

GRI index

The following GRI index is based on V-ZUG's current materiality matrix («Fig. 3: Materiality matrix at V-ZUG», page 20), which it drew up in 2022 with input from external and internal stakeholders. Relevant information is presented transparently in this sustainability report and in the 2022 Annual Report, and is supplemented with additional details in the index. The following table shows the association between the relevant GRI Standards and the subjects evaluated in the materiality process, plus the top-level focus topics.

Focus topic	Subject	GRI indicator	SDG
Products and services for a future-fit society	Circular product design	GRI 301, GRI 306	7, 9, 12, 13
	Sustainable consumption and healthy nutrition	GRI 416	
Healthy and committed employees	Health and safety of employees	GRI 403	8
	Developing potential and know-how management	GRI 401, GRI 404	
	Diverse and inclusive working culture	GRI 405	
Environment and climate protection	Resource-efficient operations	GRI 302, GRI 303	7, 9, 12, 13
	Logistics and mobility	GRI 305	
Entrepreneurship for sustainable prosperity	Responsible and resilient supply chain	GRI 204, GRI 308, GRI 414	8, 9, 12
	Long-term corporate success as added value for society	GRI 201, GRI 203	
	Business ethics and compliance	GRI 2-23, GRI 419	

General details

Indicator	Description	Comment/reference
Foundation (2022)		
GRI 1	Foundation 2022	V-ZUG Holding Ltd has reported in accordance with the GRI Standards for the period from 1 January 2022 to 31 December 2022.
The organization and its reporting practices (2022)		
GRI 2-1	Organizational details	<p>V-ZUG Holding Ltd</p> <p>Company limited by shares under Swiss law; listed on the SIX Swiss Exchange stock market</p> <p>Head Office: Zug, Switzerland</p> <p>See «Company profile», page 8 and 2022 Annual Report.</p>
GRI 2-2	Entities included in the organization's sustainability reporting	<p>The Annual Report covers the companies that make up V-ZUG Holding Ltd.</p> <p>Unless otherwise stated, the Sustainability Report covers the following three companies: V-ZUG Ltd, V-ZUG Cooling Technology Ltd and V-ZUG (Changzhou) Special Components Co., Ltd. (see «About this report», page 78).</p> <p>The Annual Report (Financial Report) covers all the V-ZUG Group companies owned directly or indirectly by V-ZUG Holding Ltd (see 2022 Annual Report).</p> <p>Entities are consolidated in line with the consolidation approach. See 2022 Annual Report.</p>
GRI 2-3	Reporting period, frequency and contact point	<p>V-ZUG reports annually for the financial year, 1 January 2022 to 31 December 2022, reporting date: 31 December 2022</p> <p>The Annual Report is also produced annually for the previous financial year (1 January 2022 to 31 December 2022, reporting date 31 December).</p> <p>The last report was published on 29 April 2021.</p> <p>The contact person for questions is Marcel Niederberger, marcel.niederberger@vzug.com (Head of Sustainability).</p>
GRI 2-4	Restatements of information	<p>In 2022, we set ourselves specific targets for 2030 for the four focus topics, and illustrated these in our 2025 Roadmap with tangible measures and key performance indicators. An overview of the specific targets and results can be found under "Targets, facts and figures" in each of the sections.</p> <p>In order to report on our energy consumption even more transparently, figures were recorded on both a location and a market basis.</p> <p>In the 2021 Sustainability Report, the natural gas consumption for the Zug site was incorrectly shown as the upper calorific value. In the 2022 Sustainability Report, the lower calorific value has once again been used. The 2021 figures have been amended accordingly.</p> <p>The management category was redefined in 2022. It is now subdivided into a leadership and management team. The associated staffing figures are therefore not directly comparable with those of previous years.</p> <p>The method for collecting fleet efficiency (yearly energy consumption data updated) was refined and retroactively adjusted. This data was also linked to the Scope 3 measurement for the first time in order to show the change based on the energy label.</p> <p>The method for collecting the operational life cycle assessment data was refined and figures for packaging material were corrected. This has been retroactively adjusted for 2020 and 2021.</p> <p>The method for collecting Scope 3 emissions was refined and adjusted retrospectively (assessment of electronics, metals and equipment consumption data).</p> <p>The net revenue for the previous year's period was partially adjusted in connection with changes in accounting principles, see page 72 of the Annual Report for details. This has an impact on the eco-efficiency and the adjustments were made accordingly.</p>
GRI 2-5	External assurance	The 2022 Sustainability Report has not been externally audited.

Indicator	Description	Comment/reference
Activities and employees (2022)		
GRI 2-6	Activities, value chain and other business relationships	<p>Industry: Household appliances</p> <p>Value chain:</p> <p>V-ZUG has its own sales companies or branches in Australia, Austria, Belgium, China, France, Germany, Hong Kong, Luxembourg, the Netherlands, Singapore, Thailand, the United Kingdom and Vietnam. V-ZUG products are also available via distributors in Israel, Italy, Lebanon, Turkey, Ukraine and the USA. V-ZUG serves a total of 20 markets including Switzerland, its home market.</p> <p>Business relations with Russia have been suspended due to sanctions. Business relations still exist with Ukraine, but there is no demand for appliances due to the war.</p> <p>See «Company profile», page 8.</p> <p>Organizational supply chain:</p> <p>In total, we are working with and maintaining long-term relationships with around 1,500 Tier 1 suppliers. We also have an estimated 5,000 additional indirect suppliers (Tier 2). Around 60 percent of our Tier 1 suppliers are based in Switzerland, and another 30 percent or so are located in nearby European countries. Payments amount to approximately CHF 200 million per year.</p> <p>See «Entrepreneurship for sustainable prosperity», page 66.</p> <p>Downstream activities and entities:</p> <p>Private customers, specialist retailers, property management companies and real estate owners.</p> <p>V-ZUG's products are sold predominantly via trade outlets. The traders sell them to installers and display them in various settings including showrooms, where end consumers can obtain information about the products. V-ZUG also operates 21 exhibition and advisory centres as well as V-ZUG Studios worldwide. In addition to commercial firms and kitchen designers, key customer groups primarily include property management companies and real estate owners, as well as their agents (such as architects and general contractors). Private customers purchase V-ZUG appliances via specialist retailers, kitchen designers, general contractors and architects.</p> <p>See «Company profile», page 8, «Products and services for a future-fit society», page 23.</p> <p>Other relevant business relationships:</p> <p>Strategic partnerships:</p> <ul style="list-style-type: none"> ■ Tech Cluster Zug, Zug ■ Universities and higher education establishments: HSLU, ZHAW, HWZ, FHNW, OST, ETH, EMPA ■ SENS – Foundation for recycling electrical and electronic appliances <p>Further memberships and commitments:</p> <ul style="list-style-type: none"> ■ ActionJam ■ aha! Swiss Allergy Centre (joint venture) ■ amk – "The Modern Kitchen" working group ■ EEBUS - Empowering the digitalisation of Energy transition ■ ETH Foundation ■ Europa Forum ■ HSLU – University of Applied Sciences Council ■ Zug+ Climate Charter Initiative ■ LACE – Laboratory for a Circular Economy, National Science Foundation Project 73 (project partner) ■ PWN Professional Women's Network ■ Reffnet (Swiss Resource Efficiency Network) ■ sia - Swiss Society of Engineers and Architects ■ Suissetec ■ Swiss Triple Impact programme (STI programme) ■ Switzerland Innovation Park Central ■ tfz – Technologie Forum Zug (Board) ■ Zug Chamber of Commerce, member (Board) ■ Zurich Chamber of Commerce

