



Sustainability Report 2025

Sustainability at VEGA

Foreword by Isabel Grieshaber

Dear readers,

VEGA is deeply rooted in the greenery of the Black Forest – a region that reminds us daily how valuable our environment is. As a family-owned company, protecting nature has always been a particular concern for us. Through my role as a mother of three children, this commitment has gained even more depth. Preserving our natural resources is more urgent than ever. Therefore, we want to lead by example.

For us, sustainability encompasses not only climate protection, but also responsibility towards our employees, society, the regions in which we operate and where our instruments are used. We therefore invest specifically in the consistently high quality of our products, in a healthy working environment and the promotion of local initiatives. Sustainable thinking begins with us in our daily interactions – through respectful collaboration, transparent communication and a corporate culture based on trust, responsibility and development opportunities.

We have set ourselves the goal of becoming greenhouse gas neutral in Scope 1 and Scope 2 by 2033. It is a clear commitment to responsible and future-oriented action in the interests of future generations.

We are always looking towards the future: Change requires courage, curiosity, openness and the willingness to question familiar ways of thinking. For us, sustainability, environmental and climate protection are lived values that are deeply rooted in our corporate culture. We see the decisive potential in the longevity of our products as well as in the ability to continuously make our processes more efficient, resource-saving and responsible.

We are aware that progress is a continuous process. The global economy is networked. It has complex value chains. Not all challenges can be tackled at the same time. However, our long-term thinking and our clear commitment to corporate responsibility drive us to continuously improve. We are convinced: Our long-term success is tied to our responsibility to make sure we take into account the interests of society, people and the environment in everything we do.

Isabel Grieshaber
CEO



Welcome to our journey – towards more sustainability

We will take you with us and give you exciting insights behind the scenes at VEGA.

What does sustainability mean to us as an internationally operating industrial company?

What initiatives and projects are we currently advancing?

How is sustainability anchored in our company, where do we stand today, and where do we want to go?

Interested?

Then join us on our journey.

To help you navigate the report, we will orient ourselves around the three central pillars of sustainability:

Environment, social responsibility, and responsible corporate management and control (governance).



Environment



Social



Governance

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1. Intro

VEGA – not the average company. We do many things differently and like to stand out, not just with our yellow colour. For example, we have our unique Home of Values spirit. Never heard of it? [Then take a look at page 12 right away.](#)

Intro

1.1 What does sustainability mean to us?

In 2015, all member states of the United Nations adopted the 2030 Agenda – a common roadmap for a livable, just and sustainable future.

At the heart of this agenda are the 17 Goals for Sustainable Development (SDGs), which are recognized worldwide as the benchmark for ecological, social and economic action. We at VEGA also feel committed to these goals. We are convinced that long-term growth and economic success only really make sense if they are in harmony with the environment, society and the needs of future generations. That is why we are actively working to make a measurable contribution to sustainable development.



The SDG circle logo consists of a ring made up of 17 brightly coloured segments, each representing one of the Sustainable Development Goals defined by the United Nations.

“Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their needs.”

Brundtland Commission
1987

Since not all 17 SDGs are equally relevant to our business activities. We have selected those goals on which we can have the greatest impact through our actions today and in the future. To allow you to quickly see which SDGs belong to which ESG area, we have grouped the goals relevant to VEGA thematically in the following graphic. Have a look at the chapters “Environment, Social and Governance” to find out how VEGA is contributing to these prioritized SDGs through concrete measures and initiatives.



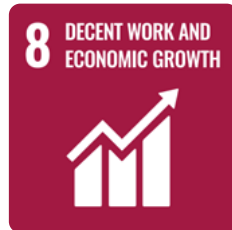
Environment



Social



Governance



Intro

1.2 Innovative measurement technology from Germany

VEGA employs 2,800 people worldwide, 1,300 of whom work at its headquarters in Schiltach, Germany in the Black Forest.

This is where, for more than 60 years, solutions to demanding industrial measurement tasks are being conceived and turned into reality: for chemical and pharmaceutical plants, food and beverage manufacturing, drinking water supply and sewage treatment plants, landfills, mining operations, power generation, oil platforms, recycling, shipping and aerospace industries.

