnaire by the end of the 2026/27 fiscal year to **90 %**.

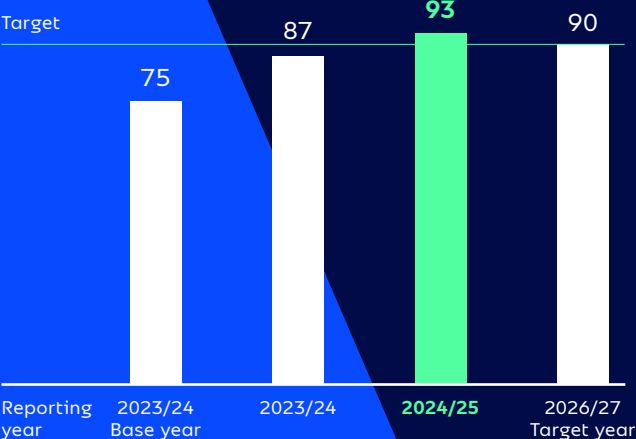
* ESG stands for Environmental, Social and Governance.

Share of the purchasing volume covered by ESG*-rated suppliers in %



* ESG stands for Environmental, Social and Governance.

Share of high-risk suppliers who have completed a sustainability and compliance questionnaire in %



Management Systems - Certifications

Certifications	Existing certifications at Voith locations, degree of coverage as a ratio of employees in % ¹⁾	FY 2024/25	FY 2023/24	FY 2022/23
ISO 50001		26	18	17
ISO 14001		74	75	81
ISO 9001		72	78	81
ISO 45001		73	75	77

¹⁾ The data includes all branches.

Strategy and organization

Environmental training	Environmental training in %	FY 2024/25	FY 2023/24	FY 2022/23
Employee training on specific environmental issues		66	-	-

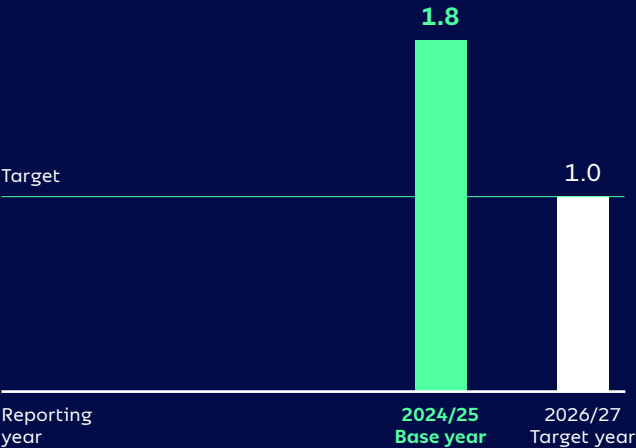
02 Social

Goal for Social

- > Achieving an accident frequency rate of **1.0** by the end of the 2026/27 fiscal year.

Accident frequency rate

Specific value in accidents per 1 million working hours



The employees

Employee structure	Employees, Group-wide (headcount) ¹⁾	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group		22,490	22,964	23,108
of which men		18,130	18,519	18,625
of which women		4,360	4,445	4,483
¹⁾ Deviating from the annual report, employment figures in the Sustainability Report are not stated in simplified FTE (full-time equivalents) but in headcount. The figures were collected at the close of the 2024/25 fiscal year.				
Proportion of women in the overall workforce in %	FY 2024/25	FY 2023/24	FY 2022/23	
Proportion of women in the overall workforce	19.4	19.4	19.4	
Number of employees by region	FY 2024/25	FY 2023/24	FY 2022/23	
Germany	7,985	8,305	8,338	
Europe excluding Germany	5,207	5,286	5,453	
America	4,267	4,447	4,212	
Asia	3,348	3,388	3,557	
Other	1,683	1,538	1,548	
Employees by type of employment	Total number of full-time employees by gender (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	21,209	21,691	21,836
	of which men	17,708	18,110	18,226
	of which women	3,501	3,581	3,610
	Total number of part-time employees by gender (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	1,281	1,273	1,272
	of which men	422	409	399
	of which women	859	864	873
	Permanent employees with permanent employment contracts (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	20,881	21,299	20,798
	Fixed-term employees¹⁾ (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	1,609	1,665	2,310
¹⁾ Fixed-term employment contracts ≠ temporary work; subcontracted labor was recorded separately.				
	Proportion of fixed-term employees as a ratio of total number of employees in %	FY 2024/25	FY 2023/24	FY 2022/23
	Ratio of fixed-term employees to the total number of employees	7.6	7.3	10.0