Indicator	Description	Comment/reference
		<p>Social engagement:</p> <p>At its production facilities in Zug, V-ZUG Ltd works with the "zuwebe" Foundation, enabling people with disabilities to integrate into the work process.</p> <p>V-ZUG Cooling Technology Ltd in Sulgen has for many years maintained a partnership with Obvita, which supports the integration of people with visual disabilities and mental disorders into professional and social life.</p> <p>Via this collaborative initiative, a working group from Obvita regularly carries out assembly tasks at V-ZUG's refrigerator production facilities.</p>
GRI 2-7	Employees	<p>Total number of employees plus breakdown by gender and region:</p> <ul style="list-style-type: none"> ■ Women: 403 ■ Men: 1444 <ul style="list-style-type: none"> ■ Zug: 1658 ■ Sulgen: 146 ■ Changzhou: 43 <p>Total number of employees with permanent contracts:</p> <ul style="list-style-type: none"> ■ Women: 391 ■ Men: 1424 <ul style="list-style-type: none"> ■ Zug: 1627 ■ Sulgen: 145 ■ Changzhou: 43 <p>Total number of employees with fixed-term contracts:</p> <ul style="list-style-type: none"> ■ Women: 12 ■ Men: 20 <ul style="list-style-type: none"> ■ Zug: 31 ■ Sulgen: 1 ■ Changzhou: 0 <p>Employees with no guaranteed working hours:</p> <p>At V-ZUG, there are no employees without guaranteed working hours.</p> <p>Total number of full-time employees:</p> <ul style="list-style-type: none"> ■ Women: 239 ■ Men: 1320 <ul style="list-style-type: none"> ■ Zug: 1380 ■ Sulgen: 136 ■ Changzhou: 43 <p>Total number of part-time employees:</p> <ul style="list-style-type: none"> ■ Women: 164 ■ Men: 124 <ul style="list-style-type: none"> ■ Zug: 278 ■ Sulgen: 10 ■ Changzhou: 0 <p>V-ZUG's business operations do not cause any significant seasonal fluctuations in staffing levels.</p> <p>See «Healthy and committed employees», page 36.</p>
GRI 2-8	Workers who are not employees	<p>Temporary workers, appointed via external agencies: 155</p> <p>External contractors (support): 130</p>

Indicator	Description	Comment/reference
Corporate management (2022)		
GRI 2-9	Governance structure and composition	<p>The Board of Directors of the V-ZUG Group has an Audit Committee and a Human Resources and Compensation Committee (for details, see "Corporate Governance" on the website).</p> <p>The Executive Committee's operational management structure is made up of the following departments (for details, see "Executive Committee" on the website):</p> <ul style="list-style-type: none"> ■ CEO V-ZUG Group: Digital Transformation, Sustainability, Corporate Communication ■ International Department: Market Subsidiaries, Distributors, OEM Business ■ Finance Department: Group Finance and Controlling, Business Controlling, Legal and Compliance, Investor Relations ■ Sales and Service Department: Market Switzerland, Global Service and Support, Market Project Management Office Marketing Controlling, Marketing Services Switzerland ■ Operations Department: Supply Chain Management, Project Management, Global Quality Management, Industrial Engineering, Cross Product Manufacturing, Manufacturing, Procurement, Infrastructure and Maintenance ■ Engineering Department: Innovation/Services and Technology, Engineering Appliances, Engineering Electronics/SW and Shared Services, Strategic Industrial Engineering, Corporate Design ■ Human Resources Department ■ Marketing Department: Global Product Management, Global Marketing and Communications, Communications Process Center, Global Commercial Excellence <p>Committees responsible for decision-making on environmental and social topics:</p> <ul style="list-style-type: none"> ■ Executive Committee ■ "V-ZUG Sustainability Workforce" working group led by the Head of Sustainability ■ Internal Auditors for Quality, Environment and Occupational Safety <p>In June 2020, the V-ZUG Group broke away from the Metall Zug Group, and was simultaneously listed on the SIX Swiss Exchange. Metall Zug Ltd retains around 30% of V-ZUG Holding Ltd shares and remains an anchor shareholder.</p> <p>See "Spin-off and listing" on the website.</p>
GRI 2-10	Nomination and selection of the highest governance body	See 2022 Annual Report.
GRI 2-11	Chair of the highest governance body	<p>The Chair of the highest governance body is Oliver Riemenschneider. Like all members of the Board of Directors, he is non-executive.</p> <p>See 2022 Annual Report.</p>

