

# 2025 Sustainability Report



# Message from the President

At VEGA Americas, a pioneer in instrumentation technology, we are more than just a leader in providing exceptional measurement products for process industries around the globe. As highlighted in this 2025 sustainability report, our dedication extends beyond industry leadership to a profound commitment to sustainability and environmental stewardship.

As we face the stark realities of a burgeoning global population, the challenges of water scarcity, dwindling energy resources, pollution, and social inequity are escalating. However, at VEGA, we perceive these challenges not as insurmountable obstacles, but as catalysts for innovation and growth. We envision a resilient world, transformed by the very challenges it faces.

Sustainability and continuous improvement are not just facets of our work at VEGA; they are embedded in the core of our values and mission. This report is written at a pivotal moment in our journey, as we deepen the integration of sustainability into the fabric of our corporate culture. Our focus on efficiency permeates every aspect of our operations – from production processes to waste management.

When we built the new campus, sustainability and our positive contribution to our environment and community were at the heart of our decision-making. We built for the future and our children in mind as we strive to give them a better environment than the one we found with our 50 acres in Mason, Ohio.

As we forge ahead, our next goal is to amplify our sustainability efforts through employee education and training. We firmly believe that sustainable thinking and action must permeate our entire team and business ethos. Failing to do so would mean failing not just our customers but also our planet.

Moreover, our focus extends to our business strategy, emphasizing transparency, accountability, and trustworthiness in our partnerships with customers. These principles are critical in ensuring our enduring success in a rapidly evolving global market, without compromising the essential resources for future generations.

In 2024, significant strides were made:

**Energy Efficiency:** 100% of our electrical energy consumption across Ohio campuses was sourced from renewable clean energy sources.

**Waste Management:** We have more than doubled our recycling totals from manufacturing-related wastes compared to the previous year thanks to our innovative recycling and reuse programs.

**Community Engagement:** Our community outreach programs focused on education, reaching over 800 students in local schools.

Looking ahead to 2025 and beyond, our path to Green House Gas neutral in Scope 1 & 2 by 2033.

Our strategies for the coming year include:

**Renewable Energy Investments:** Expansion of renewable energy use in our operations.

**Carbon Footprint Reduction:** Further reduction in our carbon footprint through innovative technologies and process optimizations.

**Sustainable Supply Chain:** Strengthening our supply chain sustainability by partnering with like-minded suppliers.

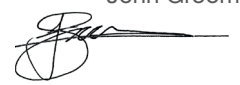
**Community and Employee Engagement:** Continuing to foster a culture of sustainability within our workforce and the broader community.

At VEGA Americas, we are not just envisioning a sustainable future; we are actively crafting it. Our journey is ongoing, and with each step, we reaffirm our commitment to our planet, our customers, and our shared future.

**Together, we build a more sustainable tomorrow.**



John Groom | President and CEO of VEGA Americas, Inc.

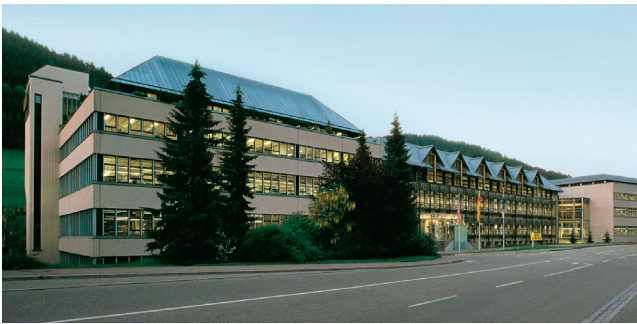
John Groom  
  
President and CEO  
VEGA Americas

## Who We Are

For more than 70 years, VEGA Americas, Inc. has provided industry-leading products for the measurement of level and pressure in the process and automation industries, including energy, petrochemical, chemical, oil and gas, pulp and paper, pharmaceutical, mining, plastics, food and beverage, bulk solids, and water and wastewater. VEGA combines manufacturing, distribution, and service for products that represent the most sophisticated process measurement technologies anywhere in the world.