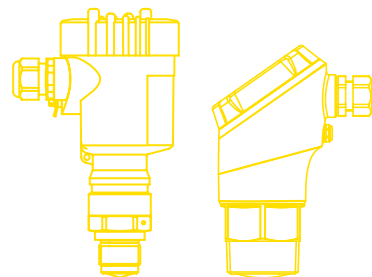




Headquarters
in Schiltach,
Germany

Global market leader

In the field of
radar measurement
technology



Innovation-Hub

in Karlsruhe



GoodSpaces

28

Subsidiaries



3,000



Patents
filed to date

Worldwide
2,800
employees

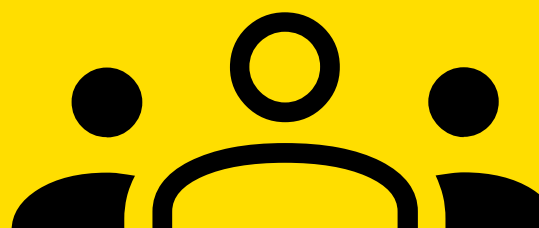


85

Trainees
& dual-study students

1,300

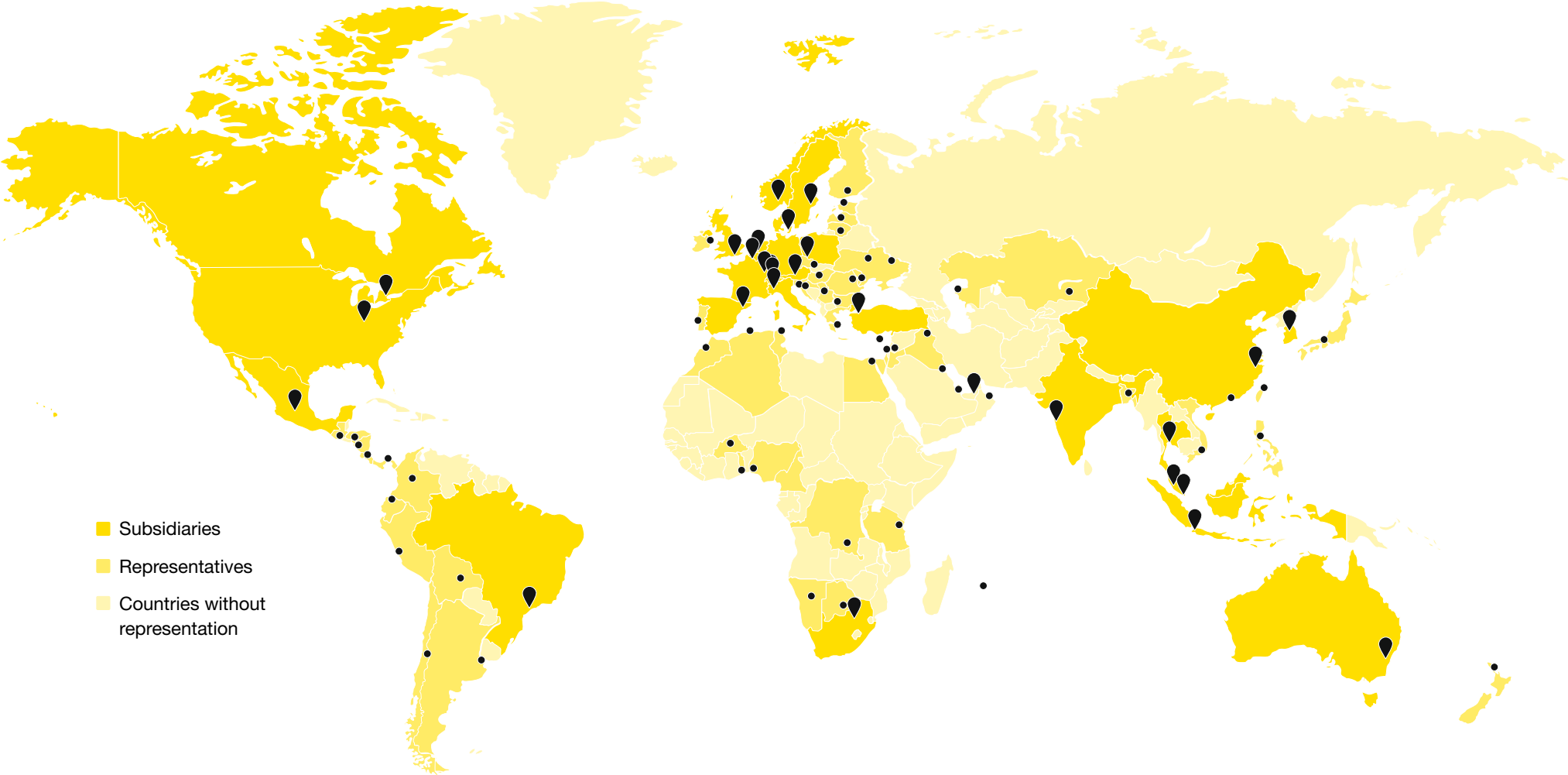
Employees in Schiltach



founded

1959

Locally grounded and globally connected.



Intro

1.3 VEGA – HOME OF VALUES

We create values to make life easier and more secure.

VEGA is the HOME OF VALUES. A place where values are lived: technical measured values are made and interpersonal values are encouraged. Locally rooted and globally connected, we give these values a home.

At the heart of our actions are four central values: Curiosity, Simplicity, Humanity and Connectivity. They shape our corporate culture and are the compass guiding our daily work.

Awareness of our values strengthens cohesion and creates a positive atmosphere for creativity and innovation. Our shared understanding of values helps us to stay connected and live a consistently positive VEGA culture globally.

curiosity

Curiosity drives us to move confidently and successfully into the future.

simplicity

Simplicity is the key to effective processes and easy communication between employees and with our customers. With our focus on simplicity, we inspire people.

humanity

Only if we fulfil all the characteristics of humanity will we lay the foundations for a common understanding of values

connectivity

Connectivity makes us a global company. Respect for our differences and strengthening commonalities are the basis for this.

2. Sustainability at VEGA

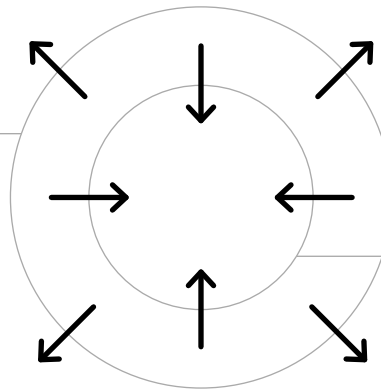
We have been working intensively on the topic of sustainability for more than two and a half years. In doing so, we have learned one thing: sustainability means accepting conflicting goals. We are aware that there is no such thing as a “perfect solution”. But that doesn’t stop us from continuing. For us, sustainability is not about perfection, but about progress.

2.1 Our view

We view sustainability from two perspectives – through what we do, and through how we do it.

Our products actively contribute to sustainability.

The sensors and systems from VEGA help our customers operate their plants more efficiently, with more security and greater conservation of resources. They enable more precise processes, reduce energy and raw material consumption and thus contribute to minimizing the ecological footprint of industry. Our measurement technology makes sustainable solutions possible and our products, with their longevity and robustness, ensure optimal performance that our customers can count on.



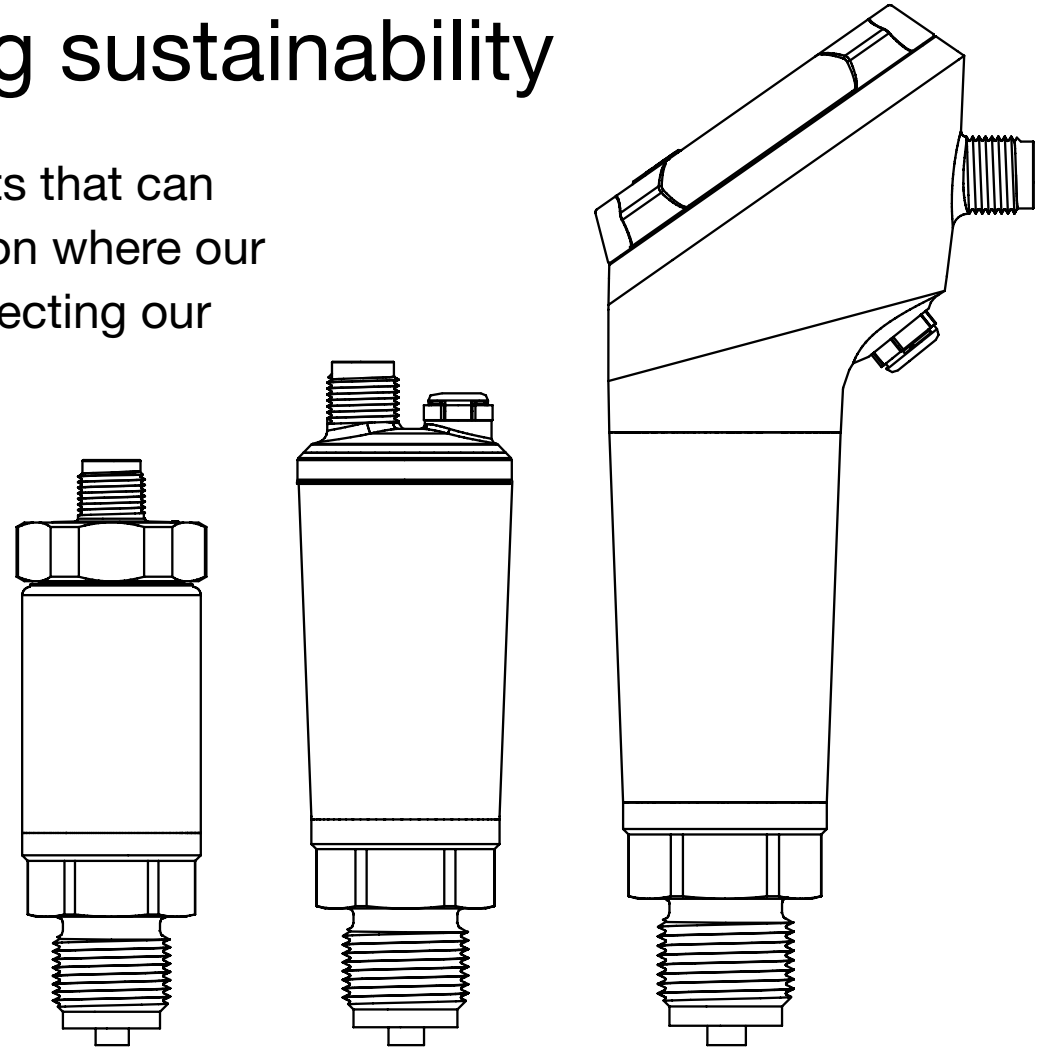
At the same time, we assume responsibility as a company.