Indicator	Description	Comment/reference
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	<p>Key issues are approved by the Board of Directors and the Executive Committee. Building on this, medium and long-term sustainability goals are defined and approved by the Board of Directors and the Executive Committee. Those members of the Executive Committee who are responsible for focus topics regularly evaluate the degree to which these topics have been achieved, together with the Head of Sustainability and the Sustainability Working Group.</p> <p>At the four regular Board of Directors' meetings each year, information regarding sustainability issues is regularly presented and/or decisions submitted.</p> <p>Sustainability issues also form an integral part of the risk management process, which is overseen annually by the Board of Directors.</p> <p>There is no structured stakeholder discussion regarding sustainability issues at board level. Issues are addressed as required.</p> <p>In 2024, the Sustainability Report will be integrated into the Annual Report for the 2023 financial year, and approved by the Board of Directors.</p>
GRI 2-13	Delegation of responsibility for managing impacts	<p>Overall responsibility is delegated to the CEO. Four members of the Executive Committee are each responsible for a single focus topic. The impact of measures and campaigns is assessed by means of a quarterly review of the targets.</p> <p>Annual sustainability reporting provides information about targets and the degree to which they have been met. It is made available to all stakeholders including the highest governance body.</p>
GRI 2-14	Role of the highest governance body in sustainability reporting	<p>The Board of Directors defines the targets and approves the Sustainability Report.</p> <p>In 2024, the Sustainability Report will be integrated into the Annual Report for the 2023 financial year, and approved by the Board of Directors.</p> <p>See editorial «Resiliently forging ahead with a pioneering spirit», page 5</p>
GRI 2-15	Conflicts of interest	<p>Conflicts of interest are avoided or lessened by the rules in the organizational regulations (see "Organizational regulations" on the website).</p> <p>Conflicts of interest are disclosed to stakeholders, see 2022 Annual Report and Code of Conduct.</p>
GRI 2-16	Communication of critical concerns	<p>Critical matters are reported via the official reporting point (compliance@vzug.com) and prepared for the attention of the Audit Committee (a Board of Directors' committee), where they are considered, finalized and documented (see "Audit Committee Regulations" dated 1 June 2020).</p> <p>In 2022, five cases were reported via compliance@vzug.com and dealt with by V-ZUG. Two cases were additionally reported via the external reporting point (The Swiss Crisis Intervention Foundation). These were addressed by employee counselling. However, the content of these reports cannot be disclosed as this is confidential information.</p>
GRI 2-17	Collective knowledge of the highest governance body	<p>Aspects of the "sustainable development" issue are discussed in the quarterly Board of Directors' meetings. The Board of Directors therefore always has the latest information regarding key V-ZUG sustainability issues and thus the associated demands, challenges, opportunities and risks. Dedicated training is scheduled for 2023/2024.</p>
GRI 2-18	Evaluation of the performance of the highest governance body	<p>The performance of the Board of Directors is not evaluated.</p>
GRI 2-19	Remuneration policies	<p>See 2022 Annual Report, page 60 – Remuneration Report</p>

Indicator	Description	Comment/reference
GRI 2-20	Process to determine remuneration	<p>The process for determining remuneration is laid down in the 2022 Remuneration Report. See 2022 Annual Report, page 60 – Remuneration Report.</p> <p>The results of stakeholder voting regarding the remuneration policies and proposals are published in the minutes of the Annual General Meeting. See "Annual General Meeting" on the website.</p>
GRI 2-21	Annual total compensation ratio	The compensation for the Board of Directors and Executive Committee is disclosed in the Remuneration Report. See 2022 Annual Report, page 60 – Remuneration Report.
Strategy, policies and practices (2022)		
GRI 2-22	Statement on sustainable development strategy	See editorial «Resiliently forging ahead with a pioneering spirit», page 5.
GRI 2-23	Policy commitments	<p>V-ZUG undertakes to trade in a responsible entrepreneurial manner. Its operational principles are formalized in its Code of Conduct and will also be laid down in the V-ZUG Code of Conduct for Suppliers (to be published in March 2023).</p> <p>Our Code of Conduct calls on us to treat everyone with respect and tolerance. No discrimination whatsoever will be accepted.</p> <p>The amended version contains a stronger commitment to human rights and sets out the principles of good corporate governance as part of our vision, mission and core values.</p> <p>The precautionary principle is enshrined in V-ZUG's ethical principles and management guidelines and is monitored by an integrated management system (quality, environment and occupational safety). Certifications in accordance with ISO 9001, ISO 14001 and ISO 45001 at the Zug site (incl. service centres and V-ZUG Studios in Switzerland) also contribute to the precautionary principle, in the shape of preventive measures within the company's operations. Published documents (accessible via website):</p> <ul style="list-style-type: none"> ■ ISO 9001 certificate (Zug site) ■ ISO 14001 certificate (Zug site) ■ ISO 45001 certificate (Zug site) <p>The Code of Conduct and the Code of Conduct for Suppliers contain a zero-tolerance stance towards forced labour and child labour.</p> <p>V-ZUG's key mission statements, codes of conduct and principles (see website) are:</p> <ul style="list-style-type: none"> ■ The Code of Conduct of the V-ZUG Group (accessible via website), including guidelines for ethical business decisions. ■ Vision, mission, core values (accessible via website) ■ Principles of collaboration ■ Terms of Employment (TOE) ■ Annex 1 to the TOE (ethical principles) ■ ISO 9001, 14001 and 45001 certificates (including annexes, accessible via website) ■ EU General Data Protection Regulation ■ Swiss Data Protection Act ■ Internal competency model <p>The Code of Conduct is approved by the President of the V-ZUG Holding Ltd Board of Directors and the CEO of V-ZUG Holding Ltd.</p> <p>The Code of Conduct applies globally for all employees, including members of the Board of Directors and other governance bodies of companies belonging to the V-ZUG Group. The Code of Conduct is available in six languages.</p> <p>New joiners are trained in the Code, and all employees sign it as part of their employment contract. The Code of Conduct is available on the website for business partners and stakeholders to view.</p> <p>The Code of Conduct for Suppliers will form part of supplier agreements. When onboarding new suppliers, we initiate self-assessments beforehand and, where necessary, pre-audits, and we obtain financial information.</p>