Subcontracted workers¹⁾ (number)	FY 2024/25	FY 2023/24	FY 2022/23	
Voith Group	990	946	1,141	
¹⁾ Fixed-term employment contracts ≠ temporary work; subcontracted labor was recorded separately.				
Proportion of direct and indirect employees to total workforce in %	FY 2024/25	FY 2023/24	FY 2022/23	
Direct employees	51.3	53.1	52.1	
Indirect employees	48.7	46.9	47.9	
Collective bargaining agreements	Proportion of total workforce covered by collective agreements in %	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	61.0	61.9	56.9
Parental leave	Employees with a generally entitled parental leave (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	19,081	20,811	18,198
	of which men	15,488	16,729	14,609
	of which women	3,593	4,082	3,589
	Employees where parental leave has begun (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	321	301	324
	of which men	211	221	238
	of which women	110	80	86
Employee turnover	Employees who left the company by gender, age group, and region (number)	FY 2024/25	FY 2023/24	FY 2022/23
	Voith Group	2,924	2,656	2,367
	of which men	2,448	2,233	1,994
	of which women	476	423	373
	of which < 30 years	547	488	506
	of which 30–50 years	1,393	1,367	1,107
	of which > 50 years	984	801	754
	of which Germany	622	518	609
	of which Europe excluding Germany	691	616	621
	of which Americas	1,146	985	787
	of which Asia	232	340	218
	of which other	233	197	132

Employees who left the company by gender, age group, and region in %	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group	13.0	11.8	11.0
of which men	13.7	12.2	11.4
of which women	11.3	9.9	9.1
of which < 30 years	21.8	18.4	19.7
of which 30–50 years	11.3	10.9	9.3
of which > 50 years	13.5	11.0	10.7
of which Germany	7.8	6.4	7.6
of which Europe excluding Germany	14.1	12.3	12.5
of which Americas	26.7	22.5	19.7
of which Asia	6.9	9.8	6.2
of which other	14.7	12.8	12.1

Development programs

Hours of further training	Hours of training, Voith Group (number)	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group		175,563	200,079	127,580
of which men		131,609	159,370	99,796
of which women		43,954	40,709	27,784
Executive Management, Senior Management Circle		1,612	1,631	496
Upper management		6,678	2,403	1,731
Mid level management		24,579	30,624	17,332
All other employees		142,695	165,422	108,021
	Average number of training hours per employed person (number)	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group		7.7	8.7	5.5
of which men		7.2	8.5	5.4
of which women		9.9	9.1	6.2
Executive Management, Senior Management Circle		16.3	16.6	5.2
Upper management		42.3	16.3	10.5
Mid level management		15.9	19.8	11.3
All other employees		6.8	7.8	5.1

Employees who underwent further training (number)	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group	15,568	15,511	17,689
Percentage of employees who received performance and career development reviews in %	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group	91.7	83.7	68.6
of which men	91.5	82.7	67.5
of which women	93.1	87.4	73.4
Executive Management, Senior Management Circle	71.2	68.1	63.5
Upper management	95.7	93.9	83.6
Mid level management	98.5	96.1	87.2
All other employees	91.2	82.2	66.4

Occupational health and safety

Employee representation on committees	Total number of employees¹⁾ represented on Health and Safety Management-Worker Committees in %	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group		80	80	80

¹⁾ Based on headcount.

Occupational accidents	Occupational accidents (number)	FY 2024/25	FY 2023/24	FY 2022/23
Occupational accidents, total		72	59	75
of which ended fatally		1	2	0
of which serious accidents		0	4	1

Frequency Rates¹⁾ in %	FY 2024/25	FY 2023/24	FY 2022/23
Occupational accidents per 1 million working hours	1.8	1.4	1.8

¹⁾ Number of occupational accidents or work-related sickness periods resulting in downtime (1 day or more) per 1 million working hours.

Occupational accidents – employees who work for Voith but are not members of staff (number)	FY 2024/25	FY 2023/24	FY 2022/23 ¹⁾
Occupational accidents	81	65	75

¹⁾ Adjusted retrospectively.

Severity Rate¹⁾ (number)	FY 2024/25	FY 2023/24	FY 2022/23
Voith Group	383	370	362

¹⁾ Working hours lost due to occupational accidents per 1 million working hours.

