GRI index

The following GRI index is based on V-ZUG's current materiality matrix (see Fig. 3, page 17), which it drew up in 2018 with input from external and internal stakeholders. Relevant information is presented transparently in this sustainability report and in the 2020 Annual Report, and is supplemented with additional details in the index. The table below shows the association between the relevant GRI Standards and the subjects evaluated in the materiality process, plus the top-level target visions.

Target vision	Subject	GRI indicator
Circular products and services	Safe and resource-efficient products	GRI 301, GRI 306, GRI 416
Employees	Employee motivation and development	GRI 401, GRI 404
	Occupational health and safety	GRI 403
Environment, energy and climate	Energy management and greenhouse gas emissions	GRI 302, GRI 305
	Waste management	GRI 306
	Material and resource efficiency	GRI 301
Society and sustainable growth	Corporate governance	GRI 102-18
	Compliance	GRI 102-16, GRI 419
	Economic performance	GRI 201
	Swiss Made and indirect economic impacts	GRI 203

Supplementary indicators on additional subjects included in the report are as follows:

Target vision	Subject	GRI indicator
Society and sustainable growth	Responsible sourcing	GRI 308, GRI 414
Employees	Diversity and equal opportunities	GRI 405

General details

Indicator	Description	Comment/reference
Organizational profile (2016)		
GRI 102-1	Name of the company	V-ZUG Holding AG
GRI 102-2	Key brands, products and services	See "Company profile", page 8, "Circular products and services", page 20.
GRI 102-3	Company's headquarters	Zug, Switzerland
GRI 102-4	Name and number of countries in which V-ZUG operates or has significant operations	See "Company profile", page 8.
GRI 102-5	Ownership and legal form	Company limited by shares under Swiss law; listed on the SIX Swiss Exchange stock market
GRI 102-6	Markets supplied	V-ZUG has its own sales companies or branches in Australia, Belgium, China, France, Germany, Hong Kong, Luxembourg, the Netherlands, Singapore and the United Kingdom. V-ZUG products are also available via distributors in Israel, Italy, Lebanon, Russia, Turkey, Ukraine, the USA and Vietnam. V-ZUG serves a total of 19 markets including Switzerland, its home market. Sectors supplied: private customers, specialist retailers, property management companies and real estate owners. Types of customers and beneficiaries: V-ZUG's products are sold on the one hand through the trade. The trade sells them to installers and presents them in various settings including showrooms, where end consumers can obtain information about the products. V-ZUG also operates 16 exhibition and advisory centres (known as ZUGORAMAs) 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.
GRI 102-7	Size of the business	**Number of employees (incl. temporary employees):** 1,811 (reporting date: 31 December 2020 for V-ZUG AG, V-ZUG Kühltechnik AG and V-ZUG (Changzhou) Special Components Co. Ltd.) **Organizational structure and number of companies:** see "Organization" on website **Net sales:** see 2020 Annual Report, page 69 **Products and services:** see "Company profile", page 8, and "Products" on the website

Indicator	Description	Comment/reference
GRI 102-8	Information about employees	**Number of employees by type of employment contract** ■ Permanent employees: 1,732 ■ Temporary employees: 79 **Number of permanent employees by employment type** ■ Full-time employees: 1,469 ■ Part-time employees: 263 **Number of employees by gender:** ■ Number of female employees: 379 ■ Number of male employees: 1,353 **Number of employees by region:** V-ZUG AG: ■ Employees from Switzerland: 1,212 ■ Employees from abroad (EU): 142 ■ Employees from non-EU countries: 213 V-ZUG Kühltechnik AG: ■ Employees from Switzerland: 39 ■ Employees from abroad (EU): 70 ■ Employees from non-EU countries: 20 V-ZUG (Changzhou) Special Components Co. Ltd.: ■ Employees from Switzerland: 0 ■ Employees from abroad (EU): 0 ■ Employees from non-EU countries: 36 These key figures relate to employees at V-ZUG AG, V-ZUG Kühltechnik AG and V-ZUG (Changzhou) Special Components Co. Ltd. as at the reporting date: 31 December 2020. A second-level categorization by gender is not currently carried out. See "Employees", page 30.
GRI 102-9	Description of supply chain	See "Society and sustainable growth", page 51, and GRI 102-6 on distribution channels.
GRI 102-10	Significant changes to the size, structure or ownership of the company	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 AG retains around 30% of V-ZUG Holding AG shares and remains an anchor shareholder. See "Spin-off and listing" on the website.
GRI 102-11	Precautionary approach and precautionary principle	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 also contribute to the precautionary principle, in the shape of preventive measures within the company's operations.