Indicator	Description	Comment/reference
GRI 2-24	Embedding policy commitments	<p>It is the job of V-ZUG management to ensure that all employees are familiar with the Code of Conduct, understand it and act accordingly.</p> <p>In future, regular training and e-learning courses will additionally take place for all employees, and compliance audits will be carried out.</p> <p>If the Supplier Code is breached, action plans will be drawn up together with our suppliers. In the case of insufficient progress or repeated breaches of the Code, the partnership will be terminated.</p> <p>Where the standards in the Supplier Code are not adhered to, we will draw up action plans together with our suppliers or, in the case of repeated insufficient progress, terminate the partnership.</p> <p>See also: GRI 2-23.</p>
GRI 2-25	Processes to remediate negative impacts	<p>V-ZUG has an internal process for dealing with grievances, which are handled on a case-by-case basis.</p> <p>In the event of negative impacts, an internal team will draw up further measures (e.g. product safety, emergency and crisis management).</p>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<p>Employees who believe in good faith that certain behaviour violates our Code of Conduct have a duty to report such behaviour to their manager or, ultimately, to the legal department (compliance@vzug.com). Such reports are treated in confidence. Employees who report in good faith a potential violation of the Code of Conduct need have no fear that reporting their suspicions will have negative repercussions for their employment at the company. There is also an external reporting point for serious grievances (bullying, sexual harassment)</p>
GRI 2-27	Compliance with laws and regulations	<p>V-ZUG complies with laws and regulations worldwide. For reasons of confidentiality, no details are published.</p>
GRI 2-28	Membership associations	<p>V-ZUG Ltd is a member of or is represented on the board of the following associations and interest groups:</p> <ul style="list-style-type: none"> ■ SWISSMEM, the Swiss association for mechanical and electrical engineering industries, board member ■ FEA (the Swiss association for household and commercial appliances), board member ■ Küche (the Swiss kitchen association), board member ■ SENS e Recycling, Foundation for recycling electrical and electronic appliances, board of trustees ■ Association for the Decarbonization of Industry ■ öbu – Swiss Business Council for Sustainable Development ■ IG exact (Excellence in Applied Electronics and Technologies) ■ Economiesuisse ■ Electrosuisse – Association for electrical, energy and information technology

Indicator	Description	Comment/reference
Stakeholder engagement (2022)		
GRI 2-29	Approach to stakeholder engagement	<p>Key stakeholder groups have been defined in dialogue with internal departments. To achieve broad-based support for our materiality process, we consulted 68 representatives of V-ZUG's central stakeholders in an online survey. These included the Board of Directors, Executive Committee, employees, customers, partners, suppliers, banks and investors, along with representatives from politics and academia.</p> <p>The stakeholder groups engaged in the 2021 materiality process were: end customers, sales partners, suppliers, investors and stakeholders from the fields of research, finance and politics. Also internal stakeholders such as employees, management and the Board of Directors. The materiality matrix that resulted from the consultation («Fig. 3: Materiality matrix at V-ZUG», page 20) forms an important basis for reporting.</p> <p>V-ZUG's stakeholders are engaged as follows:</p> <ul style="list-style-type: none"> ■ Customers: Customer surveys, customer contact (around 300 service technicians in field sales and customer service), customer magazine ("ZugerRötel" in the Swiss market, "V-ZUG Inspirations" in international markets), guided tours of the Zug manufacturing facilities. In order to experience the wide variety of product functions, free appliance demonstrations are additionally offered by V-ZUG customer advisors. ■ Employees: Employee survey, "BLUELine" employee magazine, intranet and Yammer (internal social media platform); specialist internal communication unit and various central and local functions (including human resources, legal and compliance, and management) ■ Investors/shareholders: General Meetings of Shareholders, Annual Report, investor roadshows ■ Suppliers: Supplier audits ■ Sales partners: Annual product presentation and various symposiums, Swissbau and other trade fairs (it was not possible to hold many trade fairs in 2021 due to the COVID-19 pandemic; symposiums were held online) ■ Trade unions: Within the context of the collective employment agreement (CEA) ■ Media: Information provided by Corporate Communications & Investor Relations ■ Research and education: Board activities (e.g. on the board of the MINERGIE association), lecturing activities by senior executives, participation in working groups with educational institutions, advisory board of the WERZ institute for knowledge, energy and raw materials in Zug.
GRI 2-30	Collective bargaining agreements	<p>All employees at the Zug site in Switzerland are subject to the collective employment agreement (CEA) of the Association of Swiss Engineering Employers (ASM). The current CEA was revised as scheduled on 1 July 2018 and is valid for five years, until 30 June 2023. The employees' associations Angestellte Schweiz, Unia, Syna, Swiss Association of Commercial Employees, Schweizer Kader Organisation (SKO) and the employers' association ASM are involved as negotiation partners.</p> <p>It is important for V-ZUG that employees are able to represent their interests and participate in the company's development. According to the CEA, the employee representative body represents the interests of the workforce to HR and the Executive Committee, and works to ensure the CEA provisions are adhered to. It also seeks to promote trusting collaboration between the Executive Committee and employees, helps to create attractive working conditions and acts as a contact and advisory point for differences of opinion. The members of the employee representative body are elected in predefined electoral groups by all employees.</p> <p>The Sulgen site (V-ZUG Cooling Technology) and the Changzhou site in China are not subject to a collective bargaining agreement. V-ZUG Cooling Technology is a separate legal entity, and employment contracts are subject to the individual employment contract (EAV) and the Swiss Code of Obligations. Employment contracts in Changzhou are concluded in line with V-ZUG employment guidelines and in accordance with human rights conventions.</p>