Our focus on sustainability in the development of our instrumentation also helps meet environmental standards across all industries. With such a vast industry scope, the possibilities for innovation, adaptation, and creative design are boundless.

VEGA Americas is a wholly-owned subsidiary of VEGA Grieshaber KG in Schiltach, Baden-Württemberg, Germany. Headquartered in Mason, OH, USA, we have additional offices in California and Texas and contribute to the global operations of the VEGA organization. Each customer we serve brings forth a distinct situation and challenge, offering us opportunities to embrace diversity and drive meaningful solutions.



VEGA Grieshaber KG, in Schiltach



VEGA Americas Mason, OH Headquarters

This Sustainability Report reflects the three areas that we prioritize for sustainability: **People, Planet and Prosperity**. Without all three in balance, our goals cannot be achieved.



### People

- Wellness
- Safety
- Community Outreach
- Future Success



### Planet

- Landfill Diversion
- Efficient Manufacturing
- Campus Relocation/Remodelling



### Prosperity

- Long-term Thinking
- German Inspiration
- Run, Improve, Grow (RIG)
- Cyclical Model

# Our Values

In the competitive landscape in which VEGA operates, technical products are becoming increasingly comparable. As we continue to develop better, more innovative products and services, we recognize that what truly sets us apart from our competition is the way we partner with our customers.

At VEGA, we believe that if we create a place where simplicity, humanity, connectivity and curiosity are truly experienced, this will have a positive effect on our collaboration. Awareness of values strengthens cohesion and creates a positive atmosphere for creativity and innovation that is completely independent of position, department or location.

Over 425 employees in the US and over 2,400 employees worldwide operate under a common understanding of values that help us not to lose connection and to experience a consistent VEGA culture on a global scale.

"If you weave as few as two or as many as two thousand strands together, you get something that is stronger, far stronger than what you started with."

## What makes us different?

What has made VEGA stand out for more than 60 years? What has made us so successful, and what does it take to continue that success? How do we manage our growth as we continue to expand around the globe?

In order to ensure that VEGA continued on a trend of positive growth, a team of colleagues from different areas got together and had an open and honest conversation about what is important about becoming a global company. The result is four values that bind us together: Curiosity, Simplicity, Connectivity and Humanity. These four values serve as a standard to which all 2,400 employees can contribute their personal qualities, and allow us to achieve a common understanding that will lead to future success.

## We create values to make life easier and more secure

With innovative technologies and services, we develop solutions that inspire. Through our sense of simplicity and our focus on people, we are looking to the future with curiosity. Locally grounded and globally connected, together we give values – measurement values as well as human values – a home.

## VEGA is the HOME OF VALUES

# CURIOSITY

Curiosity enables us to be confident, and confidence leads to success. Often, curiosity leads to breakthrough discoveries and inventions. The wheel, the microwave or the self-driving car – all created by curiosity.

VEGA encourages each employee to be creative, innovative and inquisitive. We believe in discussing ideas in an open manner instead of blocking them without thought. We believe that the curious seek and find other solutions and ways of thinking, and this drives us to move confidently and successfully into the future.

# SIMPLICITY

While simplicity means something different to everyone, at its core it represents the absence of complications. This is especially important when we communicate with our customers and with each other. Simplicity allows us to remove obstacles, increase efficiency and find solutions.

We strive for easy, effective processes and straightforward communication with each other.

# CONNECTIVITY

We refer to connectedness not only as the feeling of togetherness within a team but also as everything that comes from that feeling. Our values allow us to be different but remain connected in a global company. At VEGA, differences are respected and similarities are strengthened.

We strive to be committed and to support each other. We create trust with our employees and with our customers because we are dedicated to each other's success. We take responsibility and our decisions are as sustainable and reliable as possible.

By focusing on what we have in common, we benefit from with each has to offer.

# HUMANITY

We show our humanity above all in our exchanges with other people. It is the essence of togetherness. For us, humanity is the basis for day-to-day interaction and a common understanding of values.