We want to become more sustainable ourselves and take our ecological and social responsibility seriously. Our entrepreneurial activity aims to promote a balanced development of ecology, economy and social affairs.

Our responsibility for a sustainable future extends beyond technology. It encompasses supporting and promoting people, preserving the health of our employees, and providing the best possible protection for our environment.

2.2 Our products: Enabling sustainability

Particularly noteworthy are the positive impacts that can be realized through our products: Depending on where our products are used, they can contribute to protecting our environment and us humans.

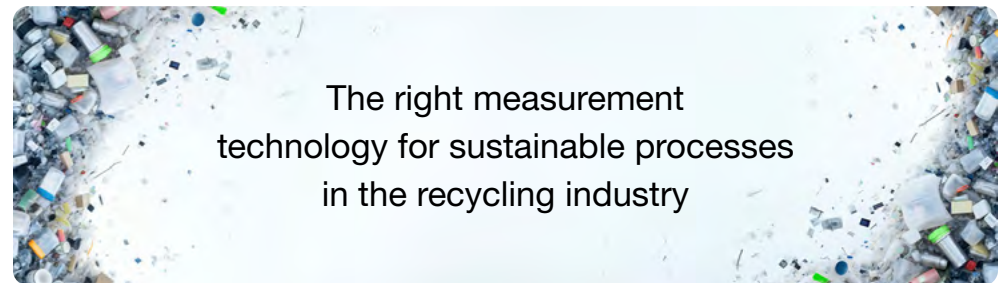
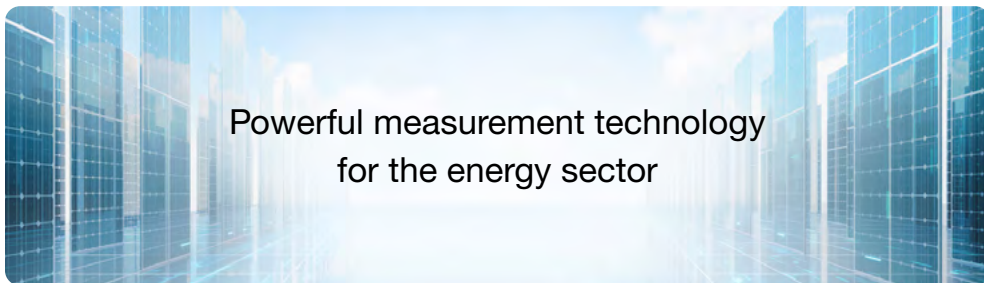
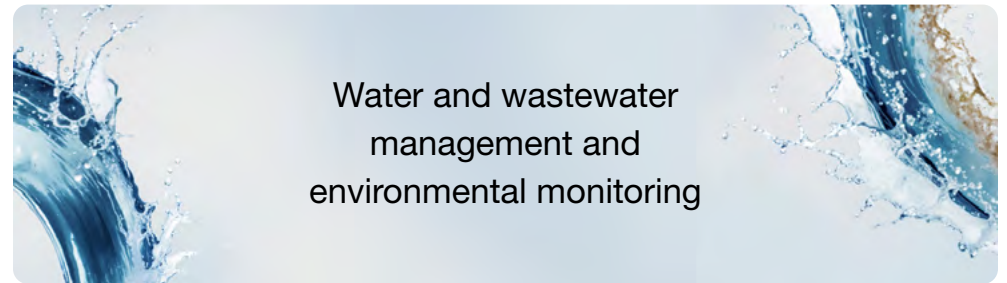
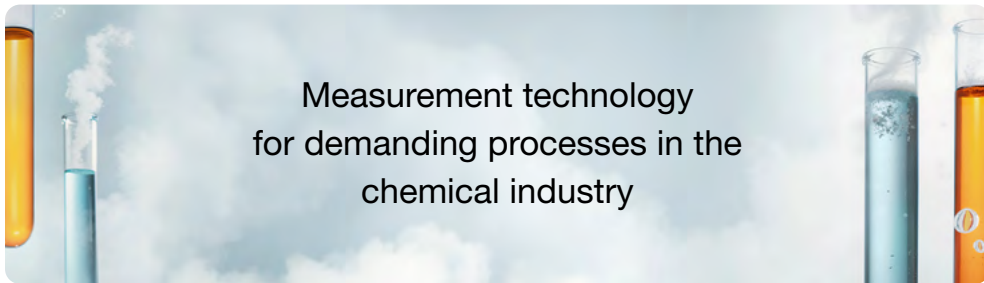


Discover how our sensors contribute to sustainable development on the next page.

Precision for sustainable processes

From water and energy to chemicals and food, our level and pressure instruments drive resource efficiency and environmental protection across industries.

Explore real-world applications:



Sustainability at VEGA

2.3 Everything we do has an impact – including our business activities.

Of course, as a company of our size, we also have a large impact. Becoming aware of this is the first step towards reduction of negative impacts.

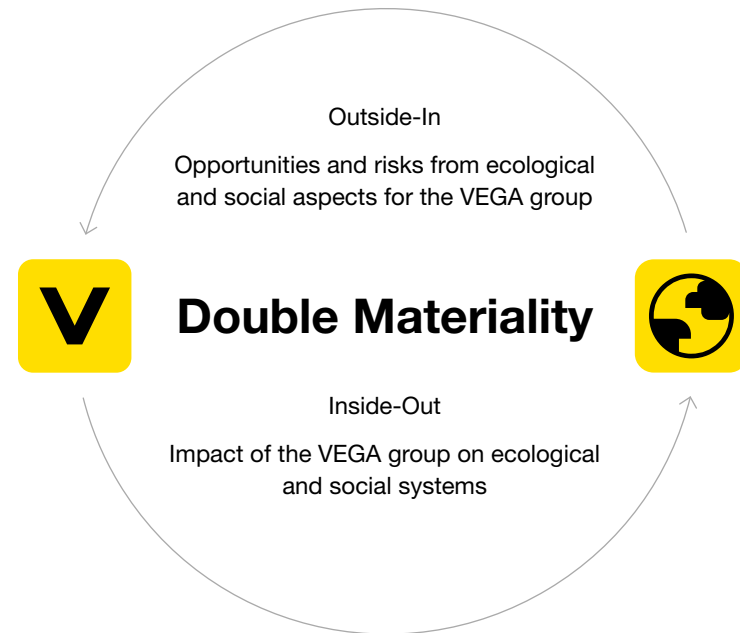
Let's take a closer look:

Key points “Double Materiality”

Based on the European Corporate Sustainability Reporting Directive (CSRD), we conducted a double materiality analysis in 2024 in order to identify where our greatest impacts, opportunities and risks lie.