Specific details

Aspect	Indicator	Description	Comment/reference																											
Key issues																														
GRI 3-1	GRI 3 (2022)	Process to determine material topics	<p>In the reporting year, we refined our sustainability priorities. As a first step, the Sustainability Workforce revised the list of potentially relevant sustainability topics. We then combined these 11 topics into four priority areas, and consolidated them to form groundbreaking focus topics. These provide the structure for our reporting. To achieve broad-based support for our materiality process, we consulted 68 representatives of V-ZUG's central stakeholders in an online survey. These included the Board of Directors, the Executive Committee, staff, customers, partners, suppliers, banks, investors and also representatives from politics and academia. The results were subsequently discussed and finalized with selected members of the Executive Committee and the Board of Directors. Here, too, we based our deliberations on the findings of our life cycle and CO₂ assessments. We then drew up an appropriate materiality matrix (see «Fig. 3: Materiality matrix at V-ZUG», page 20).</p> <p>See «Company profile», page 8 and «Key issues: Framing and impact», page 79.</p>																											
GRI 3-2		List of material topics	See «Company profile», page 8.																											
Products and services for a future-fit society																														
Circular product design																														
GRI 3-3	GRI 301-1	Management of material topics	<p>See «Products and services for a future-fit society», page 23, «Environment and climate protection», page 50 and «Key issues: Framing and impact», page 79.</p>																											
GRI 301 Materials (2016)		Materials used by weight or volume	<p>Materials used by type (in tonnes):</p> <table><tr><th>Type of material</th><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>Iron</td><td>6884</td><td>7426</td><td>8031</td></tr><tr><td>Stainless steel</td><td>1537</td><td>1755</td><td>1711</td></tr><tr><td>Aluminium</td><td>196</td><td>229</td><td>148</td></tr><tr><td>Non-ferrous metal</td><td>87</td><td>84</td><td>80</td></tr><tr><td>Oils, fats, lubricants</td><td>24</td><td>21</td><td>16</td></tr><tr><td>Hazardous substances</td><td>837</td><td>675</td><td>640</td></tr></table>	Type of material	2020	2021	2022	Iron	6884	7426	8031	Stainless steel	1537	1755	1711	Aluminium	196	229	148	Non-ferrous metal	87	84	80	Oils, fats, lubricants	24	21	16	Hazardous substances	837	675
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GRI 306 Waste (2020)	GRI 306-1	Waste generation and significant waste-related impacts	<p>See «Products and services for a future-fit society», page 23, «Environment and climate protection», page 50 and website.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> ■ Environmental policy (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> ■ Hazardous goods checklist 																																																											
	GRI 306-2	Management of significant waste-related impacts	See «Products and services for a future-fit society», page 23, «Environment and climate protection», page 50 and website.																																																											
	GRI 306-3	Waste generated	<p>Waste by type (in tonnes):</p> <table> <tr> <th>Type of waste</th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Waste wood</td><td>600.3</td><td>688.4</td><td>738</td></tr> <tr> <td>Bulky industrial/commercial items</td><td>216.0</td><td>236.7</td><td>230</td></tr> <tr> <td>Plastics</td><td>53.3</td><td>45.3</td><td>166</td></tr> <tr> <td>Scrap metal</td><td>1624.9</td><td>1866.6</td><td>1892</td></tr> <tr> <td>Paper/cardboard</td><td>505.3</td><td>528.9</td><td>668</td></tr> <tr> <td>Oils, fats, lubricants</td><td>9.0</td><td>14.0</td><td>3.6</td></tr> <tr> <td>Special waste</td><td>13.0</td><td>28.0</td><td>19.6</td></tr> <tr> <td>Returned household appliances*</td><td>1086.3</td><td>1304.8</td><td>923.9</td></tr> <tr> <td>Other (old tyres, electrical waste, green waste)</td><td>26.6</td><td>26.2</td><td>24.3</td></tr> </table> <p>*This figure corresponds to the number of household appliances that customers returned to V-ZUG via its own service organization. In the Swiss market (in 2022, approx. 85% of V-ZUG appliances sold were sold in the Swiss market) virtually 100% of the household appliances in circulation are returned for professional disposal (the collection rate is almost 100%). Details regarding the collection rate and also the recycling rate are published each year in the annual report of the SENS Foundation (tasked by manufacturers to organize the return and professional recycling of electrical appliances). V-ZUG plays an active role in the SENS Foundation, and CEO Peter Spirig sits on the Foundation's Board of Trustees.</p> <p>Waste by disposal type:</p> <table> <tr> <th>Type of disposal</th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Recycled</td><td>79.7%</td><td>79.6%</td><td>78.6%</td></tr> <tr> <td>Composted</td><td>0.2%</td><td>0.3%</td><td>0.2%</td></tr> <tr> <td>Incinerated</td><td>19.7%</td><td>19.5%</td><td>20.7%</td></tr> <tr> <td>Special waste</td><td>0.3%</td><td>0.6%</td><td>0.5%</td></tr> </table> <p>Scrap metal and returned household appliances are recycled and waste wood is incinerated. Hazardous waste (oils, fats, lubricants and other special waste) makes up a small proportion of the waste generated, and is disposed of or recycled separately.</p>	Type of waste	2020	2021	2022	Waste wood	600.3	688.4	738	Bulky industrial/commercial items	216.0	236.7	230	Plastics	53.3	45.3	166	Scrap metal	1624.9	1866.6	1892	Paper/cardboard	505.3	528.9	668	Oils, fats, lubricants	9.0	14.0	3.6	Special waste	13.0	28.0	19.6	Returned household appliances*	1086.3	1304.8	923.9	Other (old tyres, electrical waste, green waste)	26.6	26.2	24.3	Type of disposal	2020	2021	2022	Recycled	79.7%	79.6%	78.6%	Composted	0.2%	0.3%	0.2%	Incinerated	19.7%	19.5%	20.7%	Special waste	0.3%	0.6%
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Special waste	0.3%	0.6%	0.5%																																																											

Aspect	Indicator	Description	Comment/reference												
	GRI 306-4	Waste diverted from disposal	<p>Waste by disposal type in tonnes:</p> <table> <tr> <th>Type of disposal</th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Recycled</td><td>3297</td><td>3770.3</td><td>3666.8</td></tr> <tr> <td>Composted</td><td>8.0</td><td>15.1</td><td>11.0</td></tr> </table> <p>Main recycling partner for returned appliances: Thommen Recycling, ISO 14001-certified.</p> <p>We do not export any waste.</p>	Type of disposal	2020	2021	2022	Recycled	3297	3770.3	3666.8	Composted	8.0	15.1	11.0
Type of disposal	2020	2021	2022												
Recycled	3297	3770.3	3666.8												
Composted	8.0	15.1	11.0												
	GRI 306-5	Waste directed to disposal	<p>Waste by disposal type in tonnes:</p> <table> <tr> <th>Type of disposal</th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Incinerated</td><td>816.1</td><td>925.2</td><td>968</td></tr> <tr> <td>Special waste</td><td>13.0</td><td>28.0</td><td>19.6</td></tr> </table> <p>We do not dispose of any waste in landfill sites.</p>	Type of disposal	2020	2021	2022	Incinerated	816.1	925.2	968	Special waste	13.0	28.0	19.6
Type of disposal	2020	2021	2022												
Incinerated	816.1	925.2	968												
Special waste	13.0	28.0	19.6												
Sustainable consumption and healthy nutrition															
GRI 3-3		Management of material topics	See «Products and services for a future-fit society», page 23, «Entrepreneurship for sustainable prosperity», page 66 and «Key issues: Framing and impact», page 79.												
GRI 416 Customer health and safety (2016)	GRI 416-1	Assessment of the health and safety impacts of product and service categories	<p>All operating instructions for our appliances contain information on safe use, proper disposal of packaging materials and of the appliance, as well as tips for saving energy (and water, in the case of washing machines). Our appliances meet the IEC 60335-1 standard (Safety of electrical appliances for household use). Furthermore, our appliances satisfy the EU's RoHS and the WEEE directives. For the WEEE directive, this means in particular that all V-ZUG appliances are labelled according to the standard and the operating instructions contain information about proper disposal.</p> <p>In addition, in the installation instructions for the appliances, which are aimed directly at installation professionals, we describe what needs to be taken into account when installing our appliances for them to function as well as possible, with maximum energy efficiency.</p>												
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents												