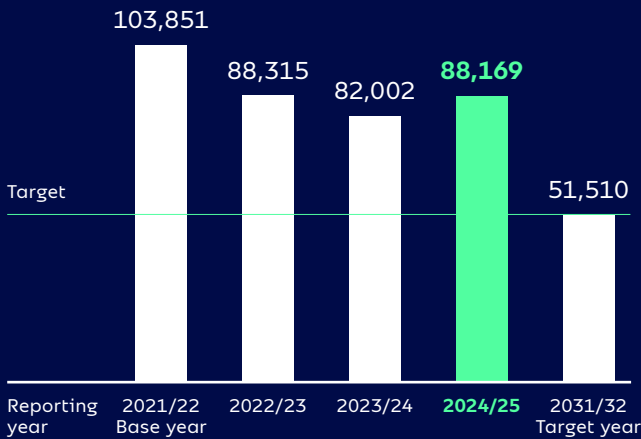
03 Environment

Goals for Environment

- > Reduction in CO₂ emissions in scopes 1 and 2 by **50 %** (base year 2021/22 fiscal year) by the end of the 2031/32 fiscal year.
- > Reduction in energy consumption by **12.5 %** (base year 2021/22 fiscal year) by the end of the 2026/27 fiscal year.
- > Increase on-site generation of renewable energies to **16 gigawatt hours** (GWh) by the end of the 2026/27 fiscal year.
- > Increase the proportion of green electricity to **100 %** (base year 2021/22 fiscal year) by the end of the 2031/32 fiscal year.

CO₂ emissions in scope 1 and 2¹⁾

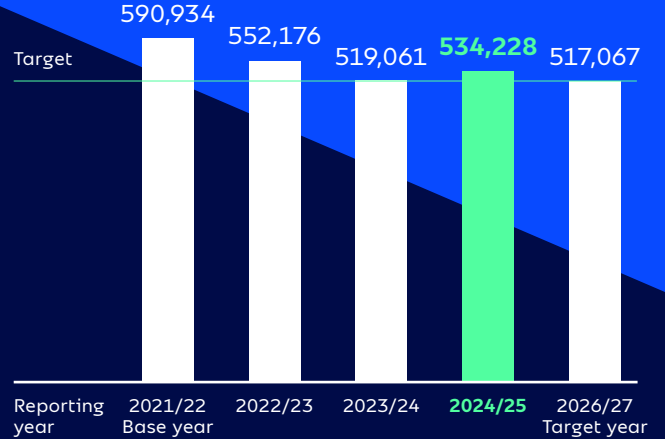
specific value in t CO₂



¹⁾ Adjusted retrospectively.

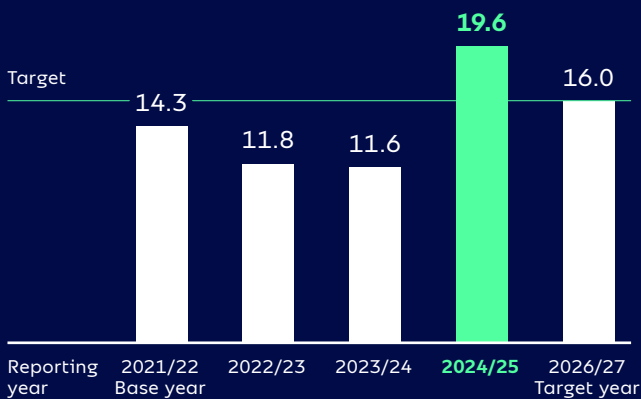
Energy consumption¹⁾

in MWh

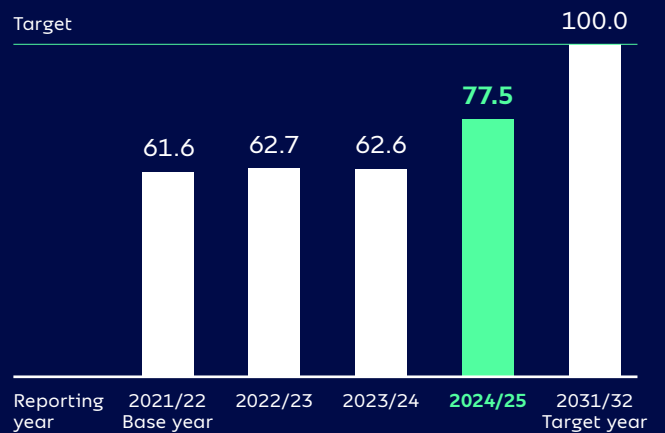


¹⁾ Adjusted retrospectively.