In doing so, we considered the various aspects from two perspectives: the inside-out and the outside-in perspective (double materiality). What does this mean specifically? To obtain a comprehensive

picture of all relevant sustainability issues, we look at our impact from two angles. On the one hand, we analyze the effects of our business activities on the environment and society (inside-out). On the other hand, we examine the influence of external factors such as social developments, climate change or new regulatory requirements on our company (outside-in).



We have conducted this double materiality analysis and have identified the following points as material:



Climate change

Climate change directly impacts our business processes and supply chains through changing weather patterns, rising energy prices and regulatory requirements for CO₂ reduction.



Use of raw materials

Scarcity and price volatility of important materials can significantly impact production. Efficient raw materials management – including a circular economy and substitution of critical substances – increases supply security and reduces ecological footprints.



Training and competence development

The rapid technological change and new sustainability requirements necessitate continuous learning. Investments in education and training promote innovation, reduce error rates and secure VEGA's future competitiveness.



Sustainable products

Customers and legislators are increasingly demanding that products be environmentally and socially compatible throughout their entire life cycle.



Working conditions

Fair wages, workplace safety and co-determination are central elements to motivate employees, reduce fluctuation and avoid legal risks.



Corporate culture

A values-oriented culture, as practiced at VEGA, is of central importance. The corporate culture is reflected in HOME OF VALUES.

Work in progress
We are actively working on data collection for all of these essential topics in order to derive appropriate measures in the coming years and demonstrate effectiveness.



Sustainability Report 2025

3. Environment

The following picture emerges when we look inward: In 2024, we first calculated our CO₂ footprint for the 2023 financial year. This was the first step to identify in which areas we have the greatest leverage for decarbonization. This CO₂ balance for companies is called Corporate Carbon Footprint (CCF).

Environment

3.1 What does a corporate carbon footprint reveal?

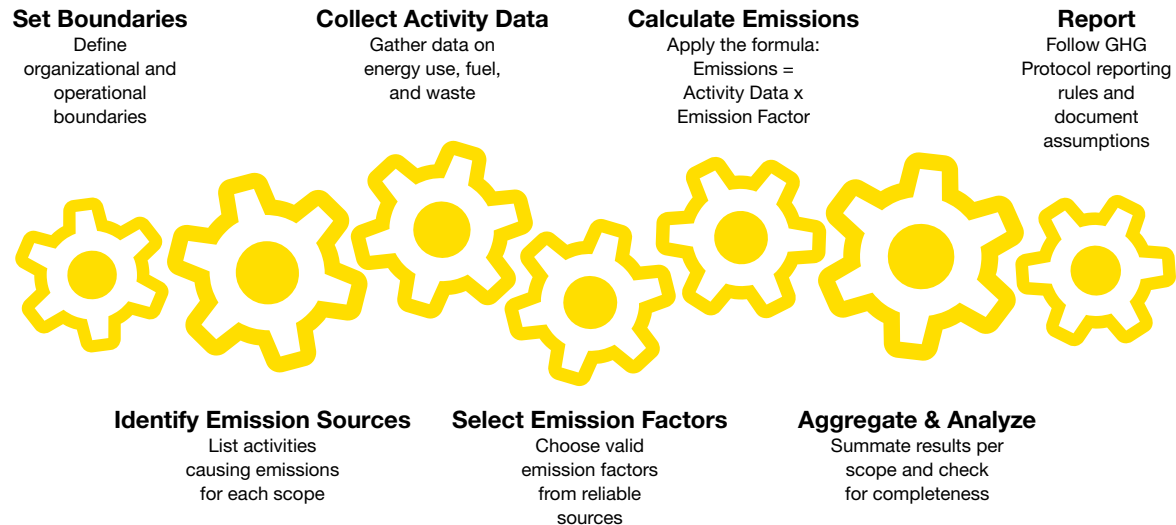
A corporate carbon footprint (CCF) is the total sum of all greenhouse gas emissions associated with a company within a specific period.

These emissions are measured in CO₂ equivalents to make the different greenhouse gases comparable and to consistently represent their climate impact.

The CCF offers companies the opportunity to better understand and systematically manage their impact on the climate. It forms an important basis for the planning and implementation of climate protection measures, aims to reduce emissions and promotes sustainable economic activity.

By calculating the CCF, we obtain a comprehensive overview of our climate impact and can develop targeted strategies for emission reduction.

GHG Protocol Calculation Process



Environment

3.2 How much influence do we really have? And what do the scopes mean?

Greenhouse gas emissions play a central role in global climate change and are a significant factor in global warming.

The Greenhouse Gas Protocol (GHG Protocol) provides companies and organizations with a comprehensive framework for measuring and reporting their emissions.

The GHG Protocol categorizes greenhouse gas emissions into three Scopes which enable a differentiated consideration and more accurate allocation of emission sources.

Scope 1 & 2 includes all direct and indirect emissions generated by a company's activities.

Scope 1 refers to direct emissions from sources that are directly controlled by the company, such as emissions from the

combustion of fuels in company vehicles, in heating systems or in machines and production facilities.

Scope 2 covers indirect emissions from the generation of purchased energy, such as electricity, heat or steam, which the company uses for its own operations. Although these emissions occur outside the company, they are considered a direct consequence of the company's energy consumption.

What about Scope 3?

Scope 3 are the emissions that arise in the upstream and downstream value chain. These include, for example, the production and transport of purchased goods or the

use and disposal of sold products.

Scope 3 is often considered the most comprehensive and at the same time most complex area, as it includes emissions that are not directly under the control of the company. These emissions are more complex to record. Primary data is often not available, which leads to inaccuracies in the calculation. VEGA has initially set a target for Scope 1 & 2, but will also determine a reduction target for Scope 3 in the coming years.

By breaking it down into these three Scopes, the GHG Protocol enables transparency regarding the various emission sources and supports companies in developing targeted measures for emission reduction.

Where are we now, and where do we want to be?

We have collected, consolidated and verified data worldwide. The calculation was performed according to the GHG Protocol. In every subsidiary, sustainability coordinators collected and entered data for their location. In parallel, our team is working on the preparation for sustainability reporting according to the Corporate Sustainability Reporting Directive (CSRD).