Aspect	Indicator	Description	Comment/reference																				
Healthy and committed employees																							
Health and safety of employees																							
GRI 3-3		Management of material topics	<p>See «Healthy and committed employees», page 36 and «Key issues: Framing and impact», page 79.</p> <p>The health and safety at work policy forms part of the management process and supports the V-ZUG organization and its strategy. Numerous processes and specification documents are held in the internal management system. Safety management conforms with legal requirements and meets the guidelines published by the Federal Commission for Occupational Safety and also the ISO 45001 standard (Zug site). The organization actively seeks not only to meet the minimum legal requirements, but also to get employees to participate actively by involving them in work processes and promptly implementing suggestions for improvements. Internal occupational safety experts and the in-house paramedic (at the Zug site) are available to advise employees in all matters regarding health, the prevention of occupational accidents, occupational illnesses and leisure accidents. Training and campaigns are intended to motivate managers and staff to incorporate occupational health and safety into their everyday activities.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> ■ ISO 45001 certificate (Zug site) ■ Policy on health and safety at work (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> ■ Emergency response strategy ■ Safety patrol.AA ■ Procedure for determining hazards.AA 																				
GRI 403 Occupational health and safety (2018)	GRI 403-9, 403-10	Work-related accidents, illnesses and lost days	<p>For accidents, we make a distinction between significant occupational accidents, minor occupational accidents and non-occupational accidents. No such distinction is made for illnesses when recording statistics.</p> <p>Lost hours by cause:</p> <table> <tr> <th>Cause</th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Illness</td><td>100,784</td><td>109,410</td><td>138,088</td></tr> <tr> <td>occupational accident</td><td>6,877</td><td>9,619</td><td>6,922</td></tr> <tr> <td>non-occupational accident</td><td>13,234</td><td>13,837</td><td>13,388</td></tr> <tr> <td>Total</td><td>120,895</td><td>132,866</td><td>158,398</td></tr> </table> <p>See «Targets, facts and figures», page 41 in "Healthy and committed employees"</p>	Cause	2020	2021	2022	Illness	100,784	109,410	138,088	occupational accident	6,877	9,619	6,922	non-occupational accident	13,234	13,837	13,388	Total	120,895	132,866	158,398
Cause	2020	2021	2022																				
Illness	100,784	109,410	138,088																				
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non-occupational accident	13,234	13,837	13,388																				
Total	120,895	132,866	158,398																				

Aspect	Indicator	Description	Comment/reference																		
Developing potential and know-how management																					
GRI 3-3		Management of material topics	See «Targets, facts and figures», page 41 and «Key issues: Framing and impact», page 79.																		
GRI 401 Employment (2016)	GRI 401-1	Total number and rate of newly hired employees and staff turnover	<div>Number of newly hired employees:</div> <table><tr><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>246</td><td>258</td><td>280</td></tr></table> <div>Rate of newly hired employees:</div> <table><tr><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>14.2%</td><td>14.7%</td><td>15.1%</td></tr></table> <div>Staff turnover:</div> <table><tr><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>11.2%</td><td>12.5%</td><td>10.9%</td></tr></table>	2020	2021	2022	246	258	280	2020	2021	2022	14.2%	14.7%	15.1%	2020	2021	2022	11.2%	12.5%	10.9%
2020	2021	2022																			
246	258	280																			
2020	2021	2022																			
14.2%	14.7%	15.1%																			
2020	2021	2022																			
11.2%	12.5%	10.9%																			
GRI 404 Training and education	GRI 404-2	Programmes for upgrading employee skills and transition assistance programmes	<div>As a means of enhancing employability, professional development is in the interests, and is the responsibility, of both V-ZUG and its employees. With the three-tier competency model and "V-ZUGconnect", V-ZUG specifically supports the promotion of individual talents and a culture of lifelong learning. Employees have the right, on request, to be released from their work for professional development within or outside the company, provided certain conditions are met. V-ZUG will pay all or part of the costs of the further training on request.</div> <div>For more information, see «Healthy and committed employees», page 36.</div>																		
Diverse and inclusive working culture																					
GRI 3-3		Management of material topics	<div>See «Healthy and committed employees», page 36, and «Key issues: Framing and impact», page 79 and website.</div> <div>V-ZUG regularly conducts an equal pay analysis with the help of external experts.</div> <div>Examples of relevant internal documents:</div> <div>Working time regulations</div>																		