Energy generated from renewable sources at own locations in GWh



Proportion of green electricity in %



Collection of data regarding energy, CO₂ emissions, water and waste is performed centrally in Voith's Quentic tool. The data is entered locally at the locations in each case based on invoices and meter readings. Depending on the availability of data, substantiated assumptions are also used.

In the reporting year 2024/25, the scope of environmental data collection was aligned with the controlling scope. Accordingly, figures for previous financial years were adjusted retrospectively.

The Environmental Reporting Scope aligns with financial reporting and thus includes all fully consolidated operating units (OUs). In financial reporting, the fully consolidated OUs also contain the figures of their operating facilities/plant locations (pre-consolidated OUs). Therefore, the Environmental Reporting Scope also includes these pre-consolidated OUs. The consolidation status of an OU is determined by thresholds for selected financial indicators. This means that, as a rule, all OUs in which Voith holds 50 % or more of the company shares are consolidated. However, there are exceptions to this rule, which means that some OUs in which Voith holds less than or exactly 50 % of the shares are also considered consolidated. Operative control was chosen as the consolidation approach for the emissions reporting because this approach is in line with our financial reporting and best reflects the actual power to control the company and therefore also our responsibility in relation to the GHG emissions.

SBTi Target Progress

We are on track to meet our Scope 1 and 2 target (50 % reduction between 2021/22 and 2031/32). In FY 2024/25, we were able to reduce our emissions by 15.1 % compared to the base year 2021/22. This puts us exactly at the notional target value for FY 2024/25 (-15.1 %).

Our Scope 3 target is to reduce Scope 3 use phase emissions by 30 % between 2021/22 and 2031/32. Due to rising sales figures in FY 2024/25, we were unable to reduce our emissions compared to the base year 2021/22. As a result, we were unable to meet the notional target value for FY 2024/25 (-9.0 %). However, we have anticipated and planned for such fluctuations and expect that we will achieve the required reduction by the target year.

The indirect emissions from our value chain (Scope 3) amount in the base year to 70,470,992 t CO₂e and thus make up more than 99 % of total emissions. As is typical for the industry, the emissions from the use phase make up the greater part of our Scope 3 emissions (67,770,124 t CO₂e = 96 % of total emissions). For this reason, we have allocated the use phase its own SBTi target.

Energy efficiency and climate protection

Total energy consumption within the organization

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

Energy consumption within the organization

Energy consumption in MWh	FY 2024/25	FY 2023/24	FY 2022/23
Total energy consumption within the organization	534,288	519,061	552,176
Consumption of fossil fuels	295,338	277,591	289,831
Coal	0	0	0
Total amount of fuels distilled from petroleum or crude oil	28,519	26,387	30,113
Gasoline	6,387	7,206	7,856
Diesel fuel	19,148	16,999	18,802
Aviation fuel	0	0	0
Heating oil	2,983	2,181	3,455
Total fuels from processed natural gas and refined petroleum	266,464	250,748	259,718
Butane	0	0	0
Propane	102	316	-
Liquid gas (LPG)	12,304	9,956	11,206
Natural gas	254,058	240,476	248,512
Other fuels	355	457	-
Consumption of renewable fuels	1,692	1,270	670
Biomass	1,545	1,144	582
Bio fuel	147	126	88
Self-generated energy from renewable sources	19,592	11,618	11,803
Geothermal power	0	0	0
Hydropower	380	679	1,364
Solar energy	15,238	9,949	8,356
Wind energy	3,973	990	2,082
Total amount of electricity, heating, cooling and steam purchased for consumption	257,379	261,327	278,806
Electricity consumption	230,120	237,471	254,756
Heat energy consumption	21,891	20,473	20,330
Cooling energy consumption	0	0	0
Steam consumption	5,368	3,383	3,720
Total amount of electricity, heating, cooling and steam (not consumed & sold to third party)	39,712	32,745	28,933
Electricity sold	23,635	17,127	12,363
Sold heating energy	16,077	15,618	16,570
Sold cooling energy	0	0	0
Steam sold	0	0	0