Indicator	Description	Comment/reference
GRI 102-12	External initiatives	V-ZUG is involved in the following partnerships: ■ ActionJam ■ aha! Swiss Allergy Centre (joint venture) ■ amk – Arbeitsgemeinschaft Die moderne Küche ■ EEBUS ■ Electrosuisse – Association for electrical, energy and information technology ■ ETH Foundation ■ Europa Forum ■ HSLU – University of Applied Sciences Council ■ Innovationspark Zentralschweiz ■ Swiss Kitchen Association ■ LACE – Laboratory for a Circular Economy, National Science Foundation Project 73 (project partner) ■ MINERGIE® Switzerland (Executive Committee and Leading Partner) ■ PWN Professional Women's Network ■ öbu – Verband für nachhaltiges Wirtschaften ■ Reffnet (Swiss Resource Efficiency Network) ■ SENS eRecycling ■ Suissetec ■ Swiss Triple Impact programme (STI programme) ■ tfz – Technologie Forum Zug (Executive Committee) ■ WERZ Institute for Knowledge, Energy and Raw Materials Zug (Advisory Board) ■ Zug Chamber of Commerce, member of the Executive Board and Chair of the "Industry & Technology" committee ■ Zurich Chamber of Commerce At its production facilities in Zug, V-ZUG AG works with the zuwebe Foundation, enabling people with disabilities to integrate into the work process. V-ZUG Kühltechnik AG in Arbon 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. Via this collaborative initiative, a working group from Obvita regularly carries out assembly tasks at V-ZUG's refrigerator production facilities.
GRI 102-13	Membership of associations and advocacy organizations	V-ZUG is a member of, among others, SWISSMEM, the Swiss association of the mechanical and engineering industries, and the FEA (the Swiss association for household and commercial appliances). V-ZUG is represented on the executive committees of both these organizations. The company is also a member of the IG exact (Excellence in Applied Electronics and Technologies) association and economiesuisse.
Strategy (2016)		
GRI 102-14	Statement from the company's senior decision-maker on the importance of sustainability for strategy and the organization.	See "Interview with Peter Spirig, V-ZUG CEO", page 4.

Indicator	Description	Comment/reference
Ethics and integrity (2016)		
GRI 102-16	The organization's values, principles and conduct standards	V-ZUG's key mission statements, codes of conduct and principles are: ■ The Code of Conduct of the V-ZUG Group (accessible via website), including guidelines for ethical business decisions ■ Terms of Employment ■ Annex 1 of the Terms of Employment (ethical principles) ■ ISO 9001, 14001 and 45001 certificates (including annexes) ■ EU General Data Protection Regulation ■ Swiss Data Protection Act ■ Internal competency model
Corporate management (2016)		
GRI 102-18	Management structure	The Board of Directors of V-ZUG Holding AG has an audit committee and a human resources and compensation committee (details under "Corporate Governance" on the website). The Executive Committee's operational management structure is made up of the following departments (details under "Executive Committee" on the website): ■ CEO: Global Marketing Services, Sustainability (since 01/02/2021) ■ International Division: Market Subsidiaries, Distributors, OEM Business ■ Finance Division: Group Finance and Controlling ■ Market Division: Market Switzerland, Global Service and Support, Market Project Management Office ■ Operation Division: Supply Chain Management, Project Management, Global Quality Management, Industrial Engineering, Cross Product Manufacturing, Manufacturing, Procurement ■ Engineering Division: Innovation / Services and Technology, Engineering Appliances, Engineering Electronics / SW and Shared Services, Strategic Industrial Engineering, Corporate Design ■ Business Development Division: Digital Products & Services, IT, Product Management, Innovation LAB, Sustainability (until 31/01/2021) ■ Human Resources Division Committees responsible for decision-making on environmental and social topics: ■ Committee of Internal Auditors for Quality, Environment and Occupational Safety ■ Legal Compliance Committee ■ Executive Committee's Strategy Meeting (twice a year) ■ "V-ZUG Sustainability Workforce" working group led by the Head of Sustainability
Stakeholder engagement (2016)		
GRI 102-40	List of stakeholder groups	The stakeholder groups engaged in the 2018/2019 sustainability strategy process were: employees, customers, retailers, investors and stakeholders from the research and education sphere. The materiality matrix that resulted from the consultation (see Fig. 3, page 17) forms an important basis for reporting. See also GRI 102-43.