Aspect	Indicator	Description	Comment/reference																																												
GRI 405 Diversity and equal opportunity (2016)	GRI 405-1	Percentage of people in governance bodies and among employees, by gender and age group	Employees by gender and hierarchical level: (including Board of Directors)																																												
			<table><tr><th>Gender</th><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>Women on the Board of Directors</td><td>3</td><td>3</td><td>3</td></tr><tr><td>Men on the Board of Directors</td><td>3</td><td>3</td><td>3</td></tr><tr><td>Women on the Executive Committee</td><td>1</td><td>2</td><td>2</td></tr><tr><td>Men on the Executive Committee</td><td>7</td><td>6</td><td>6</td></tr><tr><td>Female managers*</td><td>104</td><td>107</td><td>111*</td></tr><tr><td>Male managers*</td><td>413</td><td>408</td><td>432*</td></tr><tr><td>Female employees</td><td>274</td><td>273</td><td>290</td></tr><tr><td>Male employees</td><td>933</td><td>965</td><td>1006</td></tr><tr><td>Total women</td><td>382</td><td>385</td><td>406</td></tr><tr><td>Total men</td><td>1356</td><td>1382</td><td>1447</td></tr></table>	Gender	2020	2021	2022	Women on the Board of Directors	3	3	3	Men on the Board of Directors	3	3	3	Women on the Executive Committee	1	2	2	Men on the Executive Committee	7	6	6	Female managers*	104	107	111*	Male managers*	413	408	432*	Female employees	274	273	290	Male employees	933	965	1006	Total women	382	385	406	Total men	1356	1382	1447
			Gender	2020	2021	2022																																									
			Women on the Board of Directors	3	3	3																																									
			Men on the Board of Directors	3	3	3																																									
			Women on the Executive Committee	1	2	2																																									
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			Total women	382	385	406																																									
Total men	1356	1382	1447																																												
*2022: Changes to management categorization																																															
Employees by age (excl. Board of Directors):																																															
<table><tr><th>Age group</th><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>Under 30</td><td>313</td><td>308</td><td>334</td></tr><tr><td>30 – 50</td><td>863</td><td>907</td><td>953</td></tr><tr><td>Over 50</td><td>556</td><td>546</td><td>560</td></tr></table>	Age group	2020	2021	2022	Under 30	313	308	334	30 – 50	863	907	953	Over 50	556	546	560																															
Age group	2020	2021	2022																																												
Under 30	313	308	334																																												
30 – 50	863	907	953																																												
Over 50	556	546	560																																												
See «Healthy and committed employees», page 36, and "Corporate Governance", 2022 Annual Report, for detailed information on members of the Board of Directors and Executive Committee (including ages).																																															
Environment and climate protection																																															
Resource-efficient operations																																															
GRI 3-3		Management of material topics	<p>See «Products and services for a future-fit society», page 23, «Environment and climate protection», page 50 and «Key issues: Framing and impact», page 79.</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none">ISO 14001 certificate (Zug site)Environmental policy (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none">Hazardous substances storageDealing with hazardous substances																																												
GRI 302 Energy (2016)	GRI 302-1	Energy consumption within the organization	<p>Absolute energy consumption in terajoules:</p> <table><tr><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>113.2</td><td>114.0</td><td>108.0</td></tr></table> <p>See «Targets, facts and figures», page 56 in "Environment and climate protection".</p>	2020	2021	2022	113.2	114.0	108.0																																						
2020	2021	2022																																													
113.2	114.0	108.0																																													
	GRI 302-2	Energy intensity	<p>See «Targets, facts and figures», page 56 in "Environment and climate protection".</p>																																												

Aspect	Indicator	Description	Comment/reference																												
GRI 303 Water and effluents (2018)	GRI 303-3	Water withdrawal	<p>Water withdrawal by site in megalitres:</p> <table> <tr> <th></th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Zug</td><td>26.9</td><td>29.3</td><td>29.3</td></tr> <tr> <td>Arbon</td><td>19.1</td><td>19.5</td><td>2.3</td></tr> <tr> <td>Sulgen</td><td>-</td><td>0.4</td><td>1.2</td></tr> <tr> <td>Changzhou</td><td>0.5</td><td>0.4</td><td>0.4</td></tr> <tr> <td>Total</td><td>46.5</td><td>49.6</td><td>33.2</td></tr> </table> <p>The water withdrawn is equivalent to the water fed back.</p>		2020	2021	2022	Zug	26.9	29.3	29.3	Arbon	19.1	19.5	2.3	Sulgen	-	0.4	1.2	Changzhou	0.5	0.4	0.4	Total	46.5	49.6	33.2				
	2020	2021	2022																												
Zug	26.9	29.3	29.3																												
Arbon	19.1	19.5	2.3																												
Sulgen	-	0.4	1.2																												
Changzhou	0.5	0.4	0.4																												
Total	46.5	49.6	33.2																												
Logistics and mobility																															
GRI 3-3		Management of material topics	<p>See «Environment and climate protection», page 50 and «Key issues: Framing and impact», page 79.</p> <p>The CO₂ assessments in Scope 1 and 2, and also the statement regarding carbon neutrality at production sites, were externally validated by Swiss Climate (see Assurance Statement: Carbon Footprint and Compensation Measures).</p>																												
GRI 305 Emissions (2016)	GRI 305-1	Direct GHG emissions (Scope 1)	<p>For Scope 1, the following emissions were taken into account:</p> <p>Direct emissions of greenhouse gases from sources that are owned or controlled by V-ZUG.</p> <p>Emissions in tonnes of CO₂ equivalent (Scope 1):</p> <table> <tr> <th></th><th>2020</th><th>2021</th><th>2022</th></tr> <tr> <td>Petrol</td><td>2</td><td>2</td><td>2</td></tr> <tr> <td>Diesel</td><td>1810</td><td>1770</td><td>1711</td></tr> <tr> <td>Heating oil</td><td>528</td><td>560</td><td>29</td></tr> <tr> <td>Natural gas</td><td>1829</td><td>1763*</td><td>1668</td></tr> <tr> <td>Propane gas</td><td>0</td><td>0</td><td>56</td></tr> <tr> <td>Total Scope 1</td><td>4169</td><td>4096*</td><td>3467</td></tr> </table> <p>*Amendment to 2021 natural gas figure – changed from upper calorific value to lower calorific value.</p> <p>See «Targets, facts and figures», page 56, and explanation of «Scope 3 emissions: data-based reduction», page 60 in "Environment and climate protection".</p>		2020	2021	2022	Petrol	2	2	2	Diesel	1810	1770	1711	Heating oil	528	560	29	Natural gas	1829	1763*	1668	Propane gas	0	0	56	Total Scope 1	4169	4096*	3467
	2020	2021	2022																												
Petrol	2	2	2																												
Diesel	1810	1770	1711																												
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Natural gas	1829	1763*	1668																												
Propane gas	0	0	56																												
Total Scope 1	4169	4096*	3467																												