Total renewable energy consumption within the organization	Renewable energy consumption in MWh	FY 2024/25	FY 2023/24	FY 2022/23
	Total renewable energy consumption		212,520	159,908
	Consumption of self-generated energy from renewable sources	17,350	9,981	10,746
	Consumption of renewable fuels	1,692	1,270	670
	Consumption of green electricity (from purchased electricity)	193,479	148,657	159,732
Total renewable energy consumption in %	Renewable energy consumption in %	FY 2024/25	FY 2023/24	FY 2022/23
	Total renewable energy consumption	40	31	31
Energy intensity	Energy intensity in MWh/euro of sales	FY 2024/25	FY 2023/24 ²⁾	FY 2022/23
	Total energy consumption per unit of sales	0.0001052	0.0001059	-
	Total energy consumption ¹⁾	509,923	496,266	-
	Sales ¹⁾	4,846,000,000	4,684,000,000	-
	¹⁾ Without the discontinued operation Commercial Vehicles. Energy data was allocated based on a combination of factors, such as meter readings, floor area calculations, and FTE figures. ²⁾ Adjusted retrospectively due to a slight change in the calculation; see Footnote ¹⁾ .			
Measures to save energy	Reduction in energy consumption as a direct consequence of efficiency measures in MWh	FY 2024/25	FY 2023/24 ¹⁾	FY 2022/23 ¹⁾
	Reduction in energy consumption	9,440	12,427	15,170
	¹⁾ Following the introduction of standardized reporting for efficiency measures in the financial year 2024/25, additional implemented measures were identified. Accordingly, figures for previous years were adjusted retrospectively.			
GHG emissions scope 1	Direct GHG emissions from owned or controlled sources in t CO ₂ e	FY 2024/25	FY 2023/24	FY 2022/23
	Total direct GHG emissions from owned or controlled sources	60,895	54,147	57,367
	Stationary combustion sources and fuels	50,231	46,985	49,378
	Biomass	18	13	6
	Heating oil	851	622	986
	Natural gas	46,482	43,983	45,805
	Diesel	0	0	0
	Liquid gas (LPG)	2,834	2,293	2,581
	Propane	22	68	0
	Acetylene	24	6	0
	Mobile combustion	6,759	6,393	7,040
	Gasoline	1,624	1,835	1,999
	Diesel	5,133	4,557	5,039
	Biofuel	1	1	2

Other Scope 1	3,905	769	949
Fugitive emissions (refrigerants)	3,900	683	880
Process emissions (Waste water treatment)	5	86	70
Total biogenic CO₂ emissions (scope 1) in t CO₂e	FY 2024/25	FY 2023/24	FY 2022/23
Biogenic CO ₂ emissions (scope 1)	579	433	227

Total GHG emissions (scope 1) in the base year (FY 2021/22) amounted to 64,498 t CO₂e.

GHG emissions scope 2

Indirect location-based GHG emissions from purchased energy in t CO₂e	FY 2024/25	FY 2023/24	FY 2022/23
Total indirect location-based GHG emissions from purchased energy	119,849	116,846	123,708
Electricity	98,060	106,408	113,073
Heating	18,594	9,822	9,943
Cooling	-	-	-
Steam	3,194	616	692
Indirect market-based GHG emissions from purchased energy in t CO₂e	FY 2024/25	FY 2023/24	FY 2022/23
Total indirect market-based GHG emissions from purchased energy	27,274	27,855	30,948
Electricity	24,861	25,767	28,082
Heating	1,464	1,472	1,972
Cooling	-	-	-
Steam	949	616	893
Total biogenic CO₂ emissions (scope 2) in t CO₂e	FY 2024/25	FY 2023/24	FY 2022/23
Biogenic CO ₂ emissions (scope 2)	0	0	0

Total GHG emissions (scope 2 market-based) in the base year (FY 2021/22) amounted to 39,353 t CO₂e.

GHG emissions scope 3

Other indirect GHG emissions in t CO₂e	FY 2024/25	FY2023/24	FY 2022/23
Total other indirect GHG emissions	96,690,316	not available	not available
Total gross GHG emissions – downstream	94,416,225	not available	not available
Total gross GHG emissions – use of products sold	94,349,834	not available	not available
Total gross GHG emissions – upstream	2,274,091	not available	not available
Total biogenic CO₂ emissions (scope 3) in t CO₂e	FY 2024/25	FY 2023/24	FY 2022/23
Biogenic CO ₂ emissions (scope 3)	0	0	0

Total GHG emissions (scope 3) in the base year (FY 2021/22) amounted to 70,574,843 t CO₂e.

Emission intensity¹⁾

Intensity of the GHG emissions in t CO ₂ e/euro of sales	FY 2024/25	FY2023/24 ²⁾	FY 2022/23
Total GHG emissions per unit of sales	0.0000179	0.0000172	-
GHG emissions ³⁾	86,686	80,618	-
Sales	4,846,000,000	4,684,000,000	-

¹⁾ Without the discontinued operation Commercial Vehicles; CO₂ data was allocated based on a combination of factors, such as meter readings, floor area calculations, and FTE figures.