Indicator	Description	Comment/reference
GRI 102-41	Collective bargaining	All employees 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 employers' associations Angestellte Schweiz, Unia, Syna, Swiss Association of Commercial Employees, Schweizer Kader Organisation (SKO) and the ASM are involved as negotiation partners. It is important for V-ZUG that employees represent their interests and can 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 wants 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 up to management level 2.
GRI 102-42	Identifying and selecting stakeholders	The key stakeholder groups were defined in dialogue with internal departments, with a focus being placed on market proximity. Therefore, the external relationships maintained by sales, purchasing and product development played a particularly important role in identifying stakeholders. In close consultation with the aforementioned departments, we conducted extensive interviews with six carefully selected stakeholders (customers, suppliers and academia) and six internal stakeholders from various areas of the business.
GRI 102-43	Approach for engaging stakeholders	V-ZUG's stakeholders are engaged as follows: ■ 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. ■ 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 ■ Retailers: annual product presentations and various symposiums, Swissbau and other trade fairs (it was not possible to hold many trade fairs in 2020 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 the Head of 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 (see GRI 102-12) In order to experience the wide variety of product functions, additional free appliance demonstrations are offered by V-ZUG customer advisors. See also GRI 102-40.
GRI 102-44	Important matters and concerns expressed	None. See "Materiality matrix", page 17.

Indicator	Description	Comment/reference
Reporting procedure (2016)		
GRI 102-45	Scope of report	The Annual Report covers the companies that make up V-ZUG Holding AG Unless otherwise stated, the sustainability report covers the following three companies: V-ZUG AG, V-ZUG Kühltechnik AG and V-ZUG (Changzhou) Special Components Co., Ltd. (see "About this report", page 59).
GRI 102-46	Procedure for defining report content and topic boundaries	The sustainability issues relevant to V-ZUG were identified in 2018 and 2019 as part of the sustainability strategy process. In dialogue with internal and external stakeholders and with the involvement of external consultants, V-ZUG evaluated material sustainability issues and devised a materiality matrix (see Fig. 3, page 17). Sustainability management at V-ZUG was restructured in June 2020 and, amongst other things, the role of "Head of Sustainability" was created. The Head of Sustainability reports directly to the CEO and heads up an interdisciplinary task force called the V-ZUG Sustainability Workforce. Together, they are expediting the strategic sustainability groundwork and implementing measures. As part of the reorganization, the key aspects of sustainability management were reviewed and fleshed out. Recyclability and supplier management increased in significance, and the target vision descriptions were updated. See "Company profile", page 8, and GRI 102-48.
GRI 102-47	List of material topics	See "Company profile", page 8.
GRI 102-48	Restatements of information	Due to the reorganization of sustainability management (see GRI 102-46), key content was slightly revised and the descriptions of target visions were expanded. V-ZUG also decided to bring the reporting period in line with the financial year and, from 2020 onwards, is reporting by calendar year (see GRI 102-50).
GRI 102-49	Changes in reporting	No significant changes were made during the reporting period. Adjustments to key content and the reporting period are explained in GRI 102-46 and GRI 102-48.
GRI 102-50	Reporting period	July 2019 to December 2020, reporting date: 31 December 2020
GRI 102-51	Date of most recent report	22 October 2019
GRI 102-52	Reporting cycle	Annual (with exceptions due to modifications to the reporting period)
GRI 102-53	Contact point for questions regarding the report	Marcel Niederberger, marcel.niederberger@vzug.com (Head of Sustainability)
GRI 102-54	Claims of reporting in accordance with the GRI Standards	V-ZUG's 2020 Sustainability Report was drawn up in accordance with the GRI Standards, "Core" option.
GRI 102-55	GRI content index	This index contains references to the corresponding information and data in the report. The version (year) of the GRI Standards upon which the details are based is noted at a suitable point.
GRI 102-56	External assurance	The 2020 Sustainability Report has not been externally audited.