Humanity at VEGA means that we want to treat each other with appreciation and fairness. Only if we respect each other can we treat each other fairly. Humanity creates trust, and trust allows us to show tolerance or empathy and to treat others equally.



# Environmental Policy

We focus on clean energy, biodiversity promotion and education, prioritizing fuel economy in our auto fleet, and reducing waste. We are committed to environmental stewardship, as we recognize that our success ultimately depends on the vitality of our planet. We aim to minimize our impact on its already depleted resources so that it may someday return to a state of resilience.

## Landfill Diversion

A major driver in pushing our planetary boundaries has been the over-consumption of materials and resources. In this respect, we aim to minimize our consumption but also increase our reuse and recycling of all materials. Thus, we will work towards reducing, in every way, the amount of waste we produce.

We see this as a necessary step for all companies to take as we face a future of shrinking resources.

- A comprehensive recycling system has been implemented across our supply rooms and restaurant cafeteria areas, enabling the responsible disposal and recycling of glass, plastic, aluminum cans, paper, cardboard, ink cartridges, light bulbs, e-waste, and batteries.
- The total weight of our recycled material increases each year, and while those recycling weights are impressive - over 130 tons of materials in 2024 - we decided a more accurate picture of our wastes was necessary. We learned that 35% of all waste from our Mason campus is recycled. Our goal for 2025 is to increase our recycling and reduce our waste by achieving a minimum 50/50 mix of recycled materials vs landfill materials.
- Our kitchen staff collaborates with GoZERO Services to



transport our food waste to a composter near us. Each GoZERO cart removes the equivalent of 2,991 miles of driving emissions. Through meticulous meal planning and preparation, we prioritize waste reduction, ensuring sustainability at every step of the meal preparation process.

- We provide employees with personal recycling resources to ensure the safe and responsible disposal of household items.

## Efficient Manufacturing

By utilizing LEAN Principles, we eliminate excess water before it must be recycled or processed. Our production process uses no water.



- Lightweight packaging: going beyond the industry standard to ship our products in an efficient fashion that minimizes unnecessary consumption. Quick-Crate® collapsible shipping crates and Flexform use less material per square inch, and use plywood as opposed to real wood that is processed or laminated. Both solutions are reusable.
- By adding workforce capacity, assembly time was significantly lowered.
- Pre-pack forms in shipping avoid the use of any non-biodegradable filler materials (no air-filled containers, no pellets, etc.) as customized cardboard shapes eliminate the need while adding protection.
- Cardboard paper is used instead of foam. In previous years, we used over 13,000 pounds of foam each year in our packaging. That has now been entirely replaced by cardboard. A cardboard bailer was installed at the end of 2015 to recycle all cardboard waste. In 2024, we recycled 46 tons of cardboard.
- On-demand manual printer: previously, we stocked 10,000+ instruction manuals to be put into packaging with products. This eliminates the need to import manuals from Germany and cuts down on the associated transportation emissions. Additionally, it prevents thousands of trees being cut down that were potentially wasted on unused or obsolete manuals. In 2024, a project to use more electronic manuals was implemented. It is now standard procedure to enter orders by selecting “without” in the operating instructions field. Using an electronic QR code will eliminate thousands of paper manuals
- The Training department is moving to small participant guides for training courses, and replacing 200+ page booklets with electronic versions.

## Mason Campus Relocation

Due to significant business growth, expansion with room to grow was necessary. The 2022 relocation to Mason has opened doors to many environmental goals that include meaningful projects that range from wildlife habitat restoration to clean energy procurement.

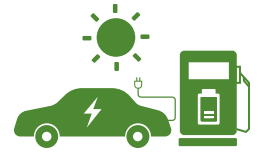
- **Energy Efficiency:** 100% of our electricity consumption across Ohio campuses will be sourced from renewable clean energy sources. The mix of clean energy is recalculated throughout the year, and current estimates show 44% hydro, 28 % solar, 28% Wind as our current mix. VEGA also uses carbon offsets for our natural gas consumption using a fixed rate built into our existing energy provider invoices. In future, we are exploring the option to fund more customizable carbon offsetting projects to be sure they are in line with our values. A portfolio of carbon offsetting projects funded would be made available Q1 of each year.