²⁾ Adjusted retrospectively due to a slight change in the calculation; see Footnote ¹⁾.

³⁾ The scope 1 and scope 2 emissions (market-based) were used for calculating the emissions intensity.

Measures to reduce GHG emissions

Total reduced GHG emissions as direct consequence of reduction initiatives in t CO ₂ e	FY 2024/25	FY 2023/24	FY 2022/23
Reduction of GHG emissions	-	668	873
GHG emissions (Scope 1)	-	361	848
GHG emissions (Scope 2)	-	307	26

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

In our emissions calculations we took into consideration all greenhouse gases listed in the Kyoto Protocol (CO₂, CH₄, N₂O, HFCs, PFCs, SF₆ and NF₃) in the form of CO₂e.

The 2021/22 fiscal year was defined as the base year for measurement of GHG emissions and achievement of the climate objectives. This year was chosen as it was the first year for which a complete CO₂ footprint (including scope 3) was compiled.

The following emissions sources were used for the respective scopes:

- > Scope 1: DEFRA, German Environment Agency (UBA)
- > Scope 2: IEA, AIB, Green-e
- > Scope 3: DEFRA, IEA, ecoinvent, exiobase

The global warming potential (GWP) of the emission sources we use (e.g., IEA, DEFRA, etc.) originally comes from the Intergovernmental Panel on Climate Change (IPCC).

Our reporting is based on the operational control approach. Operative control was chosen as the consolidation approach for the emissions reporting because this approach is in line with our financial reporting and best reflects the actual power to control the company and therefore also our responsibility in relation to the GHG emissions.

For calculation purposes, we align ourselves closely to GHG protocol and its various subdocuments. In other words, with regard to the identification of relevant emissions sources, the choice of calculation approaches and consideration of quality and reporting criteria, we follow the specifications and practical examples of the GHG protocol.

We have attempted to close data gaps in the best possible way using extrapolations to ensure that our corporate carbon footprint is complete. Our emissions factors stem from recognized sources such as DEFRA, IEA, AIB, ecoinvent and exiobase. In general, we have chosen conservative approaches and suitable uncertainty markups for our emissions calculation.

Operations with local community engagement, impact assessments or development programs	Operational sites assessed on specific environmental risks in %	FY 2024/25	FY 2023/24	FY 2022/23
		Operational sites assessed on specific environmental risks	9 ¹⁾	-

¹⁾ For our first environmental risk assessment we selected five geographical locations (Heidenheim, Sao Paolo, St. Pölten, Jakarta and Gujarat) at which in total 16 operational sites (i.e., either production or service sites) are situated. This relates to a coverage of 9% of our global operational sites.

Water

Water withdrawal	Water withdrawal by source in m ³	FY 2024/25	FY 2023/24	FY 2022/23
		Total water withdrawal	1,114,905	1,094,810
	Surface water	72,547	73,236	69,604
	Ground water	518,955	501,677	546,038
	Water from third-party providers	523,403	519,897	531,950

Water intensity	Water intensity in m ³ /euro of sales	FY 2024/25	FY 2023/24 ²⁾	FY 2022/23
		Total volume of water withdrawal per unit of sales	0.000221696	0.000229282
	Total water withdrawal ¹⁾	1,074,339	1,073,957	-
	Sales ¹⁾	4,846,000,000	4,684,000,000	-

¹⁾ Without the discontinued operation Commercial Vehicles. Water data was allocated based on a combination of factors, such as meter readings, floor area calculations, and FTE figures.

²⁾ Adjusted retrospectively due to a slight change in the calculation; see Footnote ¹⁾.

Water consumption	Water consumption in m ³	FY 2024/25	FY 2023/24 ²⁾	FY 2022/23 ²⁾
		Total water withdrawal	1,114,905	1,094,810
	Total water consumption ¹⁾	72,553	-	-
	Total water discharge ¹⁾	1,042,352	-	-

¹⁾ As a result of a change in the data collection methodology, the values for water consumption and water discharge are disclosed for this financial year only.

²⁾ Adjusted retrospectively due to a slight change in the scope of locations observed.