Specific details

Aspect	Indicator	Description	Comment/reference
Economy			
Economic performance GRI 201 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Company profile", page 8.
	GRI 201-1	Direct economic value generated and distributed	See "Financial Report", 2020 Annual Report (page 67).
Indirect economic impacts GRI 203 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Company profile", page 8, and "Society and sustainable growth", page 51.
	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 Kühltechnik AG in Sulgen. See "Environment, energy and climate", page 43, "Society and sustainable growth", page 51, and Report for Real Estate segment, 2020 Annual Report, page 29.
Environment			
Materials GRI 301 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Circular products and services", page 20, and "Environment, energy and climate", page 43.
	GRI 301-1	Materials used by weight or volume	Materials used by type (in tonnes):
Energy GRI 302 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Environment, energy and climate", page 43.
	GRI 302-1	Energy consumption within the organization	Absolute energy consumption in terajoules:

Type of material	2018	2019	2020
Iron	6,203	6,405	6,884
Stainless steel	1,600	1,796	1,537
Aluminium	160	171	196
Non-ferrous metal	79	80	87
Oils, fats, lubricants	24	24	24
Hazardous substances	444	430	459

2018	2019	2020
110.0	113.5	113.2

See "Facts and figures", page 47, in "Environment, energy and climate".

<table>
<tr><th>Aspect</th><th>Indicator</th><th>Description</th><th>Comment/reference</th></tr>
<tr><td></td><td>GRI 302-3</td><td>Energy intensity</td><td>See "Facts and figures", page 47, in "Environment, energy and climate".</td></tr>
<tr><td></td><td>GRI 302-5</td><td>Reductions in energy requirements of products and services</td><td>See GRI 302-3.</td></tr>
<tr><td>Emissions
GRI 305 (2016)</td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See "Environment, energy and climate", page 43.</td></tr>
<tr><td></td><td>GRI 305-1</td><td>Direct GHG emissions (Scope 1)</td><td>For Scope 1, the following emissions were taken into account:
■ Direct emissions of greenhouse gases from sources that are owned by V-ZUG or are controlled by V-ZUG.
Emissions in tonnes of CO_2 equivalent (Scope 1):
<table><tr><th></th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Petrol</td><td>3</td><td>2</td><td>2</td></tr><tr><td>Diesel</td><td>1,992</td><td>1,914</td><td>1,810</td></tr><tr><td>Heating oil</td><td>655</td><td>517</td><td>528</td></tr><tr><td>Natural gas</td><td>1,347</td><td>1,851</td><td>1,829</td></tr><tr><td>Total Scope 1</td><td>3,997</td><td>4,284</td><td>4,169</td></tr></table>
See "Facts and figures", page 47, and explanation of scopes for CO_2-neutrality (page 47) in "Environment, energy and climate".</td></tr>
<tr><td></td><td>GRI 305-2</td><td>Indirect energy-related GHG emissions (Scope 2)</td><td>For Scope 2, the following emissions were taken into account:
■ Indirect greenhouse gas emissions resulting from the generation of purchased electricity at the headquarters in Zug (V-ZUG AG) and the sites at Arbon (V-ZUG Kühltechnik AG) and Changzhou (V-ZUG (Changzhou) Special Components Co. Ltd.). This corresponds to the reported electricity consumption.
■ At Zug and Arbon, V-ZUG obtains low-emission power from hydroelectric and nuclear sources.
Emissions in tonnes of CO_2 equivalent (Scope 2):
<table><tr><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>262</td><td>247</td><td>280</td></tr></table>
See "Facts and figures", page 47, and explanation of scopes for CO_2-neutrality (page 47) in "Environment, energy and climate".</td></tr>
<tr><td></td><td>GRI 305-3</td><td>Other indirect GHG emissions (Scope 3)</td><td>For Scope 3, the following emissions were taken into account:
■ Indirect emissions resulting from business travel by air
Emissions in tonnes of CO_2 equivalent (Scope 3):
<table><tr><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>227</td><td>178</td><td>69</td></tr></table></td></tr>
</table>