Clean energy achievements will not prevent us from moving towards options to generate electricity on site when the time is right. Our building expansion will be capable of supporting a solar array, and other options are also being explored.

- **LED Lighting Implementation:** A comprehensive corridor lighting analysis resulted in the decision to remove 55 lighting fixtures, leading to an estimated reduction of electricity usage by 3,600kWh.



- **Prioritizing fuel economy in our fleet:** With an active fleet of 161 vehicles, developing a strategy to minimize the emissions associated with internal combustion engines is necessary. Our dedicated fleet manager works with leadership to implement efficiencies when procuring and maintaining our vehicles across our Mason headquarters and national sales force. Fuel economy is a priority over make/model when replacing vehicles once they reach the predetermined replacement mark of 4 years or 125k miles. We are opting for hybrid options for all half-ton pickups and mid-size SUV's moving forward. This strategy will convert all existing pickups and SUVs to hybrids within 4 years. We will also achieve a mix of 70% EV / 30% hybrid vehicles for our pool cars.



- **Biodiversity Promotion:** Our Mason campus covers roughly 50 acres in a region rich in biodiversity. This region is being developed rapidly, so protection of remaining natural areas is critical. Our philosophy on maintaining greenspace around our facility is built around the concept of showcasing an example of how to develop an area responsibly, keeping biodiversity and habitat protection a priority. VEGA incorporates many native plants and pollinator gardens around the building, and has dedicated an entire area as a Wildlife Habitat.

Song bird populations in Ohio are estimated to have declined over 50% according to the Cornell Lab of Ornithology, and at VEGA we're doing what we can to help migrating and year-round resident birds by improving habitat, adding feeding stations, and installing nesting boxes.

We are also working toward education of our staff on the importance of biodiversity. Over 75 employees from our Mason office signed up for a "Tour the Trail" session with our Sustainability Manager in 2024. The purpose of this tour was to educate our staff on the importance of biodiversity promotion along with highlighting some of the biodiversity achievements we've made on campus. These achievements include the discovery of native plants not previously observed in our county, the installation of the monarch way-station, and utilization of nesting boxes made from repurposed materials. Our goal is to continue these tours and offer a variety of sessions to observe biodiversity throughout the year.

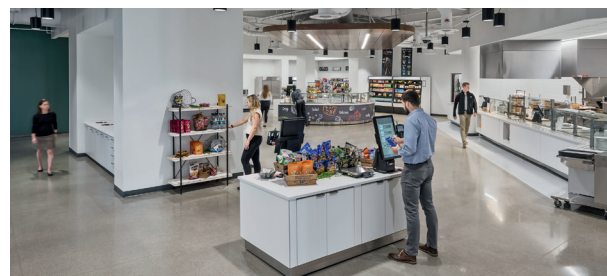
# Our People

Our employees form the backbone of VEGA Americas. They provide the platform for creativity, progress, customer satisfaction, and efficient operations. By enacting a multi-pronged approach to employee well-being and productivity, we seek to ensure approval of all team members—our most important stakeholders.

## Wellness

We prioritize the well-being of our employees, understanding that healthy, active, and safe team members are fundamental to any successful company. To actualize this goal, we've implemented a range of initiatives, including:

- An on-site health clinic and gym along with fitness and hiking trails throughout our campus.
- Our in-house restaurant serves up nourishing meals, offering half-sized portions upon request to accommodate individual needs.
- Biometric screenings and comprehensive healthcare benefits to support the holistic wellness of our team.
- Monthly Wellness activities including participating in 5Ks, on-site presentations about health and financial wellness, opportunities to meet with a gym trainer, and more.



## Safety at VEGA

Safety stands as our top priority across our entire operation. We've established several robust programs dedicated to safeguarding the well-being of our employees.