Share of corporate operations in high water stress areas	Share of corporate operations in high water stress areas in %	FY 2024/25 ¹⁾	FY 2023/24	FY 2022/23
		Corporate operations in high water stress areas	-	-

¹⁾ To identify water-related impacts at Voith, an analysis using the WWF Risk Filter (Basin Physical Risks & Water Availability) was conducted in FY 2024/25. The analysis focused on the contribution to water scarcity due to water withdrawals from natural water resources such as lakes or other water bodies such as groundwater caused by activities within the company's own operations. The scope of the analysis looked at the global sites that make up about 80% of total water withdrawal (based on the figures from FY 2023/24). While certain sites are located in water scarcity areas, the overall impact is strongly influenced by external regional pressures, including excessive water use by other local actors. Based on a group perspective the overall impact on water withdrawal is considered non-material.

Waste and hazardous substance management

Waste and hazardous waste	Total weight of waste (by type of waste) in t	FY 2024/25	FY 2023/24	FY 2022/23
	Total weight of waste	51,373	45,288	55,723
	Hazardous waste	17,152	9,243	14,850
	Non-hazardous waste	34,021	34,219	38,307
	Construction Waste ¹⁾	200	1,826	2,566

¹⁾ As construction waste is not related to operational production activities, it is disclosed separately and excluded from the waste reduction target.

Waste diverted from landfill	Total weight of waste diverted from landfill in t	FY 2024/25	FY 2023/24	FY 2022/23
	Total weight of waste diverted from landfill	20,245	-	-
Total waste diverted from landfill in % ¹⁾	FY 2024/25	FY 2023/24	FY 2022/23	
	Percentage of total waste diverted from landfill	58	-	-

¹⁾ Percentage was calculated based on the subset of waste with known disposal methods. For 33 % of the total waste volume, the disposal method is unknown.

Waste recovered	Total weight of waste recovered in t	FY 2024/25	FY 2023/24	FY 2022/23
	Total weight of waste recovered	17,258	-	-
Total waste recovered in t ¹⁾	FY 2024/25	FY 2023/24	FY 2022/23	
	Percentage of total waste recovered	56	-	-

¹⁾ Percentage was calculated based on the subset of waste with known disposal methods. For 33 % of the total waste volume, the disposal method is unknown.

Waste intensity	Waste intensity in t/euro of sales	FY 2024/25	FY 2023/24	FY 2022/23
	Total weight of waste per unit of sales	0.00000999525	0.00000888	-
	Total waste ¹⁾	48,437	41,574	-
	Sales ¹⁾	4,846,000,000	4,684,000,000	-

¹⁾ Without the discontinued operation Commercial Vehicles. Waste data was allocated based on a combination of factors, such as meter readings, floor area calculations, and FTE figures.

Use of Material

Materials used	Materials used by weight in t	FY 2024/25	FY 2023/24	FY 2022/23
	Materials/raw materials use, total	158,350	156,511	161,884
	of which raw material	64,805	58,084	62,926
	of which semi-finished products	80,551	84,360	82,655
	of which packaging	8,992	10,301	12,203
	of which supplies	4,002	3,766	4,100

The background consists of several overlapping geometric shapes. A large black shape occupies the left and top-left portions. A bright blue shape is in the top-left corner. A large blue trapezoidal shape is on the right side. A black triangle is at the bottom right, pointing upwards.

Annex

Universal standards

Note	Comment	Link (the numbers refer to pages)
GRI 2: General Disclosures 2021		
2-1	Organizational details	2025 Voith ESG Additional Information Company Overview Voith
2-2	Entities included in the organization's sustainability reporting	28
2-3	Reporting period, frequency and contact point	28-29
2-4	Restatements of information	28
2-5	External assurance	28
2-6	Activities, value chain, and other business relationships	2025 Voith ESG Additional Information
2-7	Employees	10-12, 2025 Voith ESG Additional Information
2-8	Workers who are not employees	10-11, 2025 Voith ESG Additional Information
2-9	Governance structure and composition	2025 Voith ESG Additional Information
2-11	Chair of the highest governance body	2025 Voith ESG Additional Information Supervisory Board Voith
2-12	Role of the highest governance body in overseeing the management of impacts	2025 Voith ESG Additional Information
2-14	Role of the highest governance body in sustainability reporting	2025 Voith ESG Additional Information
2-15	Conflicts of interest	2025 Voith ESG Additional Information
2-16	Communication of critical concerns	2025 Voith ESG Additional Information
2-22	Statement on sustainable development strategy	2025 Voith ESG Additional Information
2-23	Policy commitments	2025 Voith ESG Additional Information
2-24	Embedding policy commitments	2025 Voith ESG Additional Information
2-25	Processes to remediate negative impacts	2025 Voith ESG Additional Information
2-26	Mechanisms for seeking advice and raising concerns	2025 Voith ESG Additional Information
2-27	Compliance with laws and regulations	2025 Voith ESG Additional Information
2-28	Membership associations	2025 Voith ESG Additional Information
2-29	Approach to stakeholder engagement	2025 Voith ESG Additional Information
2-30	Collective bargaining agreements	11