Aspect	Indicator	Description	Comment/reference
			See "Facts and figures", page 47, and explanation of scopes for CO_2-neutrality (page 47) in "Environment, energy and climate". V-ZUG has a positive influence on the following indirect emissions within Scope 3: ■ Use of V-ZUG appliances: By reducing the energy consumption of our appliances during the usage phase, we are continually reducing the resulting emissions (see "Circular products and services", page 20) ■ Employee commuting: By introducing the mobility strategy at the Zug site, V-ZUG is motivating its employees to use low-emission transport (see "Mobility for employees and the environment", page 38, in "Employees") ■ Purchased products and services: By consciously selecting suppliers who are mostly located in close geographical proximity, V-ZUG is reducing the emissions that are generated as a result of transportation in the supply chain (see "Society and sustainable growth", page 51)
Effluents and waste GRI 306 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Circular products and services", page 20, and "Environment, energy and climate", page 43.
	GRI 306-2	Waste by type and disposal method	Waste by type (in tonnes): **Type of waste / 2018 / 2019 / 2020** Waste wood: 612 / 832.8 / 600.3 Bulky industrial/commercial items: 298 / 263.7 / 216 Plastics: 82.1 / 67.2 / 53.3 Scrap metal: 1583.2 / 1632.9 / 1624.9 Paper/cardboard: 833.9 / 745.5 / 505.3 Oils, fats, lubricants: 5 / 6 / 9 Special waste: 14 / 13 / 13 Returned household appliances: 1,266.3 / 1,116.4 / 1,086.3 Other (old tyres, electrical waste, green waste): 25.3 / 52.6 / 26.6 Waste by disposal type: **Type of disposal / 2018 / 2019 / 2020** Recycled: 80.1% / 76.4% / 79.7% Composted: 0.3% / 0.2% / 0.2% Incinerated: 19.3% / 23.2% / 19.7% Special waste: 0.3% / 0.3% / 0.3% 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 part of the waste generated, and is disposed of and recycled separately.