- Our comprehensive training covers emergency procedures,



including shelter protocols, fire drills, and severe weather preparedness, ensuring that everyone is equipped to respond effectively to any situation.

- We've assembled an Emergency Response Team made up by VEGA employees from various departments who are extensively trained in CPR and First Aid, ready to provide immediate assistance whenever needed.
- We provide a yearly allowance towards Personal Protective Equipment, covering essentials such as steel-toe shoes and safety glasses to ensure our employees have the tools they need to work confidently and securely.
- Safety audits are conducted annually by our health and safety manager to ensure compliance and enhance workplace safety standards. Over the past decade, we've maintained a commendable track record with only six OSHA recordables, significantly below the industry average.

## Radiometric Equipment End of Service Sustainable Disposal Procedures:

When radiometric equipment is near its end of service, we provide coordination to help properly prepare the materials for shipment to a licensed recipient for disposal. We are also able to supply a trained and licensed team member to prepare the shipment and Type A compliant packaging to facilitate the shipment. Once radiometric materials have either reached their half-life for activity, or are in need of disposal, there are options for over-encapsulation to re-use these materials.

## ALARA Principle for Radiation Exposure (As Low As Reasonably Achievable):

VEGA also maintains annual radiometric reporting for monitored personnel using data from dosimetry and exposure monitoring. This data confirms we are consistently well below the NRC defined limits.



## Community Outreach

We extend our values beyond our campus by actively engaging in community development efforts through volunteerism and resource allocation.

- In 2024, our environmental-based volunteering exceeded 250 hours. We aim to double that goal to 500 hours for 2025. These volunteer hours include time spent planting trees, supporting local recycling and reuse nonprofit organizations, beach clean-ups, and forest management.
- Our dedicated employees contribute over 50 hours annually to various community activities, including food drives, clothing donations, blood donation initiatives, participation in the Christmas Families program, and more.
- Our corporate giving exceeds \$30,000 per year supporting initiatives that foster positive change in our surrounding areas.
- We are proud to be a 513 Green certified business through Cincinnati Green Umbrella.
- In 2024, we worked alongside the Cincinnati Zoo's FEED the Zoo program (Fresh, Environmental, Enrichment, Diet) where we both removed unwanted invasive species from our Certified Wildlife Habitat and took the plants to the zoo to feed the animals. We are also working towards finalizing a wetland water measurement system with our very own sensors at the zoo's off site property, Bowyer Farm. Time was also spent promoting biodiversity at this property's newly installed wetland areas.



## Work-Life Balance

Sustainability incorporates the principle of balancing work duties and other activities, and we fully endorse this.



- Our work community is enriched by employee-formed clubs:
  - Poker Club
  - Gaming Club
  - Run Walk Move Club
  - Donut Club
  - Outdoors Club
  - Bowling Club
  - Volleyball Club
- We offer our employees generous PTO and flexible scheduling options to ensure they can be successful at home and at work.
- Many of our departments have implemented work-from-home days. Reducing the need for daily commutes has allowed us to collectively reduce carbon emissions, contributing to a healthier planet.

## Future Success

It is our goal that every employee at VEGA feels enriched, having gained valuable tools and skills throughout their time here.

- Comprehensive training ensures a positive start to employment, producing informed and enthusiastic new team members.
- Continuing education programs are offered to employees on an ongoing basis. Some of these programs are: Aware Communicator, Radiation Safety Training, Lead with VEGA, and specific product training.
- We support the education of employees' children and have established a company-sponsored scholarship program that is designed to help them continue their education in college or other vocational programs.
- We offer a tuition reimbursement program for our full-time employees. Our annual Employee Development Planning encourages our employees to learn and grow within our organization.
- In the past 5 years, we have maintained a 91.5% retention rate.

## Summary

These initiatives underscore VEGA Americas' commitment to a sustainable future, showcasing a comprehensive approach to environmental stewardship. By enhancing the natural landscape of our campus, we contribute to a healthier planet and a more sustainable business model.