Note	Comment	Link (the numbers refer to pages)
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2025 Voith ESG Additional Information
3-3	Management of material topics	2025 Voith ESG Additional Information

Topical standards

Note	Comment	Link (the numbers refer to pages)
GRI 200: Economic Disclosures		
GRI 201: Economic performance 2016		
201-1	Direct economic value generated and distributed	Investor relations Voith
GRI 205: Anti-corruption 2016		
205-2	Communication and training about anti-corruption policies and procedures	2025 Voith ESG Additional Information
GRI 206: Anti-competitive behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2025 Voith ESG Additional Information
GRI 207: Tax 2019		
207-1	Approach to tax	2025 Voith ESG Additional Information
GRI 300: Environmental Disclosures		
GRI 301: Materials 2016		
301-1	Materials used by weight or volume	22
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	17
302-3	Energy intensity	18
302-4	Reduction of energy consumption	18
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	2025 Voith ESG Additional Information
303-3	Water withdrawal	21
303-4	Water discharge	21
303-5	Water consumption	21

Note	Comment	Link (the numbers refer to pages)
GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	18
305-2	Energy indirect (Scope 2) GHG emissions	19
305-3	Other indirect (Scope 3) GHG emissions	19
305-4	GHG emissions intensity	20
305-5	Reduction of GHG emissions	20, 2025 Voith ESG Additional Information
GRI 306: Waste 2020		
306-2	Management of significant waste-related impacts	2025 Voith ESG Additional Information
306-3	Waste generated	22, 2025 Voith ESG Additional Information
GRI 308: Supplier Environmental Assessment 2016		
308-2	Negative environmental impacts in the supply chain and actions taken	2025 Voith ESG Additional Information
GRI 400: Social Disclosures		
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	11
401-3	Parental leave	11
GRI 403: Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	2025 Voith ESG Additional Information
403-2	Hazard identification, risk assessment, and incident investigation	2025 Voith ESG Additional Information
403-4	Worker participation, consultation, and communication on occupational health and safety	2025 Voith ESG Additional Information
403-5	Worker training on occupational health and safety	2025 Voith ESG Additional Information
403-6	Promotion of worker health	2025 Voith ESG Additional Information
403-8	Workers covered by an occupational health and safety management system	2025 Voith ESG Additional Information
403-9	Work-related injuries	13, 2025 Voith ESG Additional Information

Note	Comment	Link (the numbers refer to pages)
GRI 404: Training and Education 2016		
404-1	Average hours of training per year per employee	12
404-2	Programs for upgrading employee skills and transition assistance programs	2025 Voith ESG Additional Information
404-3	Percentage of employees receiving regular performance and career development reviews	13
GRI 405: Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	10, 2025 Voith ESG Additional Information
GRI 407: Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2025 Voith ESG Additional Information
GRI 408: Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	2025 Voith ESG Additional Information
GRI 409: Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 Voith ESG Additional Information
GRI 414: Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	7, 2025 Voith ESG Additional Information
GRI 415: Public Policy 2016		
415-1	Political contributions	2025 Voith ESG Additional Information

On the Sustainability Report 2025 Factual Basis

The Sustainability Report has been prepared since 2011 to provide our stakeholders with information on our sustainability performance on an annual basis. The present report describes the progress made in the 2024/25 fiscal year, i.e. from October 1, 2024 to September 30, 2025. In this document, we focus on the fields of action material to our company and our stakeholders. The Sustainability Report 2025 Factual Basis is published on our website in addition to the existing Sustainability Report 2024.¹⁾

In its reporting, Voith follows the guidelines of the Global Reporting Initiative (GRI) and uses the corresponding GRI standards (2021) as an orientation. An external audit of the content was not performed.

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

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

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

¹⁾ The Sustainability Report 2024 marked the start of our new approach to sustainability reporting. The content to be reported is presented separately in the report itself and in the factual basis. The report contains the description of the management approaches (strategies, targets and measures) and will only be updated as required. Further ESG information on the 2024/25 fiscal year can be found in the document "2025 Voith ESG Additional Information" on our website. The factual basis contains the quantitative key figures. These are updated and published accordingly for each fiscal year.

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Further information

The report can be found at these internet addresses:
<https://voith.com/nachhaltigkeit>
<https://voith.com/sustainability>

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VOITH