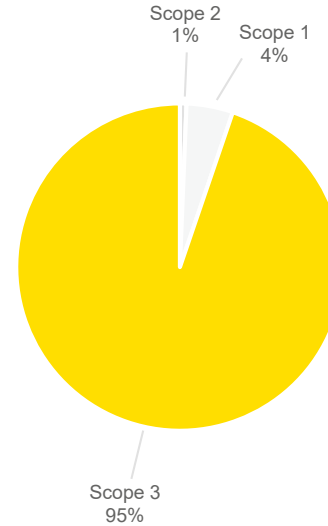
Environment

3.3 Our corporate carbon footprint

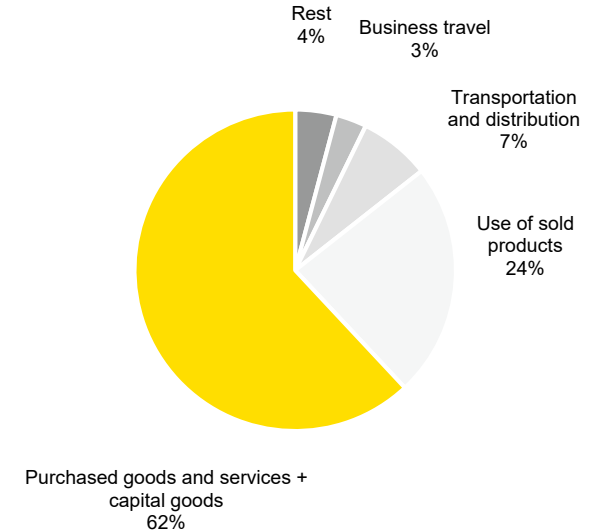
These are our results for VEGA globally for the years 2023 and 2024:

GHG Emissions	2023 in tCO ₂ e	2024 in tCO ₂ e
Scope 1	4,521	4,729
Scope 2 (market based)	4,305	667
Scope 3	112,477	97,708
Purchased goods and services + capital assets	76,402	60,538
Transport and distribution	6,289	6,999
Use of sold products	21,881	23,099
Business travel	1,753	3,026
Employee commuting	4,945	2,688
Waste	124	268
End-of-life treatment of sold products	1,083	1,090
Sum	121,303	103,104

Scope 1, 2 & 3 emissions (2024)



Scope 3 emissions in detail (2024)

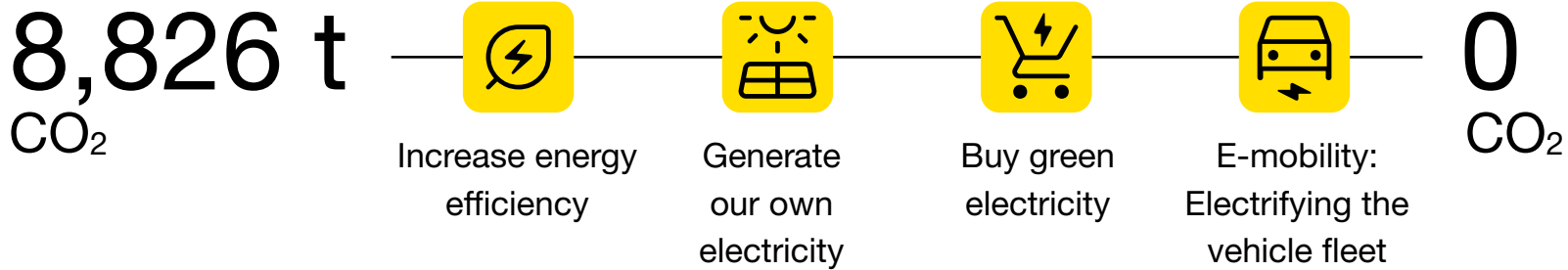


Environment

3.4 What goals have we set for ourselves?

We aim to become greenhouse gas neutral by 2033 in Scope 1 & 2.

Goal: Greenhouse gas neutrality by 2033 in Scope 1 and 2



Greenhouse gas neutrality means that greenhouse gases are completely avoided, reduced or offset by compensation measures, so that no net emissions enter the atmosphere.



Environment

3.5 Why greenhouse gas neutrality and not climate neutrality?

We deliberately choose the term greenhouse gas neutrality because it focuses specifically on the reduction and compensation of all relevant greenhouse gases (such as CO₂) that directly contribute to climate change.

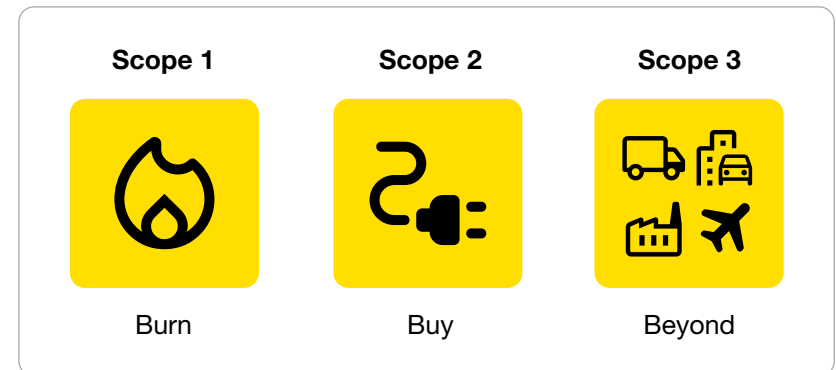
Climate neutrality, on the other hand, is a more comprehensive term that includes other climate-relevant factors such as land use changes, biodiversity losses or use of aerosols, in addition to greenhouse gases – aspects whose effects on the climate are often difficult to measure.

Climate neutrality therefore takes into

account many complex and some difficult-to-quantify factors. For this reason, it is practically impossible to be completely climate neutral.

For this reason, companies and states often orient themselves towards greenhouse gas neutrality, because it is more precisely defined and technically easier to implement.

Scope Emissions



Environment

3.6 How do we achieve this goal?

Sustainability is firmly anchored at the highest level in our strategy.

At the VEGA headquarters a steering committee for sustainability meets monthly. In this steering committee, decisions about sustainability are made at a strategic level.

To achieve our goal, we utilize the following levers:



Switch to green energy

We want to switch our electricity procurement to 100% green sources.



Generate our own clean energy

We will invest in the construction of our own renewable energy facilities.



Electromobility

We want to convert our vehicle fleet and set a new standard for clean, electric mobility.



Decarbonisation measures in our buildings

We plan to transform our facilities by systematically replacing fossil heating and cooling systems with modern, efficient electric systems.



Energy efficiency

We want to optimize our processes and facilities in order to significantly reduce our total energy consumption and eliminate any waste heat generated, or use it in a meaningful way.



Environment

3.7 What have we already implemented?

These are a few examples, on how the decarbonization levers have already been implemented around the VEGA-world:



The hydroelectric power plant in Schiltach has been supplying energy since the 1970s.

816 MWh of electricity were generated in 2024

Equivalent to the annual consumption of around 230 households



A photovoltaic system is installed on the roof of Building B in Schiltach.