Aspect	Indicator	Description	Comment/reference																												
	GRI 305-2	Indirect energy-related GHG emissions (Scope 2)	<p>For Scope 2, the following emissions were taken into account:</p> <ul style="list-style-type: none">■ Indirect greenhouse gas emissions resulting from the generation of purchased electricity at the headquarters in Zug (V-ZUG Ltd) and the sites at Arbon / Sulgen (V-ZUG Cooling Technology Ltd) and Changzhou (V-ZUG (Changzhou) Special Components Co. Ltd.). This corresponds to the reported electricity consumption.■ Low-emission Swiss hydroelectric power is used at Zug and Sulgen. At Arbon, V-ZUG obtains low-emission power from nuclear sources (the Arbon site closed down part way through 2022). <p>Emissions in tonnes of CO₂ equivalent (Scope 2, market-based):</p> <table><tr><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>280</td><td>244</td><td>225</td></tr></table> <p>Emissions in tonnes of CO₂ equivalent (Scope 2, location-based):</p> <table><tr><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>1491</td><td>1551</td><td>1625</td></tr></table> <p>See «Targets, facts and figures», page 56, and explanation of «Scope 3 emissions: data-based reduction», page 60 in "Environment and climate protection".</p> <p>Supplementary note:</p> <p>For the Zug production site and also, since 2022, at the Sulgen production site, 100% hydropower has for many years been purchased (Swiss-sourced in 2022) in order to support the expansion of renewable energy. The CO₂ emissions are declared accordingly by certified source (market-based, in accordance with the reporting regulations of the Greenhouse Gas Protocol).</p> <p>For reasons of comparability, the emissions of the power used (location-based) are also shown. This comparison is helpful in discussions regarding the known discrepancy between the power that is purchased and that which is actually used.</p>	2020	2021	2022	280	244	225	2020	2021	2022	1491	1551	1625																
2020	2021	2022																													
280	244	225																													
2020	2021	2022																													
1491	1551	1625																													
	GRI 305-3	Other indirect GHG emissions (Scope 3)	<p>Screening emissions in tonnes of CO₂ (Scope 3):</p> <table><tr><th></th><th>2020</th><th>2021</th><th>2022</th></tr><tr><td>Purchased goods and services (1)</td><td>94,644 (19.7%)</td><td>121,783 (26.6%)</td><td>108,675 (24.5%)</td></tr><tr><td>Capital goods (2)</td><td>19,847 (4.1%)</td><td>15,895 (3.5%)</td><td>12,700 (2.9%)</td></tr><tr><td>Fuel and energy-related emissions (not included in Scope 1 or 2) (3)</td><td>989 (0.2%)</td><td>1,593 (0.3%)</td><td>1,050 (0.2%)</td></tr><tr><td>Upstream transportation and distribution (4)</td><td>2,109 (0.4%)</td><td>4,148 (0.9%)</td><td>4,434 (1.0%)</td></tr><tr><td>Waste (5)</td><td>880 (0.2%)</td><td>1,048 (0.2%)</td><td>812 (0.2%)</td></tr><tr><td>Business travel (6)</td><td>791 (0.2%)</td><td>871 (0.2%)</td><td>899 (0.2%)</td></tr></table>		2020	2021	2022	Purchased goods and services (1)	94,644 (19.7%)	121,783 (26.6%)	108,675 (24.5%)	Capital goods (2)	19,847 (4.1%)	15,895 (3.5%)	12,700 (2.9%)	Fuel and energy-related emissions (not included in Scope 1 or 2) (3)	989 (0.2%)	1,593 (0.3%)	1,050 (0.2%)	Upstream transportation and distribution (4)	2,109 (0.4%)	4,148 (0.9%)	4,434 (1.0%)	Waste (5)	880 (0.2%)	1,048 (0.2%)	812 (0.2%)	Business travel (6)	791 (0.2%)	871 (0.2%)	899 (0.2%)
	2020	2021	2022																												
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Business travel (6)	791 (0.2%)	871 (0.2%)	899 (0.2%)																												

Aspect	Indicator	Description	Comment/reference		
		Employee commuting (7)	1,227 (0.3%)	1,273 (0.3%)	1,375 (0.3%)
		Upstream leased assets (8)	1,252 (0.3%)	1,186 (0.3%)	1,623 (0.4%)
		Use of sold products (11)	349,828 (73%)	300,833 (65.8%)	304,048 (68.5%)
		End-of-life treatment of sold products (12)	7,682 (1.6%)	8,276 (1.8%)	8,351 (1.9%)
		Downstream leased assets (13)	92 (0.0%)	87 (0.0%)	91 (0.0%)
		Total Scope 3	479,343	456,995	444,058
		Change to 2020 base	(0%)	(-4.7%)	(-7.4%)

The categories "Downstream transportation and distribution" (9), "Processing of sold products" (10), "Franchises" (14) and "Investments" (15) were not recorded because they are of minimal relevance in our context.

Entrepreneurship for sustainable prosperity

Responsible and resilient supply chain

GRI 3-3		Management of material topics	<p>See «Company profile», page 8, «Entrepreneurship for sustainable prosperity», page 66, and «Key issues: Framing and impact», page 79</p> <p>Published documents (accessible via website):</p> <ul style="list-style-type: none"> ■ Environmental policy (Zug site) <p>Examples of relevant internal documents:</p> <ul style="list-style-type: none"> ■ V-ZUG Group Code of Conduct ■ Supplier audit questionnaire ■ Supplier contract 		
GRI 204 Procurement practices (2016)	GRI 204-1	Proportion of spending on local suppliers	<p>Around 60 percent of our suppliers are based in Switzerland, and another 30 percent or so are located in nearby European countries. We obtain most of our electronics components from highly specialized markets in Asia.</p>		
GRI 308 Supplier environmental assessment (2016)	GRI 308-2a	Number of suppliers assessed for environmental impact	<p>See «Targets, facts and figures», page 71 in "Entrepreneurship for sustainable prosperity".</p>		
GRI 414 Supplier social assessment (2016)	GRI 414-2a	Number of suppliers assessed for social impact	<p>See «Targets, facts and figures», page 71 in "Entrepreneurship for sustainable prosperity".</p>		

Aspect	Indicator	Description	Comment/reference
Long-term corporate success as added value for society			
GRI 3-3		Management of material topics	See «Company profile», page 8, «Entrepreneurship for sustainable prosperity», page 66, «Key issues: Framing and impact», page 79 and on the website.
GRI 201 Economic performance (2016)	GRI 201-1	Direct economic value generated and distributed	See "Financial report", 2022 Annual Report.
GRI 203 Indirect economic impacts (2016)	GRI 203-1	Infrastructure investments and services supported	V-ZUG invests via various projects and partnerships in its production facilities and a sustainable, integrated infrastructure, particularly at its main site in Zug (see Tech Cluster Zug) and with the new building for V-ZUG Cooling Technology Ltd in Sulgen. See «Environment and climate protection», page 50, «Entrepreneurship for sustainable prosperity», page 66 and "Real Estate" segment report, 2022 Annual Report.
Business ethics and compliance			
GRI 3-3		Management of material topics	See «Entrepreneurship for sustainable prosperity», page 66 and «Key issues: Framing and impact», page 79. For embedding policy commitments, see "GRI 2-23" and "GRI 2-24".
GRI 419 Socio-economic compliance (2016)	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	V-ZUG complies with laws and regulations worldwide. For reasons of confidentiality, no details are published.