

## Corporate action in the spirit of sustainability

### **Statement by the Voith Group Corporate Board of Management**

As a family business, we are especially committed to ecological, fair, and long-term successful business practices and want to make a demonstrable contribution to the sustainable development of the company, society, and environment.

Industrial sustainability is our business model. We are therefore making a crucial contribution to the decarbonization of industry while at the same time ensuring our future growth. Our strategic focus on sustainable technologies is the basis for developing our product portfolio further in our existing core business and for making investments in new business areas and markets.

### **Strategy and integrity**

Thanks to our values and the guidelines derived from them, we make sure that Voith is operating according to the very same business principles all around the world and that it continues to develop a unified corporate culture. The Voith Code of Conduct defines how we deal with our customers and business partners and how we work together within the company.

We implement our sustainability strategy systematically. To do this, we have defined six fields of action: sustainable corporate management, responsibility for our products, our supply chain, the environment, society, and our employees.

When defining and implementing our sustainability strategy, we meticulously comply with our corporate duties within the framework of applicable laws and international standards. We are also guided by the principles of the Global Compact and the Sustainable Development Goals of the United Nations.

## **Environment**

We are committed to using resources responsibly, minimizing environmental risks, and making an active contribution to climate protection. What this means for us includes the following:

- Reducing our energy consumption and the corresponding greenhouse gas emissions and air pollutants
- Increasing the on-site generation of renewable energy
- Efficiently using materials and raw materials in the spirit of a circular economy
- Avoiding waste as much as possible
- Safely handling working, hazardous, and operating materials
- Continuously decreasing our water withdrawal and reducing wastewater volumes
- Maintaining and promoting biodiversity
- Reducing environmental impacts during and after product use
- Promoting sustainable consumption

## **Social issues**

Developing sustainable technologies for future generations is in our DNA. This also includes Voith assuming social responsibility within society. Our aim is to actively participate in shaping the environment in which we operate as a company. Among other things, this includes:

- Adherence to labor and human rights
- The strict rejection of forced and child labor
- Trusting cooperation with employee representatives
- The strict rejection of discrimination and the promotion of diversity and thus an appreciative and impartial working environment
- Respect for the rights of indigenous peoples
- Fair and market-oriented remuneration for all employees
- Consistent prevention of accidents in the workplace and of work-related illnesses
- The promotion of a flexible and family-friendly working culture

- The continuous development of our employees' skills through a wide range of training courses
- Support for integration measures inside and outside the company
- Ensuring the health and safety of our customers
- Involvement as a "Good Corporate Citizen" at Voith locations

## **Governance**

At Voith, we see sustainability as being a cross-sectional task performed by the Corporate Board of Management as well as by the corporate functions and Group divisions, thereby permeating the entire company.

We are convinced that such a comprehensive range of issues can only be successfully addressed through close, continuous cooperation. We therefore expect all employees to act autonomously and in support of the sustainable development of the company and Voith's values. This cooperation extends beyond our plant gates: Together with our suppliers, we incorporate consequently the key Environment-, Social- and Governance (ESG)-standards in our purchasing processes.

Our most important stakeholders include owners and supervisory bodies, employees, works councils, customers, suppliers, rating agencies, and investors, along with the local population at our locations, business associations, academia, public authorities, politicians, non-governmental organizations, the media, and interested members of the public.

Ongoing exchanges with our internal and external stakeholders are essential for us. We therefore examine our sustainability performance as part of a regular stakeholder dialog. Based on this, we adapt our sustainability strategy to current circumstances at regular intervals and assess the impact of our business activities on sustainability aspects as well as on the risks and opportunities that arise for our company as a result.

Communicating transparently, we inform our stakeholders in great detail and in a manner suited to the target group, such as in our annual sustainability report.

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