95.04 kWp yields an approximate annual output of 95,000 kWh

Equivalent to the annual consumption of approximately 27 households



We are expanding the necessary infrastructure for electric vehicles. Here: Example VEGA USA



Photovoltaic system: VEGA UK



Photovoltaic system: VEGA Switzerland





Installation of a heat pump at VEGA Italy



Photovoltaic system at VEGA India



Photovoltaic system at VEGA Belgium



Heat pump at VEGA Norway



Photovoltaic system at VEGA Italy



Photovoltaic system at VEGA South Africa



Electric vehicle charging station at VEGA Belgium



Environment

3.8 Implementation of our climate strategy – Road to Zero

To implement our climate strategy globally, a very special initiative was launched at the end of 2024 – “Road to Zero”, our path to greenhouse gas neutrality by 2033 (Scope 1 & 2).

Each subsidiary has been tasked with independently developing concepts to achieve this goal. Since conditions vary in each country, we rely on our colleagues on site.

To ensure that every subsidiary can address this issue, we have trained sustainability coordinators worldwide who dedicate themselves to this topic. The role of the sustainability coordinators is the counterpart to the sustainability managers at the headquarters in Schiltach. We have thus been able to establish a network of over 30 employees who are actively and intensively working on implementing our climate strategy.



Environment

3.9 EMAS – certified environmental performance at the Schiltach site

In July 2025, our headquarters in Schiltach was successfully certified according to EMAS (Eco-Management and Audit Scheme).



This award builds on our environmental management system established since 2001 according to ISO 14001 and marks another step towards holistic sustainability. It stands for our commitment to sustainable business practices and shows that ecological responsibility and economic success can go hand in hand.

EMAS is one of the most demanding environmental management systems in the European Union and goes beyond the requirements of ISO 14001. It requires companies not only to comply with all relevant environmental regulations, but also to promote the continuous improvement of

their environmental performance. Progress is regularly documented in a validated environmental statement, which stands for transparency, credibility and responsible environmental commitment.

Do you want to know more about the environmental concerns of VEGA Germany?

[Here you will find the current EMAS environmental report.](#)
(currently available in German only)



Environment

3.10 EcoVadis - sustainability rating

Benchmarking our sustainability efforts

We undergo an assessment* every year via the EcoVadis rating platform and are scrutinized on the topics of environment, labour, human rights, ethics, and sustainable procurement. We received a Bronze medal. According to EcoVadis, this represents a “good” sustainability performance. Nevertheless, we still have room for improvement and want to continuously improve.

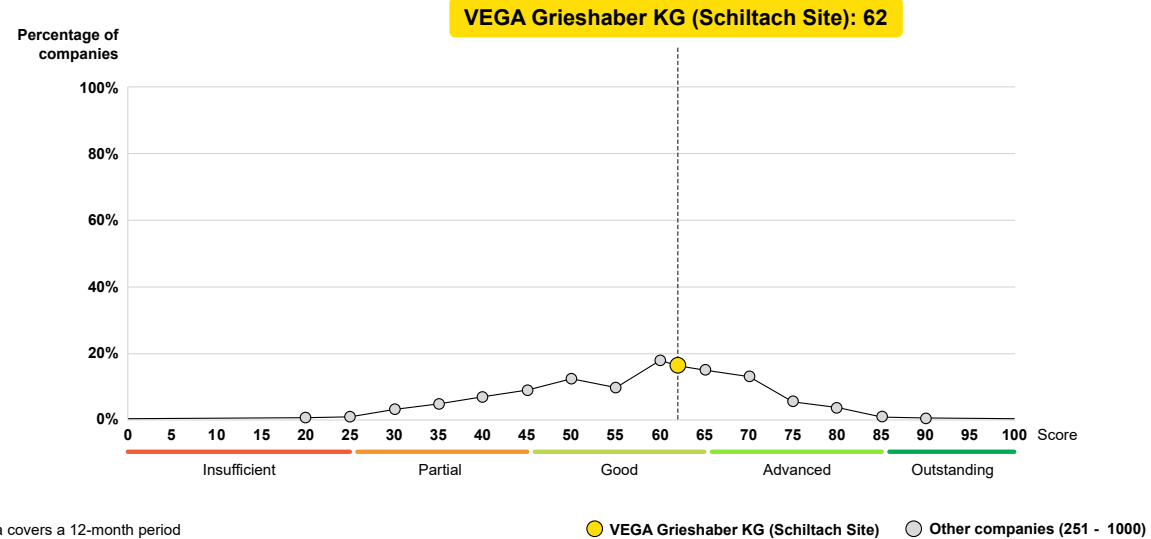
*Some subsidiaries, like VEGA Americas, also have their own assessment.

Overall score

Industry: Manufacture of measuring, testing, navigating and control equipment; watches and clocks

Country or region: All

Size: All





Sustainability Report 2025

4. Social



Social

4.1 Social responsibility at VEGA

As an internationally successful family-owned company, VEGA takes responsibility for people wherever it operates – for its employees, their families, business partners, and the communities in which the company is embedded.

Social responsibility at VEGA means creating sustainable value through respectful cooperation, fair partnerships, and long-term commitment across all areas of the company.

We are convinced that sustainability begins with people. Our social responsibility activities therefore focus on our employees, on responsible relationships with customers and suppliers, and on active engagement in society. Guided by our values and anchored in our Code of Conduct, we strive to create an inclusive, supportive, and inspiring working environment, while making a positive contribution to regional and social development.



Social

4.2 Corporate culture and values

A key element of VEGA's social responsibility is the continuous development of our corporate culture.

With the initiative "HOME OF VALUES", we have launched a global cultural development process aimed at providing a clear framework and shared understanding of our corporate values across all locations. The initiative was launched by a team led by our CEO, Isabel Grieshaber.

The goal of HOME OF VALUES is to anchor VEGA's culture globally, strengthen a sense of belonging across the organization, and continuously evolve our values in line with the company's growth. As a global family business with a strong heritage, VEGA places trust, fairness, openness, and responsibility at the center of all interactions – internally and externally.



Social

4.3 Workforce and employer structure

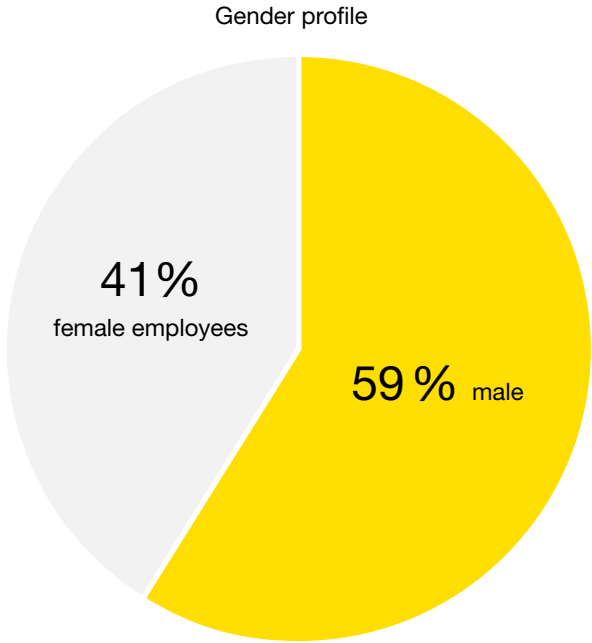
VEGA employed 2,775 people worldwide in 2025 (2024: 2,570).