<table>
<tr><th>Aspect</th><th>Indicator</th><th>Description</th><th>Comment/reference</th></tr>
<tr><td>Supplier environmental assessment
GRI 308 (2016)</td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See "Society and sustainable growth", page 51.</td></tr>
<tr><td></td><td>GRI 308-2</td><td>Number of suppliers assessed for environmental impact</td><td>See "Facts and figures", page 55, in "Society and sustainable growth".</td></tr>
<tr><td colspan="4">Social</td></tr>
<tr><td>Employment
GRI 401 (2016)</td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See "Employees", page 30.</td></tr>
<tr><td></td><td>GRI 401-1</td><td>Total number and rate of newly hired employees and staff turnover</td><td>Number of newly hired employees:
2018 | 2019 | 2020
187 | 185 | 246
Rate of newly hired employees:
2018 | 2019 | 2020
11.1% | 10.8% | 14.2%
Staff turnover:
2018 | 2019 | 2020
9.2% | 12.0% | 11.2%</td></tr>
<tr><td></td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See "Employees", page 30.</td></tr>
<tr><td></td><td>GRI 403-9, 403-10</td><td>Work-related accidents, illnesses and lost days</td><td>A distinction is made between work-related and non-work-related accidents. No such distinction is made for illnesses when recording statistics.
Lost hours by cause:
Cause | 2018 | 2019 | 2020
Illness | 88,897 | 96,439 | 100,784
Work-related accidents | 5,731 | 6,864 | 6,877
Non-work-related accidents | 16,696 | 19,319 | 13,234
Total | 111,324 | 122,622 | 120,895
See "Facts and figures", page 34, in "Employees".</td></tr>
<tr><td>Training and education
GRI 404 (2016)</td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See "Employees", page 30.</td></tr>
</table>

<table>
<tr><th>Aspect</th><th>Indicator</th><th>Description</th><th>Comment/reference</th></tr>
<tr><td></td><td>GRI 404-2</td><td>Programmes for upgrading employee skills and transition assistance programmes</td><td>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.
For more information, see “Employees”, page 30.</td></tr>
<tr><td>Diversity and equal opportunities
GRI 405 (2016)</td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See “Employees”, page 30.</td></tr>
<tr><td></td><td>405-1</td><td>Percentage of people in governance bodies and among employees, by gender and age group</td><td>Employees by gender and hierarchical level: (including Board of Directors)
<table><tr><th>Gender</th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Women on the Board of Directors</td><td>0</td><td>0</td><td>3</td></tr><tr><td>Men on the Board of Directors</td><td>0</td><td>3</td><td>3</td></tr><tr><td>Women on the Executive Committee</td><td>0</td><td>0</td><td>1</td></tr><tr><td>Men on the Executive Committee</td><td>6</td><td>6</td><td>7</td></tr><tr><td>Female managers</td><td>86</td><td>98</td><td>104</td></tr><tr><td>Male managers</td><td>410</td><td>419</td><td>413</td></tr><tr><td>Female employees</td><td>288</td><td>254</td><td>274</td></tr><tr><td>Male employees</td><td>932</td><td>932</td><td>933</td></tr><tr><td>Total women</td><td>374</td><td>352</td><td>382</td></tr><tr><td>Total men</td><td>1,347</td><td>1,360</td><td>1,356</td></tr></table>Employees by age (excl. Board of Directors):<table><tr><th>Age group</th><th>2018</th><th>2019</th><th>2020</th></tr><tr><td>Under 30</td><td>293</td><td>286</td><td>313</td></tr><tr><td>30–50</td><td>888</td><td>875</td><td>863</td></tr><tr><td>Over 50</td><td>541</td><td>548</td><td>556</td></tr></table>See “Employees”, page 30, and “Corporate governance”, 2020 Annual Report, page 47, for detailed information on members of the Board of Directors and Executive Committee (including ages).</td></tr>
<tr><td>Supplier social assessment
GRI 414 (2016)</td><td>GRI 103-1 to 3</td><td>Management approach disclosures</td><td>See “Society and sustainable growth”, page 51.</td></tr>
<tr><td></td><td>GRI 414-2a</td><td>Number of suppliers assessed for social impact</td><td>See “Facts and figures”, page 55, in “Society and sustainable growth”.</td></tr>
</table>

Aspect	Indicator	Description	Comment/reference
Customer health and safety GRI 416 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Recyclable products and services", page 20, and "Society and sustainable growth", page 51.
	GRI 416-1	Assessment of the health and safety impacts of product and service categories	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. 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.
	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	No incidents.
Socioeconomic compliance GRI 419 (2016)	GRI 103-1 to 3	Management approach disclosures	See "Society and sustainable growth", page 51.
	GRI 419-1	Non-compliance with laws and regulations in the social and economic area	No detailed information published for reasons of confidentiality.