Of these, 1,291 employees worked at our headquarters in Schiltach, Germany.

During 2024, VEGA hired 85 new employees at our headquarters. Our workforce reflects our international orientation, with employees from 25 nations contributing their expertise and perspectives at our headquarters.

The workforce composition at our headquarters reflects a balanced gender profile, with 59 % male employees and 41 % female employees. An average employee age of 41 years underscores our commitment to diversity and an experienced, mature talent pool.

Average employee age of 41 years	Employees from 25 nations
VEGA hired 85 new employees at our headquarters	



Social

4.4 Employer commitment and employee development

Creating and preserving secure jobs is a central pillar of VEGA's social responsibility.

Across the company, VEGA is committed to long-term employment relationships and continuously invests in the professional and personal development of its employees.

4.5 Diversity, inclusion, and equal opportunity

VEGA fosters a culture of respect and equal opportunity across all locations.

We value the diverse cultural backgrounds and experiences of our employees. Our management culture aims to create a diverse, healthy, and safe working environment with fair compensation structures and transparent processes. Interns and students are fully integrated from day one and are encouraged to actively contribute and develop within the organization.



Social

4.6 Young talent development

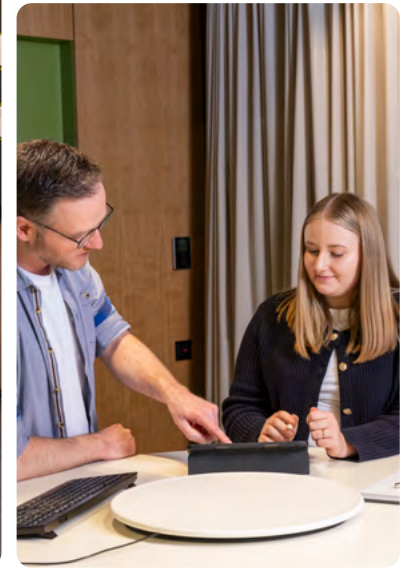
The promotion of young talents plays a vital role at VEGA. The company offers a wide range of vocational training programs and dual study opportunities.

In Germany, VEGA provides training in 15 different apprenticeship professions and dual study programs. At our headquarters in Schiltach, 87 apprentices and dual students are currently employed, with a retention rate of 98%.

In addition, selected subsidiaries implement region-specific initiatives. For example, VEGA Americas supports the education of employees' children through a company-sponsored scholarship program designed to help them pursue college or vocational education.

Sustainability is an integral part of VEGA's youth seminars, aiming to raise awareness of environmental and social responsibility at an early stage. International exchange programs further enable young talents to gain valuable international experience.





Social

4.7 Learning and growth

Continuous learning is a cornerstone of VEGA's corporate philosophy.

We provide structured onboarding programs, performance review processes, leadership development initiatives, and a wide range of training opportunities. Our global learning platform offers employees worldwide access to numerous professional and personal development topics.



At the headquarters and in selected subsidiaries, employees are offered language courses to support the development of their language skills. In addition, targeted workshops and regular knowledge-sharing formats promote exchange across departments and regions.



At the headquarters, VEGA also offers sustainable leadership development programs that provide individualized support for managers in their roles. This includes the multi-module "New to Leadership" program, which equips newly appointed leaders with essential knowledge and encourages cross-functional exchange. Together with ongoing coaching and development initiatives, these programs strengthen long-term leadership capabilities. These form a key element of sustainable people development, as leaders play a crucial role in shaping company culture.



Social

4.8 Employee well-being and work-life balance

VEGA is committed to supporting employees in balancing professional and private life.

Flexible working hours, part-time models, and mobile working options are available for many job profiles, depending on local conditions and job requirements, and are based on a culture of mutual trust. Family-friendly benefits further support individual life situations, such as childcare subsidies or vacation programs for children at the German headquarters.

Health, safety, and well-being are also key priorities. At VEGA's headquarters, Corporate Health Management is coordinated by dedicated specialists who organize preventive health programs, courses, and lectures. Services include ergonomic workplaces, on-site massages, physiotherapy, health checks, blood donation campaigns, bicycle leasing options, and subsidized public transport tickets.

At the VEGA Campus in Mason, Ohio (USA), employees have access to an on-site health clinic and gym, as well as fitness and hiking trails. Additional offerings include biometric screenings, comprehensive healthcare benefits, and monthly wellness activities.

Modern and attractive working environments worldwide further contribute to employee satisfaction. Many VEGA locations feature thoughtfully designed offices with relaxation areas, recreational facilities such as table tennis, and company restaurants offering freshly prepared meals.



Social

4.9 Community engagement and social commitment

As a responsible corporate citizen, VEGA actively supports regional associations, clubs, and charitable organizations at its various locations.

Through targeted financial contributions, long-term partnerships, and personal engagement, we aim to strengthen local communities and contribute to the sustainable development of the regions in which we operate.

VEGA supports a wide range of social initiatives, including:

Education and Technology: In several subsidiaries, VEGA cooperates with schools and universities to introduce children and students to technology in an age-appropriate way, donate equipment to support education, or present career opportunities at VEGA.



Social Engagement: VEGA supports regional social organizations and charitable institutions, such as initiatives assisting people with disabilities, people in need, or animal welfare organizations. Employees are encouraged to engage in volunteer activities and social projects.



Sports and Recreation: VEGA sponsors local sports clubs and organizes company-wide activities, such as running groups, to promote health and team spirit.



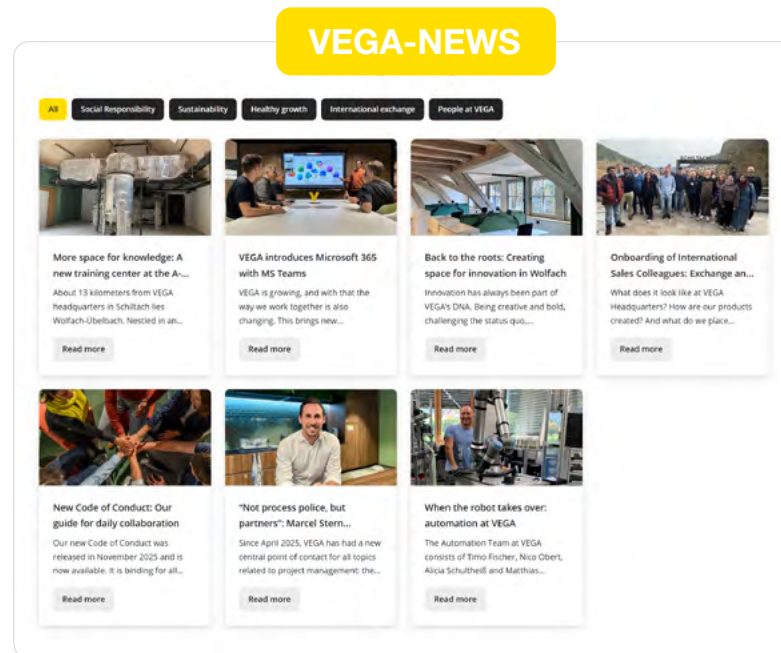
Social

4.10 Communication and benefits

Transparent and inclusive communication is supported through the social intranet and the VEGA News format, enabling employees to exchange ideas and stay informed.

In addition, a monthly meeting is held at the German headquarters as an on-site meeting with hybrid participation, providing employees in Germany with regular updates on key topics, strategic developments, and ongoing projects.

VEGA fosters a strong sense of community through company events such as summer and Christmas parties and anniversary celebrations. Additional benefits at the headquarters in Germany and in several other subsidiaries include, for example, subsidized meals, transportation support, financial contributions to team-building activities, gifts for special occasions, or a Seniors' Club that maintains lifelong connections with retired employees.





Sustainability Report 2025

5. Governance



Governance

5.1 Corporate governance

VEGA Grieshaber KG is managed by Isabel Grieshaber and Markus Kniesel, the two CEOs who each have clearly defined areas of responsibility.

The company's shareholders are responsible for overseeing management. An advisory board, comprised of representatives of the shareholder body as well as external experts, regularly advises management on strategic issues and also serves as a link to the shareholder body.

Management, control and monitoring are structured in such a way as to ensure balanced decision-making and appropriate control. Legal requirements are taken into account, as are economic, ecological and social aspects.

The company's clear vision serves as a benchmark for decisions and an expression of responsibility towards all stakeholders.

VEGA's mission makes this commitment something that can be seen and felt. Details are available on the homepage: [VEGA – Level and Pressure Instrumentation](#)

Transparent and responsible corporate governance forms the basis for sustainable and long-term successful business activity. It facilitates achievement of the three corporate goals: healthy growth, sustainability and social responsibility.

The VEGA corporate policy statement is available here: [VEGA Corporate Policy](#)



Governance

5.2 Value-based corporate governance and ethics

Corporate governance is based on a shared understanding of values.

VEGA's Code of Conduct forms the binding basis for responsible conduct and applies to all employees, regardless of their role or function. It describes our expectations with regard to integrity, fairness, transparency and compliant behaviour and fosters a corporate culture based on trust and responsibility.

Managers bear a special responsibility to actively promote these values in the workplace and visibly lead by example.

The contents of the Code of Conduct are communicated regularly and form part of our training and awareness-raising measures.



Governance

5.3 Adherence to the law and compliance

Adherence to applicable laws, regulations and internal guidelines is a core principle of our corporate governance. All employees are expected to familiarise themselves with regulations relevant to their work and to comply with them. At the same time, we promote an open environment where any legal questions or uncertainties can be addressed early on.

5.4 Corruption and fraud prevention

Corruption, bribery, fraud and other dishonest business practices are strictly prohibited. An absolute zero-tolerance policy applies, particularly in dealings with public officials and government bodies.

Regulations regarding gifts, invitations and commission payments help to avoid conflicts of interest and keep business decisions free from undue influence.

Suspicious circumstances or indications of wrongdoing can be reported through defined channels and will be thoroughly investigated.

5.5 Fair competition

VEGA is committed to fair and responsible competition. Anti-competitive practices like price fixing, market/customer allocation or misleading advertising are avoided at all cost. Possible violations are investigated transparently and addressed with appropriate measures.



Governance

5.6 Data protection, information security and new technologies

Protection of personal data and sensitive information is an integral part of governance.

Appropriate organisational and technical measures support data protection and information security. Employees are regularly made aware of the need to handle information responsibly.

The use of new technologies, in particular artificial intelligence (AI), is transparent, responsible and risk-based, taking into account ethical, legal and security-related aspects.



Governance

5.7 Compliance with due diligence obligations – we take responsibility

As a global company, VEGA can directly and indirectly affect many people within its supply chain.

VEGA exercises due diligence within its supply chain, pursuing a risk-based approach and actively involving suppliers in this process.

The basis for this is a risk analysis of all suppliers with regard to country and specific industry risks. Critical suppliers are also examined via more detailed risk analyses. The results of the risk analyses are incorporated into the overall risk assessment.

5.8 Whistleblower systems and the handling of violations

All employees and external partners have access to confidential and anonymous reporting channels that allow them to report possible violations of the Code of Conduct, legal requirements or internal guidelines. Reports made in good faith will not result in reprisals. All incoming reports are reviewed and followed up on.

VEGA's whistleblower system can be found at: [VEGA whistleblower system](#)



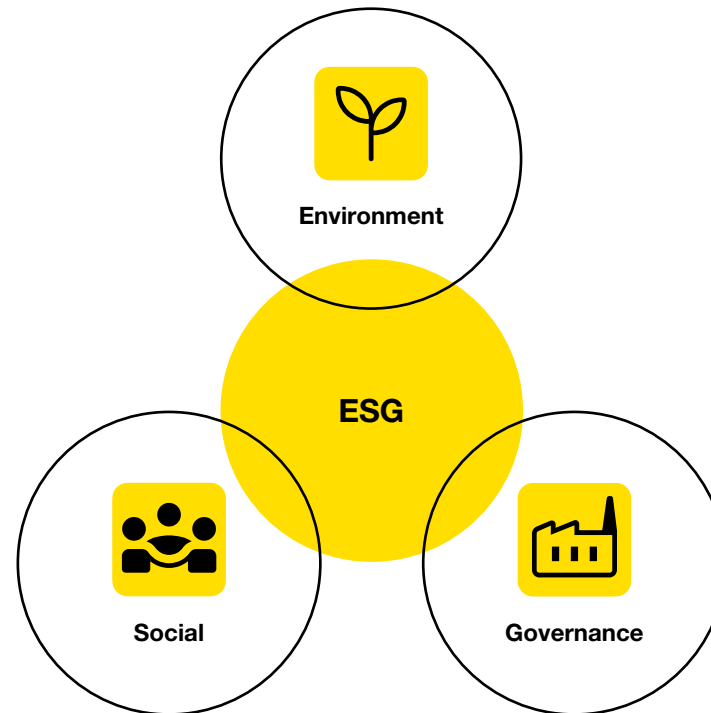
Governance

5.9 Embedding ESG into business decisions

Sustainability is an integral part of our corporate governance.

ESG aspects are taken into account in all business decisions and addressed along the entire value chain. We pursue a risk-based due diligence approach and adapt measures to the nature, severity and likelihood of potential risks.

Management is responsible for the evolution of our ESG practices. Sustainability related risks and opportunities are regularly assessed and integrated into strategic decision making processes. The continuous development of our governance structures supports the integration of sustainability into our business decisions.



VEGA Grieshaber KG
Am Hohenstein 113
77761 Schiltach, Germany
Phone +49 7836 50-0
E-mail info.de@vega.com
vega.com

1150296-EN-260331

VEGA HOME
OF VALUES

vega.com